



THE NORWEGIAN DEFENCE UNIVERSITY COLLEGE

Gender and military issues

- A categorized research bibliography



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Kari Fasting • Trond Svela Sand



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The background of the page features several thin, light gray lines that create a sense of movement and depth. These lines are mostly straight but include some curves, particularly towards the bottom left. They intersect to form various geometric shapes, including triangles and quadrilaterals, though they are not solid. The overall effect is minimalist and modern.

Gender and Military Issues

- A Categorized Research Bibliography

Kari Fasting

Trond Svela Sand

Moving Soldiers – Soldaten i bevegelse is a new institute series that aims to provide an arena for interdisciplinary thinking and debate within the fields of interest of the Norwegian School of Sport Sciences Defence Institute.

The content of the series will be based on the core performance areas of the Institute which are: research, education and the communication of knowledge about human bodily training and performance within a military context. As such, "Moving Soldiers" is the military equivalent of the Norwegian School of Sport Sciences' journal, "Moving Bodies," which is dedicated to the communication of knowledge about sport and the bodily movement of humans.

The series is meant to be a forum that reflects some of the activity going on at, and in connection with, the Defence Institute. Thus, over time, "Moving Soldiers" will present a variety of ongoing research and development projects, conference and symposium presentations, seminar and workshop reports and invited contributions from scholars and military personnel who have a connection to the Institute's field of interest in different ways. As a result, "Moving Soldiers" will have both thematic issues and editions that are somewhat more diverse in their content.

The research and development program at the Defence Institute covers nature and social sciences as well as the humanities. Consequently, "Moving Soldiers" will truly be an interdisciplinary series. Being situated within the university society, the Institute conducts its professional activities in accordance with recognized scientific, pedagogical and ethical principles. In compliance, "Moving Soldiers" (even though it is not a "refereed journal" with an editorial board of reviewers) will seek to maintain a qualitative standard that can be valued accordingly.

This first edition of "Moving Soldiers" marks not only the beginning of this series, but also the start of the Defence Institute's venture into the field of gender research in a military context. For the Institute, this has become a natural step since much of our research has dealt with the consequences of the military transformation that we have witnessed in developed Western societies over the last couple of decades. The transformation has been argued to resemble a shift from modernity with a focus on universalism, structure, and objectivity, towards postmodernity with its emphasis on constructivism, complexity and contextuality. In conjunction with this military transformation, the Defence Institute has sought to find out what implications this would bring about when it comes to understanding how we define military skill, what it is to be militarily skilled and how we should acquire these skills.

Our findings indicate that military skills are traditionally validated from a hard science perspective where, for instance, the body is compared to a machine. Similarly, being skilled is often seen as a soldier's ability to follow specific orders, and that the skill acquisition process is based on clear-cut instruction models. The [post]modernized armed forces, however, seem to need soldiers who are able to take an initiative and act

flexibly and independently in complex situations marked by conflict and chaos. This requires soldiers who are mature and able to make critical judgments. This is illustrated in NoAF's Joint Operational Doctrine of 2007:

Today's complex operations can never be fully covered by manuals and rules of engagement. Our ability to fulfill our tasks depends rather on individuals whose judgment is well developed and mature.

Therefore, a desired consequence of the military transformation seems to be that soldiers should be humanized and that the understanding of military skill will subsequently become more complex. As such, soldiering skills can no longer be viewed as a fixed entity, but rather as something attached to the individual based on: who he or she is, where they are, and in what circumstances they are performing their task. This "evolution in military affairs" indicates that understanding military skills is no longer a task for hard science alone, both the social sciences and humanities should be able to provide new meaning to what is constituted as good soldiering skills.

Consequently, understanding the cultural dimension at large and different aspects of the military culture in particular will be a great asset in developing tomorrow's soldiers and military units. The gender issue is a significant concern in this discourse, and should thus not be taken lightly.

In the Norwegian discourse it is still heard from time to time that we know very little about gender issues, although there seems to be a great deal that has been done in the area. This is evidenced by this bibliography. It is therefore assumed and hoped that the bibliography will be of value to those who are seeking knowledge but are not familiar with the work being done in the area. An additional use for the bibliography is that it systematically categorizes the broad area of gender research in a military context. In either case the bibliography should be of invaluable assistance to academic and military researchers.

The aim of this edition of "Moving Soldiers" is therefore to give an extensive interdisciplinary overview of studies on gender issues in a military context. The bibliography presented covers more than 2,500 references of internationally reviewed articles, reports, books and theses from both military and non-military institutions. The references have been categorized into themes such as "Men & Masculinities," "Sexual Harassment & Abuse," "Physical Ability," etc. It is fair to say that it should represent an essential tool for military leaders, scholars and politicians interested in gender issues in a military context.

The Norwegian School of Sport Sciences Defence Institute wishes to express our gratitude to both the "Gender-project" at the Norwegian Defence University College and the Norwegian Defence Research Establishment for their financial support in making this bibliography possible.

Anders McDonald Sookermany

■ Author's summary ■



The purpose of this report is to give an overview of research related to gender issues in the military. The Norwegian School of Sport Sciences, Defence Institute plans to use this as a basis for developing a research program about gender and military issues. It is hoped that the bibliography can be of use to other scholars and students in the field of military and gender studies.

Five 'military key words' and 25 'gender key words' were used in searching different databases and the web pages of military and non-military institutions. The 'military key words' were: Military, Armed Forces, Army, Air Force and Navy, and the 'gender key words' were: Abuse, Body, Bullying, Discrimination, Diversity, Equality, Equity, Female, Femininity, Gay, Gender, Harassment, Hazing, Homophobia, Homophobic, Homosexual, Integration, Maltreatment, Masculinity, Neglect, Prostitution, Rape, Sexuality, Trafficking, and Women. In all searches these 5 'military key words' were combined with the 25 'gender key words', which gave a total of 125 search terms. In addition to these we combined each of the key words 'peace building' and 'peacekeeping operations' with 'female', 'gender' and 'women' (a total of 6 searches).

The publications were categorized into the following main categories: Journal Articles, Books, Reports etc., Ph.D Theses (non-military institutions) and Ph.D Theses & Master Theses (military institutions).

The following data bases have been used in the search: Amazon.com, EBSCO EBSCO Academic Search Premier, EBSCO Military & Government, ERIC, HighWire, ISI Web of Science, OvidSP, ProQuest, PubMed, ScienceDirect, SpringerLink, Swetswise, and WorldCat. The search was limited to 'title' plus 'abstract', and where it was possible

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the search was refined to 'peer reviewed' journal articles. In addition the web pages of many institutions and organizations, both military and non-military were searched.

A total of 2571 publications were found. The journal articles account for more than half (52.2 %) of the publications, followed by reports (20.5 %). The fewest publications are found in the main category 'Ph.D & Master Theses (military)' (4.8 %). Military Medicine is the journal that has published the most articles (147), followed by Armed Forces & Society (65).

A content analysis of all titles and abstracts revealed 39 themes. All publications have been coded into one or two of these themes.

'Gender and History' was the largest theme found in this bibliography with 292 publications followed by 'Gender, Sexual harassment and Abuse in a Military Context' (189) and 'Lesbian, Gay, Bisexual and Transgender (LGBT) Issues' (170).

The fewest references were found for the themes 'Gender, Alcohol and Substance use' (9), and 'Gender, Hazing and Bullying' (13).

The ten themes that seem to be most under-researched counted for only 8.3 % of the 2576 references that were found. It was surprising that there seems to be little research in the area of 'Recruitment of Women' (27). It is also surprising that there seems to be so little knowledge about themes like 'Gender, Race and Ethnicity', 'Gender, Hazing and Bullying', 'Gender and Stress' and 'Gender and the Body'. It is concluded that based on the existing political will to recruit more women into the Armed Forces, research on 'Recruitment of Women' stands out as an area where it is very important to develop more knowledge.

It is a hope that this bibliography will be of help to people interested in doing research on gender issues in the military, and that it will inspire others to develop bibliographies in this field. It seems necessary that other bibliographies should cover studies in other languages and should include research done in other cultures and countries. The authors also wish that this bibliography can inspire researchers to produce review articles about the knowledge that exists on the different themes, which is a prerequisite for the development of new research questions and projects.



Gender and Military Issues

- A Categorized Research Bibliography

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■ Introduction to the Bibliography ■

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Introduction

We need to attract more women to the defence sector. Women have the same rights as men to all positions, both military and civilian, in our Armed Forces. Yet, our organisation is still essentially male dominated. Only seven percent of our military personnel, including those on contract, are women – and we want to increase this number.¹

This quote, from the former minister of defence Anne-Grete Strøm-Erichsen, illustrates the position that the Norwegian Government has held during the last 25 years. In spite of this governmental concern, the Norwegian military is still one of the most male dominated sectors in the Norwegian society. Other areas of the society are characterized by a broad female participation in public life. Compared to most countries, the percentage of educated women who work outside the home and are economically independent is very high in Norway.

Although women were given access to military posts in 1938, and in 1977 they were given access to the school for officers, it was in 1984 that voluntary conscription was opened up for women.² Women were formally integrated into the Norwegian armed forces in 1985. This included operative and combat oriented posts. Beginning in 2010 it has been decided to introduce military compulsory conscription also for women. In comparison with other male dominated institutions the Norwegian armed forces was the last sector to achieve formal gender equality. Women and men in the Norwegian police force, for example, got the same equal rights in 1958.³

The armed forces have not been very successful in recruiting a greater number of women to the military, and studies have also shown that women resigned from the military to a larger extent than their male colleagues.⁴ In 2006 when the target was 15% there were approximately 7 percent women in the armed forces. This figure increased to 8.6 % in 2009. An overview from the NATO's Committee on

1 Former minister of defence, Anne-Grete Strøm-Erichsen (2007) (<http://www.regjeringen.no/en/dep/fd/Selected-topics/Modernisation-of-the-Armed-Forces/Gender-equality.html?id=440403>) Retrieved june 4, 2010

2 The principle of general compulsory military service has been embedded in the Norwegian Constitution ever since 1814. Article 109, first paragraph, of the Constitution states that, "As a general rule every citizen of the State is equally bound to serve in the defense of the Country for a specific period, irrespective of birth or fortune." In practice, only the male half of the population has been called up and done their civic duty.

3 Committe for a higher proportion of women in the Armed Forces (2007) *Committe for a higher proportion of women in the Armed Forces – report Oslo*, Norway: the Norwegian Ministry of Defence [Utvalget for for høyere kvinneandel (2007) Utvalg for større kvinneandel i forsvaret - rapport. Oslo: Forsvarsdepartementet]

4 Steder, F.B., Hellum, N. & Skutlaberg, K. (2009) *Research on cohorts from conscription and onwards – gender, leadership and recruitment in the Armed Forces*, Oslo, Norway: Norwegian Defence Research Establishment [Forskning på årskull fra sesjon og fremover – kjønn, ledelse og rekruttering i forsvaret, Oslo: Forsvarets forskningsinstitutt (FFI)]

Gender Perspectives shows that Latvia has the highest (21.7 %) and Italy has the lowest (3.4 %) representation of female military personnel in the NATO.⁵ In Norway it took more than 20 years before the first female officer reached the position of general.⁶ Today women in the military account for only 2 % of the flag officers, 6 % of the senior officers, 8.8 % of the junior officers and 11.4 % of the non-commissioned officers.⁷

The situation described above was one reason for the development of the White Paper titled "Increased Recruitment of Women into the Armed Forces" that was discussed in the Norwegian Parliament in 2007. One of the initiatives proposed in this White Paper was to establish two research projects; one that should try to identify measures for better recruitment and retention of women and men in the Norwegian Armed Forces, and one that should study the culture in the military and the attitudes towards and among women and men in the Armed Forces.⁸

In 2000, the UN Security Council adopted Resolution 1325 on women, peace and security. It recognized the need for women to participate on equal terms with men, at all levels and in all roles, to promote peace and security. Parallel with the work on the Norwegian White Paper about how to increase the recruitment of women into the Armed Forces four ministries in the Norwegian Government produced an action plan for the implementation of Resolution 1325 in 2006. It states that:

Conflict prevention, crisis management and post-conflict reconstruction, as well as the establishment of rights-based governance and implementation of humanitarian and human rights norms are all elements of most peace operations today. Resolution 1325 deals with these elements from a gender perspective. War and conflict affect women, men, boys and girls in different ways. A gender perspective must be applied in order to recognize the equal rights and human dignity of all people.⁹

The action plan further states that the proportion of women in the armed forces will be increased. To further implement the action plan in the armed forces, the Norwegian Defense University College was asked by the Government to establish a resource centre for gender perspectives in military operations, which has been in operation since 2010.

5 NATO Committee on Gender Perspectives. National Reports 2009. http://www.nato.int/cps/en/natolive/topics_50327.htm, retrieved June 4, 2010

6 Haaland, T.L. (2008) Invisible women and friendly war-fighters: Perceptions of gender and masculinities in the Norwegian armed forces, NORMA, 3(2), pp. 168-179

7 NATO Committee on Gender Perspectives. National Report from Norway 2009. http://www.nato.int/cps/en/natolive/topics_50327.htm, retrieved June 4, 2010

8 The Norwegian Ministry of Defence (2007) *White Paper nr 36 (2006-2007) Increased recruitment of women to the Armed Forces*, Oslo, Norway: The Norwegian Ministry of Defence [Det Kongelige Forsvarsdepartement (2007) St.meld. nr. 36 (2006-2007) Økt rekruttering av kvinner til Forsvaret. Oslo: Det Kongelige Forsvarsdepartement]

9 Norwegian Ministry of Foreign Affairs (2006) *The Norwegian Government's Action Plan for the Implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security. Action Plan (2006)*. Oslo, Norway: Norwegian Ministry of Foreign Affairs, p 3

The publisher of this bibliography is The Norwegian School of Sport Sciences, Defence Institute, which is a department of the Norwegian Defence University College. Its main focus is to develop and educate military personnel about exercise, training and bodily movement with an interdisciplinary perspective. Focus on training methods and different movement solutions are naturally central and aimed at all levels and forms of activity in the military. The goal of the research at the institute is to increase the scope and quality of studies that contributes to improving the skills underlying the military's operational performance. Over the last few years both education and research have focused more on themes related to the body, movement and energy.¹⁰ When we mention or study the body we cannot be gender blind. Consequently this has led to a need for more knowledge about gender, the body and movement in the military. That this has happened, at the same time that there is a strong political and military will to recruit more women into the military and to implement a gender perspective in the Armed Forces, stresses the importance of the development of new research projects. But to start to develop new studies one needs to know what already exists. This is the background for the development of this bibliography. The purpose of this report is therefore to give an overview of research related to military and gender issues. The Norwegian School of Sport Sciences, Defence Institute, wants to use this as a basis for developing a research program about gender and military issues. It is also our hope that the bibliography can be of use to other scholars and students in the field of military and gender studies.

Gender

'Gender' has already been mentioned but may need some clarification. Since the 1970s sociologists have used the term 'sex' to refer to the anatomical and physiological differences that define male and female bodies. 'Gender', by contrast, concerns the psychological, social and cultural differences between males and females. Gender is therefore linked to socially constructed notions of masculinity and femininity, which boys and girls learn very early. Boys are, for example, often taught the importance of appearing hard and dominant – whether they like it or not.

'Gender' refers to cultural meanings and connections associated with one's biological sex. It refers to what is appropriate behavior for women and men and thereby to what is masculine and what is feminine. It differs within and between cultures. Biology is always socially transformed, but culture is also always influenced by biology, and bodily differences are constructed as gender signs.¹¹

Connell (2002) writes that it is easy to recognize the gender order, but not to understand it.¹² Examples are that most science and technology are controlled by men and most big institutions, including the military, are run by men. The 'gender order' in most societies also leads to the fact that women and men have unequal respect, and that women are often treated as marginal. Gender is not something we are, or have, but rather something we produce and do. A very important aspect of gender is that it is constantly created and re-created out of human interaction, out of social life--it

10 <http://www.mil.no/idrett/start/> , retrieved June 5, 2010

11 Lorber, J. (1994) *Paradoxes of Gender*, New Haven, CT: Yale University Press

12 Connell, R.W. (2002) *Gender*, Cambridge, UK: Polity Press

depends on everybody constantly 'doing gender'. This means that being a man or a woman is not a fixed state. People construct themselves as masculine or feminine and psychological research suggests that the great majority of us combine masculine and feminine characteristics, in varying blends, rather than being all one or all the other.

During the last 20 years considerable research has shown that there are multiple patterns of masculinities and femininities. But the different forms of masculinity are not equally respected. Research finds that in any culture or institution there is a particular pattern of masculinity which holds the dominant position, called 'hegemonic masculinity'. This form of masculinity which is most honored and most associated with authority and power is often associated with the military--a combat soldier. Although hegemonic masculinity is held up as an ideal form of masculinity, only a few men in society can live up to it. Emphasized femininity, on the other hand, is characterized by heterosexual attractiveness, compliance, nurturance and empathy. It is what many people in Western society will associate with femininity. The role of a strong female soldier doesn't fit very well with such an image.

Gender Perspective

To have a 'gender perspective' means that gender as a social construction is discussed or taken into account in descriptions, explanations and interpretations of the world. One can therefore say that a gender perspective refers to an attitude with which one recognizes that sexual discrimination, stereotyped division of roles between men and women, and prejudice have their origin in gender and that they are socially constructed.

In both popular talks and in writings about gender, the term 'gender' often is understood to be women. It is however important to focus on the fact that men also have a 'gender'. One can also do research on women or men only with a 'gender perspective'. Since the armed forces are dominated by men and masculinities it is especially important to recognize that knowledge about men in the military with a 'gender perspective' may be very important in understanding the recruitment and experiences of women in the military. It is interesting to note that The Committee on Women in the NATO Forces (CWINF) recently (May 2009) changed its name to The NATO Committee on Gender Perspectives (NCGP). It promotes gender mainstreaming as a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies, programmes and military operations. The committee states that mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels.¹³ This is important as long as one also takes into account the 'gender order', and the 'gendering' of the armed forces themselves, which can and probably will change when the implications for both women and men of any planned action are taken into account.

¹³ http://www.nato.int/cps/en/natolive/topics_50327.htm, retrieved June 5, 2010

The main objective with the work of this bibliography has been to collect publications which address the meaning of gender as a social construct (including the 'gender perspective' and the 'gender order'), as described above. We are well aware that probably most of the studies that we have found about gender may not have a gender perspective and may merely look at differences between men and women, without discussing such results in a 'gender' or a 'gender-mainstreaming' perspective. Such studies can, however, still contain information that may be important for the development of further studies with a 'gender perspective'.

In his book on War and Gender Joshua Goldstein focuses on the fact that the mainstream war studies are gender blind, and he writes that this is also carried over to the foreign policy establishment. According to him the gender blinders also extend to male postmodern international relations scholars.¹⁴ His book was published in 2001, and we hope that this bibliography will indicate that some changes have taken place over the last ten years.

Methodology

Searching procedures

The first problem we faced in developing the bibliography was to choose the keywords used for our search. Based on our knowledge the authors developed a list of keywords. This list was extended after it had been discussed in the Gender Research Group at the Norwegian School of Sport Sciences, Defence Institute. It was then used as a starting point for our search, but as the search developed so did the list, based on the references that we had found. We ended with 5 'military keywords' and 25 'gender key words'. The 'military keywords' were: Military, Armed Forces, Army, Air Force, Navy, and the 'gender key words' were: Abuse, Body, Bullying, Discrimination, Diversity, Equality, Equity, Female, Femininity, Gay, Gender, Harassment, Hazing, Homophobia, Homophobic, Homosexual, Integration, Maltreatment, Masculinity, Neglect, Prostitution, Rape, Sexuality, Trafficking, and Women. In all searches these 5 'military key words' were combined with the 25 'gender key words', which gave a total of 125 search terms. In addition to these we combined each of the key words 'peace building' and 'peacekeeping operations' with 'female', 'gender' and 'women' (a total of 6 searches).

Before we started our research we had agreed to present our findings in the following main categories: Journal articles, Books, Reports etc., Ph.D Theses (non-military institutions) and Ph.D & Master Theses (military institutions). As will be shown below different databases were searched for these categories, but the same key words, as mentioned above, were always used.

Journal Articles

The following data bases have been used in the search for journal articles: EBSCO Academic Search Premier, EBSCO Military & Government, ERIC, HighWire, ISI Web of Science, OvidSP, ProQuest, PubMed, ScienceDirect, SpringerLink, Swetswise, and WorldCat.

¹⁴ Goldstein, J.S. (2001) *War and Gender: How Gender Shapes the War System and Vice Versa*, Cambridge, MA: Cambridge University Press

The search was limited to 'title' plus 'abstract', and where it was possible the search was refined to 'peer reviewed journal articles'. In cases where we found many irrelevant references the search was refined to the 'title' only.

Books

The search for books was carried out on www.amazon.com and WorldCat. Through Amazon the searches were limited to 'keywords', whereas the searches on WorldCat were limited to 'title' due to many irrelevant references when the keywords search was used.

Reports etc.

As a starting point the search was done on WorldCat. Based on relevant findings we then searched directly on the web pages of the relevant institutions. An overview over these institutions is found in Appendix 1.

Ph.D Theses (non-military institutions)

Searches for finding Ph.D theses at non-military institutions have been done on WorldCat. In this database the search can be limited to theses/dissertations only. It was decided to also include theses equivalent to a Ph.D level in accordance with research doctorate degree titles accepted by the US National Science Foundation (NSF), such as for example EdD, DPA and DPH theses.¹⁵

Ph.D & Master Theses (military institutions)

In this search we thought it was important also to include theses on a master's level, since we found that only four relevant Ph.D theses were produced at military institutions. In Appendix 2 is the list of the English speaking institutions that offer military postgraduate education, which we have used as a starting point. It turned out that only some of the libraries at these institutions offered an overview of graduation theses. We have therefore only been able to analyze theses from the following institutions:

- Naval Postgraduate School (Monterey, California)
- The Marine Corps University (Quantico, Virginia)
- Air University (Maxwell Air Force Base, Alabama)
- Air Force Institute of Technology (Wright Patterson Air Force Base, Ohio)
- U.S. Army Command and General Staff College (Fort Leavenworth, Kansas)
- U.S. Army War College (Carlisle, Pennsylvania)
- Uniformed Services University of the Health Sciences (Bethesda, Maryland)
- Canadian Forces College (North York, Ontario)
- Royal Military College of Canada (Kingston, Ontario)

¹⁵ <http://www2.ed.gov/about/offices/list/ous/international/usnei/us/doctorate.doc>, retrieved 05.05.10.
The same was applied to the main category: Ph.D & Master Theses (military institutions)

Analysis

Instead of categorizing our findings based on the key words used in our search, we have done a content analysis of the titles and abstracts that came out of our search, by looking for themes. The analysis is based on the reading of the abstracts when these have been available. This means that many references have been categorized according to content, i.e. theme based on the title only. The list of themes has developed during the process of analysis, as we read and re-read the titles and abstracts. We also went back and forth in discussing the exact formulation of a theme. The military personnel at the Norwegian School of Sport Sciences, Defence Institute, were of great help here. It has been important to use concepts and to find formulations which ensure that the readers get the correct association to the content of each specific theme.

Particularly books, but also publications in the other main categories, will often cover many of our themes. We have therefore, where it has been found relevant, also placed the publication in one of our other categories.

Limitations

As all bibliographies, this one has many limitations. It is difficult to avoid that some institutions and individuals may be upset because they don't find their own work in our overview. We have however tried to describe as detailed as possible the procedures that we have used, and can only present what we have found. We would like to stress that it is a major weakness that due to the time and resources available we have chosen to only present the publications found in English. This means that very relevant publications in one of more of the Scandinavian languages have not been included. The same can be said about publications from other non-English speaking countries both inside and outside of NATO. Another limitation is that our search covers the period from 1970 to 2010, which means that publications before 1970 will not be found in our bibliography.

We believe that the overview of journal articles is relatively accurate, but anticipate that with more time and resources it would have been possible to find more references, particularly for reports and theses. It should also be mentioned that the key-words used for the research and the interpretation of the titles and texts are influenced by the authors' own knowledge and interests. They both are gender specialists, but with limited knowledge about the armed forces and military practices. We prefer to believe that this lack of specific 'military knowledge' has not obscured the findings. As in all research where the prior understanding is important, other researchers may have chosen to use other key words for their searches. They may however have found the same references as we have, but their analyses could have led to other themes than the ones we have found.

Results

We have found a total of 2576 publications. In Table 1 these are categorized by the types of sources that yielded the information we sought. The table shows that journal articles account for more than half (52.2 %) of the publications followed by reports (20.5 %). Fewest publications are found in the main category of 'Ph.D & Master Theses (military)' (5.0 %).

Our analysis also revealed that, by far, most of the research on military and gender issues has taken place in the USA. There are also several publications from UK, Israel, Australia and Canada. Studies from many other countries are represented, but with only a few publications each.

Table 1. Number of Publications in the Main Categories

Main category	N	%
Journal Articles	1342	52.2
Books	340	13.2
Reports, etc.	528	20.5
Ph.D Theses (non-military)	237	9.2
Ph.D & Master Theses (military)	124	4.8
Total	2571	100.0

The journal articles have been printed in both military and non-military journals, of which most have fewer than five articles. It seems however that some journals dominate the field. Not surprisingly these are military journals. In Table 2 we present those journals that have published 10 articles or more related to gender issues in the military. The table shows that *Military Medicine* is, by far, the journal that has published the most articles (147), followed by *Armed Forces & Society* (65). It is also interesting to note that some of the major journals in gender studies like, *Gender Issues* and *Sex Roles* also publish articles about gender issues in the military.

Table 2. Journals with more than 10 Articles

Military Medicine	147
Armed Forces & Society	65
Minerva: Quarterly Report on Women and the Military	47
Military Psychology	38
Gender Issues	20
Violence Against Women	19
Sex Roles	18
Duke Journal of Gender Law & Policy	15
Journal of Homosexuality	12
Aviation Space and Environmental Medicine	11
Journal of Applied Psychology	11
NORMA	10
Men and Masculinities	10

The content analysis revealed 39 themes, and the publications have all been coded into one or two of these themes. Table 3 gives an overview of these themes, with the total number of references for each of them. The table shows that the number of references varies from 291 publications (Gender and History) to 9 (Gender, Alcohol and Substance Use). In Appendix 3 a table with the number of publications in each theme separated for each main category is presented. It shows that among the journal articles 'Gender, Sexual Harassment and Abuse in a Military Context' is the theme which has the highest number of references (115). For the other categories of sources the predominant themes of interest were: 'Gender and History' among the books (118), 'Gender and Peace Building' among the reports (80), 'Gender and History' among the non-military Ph.D Theses, and 'Gender, Career and Deployment' among the 'Ph.D & Master Theses (military)' (26)

Table 3. Overview of the Prevalence of the Themes

Theme	N
Attitudes towards Women in the Military	39
Biography and Autobiography	32
Gender and Family Issues	38
Gender and History	292
Gender and Injury	40
Gender and Leadership	44
Gender and Military Education	44
Gender and Peace Building	167
Gender and Sexual Risk Behavior	27
Gender and Sexual Violence as a Weapon of War	74
Gender and Spouse Abuse	53
Gender and Stress	23
Gender and the Body	21
Gender and Veterans	93
Gender and Violence	33
Gender Equality	80
Gender Identity and Gender Roles	99
Gender Integration	108
Gender Stereotypes	46
Gender, Alcohol and Substance Use	9
Gender, Career and Deployment	126
Gender, Child Abuse and Maltreatment in Military Communities	41
Gender, Childhood Victimization and Sexual Trauma among Military Personnel	19
Gender, Hazing and Bullying	13
Gender, Mental and Physical Health	80
Gender, Nutrition and eating Disorders	26
Gender, Operational and Organizational Effectiveness	45
Gender, Physical and Psychological Ability	64
Gender, Race and Ethnicity	23
Gender, Sexual Harassment and abuse in a Military Context	189
Gender, Trafficking and Prostitution	25
Lesbian, Gay, Bisexual and Transgender (LGBT) Issues	170
Masculinities	46
Pregnancy and Child Care	52
Recruitment of Women	27
UN Resolution 1325	56
Women and Femininities	118
Women in Combat	61
Women's Health Issues	28
Total	2571

Discussion

We would like to stress that there is much military research related to many of the underlying themes that we have found, but that most of this research doesn't focus on gender or doesn't have a gender perspective. Examples are: peace building, leadership, race and ethnicity-- to mention a few. In interpreting our results it is important to have in mind that we have tried to find publications that focus on gender. It is also important to remember that many of the themes are very broad, and our search was based primarily on the titles of the works and when possible on the abstracts, so it has been difficult to categorize them. As shown in the overview of our findings, many have also been placed under a second theme.

As shown in Table 3 'Gender and History', with 291 publications, was the largest theme found in this bibliography. 'Gender and History' is a very broad theme that covers many of the other themes, but common for them was an historical perspective. It is also the theme in which we, by far, found the most books (118).

Table 4 gives an overview of the ten largest themes. After 'Gender and History', the next two themes are related to issues that are problematic for both men and women in the military. The first one is 'Gender, Sexual Harassment and Abuse in a Military Context' (190), which refers to sexual harassment and abuse experienced and/or carried out by military personnel. The third most common theme is 'Lesbian, Gay, Bisexual and Transgender (LGBT) issues' (172). This is a problematic issue for the military in many countries but a non-issue in others. Most of the publications on both of these themes come from journals.

Table 4. The Ten Most Revealed Themes

Theme	Journal Articles	Books	Reports, etc.	Ph.D (non-military)	Ph.D & Master (military)	N
Gender and History	112	119	5	50	6	292
Gender, Sexual Harassment and Abuse in a Military Context	115	11	44	13	6	189
Lesbian, Gay, Bisexual and Transgender (LGBT) Issues	95	27	36	5	7	170
Gender and Peace Building	58	24	90	5	0	167
Gender, Career and Deployment	47	40	36	14	26	127
Women and Femininities	41	30	37	5	5	118
Gender Integration	38	5	46	6	13	108
Gender Identity and Gender Roles	44	15	7	29	4	99
Gender and Veterans	80	3	2	8	0	93
Gender Equality	43	6	26	2	3	80

In Table 5 we have ranked the themes which have the fewest publications. We found only nine references for 'Gender, Alcohol and Substance Use', and only 13 references for 'Gender, Hazing and Bullying'. For 'Gender, Alcohol and Substance Use', there are two Ph.D theses and seven journal articles, and for 'Gender, Hazing and Bullying' 15 of the 19 references are published in journal articles.

Table 5. The Ten Least Revealed Themes

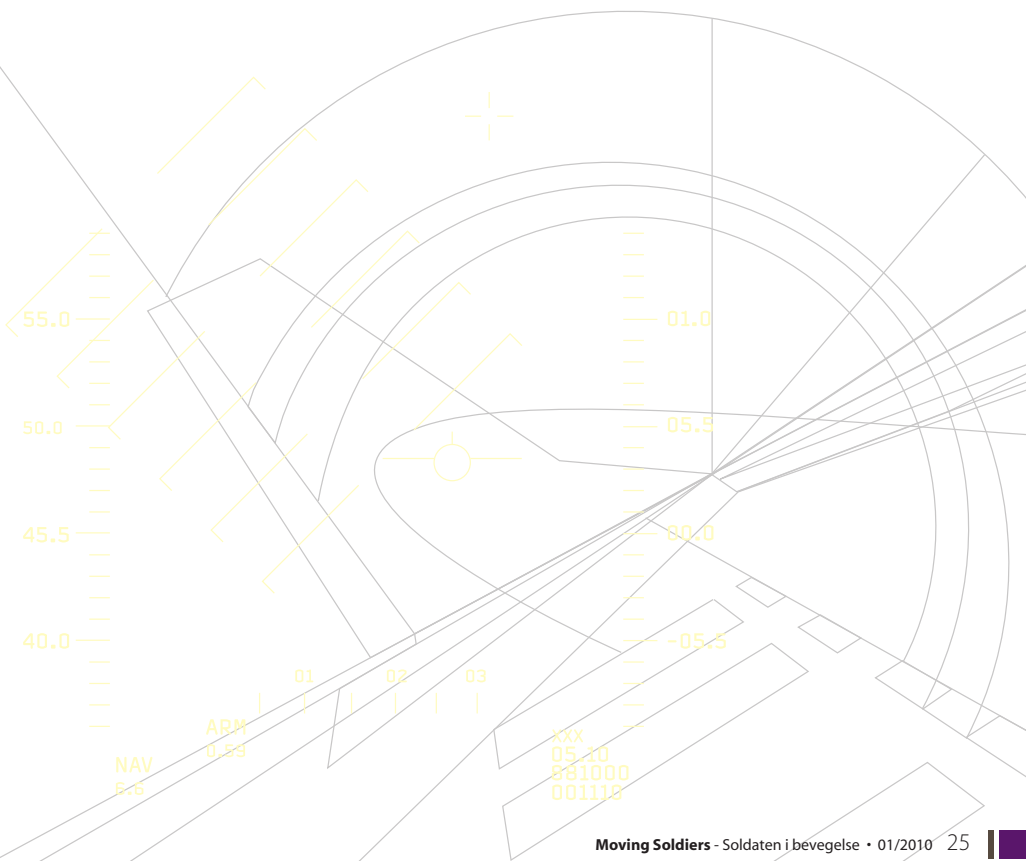
Theme	Journal articles	Books	Reports, etc.	Ph.D (non-military)	Ph.D & Master (military)	N
Gender and Sexual Risk Behavior	26	0	0	1	0	27
Recruitment of Women	13	0	8	0	6	27
Gender, Nutrition and Eating Disorders	18	0	5	2	1	26
Gender, Trafficking and Prostitution	18	3	0	4	0	25
Gender, Race and Ethnicity	15	0	0	5	3	23
Gender and Stress	16	0	7	0	0	23
Gender and the Body	16	2	2	1	0	21
Gender, Childhood Victimization and Sexual Trauma Among Military Personnel	15	0	3	1	0	19
Gender, Hazing and Bullying	9	1	2	0	1	13
Gender, Alcohol and Substance Use	7	0	0	2	0	9

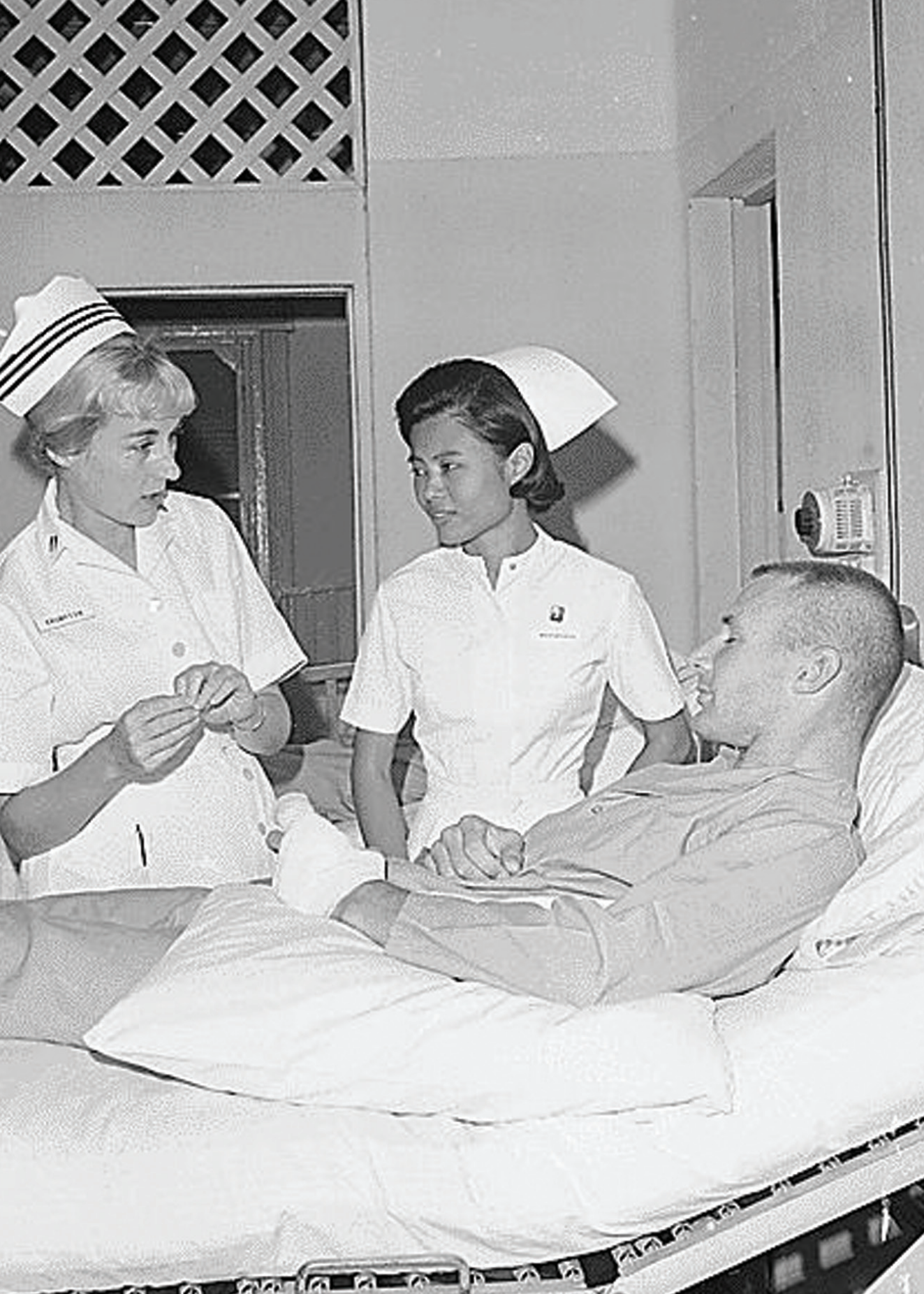
Compared to the other themes that we found we can conclude that relatively little research seems to have been done related to the ten themes listed in Table 5. Altogether they count for only 8.3 % of the 2571 references that we have found. In most countries the politicians want to base their future policies on research-based knowledge. The problematic issues, in which we found many references (Table 4), can indicate that research is initiated where one has a problem that needs to be solved. But this does not explain why there is so little research on, for example, 'Recruitment of Women' (Table 5). This is surprising when one looks at the low participation of women in the Armed Forces in an international perspective. Particularly when we take into account the political will that exists in many countries to recruit more women. It is also surprising that there seems to be so little knowledge about themes such as: 'Gender, Race and Ethnicity', 'Gender, Hazing and Bullying', 'Gender and Stress' and 'Gender and the Body'.

Conclusions

In conclusion when we look at the number of references found, we believe that there is a need for research in all the ten themes mentioned in Table 5, but based on the political will to recruit more women into the Armed Forces, research on '*Recruitment of Women*' stands out as an area where it is very important to obtain more knowledge.

It is a hope that this bibliography will be of help to people interested in doing research on gender issues in the military, and that it will inspire others to develop bibliographies in this field. It seems necessary that other bibliographies should cover studies in other languages and should include research done in other cultures and countries. The authors also wish that this bibliography can inspire researchers to produce reviewed articles about the knowledge that exists on the different themes, which is a prerequisite for the development of new research questions and projects.





■ Bibliography on Gender and Military Issues¹ ■

Attitudes towards women in the military	28	Gender, Childhood Victimization and Sexual Trauma among Military Personnel	130
Biography and Autobiography	31	Gender, Hazing and Bullying	132
Gender and Family Issues	33	Gender, Mental and Physical Health	133
Gender and History	35	Gender, Nutrition and Eating Disorders	138
Gender and Injury	56	Gender, Operational and Organizational Effectiveness	140
Gender and Leadership	59	Gender, Physical and Psychological Ability	143
Gender and Military Education	62	Gender, Race and Ethnicity	147
Gender and Peacebuilding	65	Gender, Sexual Harassment and Abuse in a Military Context	149
Gender and Sexual Risk Behavior	74	Gender, Trafficking and Prostitution	161
Gender and Sexual Violence as a Weapon of War	76	Lesbian, Gay, Bisexual and Transgender (LGBT) Issues	163
Gender and Spouse Abuse	81	Masculinities	173
Gender and Stress	85	Pregnancy and Child Care	176
Gender and the Body	86	Recruitment of Women	179
Gender and Veterans	88	UN Resolution 1325	181
Gender and Violence	96	Women and Femininities	185
Gender Equality	98	Women in Combat	191
Gender Identity and Gender Roles	103	Women's Health Issues	195
Gender Integration	109		
Gender Stereotypes	116		
Gender, Alcohol and Substance Use	119		
Gender, Career and Deployment	120		
Gender, Child Abuse and Maltreatment in Military Communities	128		

¹ In the following publications are listed according to the themes previously identified. They are grouped according to the various sources, such as reports, books, etc. Where we have coded a second theme it is printed below the reference.

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Gender and History

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Gender, Hazing and Bullying

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■ Appendix 1 ■

Overview of investigated institutions

AEI - American Enterprise Institute (US)
Air Force Research Institute (US)
Amnesty International (UK)
Arnold A. Saltzman Institute of War and Peace Studies (US)
Aspen Institute (US)
ATHENA3 - the Advanced Thematic Network of Women's Studies
Australian Government – Department of Defence (Australia)
Austrian National Defence Academy (Austria)
Baltic Defence College (Estonia)
Belfer Center for Science and International Affairs, Harvard University (US)
Bridge – Development Gender (UK)
Brookings Institution (US)
Carnegie Corporation (US)
Carter Center (US)
Cato Institute (US)
Caucasian Review of International Affairs (US)
CDI – Center for Defense Information (US)
Center for Contemporary Conflict (US)
Center for Equal Opportunity (US)
Center for European Policy Studies (Belgium)
Center for International Security and Cooperation (US)
Center for International Studies, University of Southern California (US)
Center for Security Policy (US)
Center for Strategic and International Studies (US)
Center for Strategic and International Studies (US)
Center for Strategic Leadership – Army War College (US)
Center for Transatlantic Relations (US)
Center for Women Policy Studies (US)
Center on International Cooperation (US)
CESS - Centre for European Security Studies (The Netherlands)
CGSD - Center for Global Security and Democracy (US)
Chatham House (UK)
CHRC - Centre on Human Rights in Conflict (UK)
CIGI - Centre for International Governance Innovation (Canada)
CIPSS - Center for International Peace and Security Studies (Canada)
Claremont Institute (US)
CMI – Christian Michelsen Institute (Norway)

Columbia International Affairs (US)
Congressional Research Service (US)
Cornell University Peace Studies Program (UK)
CROME – Critical research on Men in Europe
CSBA - Center for Strategic and Budgetary Assessments (US)
CSI - Combat Studies Institute (US)
CSTPV - Centre for the Study of Terrorism and Political Violence, St. Andrews University, Scotland (UK)
CWINF - The Committee on Women in the NATO Forces (Belgium)
DACOWITS - The Defense Department Advisory Committee on Women in the Services (US)
DECAF – Geneva Centre for the Democratic Control of Armed Forces (Switzerland)
Defense Research & Development Canada (Canada)
DEOMI - The Defense Equal Opportunity Management Institute (US)
DIIS - Danish Institute for International Studies (Denmark)
DSTL - Defence Science and Technology Laboratory (UK)
ECICW - European Centre of the International Council of Women (UK)
Engender (UK)
ERGOMAS - European Research Group on Military and Society
EUISS - European Union Institute for Security Studies (France)
EUROMIL - European Organisation of Military Associations (Germany)
European Women's Lobby (Belgium)
Finnish Institute for International Affairs (Finland)
Folke Bernadotte Academy (Sweden)
FPIF – Foreign Policy in Focus (US)
FPRI - Foreign Policy Research Institute (US)
FRS - Foundation for Strategic Research (France)
GAPS-UK – Gender Action for Peace and Security (UK)
GCSP - Geneva Centre for Security Policy (Switzerland)
George C. Marshall European Center for Security Studies (Germany)
GEXcel – Gendering Excellence: Center for Gender Excellence (Sweden)
GFN-SSR - Global Facilitation Network for Security Sector Reform (US)
Gunda Werner Institute (Germany)
Hoover Institution (US)
Human Rights First (US)
Human Rights Watch (US)
IANWGE – Inter-agency Network on Women and Gender Equality (US)

IFPA - Institute for Foreign Policy Analysis (US)
ILFRI - Institute of International Relations (France)
Independent Institute (US)
Institute for Conflict Analysis and Resolution at George Mason University (US)
Institute for Development and Peace (Germany)
Institute for National Strategic Studies (US)
Institute for Security Studies (South Africa)
International Alert (UK)
International Alliance of Women (Denmark)
International Conflict Research Institute (UK)
International Crisis Group (Belgium)
International Federation of Women in Legal Careers (France)
International Peace Institute (US)
International Security Information Service – Europe (Belgium)
IPB – International Peace Bureau (Switzerland)
IUS - The Inter-University Seminar on Armed Forces and Society
IWTC - International Women’s Tribune Center (US)
Kellogg Institute for International Studies (US)
Kvinna til Kvinna Foundation (Sweden)
Lexington Institute (US)
Lowy Institute for International Policy (Australia)
Mershon Center (US)
MINERVA Center (US)
Ministry of Defence - New Zealand (New Zealand)
Ministry of Defence (UK)
National Defence and the Canadian Forces (Canada)
NATO Defense College (Italy)
Naval Health Research Center (US)
Navy Personnel Research and Development Center (US)
NGO Working Group on Women, Peace and Security (US)
NUPI - Norwegian Institute of International Affairs (Norway)
OCSE - The Organization for Security and Co-operation in Europe (Austria)
Oxfam International and Oxfam Publication (UK)
Oxford Centre for International Studies (UK)
Palm Center (US)
Partnership for Peace Consortium of Defense Academies and Security Studies
Institutes (Germany)

PDA - Project on Defense Alternatives (US)
PRIO - Peace Research Institute Oslo (Norway)
Ralph Bunche Institute for International Studies (US)
RAND Corporation (US)
Research Center (SFB) 700 (Germany)
RUSI – Royal United Service Institute (UK)
SIDA – Swedish International Development Cooperation Agency (Sweden)
Small Arms Survey (Switzerland)
SSI – Strategic Studies Institute (US)
Stockholm International Peace research Institute (Sweden)
Stormingmedia (US)
Swedish Defence Research Agency (Sweden)
Swiss Peace Foundation (Switzerland)
The Boston Consortium on Gender, Security and Human Rights (US)
UNIFEM - United Nations Development Fund for Women (US)
UN-INSTRAW - United Nations International Research and Training Institute for the Advancement of Women (US)
Urban Institute (US)
US Army Foreign Military Studies Office (US)
US Army Medical research and Materiel Command (US)
US Army Research Institute of Environmental Medicine (US)
US Government Accountability Office (US)
Watson Institute for International Studies (US)
Weatherhead Center for International Affairs (US)
Westat (US)
WILPF - Women's International League for Peace and Freedom (US)
WomenWatch: Women, Peace and Security (US)
WREI - Women's Research & Education Institute (US)

■ Appendix 2 ■

Military postgraduate educational institutions

US

Naval War College (Newport, Rhode Island)
Naval Postgraduate School (Monterey, California)
The Marine Corps University (Quantico, Virginia)
Air University (Maxwell Air Force Base)
Air Force Institute of Technology (Wright Patterson Air Force Base)
U.S. Army Command and General Staff College (Fort Leavenworth, Kansas)
U.S. Army War College (Carlisle, Pennsylvania)
Joint Forces Staff College (Norfolk, Virginia)
National War College (Washington, DC)
Defense Acquisition University (Fort Belvoir, Virginia)
Uniformed Services University of the Health Sciences (Bethesda, Maryland)
Industrial College of the Armed Forces (Washington, DC)

UK

Defence Academy of the United Kingdom (Shrivenham)

Australia

Australian Defence College (Canberra)

New Zealand

New Zealand Defence College (Trentham Military Camp, Upper Hutt)

Canada

Canadian Land Force Command and Staff College (Fort Frontenac, Kingston, Ontario)
Canadian Forces College (North York, Ontario)
Royal Military College of Canada (Kingston, Ontario)
Royal Military College Saint-Jean (Saint-Jean-sur-Richelieu, Quebec)

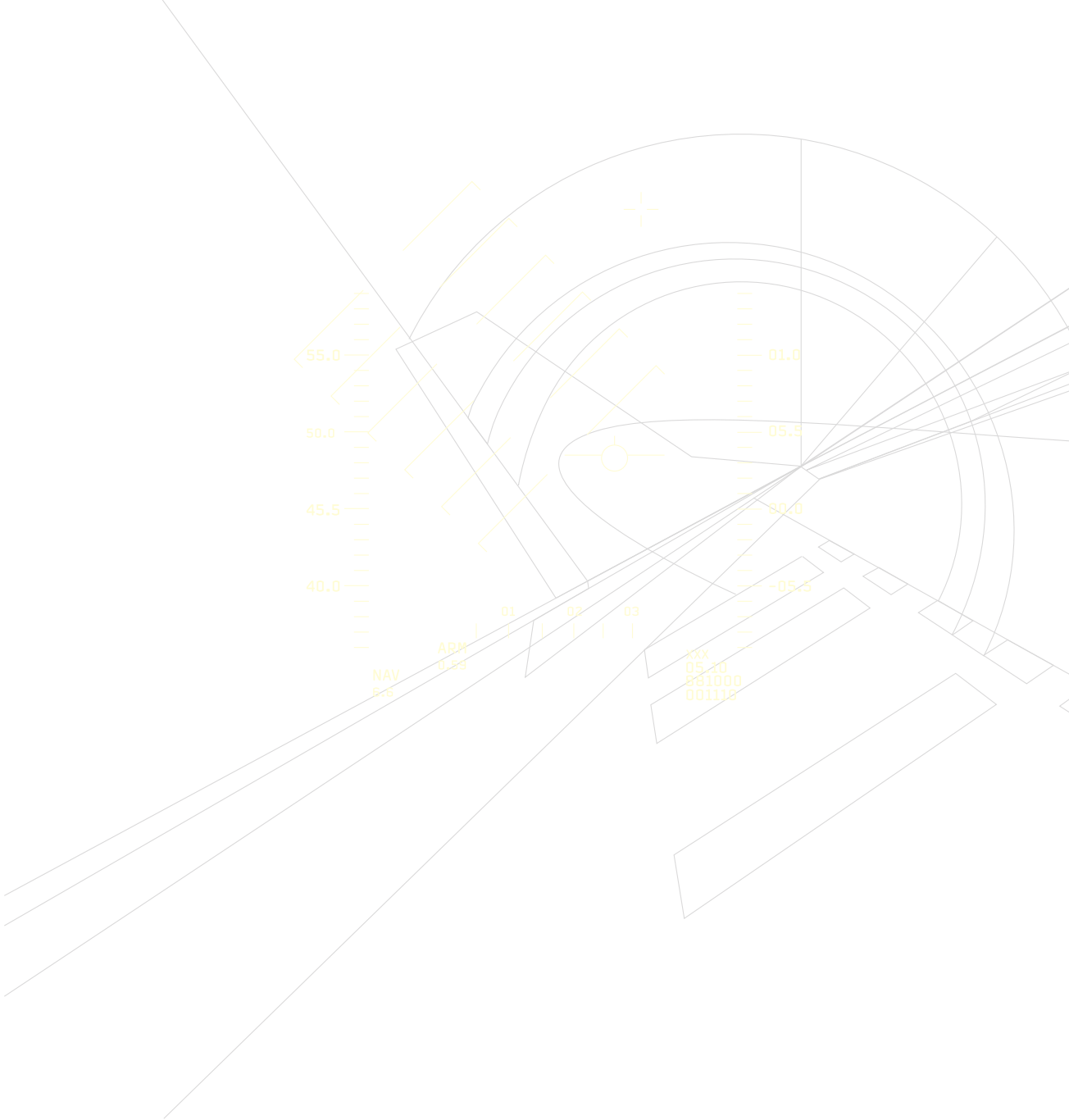
NATO

NATO Defense College (Rome, Italy)

Appendix 3

Overview of the prevalence of the themes sorted by main category

	Journal Articles	Books	Reports, etc.	Ph.D (non-military)	Ph.D & Master (military)	Total
Attitudes towards Women in the Military	20	1	2	12	4	39
Biography and Autobiography	0	32	0	0	0	32
Gender and Family Issues	19	2	9	5	3	38
Gender and History	112	119	5	50	6	292
Gender and Injury	34	0	5	1	0	40
Gender and Leadership	21	0	5	11	7	44
Gender and Military Education	26	6	8	0	4	44
Gender and Peacebuilding	58	24	80	5	0	167
Gender and Sexual Risk Behavior	26	0	0	1	0	27
Gender and Sexual Violence as a Weapon of War	40	5	27	2	0	74
Gender and Spouse Abuse	35	2	6	9	1	53
Gender and Stress	16	0	7	0	0	23
Gender and the Body	16	2	2	1	0	21
Gender and Veterans	80	3	2	8	0	93
Gender and Violence	20	10	3	0	0	33
Gender Equality	43	6	26	2	3	80
Gender Identity and Gender Roles	44	15	7	29	4	99
Gender Integration	38	5	46	6	13	108
Gender Stereotypes	35	6	2	3	0	46
Gender, Alcohol and Substance Use	7	0	0	2	0	9
Gender, Career and Deployment	47	4	36	14	25	126
Gender, Child Abuse and Maltreatment in Military Communities	33	0	3	5	0	41
Gender, Childhood Victimization and Sexual Trauma among Military Personell	15	0	3	1	0	19
Gender, Hazing and Bullying	9	1	2	0	1	13
Gender, Mental and Physical Health	46	0	15	15	4	80
Gender, Nutrition and Eating Disorders	18	0	5	2	1	26
Gender, Operational and Organizational Effectiveness	17	3	16	3	6	45
Gender, Physical and Psychological Ability	27	4	19	6	8	64
Gender, Race and Ethnicity	15	0	0	5	3	23
Gender, Sexual Harassment and Abuse in a Military Context	115	11	44	13	6	189
Gender, Trafficking and Prostitution	18	3	0	4	0	25
Lesbian, Gay, Bisexual and Transgender (LGBT) Issues	95	27	36	5	7	170
Masculinities	33	9	0	2	2	46
Pregnancy and Child Care	40	0	8	2	2	52
Recruitment of Women	13	0	8	0	6	27
UN Resolution 1325	9	0	47	0	0	56
Women and Femininities	41	30	37	5	5	118
Women in Combat	37	10	7	4	3	61
Women's Health Issues	24	0	0	4	0	28
Total	1342	340	528	237	124	2571





■ Aknowledgements ■



THE NORWEGIAN DEFENCE UNIVERSITY COLLEGE
The Gender Project

FFI Forsvarets
forskningsinstitutt
Norwegian Defence Research Establishment



■ The Norwegian School of Sport Sciences/ Defence Institute (NSSS/DI) ■

The Norwegian School of Sport Sciences Defence Institute has been a subdivision of the Norwegian Defence University College (NDUC) since 2001, but is located at the Norwegian School of Sport Sciences (NSSS) where it has been an integrated partner since its (NSSS) origin in 1968. Being situated within the university college society, the Defence Institute conducts its professional activities in accordance with recognized scientific, pedagogical and ethical principles (pursuant to the Act pertaining to Universities and University Colleges, Section 1-5). Its main field of interest is in connection to the training, performance and cultural aspects within military contexts in which the aim is to develop applicable soldiers and military units.

Director: Lieutenant Colonel Steinar Høgseth

Moving Soldiers – Soldaten i bevegelse is an institute series that aims to provide an arena for interdisciplinary thinking and debate within the fields of interest of the Norwegian School of Sport Sciences Defence Institute. As such, target groups of the series are primarily military leaders and civilian scholars interested in the development of military capability and the performance of soldiers and their units in an ever changing world. Moving Soldiers will be published three to six times a year. The series is primarily based on Norwegian contributions, but will be published in English whenever the topic being addressed is of interest to a more international audience. The series is also open to contributions from authors other than those affiliated with the Defence Institute. All views expressed in Moving Soldiers are those of the authors, thus the content may not necessarily coincide with the views of the Norwegian School of Sport Sciences Defence Institute.

Editor: Major Anders McD Sookermany

Moving Soldiers is an institute series that aims to provide an arena for interdisciplinary thinking and debate on relevant issues related to the development of soldiers and their military units. The series is published by the Norwegian School of Sport Sciences Defence Institute.

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This bibliography gives an extensive interdisciplinary overview of studies on gender issues in a military context. It covers more than 2500 references of international reviewed articles, reports, books, and theses from military and non-military institutions. The references have been categorized in themes such as "Masculinities", "Gender, Sexual Harassment and Abuse in a Military Context", "Gender, Physical and Psychological Ability", and "Recruitment of Women". Hence, it represents an essential tool for military leaders and scholars interested in gender issues in a military context.

