

Statement from the Nordic Officers Alliance (NOA)

The Nordic Officers Alliance – representing officers in Sweden, Norway, Denmark and Finland – stands united in emphasizing the urgent need to strengthen the value and conditions of military service across our countries.

Our members carry a responsibility of great national importance without being compensated in a way that reflects the demands of their profession. Low wages are a shared challenge that undermines both recruitment and retention. The valuation of military work must increase. Appreciation cannot remain rhetorical; it must be expressed through fair pay, secure conditions, and genuine recognition of the professionalism required to defend our nations.

Failure to adequately value and compensate military personnel threatens not only our countries' ability to sustain their own armed forces, but also the collective capability of NATO. Inadequate wages and poor working conditions weaken the foundations of our common defence.

A sustainable defence also requires sustainable working hours. Officers must have agreements that ensure a balance between duty and private life—both at home and during international service, including within NATO operations.

Our armed forces are built on loyalty and commitment. Few professions demonstrate such deep devotion to their mission. But this loyalty must never be exploited. Employers must meet it with respect, responsibility and trust.

At a time when war once again rages in Europe, our nations are committed to strengthening their defences. In this critical moment, collaboration with trade unions is more important than ever. Building a credible defence must be done the democratic way — with workers having influence through their unions. When democracy itself is under threat, safeguarding the Nordic model of cooperation between employer and employee is not only a right, but a duty. If we do not protect this foundation of our democracy — what, then, are we truly defending?