

Slovakia – National Report

Policy changes/New Policy

Year 1993 was prestigiously turning point for Slovak Armed Forces. That was the year, when they were established. Since that time Slovak Armed Forces have changed. They have been in reorganization process by Model 2010.

In 2003 new professional soldiers State Service Law and Management System of Military Personnel were prepared. The arrangement phase for accession to NATO had been in process.

Recruitment centres started their activities in 2003. Women were joining the Armed Forces in 4 terms (January, April, July, October) when they started nine months of basic military service with one-month initial training. They were appointed to professional positions after 3 or 9 months of service. It was first time when women started professional soldiers career in Private and Private First Class ranks. Later they can achieve Corporal and Sergeant ranks.

In 2004 Conscript service duration changed from 9 to 6 month. On 2nd of April 2004 the Slovak Republic became member of NATO. In 2006 conscript service is going to quit (wholly professional military).

This year women joined Military in January, March and May. They are to be appointed to professional positions after 6 months training and service.

Organisation

As of April 1, 2004, there were 789 servicewomen that is to say 6,1% of the professional soldiers. In management positions serve 4,06 % female professional soldiers. Proportion of women in the Armed Forces increases every year.

Planned proportion is 8 – 10 % women in Military according to Model 2010.

Number of soldiers by type of service (2004)

Force type	Land Forces	Air Force	Training and Support Forces	The General Staff (and their directly subordinate units)	The Armed Forces of SR
Female soldiers	191	289	178	131	789
Soldiers (women + men)	4740	3463	2397	2431	13031

At the Ministry of Defence and their directly subordinate units there are serve 69 female soldiers.

Number of women by type of force

Force type	SOLDIERS	NCOs	WARRANT OFFICERS	OFFICERS
Land Forces	59	64	22	46
Air Force	68	124	29	68
Training and Support Forces	24	82	23	49
The General Staff (and their directly subordinate units)	-	33	51	39
The Armed Forces of SR	159	303	125	202

Female soldiers are in there rank categories – officers, warrant officers, non-commissioned officers, soldier (Private, Lance Corporal, Corporal).

Signalperson, Medical orderly, Worker in document keeping department are positions,

where women demonstrated the best skills. Servicewomen usually serve in Aviation, Meteorology, Military Lawyers, Personnel Management, Finance Corps, Administration - registers offices, Logistics Corps, Military Police, Signal/Radio-technical Corps, Psychological Service.

Nevertheless there are women who occupy positions that were reserved just for men in the past. For the time being, there serve indeed 2 women as Rifleperson, 1 Driver, 5 Medical Doctors, 4 Dentist, 1 Coordinator Search and Rescue, 1 Chair Senate, 3 Procurators, 1 Judicial Consultant of Commander, Officer Commanding of battalion, Commanding Officer squadron, Chief Landing Control, Chief Air Control, 4 Air Traffic Control, Scout, Mechanic.

Women serve in management positions: Platoon leaders, Company Commanders, Chief of Department, Officer Commanding of Topographic Corps, Officer Commanding

of Financial Corps, Officer Commanding of Inventory, Officer Commanding of Workshop, Squad Commanding Officer.

High percentage of female soldiers belongs to specialists from social and humanitarian sphere, personnel management, equipment, financial, documentary and archival– administration.

As to the civilian personnel, there are 4415 women out of a total of 8847 civil servants, which amounts to 49%.

Employment

Women and men have equal work conditions. They receive the same right to learn, to be employed, to get the same salary for the same job and to get promoted. Promotion rules are based on seniority, personal qualities and professional qualifications. Women are accepted to the Slovak Armed Forces as on contract soldiers after conscript service. It is the first time, when women are appointed to soldier rank positions. They are Privates, Lance Corporals, Corporals and Sergeants. Before 2002 women could be accepted to the Slovak Armed Forces only as students at Academies or Annual courses, where they completed conscript service that included basic training as well. After graduation the first possible rank was lieutenant for Academy graduates and WO 2 for Annual course graduates.

Recruitment

In 2003 Recruitment Centres started their activities. The Slovak Armed Forces includes 8 recruitment centres. Recruitment requirements for women and men are the same. There is no gender discrimination. As a result of restructuring of the Slovak Armed Forces, the number of students at the Military Academies has been limited. The new strategy assumes draft of civil universities graduates who have achieved qualifications, which can be used in the Armed Forces.

There are following types of recruitment programmes.

- a. The recruiting program designed to enlist new young men and women who have not previously served in military
- b. Current conscripts
- c. Soldiers that have previously served in military
- d. The retention program can also be defined as *in-service recruiting* of experienced soldiers. Retaining high quality, fully trained military personnel capable of maintaining and employing modern weapons incorporating advanced technologies dramatically affects force and unit experience levels.

Finally, retaining quality soldiers significantly reduces recruiting requirements, lowers initial training qualification costs and increases unit readiness.

Number of women in soldier rank - 2003/2004

	Private	Lance Corporal	Corporal	Total
2003		30	12	42
2004	14	85	60	159

Training

Training programmes for women are identical to those of their male colleagues and are organised in the same schools and training centres. During their career, the servicewomen can attend the same specialisation courses and participate in all career courses required for promotion to higher ranks. In the case of persons drafted under special circumstances (university graduates without any military training). They have to finish basic officers course.

Annual fitness tests have different standards for men and for women. Annual review is completed in three disciplines: 12-minutes run or 300-meters freestyle swim, sit-ups or pull ups (alternative for women is jump from place), throw of grenade or shuttle run on 10-by-10 meters. Male and female soldiers are divided into 7 groups by age. A minimum number of points, that has to be reached for each discipline, is set for each group. Total number of points from three disciplines gives result to which assigns applicable grade according to minimum required number of points for each group.

There are standards of fitness performance for: private soldiers, professional soldiers (male and female), executive pilots, physical training instructors, military police and special intelligence troops.

Four schools are going to start in Slovak Military in October 2004:

- Basic training school is to provide the basic combat training in 9-weeks terms.
- Special Training School of Land Forces is to provide opening and further professional training for soldier and NCO in 14-to-16-weeks terms.
- Special Training School of Anti-aircraft Defence and Signal Specialists is to provide opening and further professional training for soldier and NCO in 14-to-16-weeks terms.
- Special Training School of Aviation is to provide opening and further professional training for soldier and NCO in 14-to-16-weeks terms.

Deployments

The participation of women in humanitarian operations and peacekeeping missions is still topical. They have participated in various operations in Kosovo and peacekeeping mission in Cyprus. Mission in Kosovo takes 6 months. Mission in Cyprus takes 1 year. There are 7 servicewomen in Cyprus and 2 servicewomen in Kosovo (one of them is psychologist) currently.

Career Development

Within the Slovak Armed Forces are certain identical programs both for men and women:

- Post graduate studies
- University career – a PhD degree (both at civil and military academies)
- Participation in all kinds of courses, trainings, workshops.

In 2004 Centre of Career Development was opened, that has been prepared to provide specialist courses for officers and warrant officers.

These courses are named:

- Officers course for applicant entrance career soldier
- High level officer course

- Basic course for aviation
- Basic course for command and staff officer
- High level course for command and staff officer
- Warrant officer course

Number of women in ranks

	Soldier			Non-commissioned officers					Chief Warrant officers		
	Private	Lance Corporal	Cpl	Sergeant	Sergeant 1 st C	WO 2 nd C	WO 1 st C	Staff WO 1 st C	Chief WO 3 rd C	Chief WO 2 nd C	Chief WO 1 st C
Land Forces	7	38	14	16	10	7	28	3	16	4	2
Air Force	7	33	28	34	20	31	39	-	18	10	1
Training and Support Forces	-	9	15	15	25	11	31	-	16	6	1
The General Staff	-	5	3	5	1	8	18	1	41	9	1
The Armed Forces of SR	14	85	60	70	56	57	116	4	91	29	5

Ministry of Defence employs currently 3 Sergeant 1st Class, 2 WO 2nd Class, 3 WO 1st Class, 6 Chief WO 3rd Class, 6 Chief WO 2nd Class, 4 Chief WO 1st Class (women).

	Officers					
	Second Lieutenant	First Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
Land Forces	15	18	12	1	-	-
Air Force	25	18	21	4	-	-
Training and Support Forces	16	12	20	1	-	-
The General staff	4	10	17	6	2	-
The Armed Forces of SR	60	58	70	12	2	-

Ministry of Defence employs currently 8 Second Lieutenants, 10 First Lieutenant, 16 Captain, 9 Majors, 2 Lieutenant Colonel (women).

Particular Items, Events of Interest

Women's Association in the Slovak AF works to help female soldiers, female civil employees and professional officers wives. It is a voluntary organisation.

General Staff Support programmes Department cares of social groups within Slovak Military including women. Ministry of Defence Humane resources Section creates policy for development of military and civilian personnel.

Once a year there is an organised meeting of these three bodies to solve problems of women in Slovak Military.

Conclusion

Slovak General Staff prepares programme, which will take into account specific needs and obstacles of women soldiers' work and social life in the Slovak Military. The programme will help to establish optimal conditions for men and women servicing in Military.