

Turkey – National Report

Policy changes/ New policies

The personnel policy of Turkish Armed Forces about women as to keep up with the developments is based on the principle that “female officers and NSOs of suitable rank and status are needed.”

In the Turkish Armed Forces to provide the continuity of services in uniform during the of war and peace, female or male civilian personnel are being employed to headquarters technical fields, and social organizations, according to the characterization of jobs with any sexual discrimination.

With the purpose of the employment of female officers and NSOs under better conditions legal regulations and policies are continuously reviewed and studies aimed at improvements are being carried out in view of acquired experiences and researches. At this scope the following improvements are taken into effect:

A. Legal amendments related to maternity were taken into effect in 1998. According to new implementation, a total of nine weeks of paid leave is authorized, three weeks of leave is prior to, and six weeks after giving birth. In case of request, six months of unpaid leave may also be given. Furthermore, female officers are entitled to 1,5 hours of breast-feeding leave each day for 6 months.

B. By the changes accomplished on related regulations of the Navy, the female officers documented to be pregnant by health report are immediately taken from active on-board duty and they are assigned to the headquarters of their respective units until the end of breast feeding leave.

C. In the Air Forces, female officers are taken from flight duty starting from the 24th week. After giving birth, female officers may commence their flight duties with health report, and may use their leaves in case the flight doctor finds suitable.

D. In parallel with these implementations, spouses are taken into consideration for the assignments of female officers and NSOs married to colleagues, so utmost care given to the co-location of families.

E. Woman officers whose spouses are appointed to a permanent post abroad are, if requested, provided with leave without payment for up to 4 years.

F. The services of woman officers whose spouses are serving in different services are changed in order to protect the integrity of their family.

Organization

Today, women are assigned only as officers and NCOs in the Turkish Armed Forces; there are no enlisted personnel.

As of the year 2004, the number of female officers and NCOs in the Turkish Armed Forces is 1144. The distributions of female officers and NCOs according to their fields of duties are as follows:

FIELDS OF DUTIES	ARMY	NAVY	AIR FORCE	GENDARMERIE	COAST GUARD
COMBAT UNITS	33	62	85	32	2
ASSISTANT FORCES	564	155	169	40	2
TOTAL	597	217	254	72	4

The rank distribution of female officers is as follows:

RANKS	ARMY	NAVY	AIR FORCE	GENDARME	COAST GUARD
GENERAL/ADMIRAL	-	-	-	-	-
COLONEL	2	4	-	-	-
LT COLONEL	13	2	3	-	-
MAJOR	35	28	15	1	-
CAPTAIN	244	45	46	7	2
1 st LIEUTENANT	232	105	112	28	2
2 nd LIEUTENANT	71	33	78	11	-
NCO RANKS	-	-	-	25	-
CORPORAL/PRIVATE	-	-	-	-	-
TOTAL	597	217	254	72	4

Employment

Turkish female officers serve in all branches except Armour, Assignment, promot training are considered on an equal basis with no gender bias.

Recruitment

Women enter the Turkish Military on a voluntary basis. There is no conscription for personnel. No formal planning has been made in terms of commencing to recruit w NCOs or corporal-privates, because Turkey's manpower structure does not h scarcity of resource regarding male population.

Training

Equal opportunity applies to women and men in terms of training also. Training is in military academies and other institutions of military education. While all entrant except the physical proficiency test, are conducted under equal conditions w candidates, basic training and leadership are provided to both genders.

University graduate female officers joining the military from the civil source unde months basic training course together with the male candidates. Both men and receive the same training regimen and train at the same schools and training centers. Upon graduation from the military schools, female officers acquire the necessary command a platoon level unit. After graduation, they are subject to branch and or training within the scope of their respective force commands. Having completed training with success, our female officers commence their duties.

Deployments

Turkish service women have been deployed in support of IFOR, KFOR and S nurses in a special medical unit, in peacekeeping operations. For now on there nurses in KFOR and SFOR.

Gender difference is not an issue for assignments in such peacekeeping operation the military personnel are supplied from the sources determined in the training above.

Career Development

Currently, mentoring programs are not employed in the Turkish Armed Forces and not needed, either. Female officers are oriented to their duties, when they commence their duties. Female officers, like their male colleagues, are subject to various continuing education and training programs regarding their respective duties from time to time. Leadership programs and courses are among these.

There are inducing plans that improve professional career in the Turkish Armed Forces to overcome the effects of gender difference.

Special subject / events of interest(recent and projected developments)

Turkish Armed Forces is continuing the works emphasizing on changes and improvements for advantage of women in the female officers policy in accordance with necessities.

Conclusion

We gladly see that opportunities and conditions available to Turkish female officers and NSOs are continuously improving. As Turkish female officers and NSOs, we are carrying out our duties within exact harmony and integration together with our male colleagues. We deem ourselves very lucky and we believe that we shall undertake more effective and functional tasks in the future.

As the female officers and NSOs of the Turkish Armed Forces, we owe special thanks to the distinguished committee, who has assumed a constructive and counseling role in the performance of our honored duties with contributions and recommendations.