

National Report 2007 - Hungary

Introduction

Ranks	1991	1992	1993	1994
OF5	3	3	3	3
OF4	28	30	31	35
OF3	27	36	54	81
OF2	69	91	97	140
OF1	111	119	131	145
OF1	113	94	72	45
OF1	16	3	1	0
OR10	0	0	0	0
OR9	6	10	17	40
OR8	74	107	154	245
OR7	287	336	404	440
OR6	374	354	339	251
OR5	177	149	174	170
OR4	13	18	5	0
OR3	0	0	0	0
OR2	0	0	0	0
Total	1298	1350	1482	1595

Table 1
Number of women in 1991-1994

military schools opened for women. Admission for women was limited to logistic, finance, signal, radio-reconnaissance, and informatics fields that time but since 2005 all faculties and training programs are open to women.

Employment of women dates back to the revolution and independence war in 1848-49, where the first female officer served as “order guard” (DCOM OPS) in the rank of first lieutenant. Many other women served as barber-surgeon (medical) in the army during the wars. There were no special regulations for servicewomen that time, According to the Universal Military Service Law (1868) every men in the country had to serve in the Army; women were not mentioned in it. Until the end of the II World War many civilian women worked as an administrative or a medical nurse in the ministry, in military hospitals and schools and in HQs, but not in units. After the Second World War (1945) there was a need for soldiers, that’s why more women (mostly officer’s wives) could enter the army, they worked only in administration, medical, or signal fields according to their civilian occupation. As there was a lack of soldiers, they wore uniforms and had ranks but had no military training. During the socialism when career officers had to move to another town for service, the army was responsible to find a workplace for its family members. Sometimes the easiest way was to create a workplace within the Army. This procedure lasted until 1994, when the

Policies

Although the Constitution of the Republic of Hungary, the Defense Law and other rules and regulations guarantee the equal rights for women, both positive and negative discriminations exist in the army. Reason for this is the above mentioned female career model in the past years, when women could serve in the army as civilian employees, later in uniform but without military training. Because of this tradition men considered them as female employees, but not as soldiers. This image of female soldiers hasn’t changed significantly up to now, especially in administrative areas. After the first women graduated from the military schools a fight began between the trained, young “servicewomen” and the experienced “women in uniform” without military training. The post-military training for women who have served for long time in the army without military training was not really effective because their working environment and the requirements for their jobs have not change.

In the changing political and military environment Hungarian Defense Forces face new challenges, therefore professional soldiers have to meet new requirements – regardless of genders; it requires also a change in perception of women and men as well. Men should learn to treat female soldiers equal to their male counterparts, and they have to require of women the same military standards without positive or negative discrimination. Women should accept that they have to be able to fulfill, not only functional, but military tasks as well according to their military ranks, regardless of which level of command or which branch of the staff they serve in. Female soldiers should understand that they are role models for younger soldiers or soldiers of a lower rank.

Organization

The changing security threats both nationally and internationally, on political and territorial level demanded a change in personnel structure and education within the Hungarian Defense Forces. Restructuring consisted of reduction of number of personnel, reform of military schools, changes in structure of the units or disbanding many of them, including medical service, financial, and logistic units as well, where most of women are employed. A recent and outgoing reduction of military personnel has not affected negatively women’s representation among military professionals. The Hungarian Defense Forces, in comparison with other NATO countries, have a relatively high proportion of professional female soldiers.

Table 2 – Professional soldiers

Officers	OF9	OF8	OF7	OF6	OF5	OF4	OF3	OF2	OF1	OF1
Men	2	2	12	31	316	1049	1221	1090	530	395
Women					9	57	130	195	172	86
Total	2	2	12	31	325	1106	1351	1285	702	481
Percentage	0,00%	0,00%	0,00%	0,00%	2,77%	5,15%	9,62%	15,18%	24,50%	17,88%

NCOs	OR9	OR8	OR7	OR6	OR5	OR4
Men	6	186	995	1661	1006	326
Women		133	579	561	271	78
Total	6	319	1574	2222	1277	404
Percentage	0,00%	41,7%	36,8%	25,2%	21,2%	19,3%

OF + OR	Total
Men	8829
Women	2271
Total	11100
Percentage	20,46%

Table 3 – Contract soldiers

Officers	OF4	OF3	OF2	OF1	OF1
Men	7	14	23	54	58
Women	2	7	29	30	32
Total	9	21	52	84	90
Percentage	22,2%	33,3%	55,8%	35,7%	35,6%

OF + OR	Total
Men	6723
Women	1377
Total	8100
Percentage	17,0%

NCOs	OR9	OR8	OR7	OR6	OR5	OR4	OR3	OR2	OR1
Men	2	80	431	517	413	4680	204	86	154
Women	2	66	243	191	149	586	19	8	13
Total	4	146	674	708	562	5266	223	94	167
Percentage	50,0%	45,2%	36,1%	27,0%	26,5%	11,1%	8,5%	8,5%	7,8%

Table 4 – Professional and contract soldiers

Officers	OF9	OF8	OF7	OF6	OF5	OF4	OF3	OF2	OF1	OF1
Man	2	2	12	31	316	1056	1235	1113	584	453
Women	0	0	0	0	9	57	137	224	202	118
Total	2	2	12	31	325	1113	1372	1337	786	571
Percentage	0,00%	0,00%	0,00%	0,00%	2,77%	5,12%	9,99%	16,75%	25,70%	20,67%

NCOs	OR10	OR9	OR8	OR7	OR6	OR5	OR4	OR3	OR2	OR1
Man	8	266	1426	2178	1419	5006	4680	204	86	154
Women	2	199	822	752	420	664	586	19	8	13
Total	10	465	2248	2930	1839	5670	5266	223	94	167
Percentage	20,00%	42,80%	36,57%	25,67%	22,84%	11,71%	11,1%	8,5%	8,5%	7,8%

OF + OR	Total
Men	20231
Women	4232
Total	24463
Percentage	17,3%

Employment

As it is regulated by the Defense Law servicewomen are integrated to the Hungarian Defense Forces. Women work and train together with their male counterparts and are subject to the same chain of command, standards of performance and discipline. The requirements are the same, and they are naturally granted the same opportunity for promotion as men. There are only three areas where females have different rules:

- Maternity leave – (the law allows also for men to be on maternity leave). The army adopted the civilian law on maternal leave. According to this law (service)women are entitled to maternity leave in case of giving birth. After 6 months of maternity leave they are allowed to be assigned in so called “personnel reserve status” for a year. However, continuation of their military carrier is ambiguous and more complicated, especially in cases where the units they have served have been disbanded during their absence due to restructuring of the military. Women reporting back to the work after

giving birth to their babies are entitled to breast feeding breaks until their babies' 6 months age.

- Child care support – Single mothers (or fathers) can not be obligated to be on 24 hours duty until the child is 6 years old.
- As female undergarment is not available in the military shops servicewomen receive money for buying it in civilian shops.

All positions are available for servicewomen and they have no limitations on combat operations. As Table 4 (see below) shows most of the women hold medical, administrative, human management and recreation, legal, and economical positions, like staff employees, nurses and doctors.

Although it is stated, that women have precisely the same opportunities as their male counterparts, in practice this is not always the case. Nowhere is this more evident than in Special Forces where currently there are no female officers on operational duty. Nobody can say that women are not good enough for having certain jobs in the army; therefore the only solution is setting unequivocal requirements (including physical fitness test, psychological tests, tests on functional and military knowledge as well) that is the same for women and man by the selection of jobs.

Table 5 – Percentage of women according to jobs

Job	Men	Women	Total	Percentage
Medical	228	450	678	66,37%
General	20	38	58	65,52%
Admin, info- and document security, crypto custodian	194	283	477	59,33%
Human management and welfare	281	341	622	54,82%
Finance	124	107	231	46,32%
Law and administration	72	52	124	41,94%
Supervisor inspector	37	20	57	35,09%
Air combat support	71	37	108	34,26%
Field post office	21	10	31	32,26%
Other	1584	745	2329	31,99%
Phone center	58	24	82	29,27%
Relay	87	35	122	28,69%
Radio	210	82	292	28,08%
Logistics	234	89	323	27,55%
Military administration	31	11	42	26,19%
Logistic support	829	246	1075	22,88%
Informatics	313	87	400	21,75%
Electronics	202	54	256	21,09%
NBC techniques	91	24	115	20,87%
Land forces	74	2	76	20,63%
Adjutant general, billeting	33	8	41	19,51%
Line communication	66	16	82	19,51%

Job	Men	Women	Total	Percentage
Meteorologist	42	10	52	19,23%
Research and development	46	10	56	17,86%
Air forces	110	23	133	17,29%
Topographer	29	6	35	17,14%
Engineer techniques	85	16	101	15,84%
Training techniques	35	6	41	14,63%
Transport	287	48	335	14,33%
Maintenance	12	2	14	14,29%
Air defense artillery	260	40	300	13,33%
Joint ops	475	71	546	13,00%
Combat material	154	23	177	12,99%
Measurement and quality insurance	21	3	24	12,50%
Air command and control	407	58	465	12,47%
Artillery	435	56	491	11,41%
Musician	234	30	264	11,36%
Air traffic control	78	10	88	11,36%
Weapon techniques	255	26	281	09,25%
Justice	61	6	67	08,96%
Education, instruction, training	336	33	369	08,94%
Engineer	770	70	840	08,33%
NBC	337	30	367	08,17%
Aircraft maintenance	643	49	692	07,08%
Signal	232	17	249	06,83%
Commanding sergeant	60	4	64	06,25%
Military police and garrison support	694	45	739	06,09%
Airman	251	12	263	04,56%
Reconnaissance	473	22	495	04,44%
Driver	1204	56	1260	04,44%
Special device techniques	284	12	296	04,05%
Armament and weapon techniques	693	27	720	03,75%
Infantry	1377	49	1426	03,44%
Armor	68	1	69	01,45%
Customs	6	0	6	00,00%
Command and control	1	0	1	00,00%
Parade soldier	158	0	158	00,00%
Military security	1	0	1	00,00%
Field chaplain service	23	0	23	00,00%
Military reconnaissance	3	0	3	00,00%

Recruitment

Professional career begins with military schools. As the table below shows the logistical faculty had just as many female applicants as male applicants, on the other hand both the

Armament and Safety Engineers Faculty and the Military Leaders Faculty had a lower ratio of female applicants.

Table 6 – Applicants to National Defense University (BSc)
for 2006/2007 year

National Defense University, BSc, 2006/2007 year				
Faculties	Places	Applicants (males)	Applicants (females)	Ratio (females)
Military Leaders	25	275	39	12,4%
Armament and Safety	70	178	39	18,0%
Logistics	15	72	73	50,3%

The Hungarian Defense Forces would like to increase numbers of contracted personnel. The ratio of the soldiers who are leaving the army is 17%, ratio of those who join the army is less. That's why there is a need for recruiting soldiers - regardless of gender.

When applying for contracted service, requirements are the same for men and women, without discrimination. The minimum requirements are: completion of 8-year long primary school, age limit of 18-45 years, appropriate physical fitness (see below).

Women applying for contracted service are offered posts which comply with their occupation and interests. There are no limitations, all arms and services are open to women. It's a regular case that the women themselves ask for "man-dominated jobs" in order to prove that they are able to come up challenges raised by the post.

Motivations for women on military service are:

- Challenge and adventure;
- Positive experiences of friends on military service;
- Desire to belong to a group;
- Will to proof;
- Lack of civilian jobs.

Experiences show that more women get through the screening process successfully including physical and mental examinations. Reasons are:

- Women take it more serious than men, for example they prepare themselves for the physical fitness test;
- Women arrive at the place of the tests rested and mentally prepared for the challenge;
- Women are more open to live a healthy way of life and they take care more often of their health and condition;
- Women are more holdfast;
- Women want to prove that they are as good as men.

The so-called "Open days" have high importance for career orientation. This program gives opportunity to the military educational institutes, military organizations to introduce the units, their jobs, activities and operations. It makes popular and more attractive the Hungarian Defense Forces for the civilian population.

The interest of the youth and the adults towards national defense has been inspired not only by the activity of recruitment offices but by the observation of military traditions, war games, cultural programs, summer camps and extraordinary history classes in schools.

Training

Servicewomen can attend the same specialization courses and participate in all trainings and schools required for promotion to higher rank. There are no limits restricting access of women to military schools for example four women began their studies at Military Leaders Faculty of the Military College from the 2006/2007 year. All faculties are open to both women and men.

Table 6 – Admitted cadets to National Defense University (BSc)
for 2006/2007 year

National Defense University, BSc, 2006/2007 year				
Faculties	Places	Admitted (males)	Admitted (females)	Ratio (females)
Military Leaders	25	21	4	16,0%
Armament and Safety	70	65	5	7,1%
Logistics	15	10	5	33,3%

Training programs for women are identical with their male counterparts, and are organized in the same schools and training centers. The only difference is in the physical fitness test.

Physical fitness

Since 1997 all professional and contract soldiers have to undergo a screening process before joining the army. It consists of medical, mental, and general physical fitness tests that are made in Military Health Care Resort. Fitness test is made before getting higher job, before deployments, before schools abroad and before joining the army. All the soldiers should meet those requirements in order to be suitable for military service. The fitness test differs in age and genders, and consists of the same element as that of the specific fitness test (see below).

The other part of the test is an annual physical test related to specific functions (office work or combat units, paratroopers, special forces, military divers, ..) It is scaled by age groups and by types of physical work. There are 4 categories for identifying the physical stress of jobs:

T1: Basic fitness for sedentary occupation

Cardio test: 3200 m running in training suit or 6 km march in training suit
(max. 140 points)

Muscle-power test for males: push-up or pull-up and sit-up (max 100-100 points)

Muscle-power test for females: light push-up and light sit-up (max 100-100 points)

Max. points: 340 point

Min. points: 200 point

T2: Medium level of fitness for light physical jobs

Cardio test: 3200 m running in training suit or 6 km march in training suit
(max. 140 points)

Muscle-power test for males: push-up or pull-up and sit-up
 Muscle-power test for females: light push-up and light sit-up (max 100-100 points)
 Max. points: 340 point
 Min. points: 220 point

T3: Advanced level of fitness for medium physical work
 Cardio test: 3200 m running in training suit (max. 160 points)
 Muscle-power test: pull up or push-up and sit-up (max 100-100 points)
 Max. points: 360 point
 Min. points: 240 point

T4: Enhanced level of fitness for heavy physical work
 Cardio test: 3200 m running in training suit (max. 160 points)
 Muscle-power test: pull up or push-up and sit-up (max 100-100 points)
 Max. points: 360 point
 Min. points: 260 point

The fitness tests are changing from time to time. This year the levels for women became harder, in order to reduce the difference between the achievement of men and women.

Deployments

The importance of female officers has become enhanced in recent deployments in the last years especially in areas where gender differences can affect the outcome of the mission. For example in PRT mission in Afghanistan it is improper for a man to talk directly to a woman, or for a woman to receive medical aid from a male doctor. The other reason for sending women to missions is the small number of the army. The 4-6 months deployment contracts need a bigger number of soldiers to serve abroad.

Table 7 - NATO and EU deployments

 Servicewomen	 ISAF HQ	 HU PRT	 EUFOR HQ	 EUFOR COY	 KFOR HU Guard & Sec BN	 KFOR MNTF-W
 Officer	2	2	0	0	1	1
 NCO	7	4	1	3	18	4
 Enlisted	0	2	0	2	13	1
 Total	9	8	1	5	32	6
 Percentage	 34,61%	 4,57%	 9,09%	 3,48%	 10,92%	 3,97%

Table 8 - UN and OSCE Deployments

 Servicewomen	 UNFYCIP	 MFO	 UNOMIG	 MINORSO	 UNFIL	 MTG
 Officer	0	4	0	0	0	0
 NCO	3	1	0	0	0	0
 Enlisted	1	0	0	0	0	0
 Total	4	5	0	0	0	0
 Percentage	 4,76%	 19,23%	 0%	 0%	 0%	 0%

As tables show percentage of women in some missions are quite high. Most of the women serve in medical, public information, communication, administration or logistical branches, but there are also some women serving in infantry squads or any other fighter-jobs. All jobs in missions are open to women.

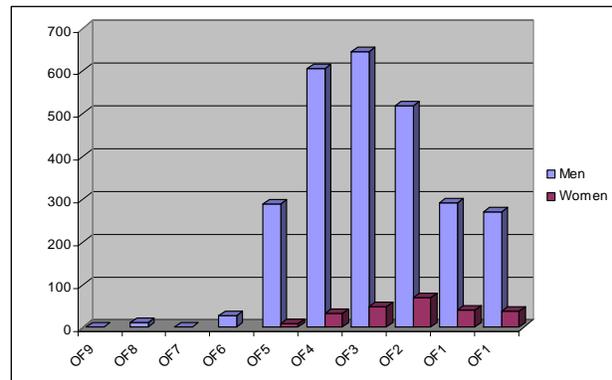
Main motivation for servicewomen is the money, because the difference between the peacetime salary and salary in mission is high. Secondary motivation is the evaluation system; it is advantage to have mission experiences for getting a higher position. The third motivation is the challenge.

Career Development

The Defense Law ensures the same career opportunities for men and for women. As the Table 5 shows women hold (8,35 %) leading positions as well.

Table 8 - Women and men in leading positions

Ranks	Men	Women	Total	Percentage
OF9	2	0	2	0,0%
OF8	11	0	11	0,0%
OF7	2	0	2	0,0%
OF6	28	0	28	0,0%
OF5	289	8	297	2,7%
OF4	607	34	641	5,3%
OF3	647	50	697	7,2%
OF2	520	70	590	11,8%
OF1	291	42	333	12,6%
OF1	270	39	309	12,6%
Total	2667	243	2910	8,35%



Concerning promotion only professional skills, personal evaluation, and service needs are considered, regardless of gender. The highest ranking woman is colonel (OF5) in Hungarian Defense Forces.

Table 9 – Average age in ranks

Officers	OF9	OF8	OF7	OF6	OF5	OF4	OF3	OF2	OF1	OF1
Men	57,0	51,5	54,2	49,9	49,0	43,9	38,6	34,0	29,0	25,6
Women					50,6	46,7	41,0	35,5	29,8	26,9
Average age	57,0	51,5	54,2	49,9	49,8	45,3	39,8	34,7	29,4	26,3

NCOs	OR10	OR9	OR8	OR7	OR6	OR5	OR4	OR3	OR2	OR1
Men	40,8	38,8	36,1	31,5	28,7	27,1	29,2	26,6	26,3	24,1

Women		46,5	41,4	34,6	30,1	29,0	30,7	28,6	27,6	27,4
Average age	40,8	42,6	38,7	33,0	29,4	28,0	30,0	27,6	27,0	25,8

Total	Average age
Men	37,1
Women	35,1
Average age	36,1

Special interests

Conference for Servicewomen in the Land Forces was organized last year. A female infantry squad-leader, a female NCO who served as fighter in Afghanistan, a female CIMIC/PSYOPS officer who served in the Balkans and a female NCO who served in a NATO Staff shared their experiences. After the presentations the Committee of Women in Uniform in Hungarian Defense Forces conducted a forum for the participants to talk about their military experiences, and collect all the difficulties that servicewomen face in missions or in everyday work. This conference was a panel for exchange of experiences, participants from all units of Land Forces had the chance to talk to each other, share ideas and support each other.

As the next step an all-men conference is planned to organize this year, where company commanders, platoon leaders and squad leaders will be interviewed about their experiences.

Conclusion

Summarizing the National Report, Hungarian Defense Forces guaranty the same opportunities and same rights for servicewomen and set the same standards and requirements of them. Although the main focus was on the army restructuring last year, the support of female colleges, single mothers/father and the family support was maximally taken into consideration – as a function of possibilities. It is underpinned by the fact that the ratio of servicewomen in the Hungarian Defense Forces has not changed after the reduction of personnel. The Committee of Women in Uniform in Hungarian Defense Forces continues its work on integration of women in all jobs and ranks in order to eliminate all the discriminations.