

Annual Meeting 2007 Committee on women in NATO forces

NATIONAL REPORT FOR 2006 – WOMEN SLOVENIAN ARMED FORCES

Policies (policy changes/new policy affecting women in uniform)

The most recent amendment to the Defence Act (Article 16) includes the »principle of equal opportunity for men and women« in employment and in establishing employment contracts (complement to Article 92). This makes it possible to exercise »positive discrimination« in favour of women, or, in other words, to take into account gender differences and thus ensure »the same« conditions for everyone. The contents of ensuring equal opportunities will have to be defined in regulation acts: Declaration on safety at work with risk assessment, Slovenian Armed Forces Regulations, Classification of Military Duties (MOS; military occupational specialisation) - (amendment already in force).

On the basis of the obligation of the Ministry of Defence to adopt provisional special measures for implementing recommended practices on the basis of the Convention on the Elimination of All Forms of Discrimination against Women (EU), various measures have been drawn up for the entire Ministry and consequently for the female members of the Slovenian Armed Forces. These include general measures, which apply to all female Ministry of Defence employees, and specific measures, which define the position of female service members of the Slovenian Armed Forces.

Employment policy is going in the direction of employing professional soldiers (not civilian personnel). Around 350 soldiers should be employed in the year 2006, mainly in infantry and logistic branch. We haven't achieved this goal so in 2007 we intend to employ around 700 personnel, mainly in NBC branch.

There are no changes that will affect the status of women in uniform, since we are sticking to existing legislation in conducting personnel policy, which has not been changed in the last year.

The legal and military bases for employment are the following:

- Employment Relations Act,
- Defence Act,
- Civil Service Act,
- Decree on the internal organisation, systemisation, working posts and titles in bodies of public administration and in judicial bodies,
- Military law (in preparation).

Organisation – tabular report by questions:

Representation by rank, and ratios by rank between men and women

- by gender

Sex	M	F	Total	% F
Total	6154	1112	7266	15,3

By status

Status	M	F	Total	% F
CO	1204	121	1325	9,1
Military employee- higher	145	89	234	38
NCO	1646	160	1806	8,9
Military employee- lower	321	132	453	29,1
Privat	2505	390	2895	13,5
Civilians	333	220	553	39,8
Total	6154	1112	7266	15,3

- by rank

Rank	M	F	Total	% F
Lt General	1	0	1	0
Maj General	1	0	1	0
Br General	7	0	7	0
Commodore	1	0	1	0
Col	33	0	33	0
Captain (N)	2	0	2	0
Ltc	103	3	106	2,8
Fregate Cpt	5	0	5	0
Major	181	10	191	5,2
Corvette Cpt	4	0	4	0
Captain	407	32	439	7,3
Lt (N)	6	0	6	0
1st Lt	231	44	275	16
Lt fregate	1	0	1	0
2nd Lt	440	21	461	4,6
Total	1423	110	1533	7,2
Sergeant Maj	2	0	2	0
Serg	26	3	29	10,3
1st Serg	17	3	20	15
Ms Searg	258	34	292	11,6
Searg 1st Class	1151	125	1276	9,8
Total	1454	165	1619	10,2
Corporal	7	2	9	22,2
Corporal 1st class	577	47	624	7,5
Privat 2	541	103	644	16
Privat 1	1499	325	1824	17,8

Total	2624	477	3101	15,4
Military employee- higher	147	89	236	38
Military employee- higher	321	133	454	29,3
Total	468	222	690	32,2
Civilians	185	138	323	42,7
Total	6154	1112	7266	15,3

Employment

Recruitment

Number of applications received in 2005: 143 women and 853 men

Number of employees 2006: 116 women and 631 men

Number of employees 2007: 14 women and 100 men - total

The data shows that in general the number of employee is decreasing. It's also indicate minor interest for employment in military service. There is no differences among female or male.

- **New initiatives**

On one side, the employment decrease, for the other side we have higher requirements for participating in PSO and also for preparing units for NATO led operations. This are the reasons to find suitable recruitment and retention policy.

- **Number of recruits by branches**

All women are employed as candidate professional soldiers and must complete 13 weeks of Basic Military Professional Training. We obtain NCOs from promising soldiers and officers, half with scholarships (specialist knowledge) and the other half from good, employed NCOs. We are trying in this way to establish a suitable ratio among soldiers, NCOs and officers.

In the year 2006 new employee mostly served in infantry and logistic units.

Women in the Slovene army are in principle assigned to military occupational specialities (MOS) in logistics and administration.

- **Retention programs**

In relation to leaving the service, it is necessary to take into account existing legislation, which enables individual benefits for members of the Slovene army who have been in the system for at least 10 years (amendment to the Defence Act). We prepare a programme of re-socialisation for those who leave the Slovene army. These programmes are the same for men and women and are made in accordance with the aforementioned statutory possibilities, and we similarly have proposals and initiatives formed for supplementing or amending the legislation in this field.

Training

- **New policies/programs**

Training programme is the same form male or female. Through the professionalisation of SAF, we change the program and give up the three weeks basic programme from those soldiers who were trained in former conscripts system.

- **Physical fitness**

We check members of the Slovene army (SA) in the area of achieving physical fitness in three disciplines (press-ups, lifting a body, running 3200 metres). On entry to the SA, we check candidates with a battery of physical tests. Because of a lack of physical fitness of candidates we will in future introduce the carrying out of selection programmes for candidates for work in the SA. Candidates for officer and NCO and members of special units are further checked in special selection programmes.

Deployments

- **Lessons learned**

The great majority of female members perform their work in missions suitably. We have not come across special difficulties in these operations that would be specific to women.

The existing state indicates the inclusion of women in units intended for support or ensuring operations. Such units are not specifically intended for inclusion in operations, which results in the non-inclusion of women.

The planned assignment of women to Slovene army units intended for inclusion in operations would certainly contribute to a greater participation of women in operations. One possible solution for raising the participation of women in operations would be the establishment of suitable motivational factors already at the starting phase of training for performing a military profession and stressing the positive experiences of the functioning of mixed teams in operations.

- **References**

In 2006 SA had 68 women out of 826 participants in PSO`s, that means 8,23 %.

	CO	NCO	P	ME-H	ME-L	Total
ISAF						
MPL		1	3			4
NSE						
RC W	1					1
Total ISAF	1	1	3			5
EUFOR						
ROLE 1				2	3	5
NIC				2		2

EUPIC	3	1				4
HQ				1		1
NSE		5	2			7
Total EUFOR	3	6	2	5	3	19
KFOR						
HQ KFOR	2					2
NIC				1		1
MLF		2				2
MP		2	5			7
NSE		3	3	1		7
MPL and MCOY		2	13			15
TRCOY		2	6		2	10
Total KFOR	2	11	27	2	2	44
Total	6	18	32	7	5	68

Career development

- **Mentoring programmes**

All candidates for employment as soldiers in the Slovene army perform a traineeship. The length depends on the qualifications of the trainee. Traineeship is performed by individual traineeship programmes under the leadership of a mentor and co-mentor. Officer candidates are also subject to a probation period in units as a part of their training.

- **Education and awareness programs**

We have begun research work, and within the framework of Target Research Programmes which are taking place at MORS and the Ministry of Education and Sport, have begun a project task »Women in the Slovene Army – Operationalisation of Equal Opportunities«. Several other Target Research Programmes executed by faculties and focused mostly on different views on organizational climate, include inter-relational and gender issues. Although some smaller researches done within some units indicate, that feeling of discrimination and being “left-out”, has more to do with completely personal relation than to gender issue in general. We have also continued providing information to and raising awareness among members of the Slovene army in regard to creating and maintaining suitable inter-relations, with a stress on relations between the sexes. Within all of our units we have executed several lectures and workshops with emphasis on assuring conditions of sound and proper psychosocial climate in general. The inter-gender relationships and possible unwanted behaviour constituted the better part of it, especially when it comes to units on peacekeeping operations, which tend to be the vulnerable group (special conditions, being separated from the families...). Members of SAF of different statuses were included into different working groups and meetings led by governmental and non-governmental organizations, considering the issue of discrimination and equal opportunities.

Education:

On entry to the SA, all candidates perform 3 months military professional training. Soldiers continue training in basic military professional training for obtaining military

occupational specialisation. Officer candidates continue training in basic military professional education and training, where they are trained for performing the lowest officer duties of the branch or service. Candidates for NCO are selected after several years of successful service and are included in basic military professional education and training of NCOs for performing the lowest NCO duties of the branch or service. Military employees are trained according to the basic programme of training for work in the army.

During their careers, officers are trained at staff courses, higher staff courses and, for the highest duties, in the general staff programme. NCOs are trained during their career at staff courses for NCOs and higher staff courses for NCOs. Some members of the SA do their staff training at comparable courses abroad.

Training in safety at work takes place in accordance with general legislation. There are no special programmes.

- **Leadership programs**

There is no special leadership programme in the SA. Members of the SA gain knowledge in the field of leadership in the process of training for performing tasks and in individual specialised courses.

Special interest items

- **Concerns and success regarding integration**

We do not have special programmes for the integration of women for work in the army, since our legislation dictates equality of treatment of the two sexes. We are therefore endeavouring to ensure that aspects of equal inclusion of women are taken into account in all fields of work in the Slovene army, and that the aforementioned endeavours will continue to be included in the process of professionalisation of the Slovene army.

- **New facts**

New military law is now in governmental procedure and will improve the status of all military personnel, especially in terms of family support, retention and retirement. Up to now we have had equal status then other state employees.

Several acts were passed out within Slovenian army, considering prevention as well as determining measures in case of being subjected to unwanted and hostile behaviour of any kind, especially gender – related. We are currently introducing to our units equal opportunities advisors.

Conclusion

- **Perspectives on gender integration**

In view of the need for standardisation and integration into NATO, the criteria for performing military duties were made stricter. Because of this, a considerable fall in interest and fitness of women for military organisation has been noticeable.

- **Future integration programmes**

We began assessment of work and duties and the production of standards for these within the framework of the cooperation of the general staff in the Social Sciences Faculty research project – Ascertaining Competence at Work. All results of positive legislation affecting women will be taken into account in producing the aforementioned standards. Within the framework of MORS, a »Statement on safety with a risk assessment for pregnant women, women who have recently given birth and breastfeeding« is in the production phase, although we do have to mention, that the existing legislation on this matter in Slovenia is very good, considering the needs of women as well as children.

- **Trends**

If we compare the position of women in the Slovene army with the position of women in civilian society, especially the economy, it can be said that employment in the Slovene army offers women greater social security. Social security is one of the most important motives for employment for the majority of women. With the development of professionalisation, when systemic matters will be arranged, the possibilities of career development (also for women) will be better arranged and will enable a greater influence of an individual on her or his own professional development.

We believe that in the employment of women in the armed forces more attention should be devoted to the following:

- suitable professional training,
- better physical fitness,
- more stress on providing information before entry to service, since their expectations are often completely different from the work and tasks they later perform in the Slovene army.

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Vrhnika, 17 May 2007