

**CZECH REPUBLIC – NATIONAL REPORT**  
**Year 2007**

**Policies**

- **Policy changes or pending initiatives, to include legislation passed, and service regulations concerning employment of women in the military**

One of the main legislation engaging in gender questions is the Ministerial Order regarding “Promotion of Equality of Men and Women in the MoD”. The main purpose of this Order was to establish a new advisory and initiative body of the Personal Section Deputy of the MoD on this subject. Useful explanatory aid was created in 2005 and legally defines the aim of the Order – equality of Men and Women, gender discrimination, harassment, gender mainstreaming, prevention to right abuse, what to do in case of discrimination, rights of affected person and at last sanctions.

- **New policy or initiatives concerning implementation of gender mainstreaming in Armed Forces**

It is essential for us to understand genderness, to analyze it, to promote, integrate and facilitate attention to gender perspectives in all areas of work and to demand accountability from managers and staff from all levels, to ensure sufficient awareness of gender issues and to implement gender mainstreaming strategy. E.g. during the training program for peacekeepers we emphasize on gender perspectives in order to especially:

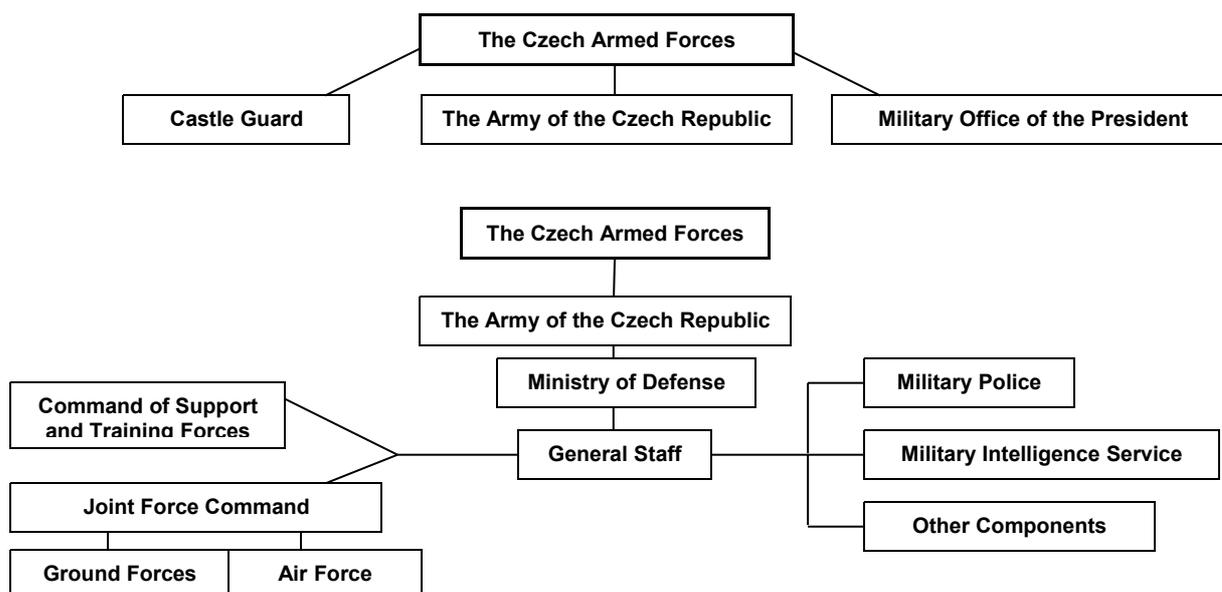
- Develop basic skills which will help peacekeepers recognize the different needs, capabilities and expectations of women and men in the host population;
- And make peacekeepers aware of the gender implications of their action.

- **Any initiatives, programmes implemented or pending on base of “CWINF Guidance for NATO Gender Mainstreaming”**

We made a Collective Agreement 2006 – 2008 with labor unions, that is assigning the employer information duty to once a year inform the legal bodies about the action for the equality of Men and Women at work place.

Another legal body concerning the implementation of gender equal opportunity is a partial document - Priorities and procedures of Ministry of Defence on enforcing principles of equal opportunities of Men and Women. The evaluation of the process of fulfilling the priorities and procedures is provided at the end of every year.

## Organisation of Czech Armed Forces



### Current percentages of representation of women in armed forces by rank:

Rank (ACR)	Women 2007	% in total CzAF	Women 2006	% in total CzAF
Staff Sergeant (SSG)	207	0,85	237	7,9
Sergeant First Class (SFC)	237	0,97	265	8,84
Master-Sergeant (MSG)	98	0,41	81	2,7
First-Sergeant (1SG)	29	0,12	36	1,2
Warrant Officer (WO1)	569	2,34	608	0,23
Chief Warrant Officer (CW2)	954	3,92	861	28,71
Chief Warrant Officer (CW3)	113	0,46	89	2,77
Master Warrant Officer (MW4)	1	0,004	1	0,03
Second Lieutenant (2LT)	43	0,18	84	2,8
Lieutenant (LT)	235	0,96	196	5,54
First Lieutenant (1LT)	300	1,23	282	9,4
Captain (CPT)	201	0,83	193	6,44
Major (MAJ)	59	0,24	53	1,76
Lieutenant Colonel (LTC)	16	0,06	13	0,43
Colonel (COL)	1	0,004	0	0
General (GEN)	0	0	0	0
<b>TOTAL</b>	<b>3063</b>	<b>12,46</b>	<b>2999</b>	<b>12,39</b>

**Number of women and men in service in January 2007**

Dated to 1.1.2007	TOTAL	MEN	WOMEN	% representation of women
Soldiers	24229	21228	2999	12,39
Civilian employees	13358	7508	5850	43,79
<b>TOTAL</b>	<b>37587</b>	<b>28736</b>	<b>8851</b>	<b>23,55</b>

The Czech Armed Forces (CzAF) have a relatively high ratio of professional female soldiers and the number is gradually increasing by every year. In 2007 it was 12,46% (3063 female military). The total number of soldiers was 24334. In the previous year 2006 there was 2999 female military (12,4%) to 24229 total of soldiers.

In general, female soldiers have lower ranks than their male counterparts. The fastest promotion rate exists among lower ranks (the shortest period of holding a rank is 1-2 years). Throughout their career, women often go on a maternity and parental leave, which is one of the reasons for holding a rank for a longer period of time. In the year 2007 maternal leave took 93 female soldiers and parental leave took 304 female soldiers and 28 male soldiers. In total it was 397 soldiers on maternity and parental leave (with male soldiers it is 425 soldiers) so 13,2%.

**Age**

Over the long term, female soldiers were generally younger than their male counterparts. For the first time the age of women at the Army of the Czech Republic has raised to the average of 31,4 years compare to male age that is 31,2 years. But in case of female soldiers in the Integrated Ministry of Defense the long term rate stayed the same (35,1 to 41,3).

**Average of female and male soldiers in the Czech Armed Forces:**

<b>2007</b>	Male soldiers	Female soldiers
Ministry of Defense	41,3	35,1
Out of Ministry of Defense	<b>31,2</b>	<b>31,4</b>

<b>2006</b>	Male soldiers	Female soldiers
Ministry of Defense	42,4	34,7
Out of Ministry of Defense	31,9	30,3

The reason of gradual approach of the female soldiers' age average to the male soldiers' is the steady increase of the women in military. The number of women in the CzAF has been always increasing. The percentage of the youngest soldiers is still high among

women but military has become an opportunity as well as for women in mid age. The stereotype of women leaving active duty much earlier than men is slowly changing.

**Average age of female and male soldiers at the leading systematized posts:**

<b>2007</b>	Male soldiers	Female soldiers
Ministry of Defense	45,3	41,8
Out of Ministry of Defense	35,4	32,3

<b>2006</b>	Male soldiers	Female soldiers
Ministry of Defense	40,3	35,7
Out of Ministry of Defense	38,2	33,3

**Recruitment**

Enlist for service may any citizen of the Czech Republic over 18 years old, if he/she:

- took a military oath,
- completed the basic or alternative military service,
- is not a member of a political party, political movement or trade union as of the date of enlisting,
- has no criminal record,
- is physically capable of performing service,
- meets the qualificatory preconditions set forth for service.

Only citizens of the Czech Republic with corresponding intellectual abilities and meeting all moral, ethical and legal requirements, have the chance to join the professional CzAF.

These must be individuals who are mentally and physically strong, able to serve in the military, assume abilities and skills in given military profession and who are motivated and capable of high performances at the level required. Any applicant for professional military service enlistment has to undergo a medical examination, physical and psychological tests and personal interview with an expert advisor at the Military training center. The decision on induction is to be made based on results of these tests and subsequently, the appointees are to be sent to the ACR training installations.

The length of military service is from 2 to 20 years. Unless otherwise stipulated in the law. The period of service may be changed (prolonged) by the military authority based on the written consent of the soldier. In determining the period of service, the period of preparation for the service in the form of study in military or other secondary schools and universities including study abroad is taken into account.

- **Entrance criteria to Military Academies, Colleges**

Most women began their career in the CzAF as students of military secondary schools or universities where they completed basic training. Generally, one of the ways to attract women for the military career is to visit schools and exhibitions to encourage potential female applicants to join the CzAF. Another way is education focusing on how to deal with diversity in the armed forces and to strict policy against inappropriate (sexual) behaviour, and so on.

An important precondition of this process is to adopt such measures that would lead to an increment and subsequent maintenance of military profession attractiveness in eyes of civil public. That could lead to a higher competitiveness on the labor market in order to ensure the necessary reproduction of the CzAF personnel.

Since 2005, the interest in serving in the military exceeds the needs of the CzAF, therefore no special recruitment programs for either men or women have been necessary.

- **Areas forbidden for female soldiers**

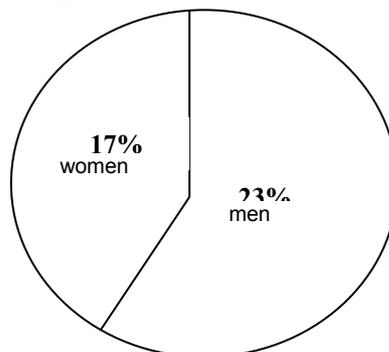
There are no forbidden areas in military service for women.

**Average ratio of Women and Men interested, applied and recruited in year 2007:**

	Interested personnel	%	Applied	%	Recruited	%
TOTAL	7286	<b>100</b>	4193	<b>100</b>	935	<b>100</b>
Men	6352	<b>87</b>	3752	<b>89</b>	861	<b>92</b>
Women	934	<b>13</b>	441	<b>11</b>	74	<b>8</b>

**Ratio of recruited women and men in 2007:**

Ratio of recruited women and men in percentage is 17% of women to 23% of men. For comparison, in previous year 2006 the ration was more equal 33,6 % of women were recruited to 34,3 % recruited men.



**Training**

- **Physical fitness; job qualification standards for female soldiers**

The preparedness quality of the CzAF personnel is a key factor. It primarily includes:

- Specialized training for the military personnel in accordance with NATO standards and procedures;
- Language training (primarily English) including the acquirement of special terminology and, for the purpose of assignment to the positions in the NATO structures, also a good command of second language (French);
- Personnel training in accordance with Act 412/2005 Coll. On „Protection of Classified Material and Security Competency“.

Physical capability of male and female soldiers is one of the prescribed components of their personal evaluation. The concept of physical training (PT) in the military is accompanied by the health-oriented programs, as good state of health of soldiers is generally recognized and accepted. The standards of physical capability have been set by specialists and adapted to the physique and age of soldiers. There are no weight requirements.

Performance in each discipline is rated. Female and male soldiers are divided in to four age categories. In each category soldiers must achieve a minimum of 20 points and more in each discipline. Physical capability is tested twice a year.

Training activity consisted of basic physical training in the extent of at least four hours per week.

To ensure the appropriate level of preparation, education, and training of CzAF professional soldiers, the Training and Doctrine Directorate has been established in Vyškov as a component of the Support and Training Forces. This training installation focuses especially on the basic training of personnel joining the CzAF. This training is to be conducted within three months, in four phases, including testing aimed at training physically and mentally capable soldiers with the theoretical knowledge and practical skills of individuals in a mechanized squad.

Besides basic training this installation provides further professional and special training within the CzAF training and special installations; a warrant officer or officer course at the Departmental School or in study at the Defense University. Retirement and involvement in the Active Reserves shall logically complete the entire service.

Base on the MoD requirements, a good command of a foreign language is a priority, because having professionals and highly specialized experts who are not able to communicate in the international environment is a path to unacceptable isolation. The most important objective is passing STANAG 6001 tests.

## **Deployments**

Czech soldiers have great history of deployment. Mostly Czech soldiers were involved in peace-keeping missions. Thousands of them have been deployed in operations such as IFOR, SFOR, KFOR, AFOR and others. Czech soldiers have been always very beneficial in the area of their responsibility and appreciated by international contingent.

In line with military-political ambitions of the Czech Republic the professional CzAF participate – within their peacetime structures – also in peace enforcement, peace support or maintenance operations, humanitarian and rescue operations. This trend has been affirmed even by the approved Military Strategy of the Czech Republic.

The female soldiers are represented and participate in all phases of peace operations. Most of them work as medical staff, communication security information workers, spokeswomen, CIMIC officers, squad and platoon commanders. They are sent out to participate in peace operations as part of their unit, a team or as individual monitors. Female soldiers either deployed with their unit or because for their specialization.

The experiences of women sent on missions have been rather positive, both for themselves, the team and the local population. Czech female soldiers have fully confirmed that they are capable of working in difficult conditions of an armed conflict, in operations intended to restore peace, in humanitarian and rescue operations and in other non-standard situations. In 2007 has been deployed 1818 soldiers and 200 were female soldiers. So one decimal of deployed personnel has been female soldiers.

Female soldiers were also participating in preparation of the first Provincial Reconstruction Team that was deployed in the beginning of year 2008 to province Logar, Afghanistan.

#### **Percentage of deployed female and male soldiers**

	%of deployed female soldiers	%of deployed male soldiers
2007	<b>9,8</b>	<b>90,2</b>
2006	3,8	96,2
2005	7	93
2004	4	96

#### **Career Development**

Mentoring programmes serve to the soldiers at the recruiting facilities that are collated in each of the Czech region. Usually they're located at the main or bigger cities.

Work conditions is gradually improving and getting the standards of NATO allies. There has been a noticeable positive trend in work conditions especially in a more optimistic image of the CzAF and soldiers by the civilian public, overall earnings, preventive rehabilitations, recreation and bath care services, vacations catering services, social and cultural activities in the military clubs, health care in accordance with the Directive on

Health Care Provided in the Military Medical Facilities, conditions for improving physical condition, therapeutic and other convalescent residences, summer and winter camps for children of soldiers, material and technical equipment in the workplace, etc.

### **Representation of women in command and chief positions**

There is 7 female soldiers (9,6%) in command position at the Integrated Ministry of Defense and 516 female soldiers (17%) at the command position in the Army of Czech Republic. That is an increase compare to year 2006 where at the Integrated Ministry of Defense were 7,8% female soldiers.

For the first time we have the first female in colonel rank who is at position of Head of Department of recruitment of Directorate Personnel Support.

At the basic command level from position of commander or deputy commander of base to commander or deputy commander of headquarters there is not position occupied by female soldier.

One of the reasons why women in the CzAF are less often promoted to command positions than their male counterparts is the fact that (due to their maternal role) they tend to be interested in professions characterized by regular working hours, lesser time demands, and lesser requirements for physical capabilities, fieldwork, and direct command over a large number of soldiers. Other reason might be reform of CzAF which is downsizing the total number of soldiers.

Either way in the CzAF hierarchy, women mostly occupy lower-level positions and perform supporting work.

### **Military specialization**

There are no specializations in the CzAF from which women would be barred. However, most women hold economic, administrative, legal, personnel, and technical positions. They work much more often than their male counterparts as staff employees, flight control operators, flight control assistants, nurses, and doctors. But it is not strictly a rule for Czech female soldiers. We do have helicopter pilots, one subsonic aircraft pilot and female drivers or troop commanders. They are not an exception but just the first in the line.

### **Lenght of female soldiers´ service**

	years	years	years	years	years	years
	Up to 1	1 - 4	5 - 9	10 - 14	15 - 19	20&more
<b>2007</b>	<b>145</b>	<b>639</b>	<b>1274</b>	<b>259</b>	<b>350</b>	<b>396</b>
2006	101	1035	898	227	453	287
2005	118	1064	722	196	506	228

### **The age of female soldiers in service**

	years	years	years	years	years
	Upto 25	25 - 29	30 - 34	35 - 44	45&more
<b>2007</b>	<b>430</b>	<b>904</b>	<b>638</b>	<b>657</b>	<b>134</b>
2006	514	915	556	913	103
2005	607	847	556	855	74

## Special Interest Items/Events

- **Maternity/Paternity leave**

Pregnant female soldiers must not be assigned to duties that are from a medical point of view dangerous for their pregnancy. The medical statement is given either the base doctor or by private doctor of pregnant soldier. Doctor's statement will be followed until the end of the ninth month of pregnancy, giving birth and a breast-feeding female soldier.

A pregnant female soldier, breast feeding female soldier and female soldier taking care of a child aged less than 1 year old may be assigned to night duties, duties performed beyond the basic weekly duty hours and to service readiness, only with her consent.

A pregnant female soldier or a female soldier taking care of a child aged less than 8 years may be transferred to a different location, transferred or sent on a business trip beyond the basic weekly duty hours, only with her consent.

The entitlement of a female soldier to maternity leave, parental leave and breaks for breast-feeding shall be governed by a special legal regulation (Labor Code) in a similar way as for women in an employment relationship.

This above is applied to soldiers who receive monetary support and a single soldier taking continuous care of a child.

A pregnant female soldier, a female soldier till the end of the ninth month of pregnancy after giving birth and a breast feeding female soldier must not perform activity that is harmful to her body or activity that is dangerous to her maternal role.

A pregnant female soldier, a female soldier till the end of the ninth month of pregnancy after giving birth or a breast feeding female soldier is obliged to immediately inform the military authority about her condition and provide them a proof of the facts decisive for the review of restricting the activities relating to her rank.

After an agreement with the Ministry of Health the Ministry shall determine in a decree the activities and work sites that are off limits to a pregnant female soldier, a female soldier till the end of the ninth month after giving birth and a breast feeding female soldier.

## Health and child support policy

No differences in the employment except of:

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## **Conclusion**

The year of 2007 was focused on progressing reform of the Armed Forces and on preparation of logistic and personnel sources for deployed units. Essential was to prepare the troops of military mobile hospital and first Czech Province reconstruction team in Logar, Afghanistan that was deployed in the beginning of year 2008.

After almost two decades of transformation of CzAF, the representation of women is stagnating. The steady growth of female soldiers is assuring that it is no more unnatural for the society. With the growing number of women participating in operations abroad, gender sensitivity is an important challenge for the CzAF.