

**CZECH REPUBLIC - NATIONAL REPORT 2009**

This National report offers a summary of the advancement of women's integration into the Czech Armed Forces (CzAF) in the past year 2008 with a comparison of previous years.

**Policies**

One of the main legislation engaging gender issues is the Ministerial Order 29/2002 regarding "Promotion of equality of men and women in the department of the Ministry of Defense (MoD)". The main purpose of this Order was to establish a new advisory and initiative body at the Personal Section of the MoD on this subject. In 2005 was created explanatory aid for general use that legally defines the aim of this Order.

According to "Collective Agreement 2006-2008" among the MoD and labor unions and other social partners, the employer is assigned by mandatory informative duty to inform the legal bodies about their activities in gender equality at workplace once a year.

Another legal document concerning the implementation of gender equal opportunity is "Priorities and procedures of MoD on enforcing principles of equal opportunities of men and women". These priorities are annually released and every year is the document more specific and concrete. The evaluation of the process of fulfilling the priorities and procedures is provided at the end of every year.

The CzAF policy on the employment of women remains the same since the implementation of Czech Republic into the North Atlantic Treaty Organization in 1999. The CzAF are opened to women. The bellow graphs demonstrate the habitual increase of women in military service.

**Organisation of Czech Armed Forces**

**Number of men and women in military and civilian service**

15.1. 2009	Total	Men	Women	% of women
Soldiers	24103	20962	3141	<b>13,03</b>
Civilian	10571	5961	4610	<b>43,61</b>
Total	34674	26923	7751	<b>22,35</b>

**Current percentage of total force by service, for example:**

	% of Female soldiers	% of Male soldiers
<b>Air Force</b>	<b>21</b>	21,3
<b>MoD</b>	19,2	14,6
<b>Joint Forces</b>	18,4	19,4
<b>Ground forces</b>	15,3	<b>25,7</b>
<b>Medical Component</b>	7	2,8
<b>Support Forces</b>	4,5	1,2

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<b>Military Police</b>	3,6	5
<b>Castle Guard and Military Office of the President</b>	0,5	3
<b>Others (Logistics Components, Training Facilities)</b>	10,5	7
<b>TOTAL</b>	100	100

In 2008 is the percentage of women again higher than it was the previous year. It is standard that we follow since our entry to NATO. There are no set up limits or quotas for female employees in the CzAF.

On 15 January 2009, the percentage of female soldiers was 13,3%. Traditionally there is higher percentage of female soldiers in the Air Force than in the Ground Forces. The trend is due to the offered service positions.

There are also more civilian female employees than last year - almost 44%. Together with the female soldiers it is over 22% of females in the CzAF.

**Current percentages of representation of women in Czech Armed Forces by rank:**

<b>Rank (ACR)</b>	<b>2008</b>	<b>Age average</b>	<b>2007</b>	<b>2006</b>
<b>General (GEN)</b>	<b>0</b>	-	0	0
<b>Colonel (COL)</b>	<b>1</b>	45	1	0
<b>Lieutenant Colonel (LTC)</b>	<b>19</b>	41,7	16	13
<b>Major (MAJ)</b>	<b>71</b>	39,8	59	53
<b>Captain (CAPT)</b>	<b>231</b>	35	201	193
<b>First Lieutenant (1LT)</b>	<b>304</b>	31,8	300	282
<b>Lieutenant (LT)</b>	<b>234</b>	29,3	235	196
<b>Second Lieutenant (2LT)</b>	<b>30</b>	26	43	84
<b>Chief Warrant Officer (CW3)</b>	<b>106</b>	39,7	113	89
<b>Chief Warrant Officer (CW2)</b>	<b>875</b>	35,4	954	861
<b>Warrant Office (WO1)</b>	<b>510</b>	31,7	569	608
<b>First-Sergeant (1SG)</b>	<b>32</b>	29	29	36
<b>Master-Sergeant (MSG)</b>	<b>101</b>	32	98	81
<b>Sergeant First Class (SFC)</b>	<b>246</b>	31,0	237	265
<b>Staff Sergeant (SSG)</b>	<b>200</b>	31	207	237

The CzAF have a relatively high ratio of professional female soldiers and the number is gradually increasing by every year. At the end of 2008 it was 13,3% (3141) compare to the year 2007 when it was 12,46% (3063) and the year 2006 with 12,4% (2999).

**Age**

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Long-term trend is that average age of women in service is older every year. This year is no exception. The reason for that is more women have decided to prolong their contracts with the MoD.

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

Year	2008	2007	2006	2005	2004
<b>Female soldiers</b>	<b>33,8</b>	33,3	32,7	32,2	32,2
<b>Male soldiers</b>	<b>36,9</b>	36,3	37,2	36,7	37,5

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

Year	2008	2007	2006	2005	2004
<b>Female soldiers</b>	<b>37,5</b>	37,1	34,5	34,8	34,3
<b>Male soldiers</b>	<b>40,4</b>	40,3	39,9	39,8	39,2

**Recruitment**

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

- has no criminal record,
- is not a member of a political party, political movement or trade union as of the date of enlisting,
- is physically capable of performing service,
- passes the the qualifying test evaluating the physical and intellectual abilities, and
- completed the basic military service,
- took a military oath.

Anyone interested in military service can be recruited at the recruitment centers which are in every regional city.

Applicants for professional military service enlistment have 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 military training installations.

The length of military service is from 2 to 20 years. Unless otherwise predetermined in the law. The period of service may be changed (prolonged) by the military authority based on the written consent of the soldier.

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

Most female officers began their military career 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 offer them an education and career development. That could lead to a higher competitiveness on the labor market in order to ensure the necessary reproduction of the CzAF personnel.

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• **Areas forbidden for female soldiers**

There are no forbidden areas in military service for women.

• **Ratio of recruited women and men in 2008:**

The ratio of recruited women and men in percentage in 2008 is 18% of women to 25% of men. For comparison, in previous year 2007 it was 17% to 23% and in 2006 was 33,6 % to 34,3 % recruited men.

**Training**

• **Physical fitness**

The concept of physical training in the CzAF and the standards of physical capability of trainees or soldiers have been set by specialists and adapted to the physiques and age of soldiers. There are no weight requirements. Performance in each discipline is rated. Female and male soldiers are divided into age categories. Physical capability is tested twice a year.

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

• **Job qualification standards**

To ensure the appropriate level of preparation, education, and training of CzAF professional soldiers, the Training and Doctrine Directorate has been established 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.

Besides basic training this installation provides further professional and special trainings 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 completes the entire service.

**Deployments**

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 by the approved Military Strategy of the Czech Republic.

The female soldiers are represented and participate in all phases of peace operations.

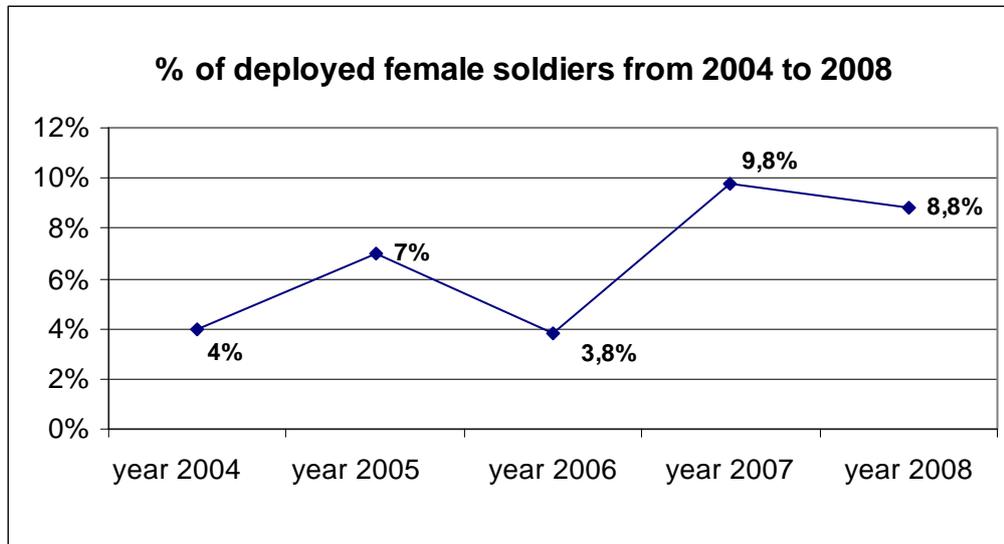
Most of them are assigned while deployed to occupy positions of medical staff, communication security information workers, spokeswomen, CIMIC officers and squad and platoon commanders. Female soldiers either deployed with their unit or because of their specialization.

**Amount of Male and Female Soldiers deployed**

	Men	Female	Total
Year 2008	1 938	<b>187</b>	2 125
Year 2007	1818	200	2018

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The experiences of women deployment have been rather positive, both for themselves, the team and the local population. Despite of this fact the number of deployed female soldiers has slightly decreased. The reason of that is the task of deployed units and selection of the units.



**Career Development**

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

The trend of bringing together into consonance the military career and family life is gradually improving. More and more of the military personnel are on parental leave, including men.

Today we have 5,6% of female soldiers in command positions. At the basic command level positions from commander or deputy commander of base to commander or deputy commander of headquarters there is not position occupied by female soldier.

Female soldiers 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, registry, personnel, medical and technical positions. The highest ration of female soldiers is in order at the Medical Department, Registry, Communication systems, Logistics and Personnel. The lowest ratio of female soldiers is at tank control specialist positions, CIMIC or service crew.

**Length of female soldiers' service**

	1-4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20 yrs- more
<b>2008</b>	<b>552</b>	<b>1219</b>	<b>440</b>	<b>260</b>	<b>474</b>
2007	639	1274	259	350	369
2006	1035	898	227	453	287

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2005	1064	722	196	506	228
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**Age of female soldiers´ in service**

	25-29 yrs	30-34 yrs	35-44 yrs	45 yrs-more
<b>2008</b>	<b>857</b>	<b>736</b>	<b>979</b>	<b>184</b>
2007	904	638	657	134
2006	915	556	913	103
2005	847	556	855	74

In 2008, the age of female soldiers is higher in column “35 to 44 years” than in “25 to 29 years” compare to the last year. Women are prolonging their contract in military service and dedicated to their military career.

**Special Interest Items/Events**

• **Maternity/Parental leave**

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

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. Their medical care is provided on a case by case basis.

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 then 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.

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

**Conclusion**

The main aim of the Czech Armed Forces remains the missions and preparation of logistic and personnel sources for deployed units. After almost two decades of transformation of CzAF, the representation of women is now habitually growing.