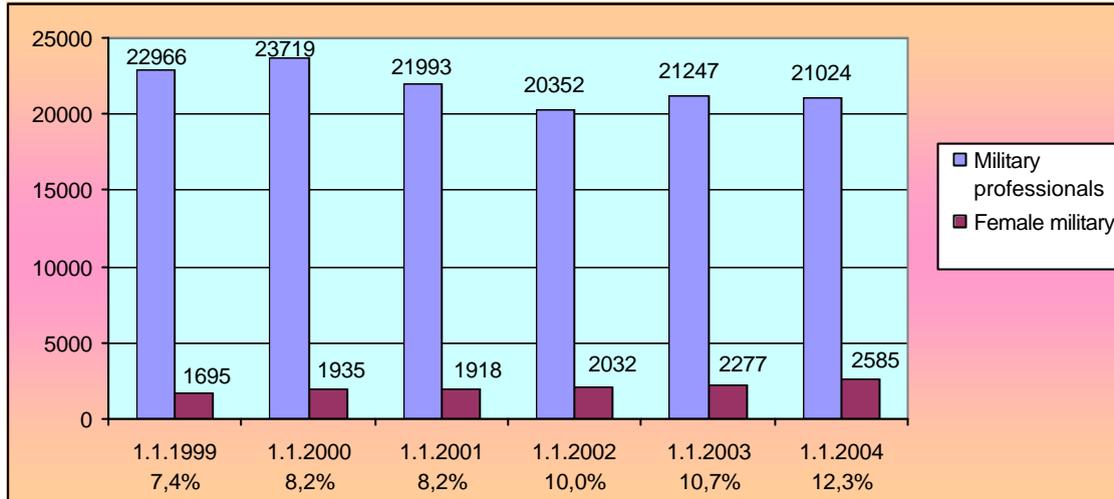


Czech Republic - National Report

Representation of female soldiers

The Czech Armed Forces, in comparison with other NATO countries, have a relatively high proportion of professional female soldiers. The Czech Armed Forces managed to obtain the target of 12.3% female military in 2003 (2885 female soldiers including 44 senior officers, 574 junior officers, 1328 warrant officers, 252 sergeants, 353 officer candidates and 34 warrant officer candidates) /in 2002 it was 10.7% female soldiers/ and have been successful in employing more women. Maternal or paternal leave took 167 (6,46 %) female soldiers.

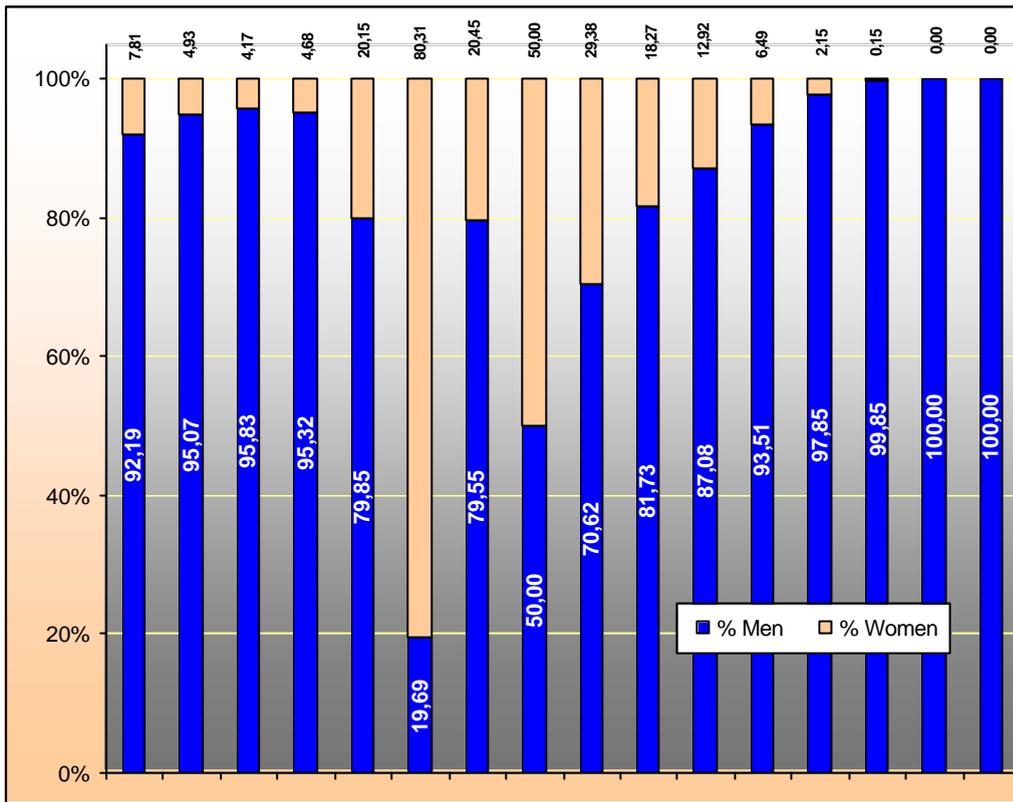


A recent and outgoing reduction of military personnel has not affected negatively women's representation among military professionals. The aim of the professionalization process is to achieve such a military personnel structure, including its target state with 15 to 20% of officers, 25 to 30% warrant officers and 50 to 55% non-commissioned officers out of the total numbers of military personnel. Furthermore, it is intended to achieve up to 20% share of women in fully professional forces.

The prospective structure of rank corps will mean a considerable decrease in numbers of officers, a growth of warrant officers numbers by approximately one third and in fact complete creation of the corps of non-commissioned officers.

Currently, more than three quarters of female soldiers are chief warrant officers and surprisingly, 50% of master warrant officers are female soldiers. In contrast, women are scarce among master sergeants and even rarer among officers. The high-ranking female soldiers account for only 2.30% (majors, lieutenant-colonels) of high-ranking professionals and the highest-ranking female soldier is still a lieutenant colonel.

In general, female soldiers in the Czech Armed Forces 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.



Rank	2003		2002
	% Men	% Women	% Women
Staff Sergeant (SSG)	92,19	7,81	0,00
Sergeant First Class (SFC)	95,07	4,93	0,96
Master-Sergeant (MSG)	95,83	4,17	0,63
First-Sergeant (1SG)	95,32	4,68	2,09
Warrant Officer (WO1)	79,85	20,15	10,98
Chief Warrant Officer (CW2)	19,69	80,31	16,67
Chief Warrant Officer (CW3)	79,55	20,45	8,85
Master Warrant Officer (MW4)	50,00	50,00	0,00
Second Lieutenant (2LT)	70,62	29,38	10,09
Lieutenant (LT)	81,73	18,27	10,19
Fist Lieutenant (1LT)	87,08	12,92	7,09
Captain (CPT)	93,51	6,49	3,71
Major (MAJ)	97,85	2,15	0,74
Lieutenant Colonel (LTC)	99,85	0,15	0,00
Colonel (COL)	100,00	0,00	0,00
General (GEN)	100,00	0,00	0,00

Age

Over the long term, female soldiers are generally somewhat younger than their male counterparts (30.5 vs. 32.6 years) due to two basic reasons. Firstly, the number of women in the Czech Armed Forces has been increasing in the last years, and for that reason, the percentage of the youngest soldiers is higher among women. A third of all female soldiers are 25 years old or younger. Secondly, women leave active duty much earlier than men.



Apurtenance to individual forces

Women and men do not have equal representation in all military forces. Only one in five women is a member of the ground forces (19%). In contrast, the highest number of female soldiers can be found in the air force (about 30%). Approximately 15% of women in the army are with territorial defense and logistics and 34% of women soldiers work in other branches of the armed forces.

Military specialization

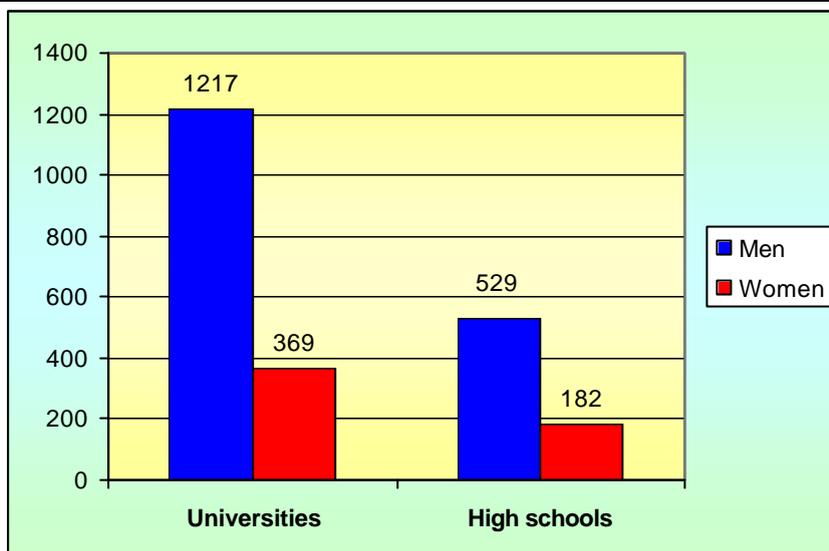
There are no specializations in the Czech Armed Forces from which women would be barred. That being said, most women hold economic, administrative, legal, personnel, and technical positions at the lower management level. They work much more often than their male counterparts as staff employees, flight control operators, flight control assistants, nurses, and doctors.

Study/Education

Limits restricting access of women to military schools were listed in 1999. The number of accepted applicants depends on current army needs, academic capacity, and women's interest in individual study programs. All programs are open to both women and men. The period a person must remain on active duty after graduation from a military school equals a double of the duration of the study program.

Study programs that attract the highest number of women include such fields as logistics (supply of equipment, foods, provisions, fuel), archiving and administration, medical care, military economics, human resources development, ecology, provision of equipment, hygiene and chemistry, meteorology, military robotics and cybernetics, aviation, flight control, and homing and control systems of rockets and weapons.

Students	Total	Men	Women	% of Women
Universities	1586	1217	369	25,0
High Schools	711	529	182	25,6
Total	2297	1719	578	25,2



Requirements for physical capability

Physical capability (strength and endurance) of male and female soldiers is one of the prescribed components of their personal evaluation. The standards of physical capability have been set by specialists and adapted to the physique and age of soldiers. There are no weight requirements. In 2003, women's performance was rated based on the following criteria:

Strength: sit-ups (minimum of 35 per minute in the first age category, i.e. up to 25 years of age) or pull-up endurance on a horizontal bar (minimum of 5 seconds in the first age category); women over 45 years of age were not tested for strength;
 Endurance: 12-minute run (a minimum distance of 2,000 meters in the first age category) or 300-meter freestyle swim (maximum time = 8 minutes in the first age category).

Performance in each discipline is rated. Female soldiers must attain a minimum of 20 points and more in either discipline. To pass the test, women must attain more than 20 points in one of the disciplines.

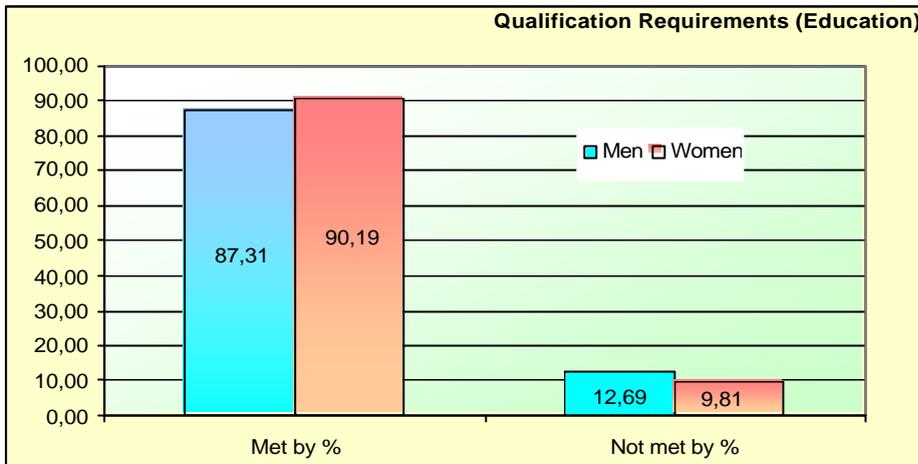
In 2003, physical capability of soldiers was demonstrated by passing standardized physical tests at any time during military service. Tests of physical capabilities were completed according to plans of individual commanders at least twice per training year, including an annual test. Daily training activity consisted of basic physical training in the extent of at least six hours per week.

In 2004, physical capability will be measured only once a year. The training activities have been reduced to four hours per week.

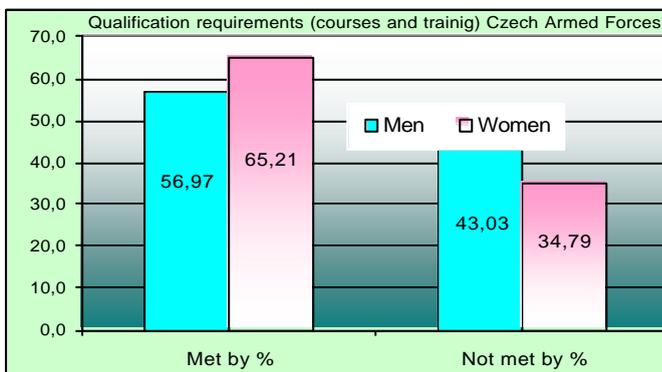
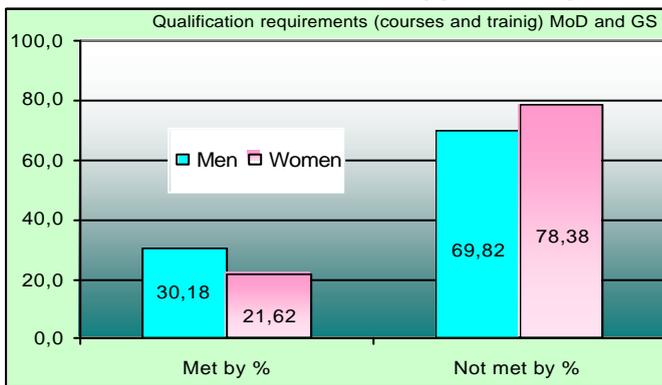
Education and qualification requirements

Most women in the Czech Armed Forces have secondary school education. They are followed by those who have higher and lower education. Almost no Czech female soldiers have primary school education.

Education requirements are met by 90% of female soldiers in the Czech Armed Forces. Qualification requirements (training, courses) are met by 65% of women in the Czech Armed Forces and 21.6% of women at the Ministry of Defense and General Staff.



The high number of soldiers who meet the education requirements among both men and women stems from Ministry of Defense Regulation No. 270/1999 Coll., which defines education requirements for professional soldiers. The regulation allows professional soldiers who do not have the required education to serve until November 30, 2004 only. When assigned to a new position, every male and female soldier must meet the applicable qualification requirements.



Further, military personnel must possess language skills for assignment to a systematized position. In this regard, preference is given to the English language.

For the near future, the structure and mission of the education system ensuring personnel professional training must correspond with reform intents. This system

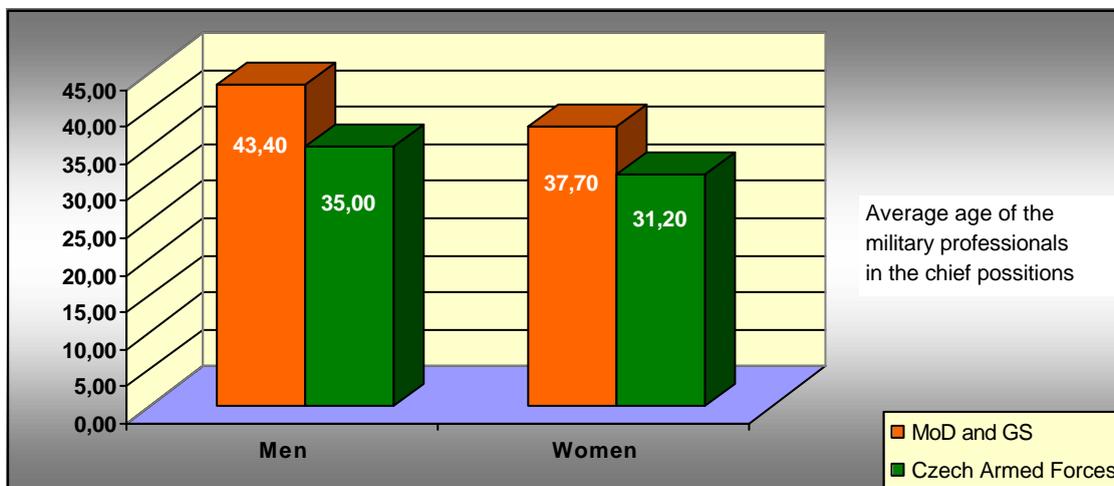
has to fully support the required level of preparedness of military professionals and reservists. For each individual military professional, qualification requirements have to be defined in terms of individual nodal points of his/her career, which means a clear definition of required knowledge and skills for each particular appointment. This must be reflected also by the structure and capacity of the education and training system which finally requires to carry out a transformation connected with a rationalisation of the current military educational system - transition from preparation of a high number of specialists to a more universal training which also corresponds with the latest trends in training of military professionals. It is necessary to coordinate the educational structure of each age group in the society with expected education in individual rank corps. Lower recruiting possibilities with university graduates will be compensated by recruiting of high-school graduates who will get their degrees at the future Defence University.

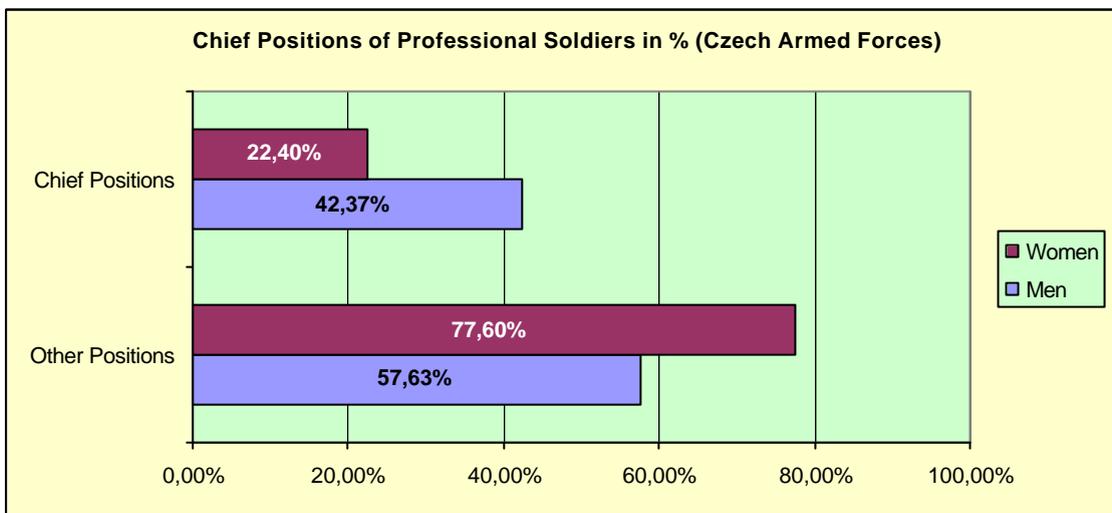
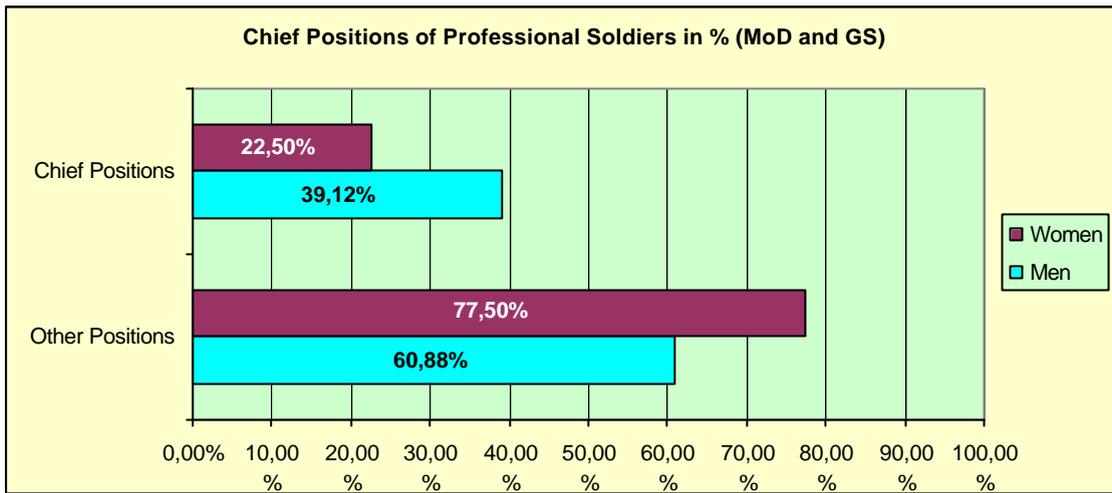
It is intended, considering the limited duration of most military professional's service, that the education gained in military institutions should be a potential for a successful enter to the second - civilian career. Therefore, the training of military professionals within military educational institutions should not be just a contribution to improving the army operations but it has to be beneficial for the entire society as well.

Representation of women in command and chief positions

22.5 % of women in the armed forces (approximately two times less than men) are in command positions (commanders, chiefs) at the Ministry of Defense and General Staff. Their average age is 35 years (in 2002 it was 38.6 years). In the case of the Czech Armed Forces, 22.4 % of female soldiers are in such positions (approximately two times less than men). Their average age is 31.2 years (in 2002 it was 32 years). One of the reasons why women in the Czech Armed Forces 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.

In the armed forces hierarchy, women mostly occupy lower-level positions and perform supporting work.





Participation in monitoring and peacekeeping missions

Czech experience in the field of peace operations has a tradition of several years. In line with military-political ambitions of the Czech Republic the professional armed forces 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.

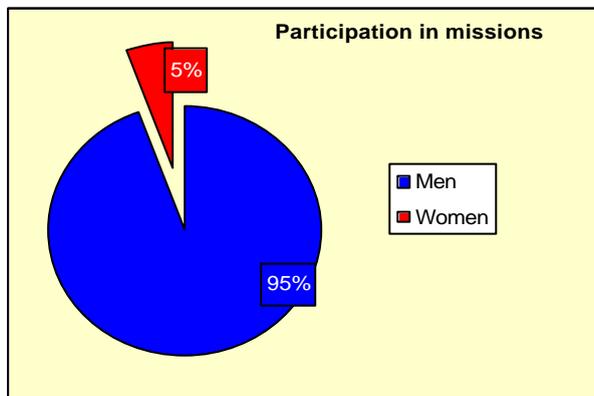
The Czech Armed Forces have been continuously and with a high credit fulfilling their tasks in UN observation missions, in the EU, OSCE and WEU missions since 1989 and also in NATO-led peace operations. In the past period it practically represents 2566 military personnel, members of the Czech Armed Forces who took part in more than 30 peace-keeping UN, EU, OSCE, WEU an NATO missions on the territory of more than 22 different countries.

The female soldiers are represented and participate in all phases of peace operations. Most of the female soldiers have worked as medical staff, communication security information workers, spokeswomen, CIMIC officers, squad and platoon commanders.

The current state is that 140 female military joined missions (some of them took part in more than one mission). According to the sources of information available, it is 5.46 per cent of all military personnel participating in peace missions till 31

Dec 2003.

Mission	Total	Men	Women
SFOR	18	17	1
KFOR	1202	1150	52
EUFOR	2	1	1
Enduring Freedom	677	645	32
IZ SFOR Iraq	606	552	54
Fingal (Afganistan)	61	61	0
Total in Missions	2566	2426	140
%	100%	94,54%	5,46%



The female military are mostly sent out to participate in peace operations as part of a team that is appointed to participate in a mission or as individual monitors. Once women join a mission, it is often not because the Armed Forces of the Czech Republic (or MoD) encourages female soldiers to participate or because their female capacities are especially required, but because their army unit is selected for the mission. Female military who participate could in principle fulfill the same job and positions as their male counterparts.

Within the armed forces there still seems to be implicit, negative perceptions about women's performances in peace support operations. There are some "myths", for instance, that female military on a mission lead to relational problems between staff or that they will not be taken seriously in the negotiations. It is the truth, that the personality and conduct of one female soldier may affect the perception about all female soldiers. Female soldiers make mistakes like male soldiers; however, mistakes of a female soldier is more visible because female soldiers are only few in the army unit participating in a mission and therefore they are "observed" all the time.

The experiences of women sent on missions have been rather positive, both for themselves, the team and the local population. Richness of female soldiers' experiences, resourcefulness, creativity and energies, the social and communicative capabilities that female soldiers apply during missions in their

contact with the local population are highly appreciated. The female soldiers are enthusiastic about the mission. Some of them, CIMIC female members, and field hospital nurses and one female battalion lawyer explicitly indicated how the local population more easily got into contact with them than with their male colleagues. The reason for that could be that women are more sensitive to local cultural and religious values, they can act as role models and tend to help to build trust and confidence within the community. In fact, the female soldiers can positively influence the atmosphere, psychological and social climate of units and level of cooperation, which leads to a better performance within a peace support missions.

Although, currently there is no need in the Armed Forces of the Czech Republic (MoD) to take up additional activities in order to increase the participation of female military in peace support operations, on their impact on peace support operations and/or on their role and position, it may be concluded that an active participation of female soldiers (like their counterparts) in peacekeeping operations significantly contributed to strengthening the Czech Republic's international standing throughout the world and enhancing the tradition of the Armed Forces of the Czech Republic involvement in peace-keeping and humanitarian missions of the international community. Czech female-soldiers in all peacekeeping support operations 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. They contribute to a good name of the Czech Republic abroad. For their honor acts of merit and military-related achievements in security, humanitarian and other efforts of both international and national character in support of democracy and peace, they were awarded medals and military decorations.

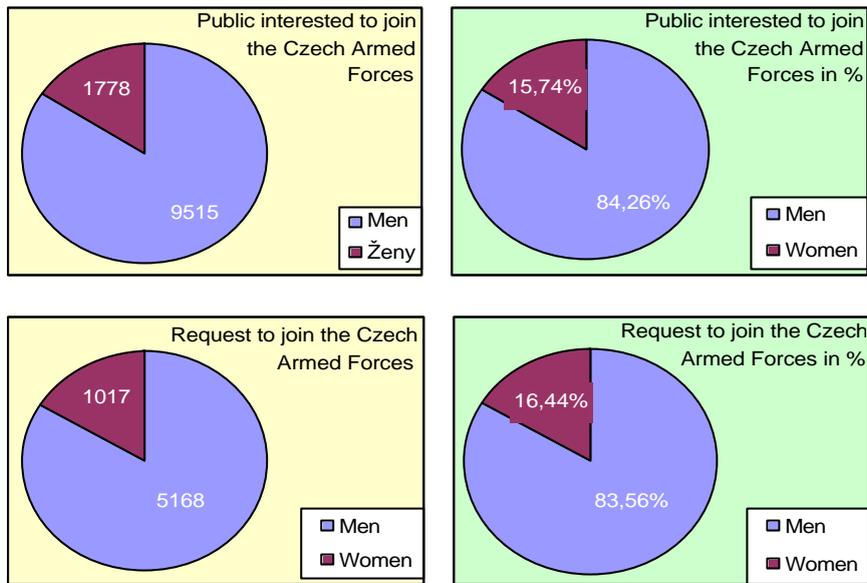
Women's motivation to join the armed forces

As to their decision to embark on a military career, most women cite the need for personal satisfaction at work (having interesting and useful work), the pragmatic aspects of military service (social benefits and advantages, education, need to be different than other women), and the formal signs of military institutions (order, discipline, organization, and uniform).

Recruitment

Due to women's high interest in serving in the military, which exceeds the needs of the Czech Armed Forces, no special recruitment programs for women have been necessary. Most women began their career in the armed forces as students of military secondary schools or universities where they completed basic training.

One of the ways how to attract women for the military career is to visit schools and exhibitions to encourage potential female applicants to join the armed forces; another way is education focusing on how to deal with diversity in the armed forces; and to strict policy against inappropriate (sexual) behavior, 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 which could lead to a higher competitiveness on the labour market in order to ensure the necessary reproduction of the Army of the Czech Republic personnel.



Attitude to the military profession

The vast majority of female soldiers are proud of their profession. Further, women feel that their relatives harbor positive attitudes to a career in the armed forces. Female soldiers enjoy support from their families and most friends who are professional soldiers. They meet some negative attitudes from civilian friends and neighbors.

Length of military service

Female soldiers more often than their male counterparts have a contract for a longer period of time. Close to 40% of women have a contract until at least 2007. One of the reasons is a high percentage of the youngest female soldiers currently serving in the army; they have completed university education, and the term of their contract is derived from the duration of their study program.

Further professional career

In 2003, for female military that follow the same integrated career policy/path as male military, no special activities were undertaken.

Based on the observations, female soldiers are responsible, hardworking, ambitious, modest, and more and more interested in career advance. Most of the female military express their desire to continue serving in the armed forces if their contract is extended. It is apparent that serving in the armed forces is becoming more and more attractive.

Legislation

At the end of 1999, a new Act on Professional Soldiers was adopted, which substantially changed the conditions for professional service in the Czech Armed Forces. The act was last amended on July 1, 2002. The law contains provisions that ensure equal treatment of all soldiers as far as conditions for service are concerned. The law prohibits any form of discrimination due to racial origin, complexion, sexual orientation, language, religious convictions, ethnic or social origin, wealth, ancestry, marital or family status, and family obligations, with the exception of cases when necessary for objective reasons concerning a position in the armed forces. Further, the law prohibits discriminatory actions whose effect is

both direct and indirect. The said amendment defines the procedure for dealing with some problematic situations, which the law did not describe previously. This way, the legislation has created conditions for identification and subsequent elimination of potential problems that stem from discrimination against male and female soldiers.

A clearly positive factor is enforcing equal opportunities for men and women serving in the Czech Armed Forces. The law emphasizes family needs in respect of raising children, a task shared by both parents. Protection of pregnant women, women on maternity leave, and mothers with infants is enshrined in the Labor Code, a piece of civil legislation; however, the Act on Professional Soldiers provides commanders with additional possibilities of managing the professional career of female soldiers. This is apparent especially when women return to active duty after maternal or parental leave.

Ministerial Order No. 54/2002 decreed the oath taken and code of ethics followed by professional soldiers and voluntary reservists (Military Code of Ethics). By taking an oath, soldiers voluntarily assume the moral obligation contained in the oath. The oath does not replace the military oath and entails no legal consequences. The objective of the Military Code of Ethics is promoting desirable comportment on the part of soldiers, compelling them to serve responsibly according to their best knowledge, abilities, and skills.

Measures improving the position of women

In August 2002, Ministerial Order No. 29/2002 was issued, charging management workers with eliminating obstacles that prevent access to equal opportunities, especially access to education, professional training, career advance, and equitable remuneration. In this regard, managers can adopt temporary extraordinary measures, within their powers, aimed at eliminating any inequality concerning men and women in the armed forces.

Each year, a special annual report regarding emancipation based on the statistics is prepared by one MoD specialist working fulltime on emancipation issues. The main task of the specialist has been defined as, inter alia, putting and keeping gender on the agenda.

Equality of the genders is monitored during inspections of the state of human rights carried out by the Inspection of the Minister of Defense. In addition, the army monitors the incidence of suggestions and inquiries concerning discrimination made by telephone to the Open Army Line. Since 2002, the Personnel Department of the Ministry of Defense organizes a series of seminars entitled "Enforcing Equality between Men and Women in the Jurisdiction of the Ministry of Defense" for management employees directly subordinated to the Minister of Defense and workers responsible for drafting concepts. In November 2003, the 2nd such seminar was conducted.

In June 2003, the Personnel Department of the Ministry of Defense issued a guidance named "Equal treatment for both genders."

Gender atmosphere

Surveys have shown that although sexual harassment exists in the Czech Armed Forces, it occurs exceptionally and rarely. If a violation of equal treatment or undesirable sexual comportment occurs on duty, the affected male or female soldier has the right to demand immediate termination of such actions and elimination of their consequences. No military authority may discipline or disadvantage a male or female soldier who lawfully demands exercising of the

rights he or she has as a member of the armed forces.

Work conditions

In recent years, the Ministry of Defense has tried to create better work conditions for workers in the defense sector. In comparison with the past, there has been a noticeable positive trend reflected especially in a more optimistic image of the Czech Armed Forces and soldiers by the civilian public, a greater stability of the military profession, overall earnings, military legislation, recreation (possibility to receive a voucher for a stay at a military recreational facility), material and technical equipment in the workplace, opportunities to voice one's opinions, interpersonal relations in the workplace, quality of management work, conditions for improving physical condition, and the distance of military bases where soldiers are stationed from their domicile.

Integration trends

Integration trends are introduced into the armed forces from the "outside," under the pressure of authorities responsible for harmonizing Czech labor laws with standards and regulations of the European Union. Since 1999, the Ministry of Defense has a representative in the Czech Government's Human Rights Council. This council has a committee specializing in equal opportunities for men and women in which the Defense Ministry has had a representative for the past three years. In addition, since 2001, the ministry has had a representative in the Czech Government's Council for Equal Opportunities of Women and Men.

Some changes since 2003

On June 2003 the President of the Czech Republic, Václav Klaus, appointed Miroslav Kostelka, the new Minister of Defense, who took over the post from Jaroslav Tvrdík. The main task facing the new Minister of Defense is to prepare a new version of the reform of the armed forces with reduced financial resources arising from the reform of public finances.

On 12 Nov 2003, by Decree No 1154, the Government of the Czech Republic approved the Concept of the Build-up of the Professional Armed Forces of the Czech Republic and Mobilization of the Armed Forces of the Czech Republic tailored to changed resources, while the main attention will be focused especially on:

- Evaluation of risks and capabilities of eliminating threats resulting from the character of security environment and based on a new framework of resources;
- Re-assessment of political and military ambitions and deployment of armed forces to fulfil them;
- Build-up of the structure of the armed forces necessary to meet the set objectives of the reform.

Utmost attention is paid to:

- **Liability for conscription** will be maintained in the Czech Republic.
- The basic (compulsory) military service will be abolished by the end of 2004.
- **The peacetime numbers of the Armed Forces of the Czech Republic will be gradually reduced** and the numbers of professional armed forces will be about **26,200** active soldiers and 8,800 civilian employees (starting in 2008).
- The proposed structure of personnel will require necessary reduction of the **number of officers** and civilian employees and increase the number of warrant

officers and substantially a **complete build-up of the NCO Corps**.

- A changed model of preparing and training reserves will be based on the principle of voluntary assumption of duties.

The biggest change was the creation of the post of the main chief warrant officer of the Czech Armed Forces, currently filled by a male. Furthermore, 15 senior chief warrant officers were appointed including 1 female soldier.

In 2004, a new common project „Methods to better working conditions for service women in the armed forces and in security bodies“ with the participation of the Ministry of Interior, the General Directorate of Customs and other state services has started. During the first meeting concerning this project in March, the working group was established and will meet several times a year. The aim of this group is to exchange ideas and information between the ministries and other state services (bodies) on the implementation of their respective emancipation policies, and on gender mainstreaming which will be incorporated into a special report for public distribution.

As of Jan.1, Year	2004	2005	2006	2007	2008	2009	2010	2011	Note
Sergeants (NCOs)	4 600	8 100	9 800	11 500	12 500	12 500	12 500	12 500	Target NCOs Corps
Warrant Officers	7 700	7 500	7 500	7 500	7 500	7 500	7 500	7 500	
Officers	8 300	6 600	5 000	5 000	5 000	5 000	5 000	5 000	
Officer-Candidates (Defence University students)	1 670	1 670	1 610	1 510	1 400	1 200	1 200	1 200	
Soldiers in Compulsory (Altern.) Service	8 300	0	0	0	0	0	0	0	0
Civilian Employees	20 000	16 200	14 600	10 700	8 800	8 800	8 800	8 800	Civilian Employees Civil Servants" etc.
Personnel total	50 470	40 070	38 510	36 210	35 000	35 000	35 000	35 000	
Soldiers on Active Duty	30 470	23 870	23 910	25 510	26 200	26 200	26 200	26 200	

Summary

Transition to fully professional forces requires a radical change and intervention in human resource management system while main mission is to fully ensure personnel selection, training, education and posting within the military system and

effective management of service careers of all personnel. Its integral part must be also a social program taking care of personnel during active service and after retirement.

Support to measures enhancing the interest of young people in the Armed Forces and in service generally belongs to the highest priorities. There are efforts to ensure, that the future professional forces were mobile, modern and powerful, capable to support the Czech Republic security interests effectively through their adequate and balanced capabilities for complex fulfilment of missions resulting from the Czech Republic Constitution and other acts and our membership in the Alliance (with EU perspective).

Special attention will have to be paid to military service of women. Women must be inspired and motivated; armed forces have to open for them. The basic principle must consist in the rule: "no privileges, no discrimination". Artificial barriers and prejudices must be eliminated. The current reform envisages a more important role of women in the Czech Armed Forces, not only in the percentage of women representation in individual rank corps but also in terms of their appointments.