

# CZECH REPUBLIC - NATIONAL REPORT Year 2004

## THE COMMITTEE ON WOMEN IN THE NATO FORCES (CWINF)2005

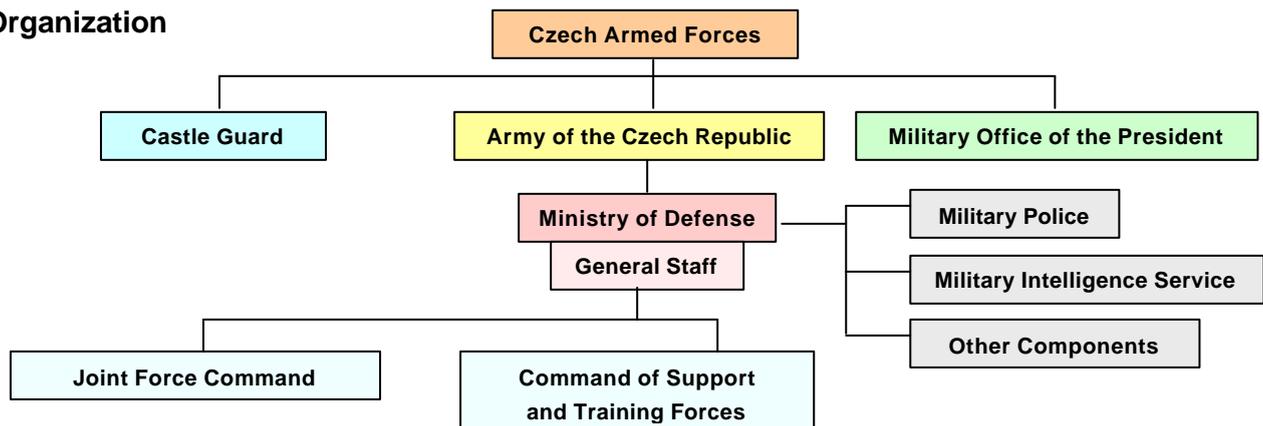
### Policies

In 2004, there were not new policy changes or pending initiatives, to include legislation passed, and service regulations especially regarding employment of women in the military (political, social, personnel management). However, in connection with the implementation of the Czech Armed Forces Reform, some main documents concerning conception and management in the sphere of personnel policy and other documents had to be elaborated or amended, e.g.:

- Government Decree No.109/2004 Coll. that suspends the Enlisting Duty for the Citizens Liable to Compulsory Military Service;
- Act No.122/2004 Coll. on War Graves and Commemoration Places and amendment to the Act No. 256/2001 Coll. on Funeral Services and on amendments to other acts, as subsequently amended;
- Act No. 585/2004 Coll. on Compulsory Military Service and its ensuring (Military Service Act), which abrogated the existing Act No. 218/1999 Coll. at the same time. The newly adopted Act abolishes the provision concerning the basic (alternate) service in connection with its termination and it newly arranges namely the questions referring the enlisting procedure, basic training and military administration offices;
- Act No.586/2004 Coll. that amends some Acts in connection with the adoption of the law concerning the compulsory service and its ensuring (Military Service Act);
- Act No. 214/2004 Coll. on Establishment of Defense University;
- Government Decree No.678/2004 on Defining the Category of Service Locality of Carrier Soldiers and the Coefficient for Housing Allowance Calculation;

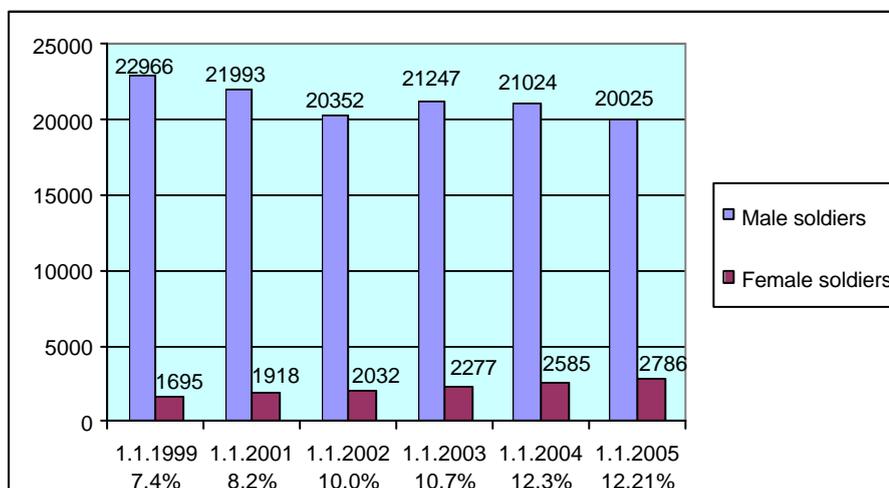
A number of internal normative acts and subject special orders concerning the personnel work with career soldiers has also been issued and amended.

### Organization



### Current numbers of total force

The Czech Armed Forces (CzAF) have a relatively high proportion of professional female soldiers (12.21% (2786) female military in 2004).



The high-ranking female soldiers account for only 1.98 % of high-ranking professionals and the highest-ranking female soldier is still lieutenant colonel. 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 maternity and parental leave, which is one of the reasons for holding a rank for a longer period of time. Maternal or paternal leave took 220 (7,9 %) female soldiers in 2004 (plus 4 male soldiers).

Rank (ACR)	Women	% of total force
Staff Sergeant (SSG)	207	7,64
Sergeant First Class (SFC)	183	6,79
Master-Sergeant (MSG)	42	1,56
First-Sergeant (1SG)	34	1,26
Warrant Officer (WO1)	653	19,85
Chief Warrant Officer (CW2)	821	26,12
Chief Warrant Officer (CW3)	99	1,34
Master Warrant Officer (MW4)	2	0,07
Second Lieutenant (2LT)	35	1,30
Lieutenant (LT)	210	7,79
First Lieutenant (1LT)	212	7,87
Captain (CPT)	147	5,45
Major (MAJ)	44	1,63
Lieutenant Colonel (LTC)	4	0,15
Colonel (COL)	0	0
General (GEN)	0	0

### Age

Over the long term, female soldiers are generally somewhat younger than their male counterparts (32 vs. 35 years at the Army of the Czech Republic (ACR), 35 vs. 44 years the Integrated Ministry of Defense) due to two basic reasons. Firstly, the number of women in the CzAF has been increasing in the last years, and for that reason, the percentage of the youngest soldiers is higher among women. Secondly, women leave active duty much earlier than men. 30 % of all female soldiers are 24 years old or younger and 75 % of all female soldiers are 35 years old and younger.

### Employment

Female soldiers follow the same integrated career policy/path as male military. They more often than their male counterparts have a contract for a longer period of time. One of the reasons is a high percentage of the youngest female soldiers currently serving in the ACR; they have completed university education, and the term of their contract is derived from the duration of their study program.

In 1999, the Act on Professional Soldiers was adopted, which substantially changed the conditions for professional service in the CzAF. 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 CzAF. 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 CzAF. 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.

### 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 CzAF 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.

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

Only 2 women are in command positions (commanders, chiefs) at the Integrated Ministry of Defense. Their average age is 37 years. In the case of the ACR, 529 female soldiers are in such positions. Their average age is 32 years. 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. 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. That being said, 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.

### **Recruitment**

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. To get a sufficient number of candidates who will meet the qualifications, health and personality requirements for professional military service, the Recruitment and Professionalization Agency of the CzAF has been established. Based on the ACR needs and requirements, this Agency shall, through its thirteen Recruitment Centers and two Personnel Selection Centers, recruit and select high-level personnel. 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 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.

Most women began their career in the ACR as students of military secondary schools or universities where they completed basic training. Generally, 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 CzAF; 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 labor market in order to ensure the necessary reproduction of the ACR personnel.

In 2004, due to the high interest in serving in the military, which exceeds the needs of the CzAF, no special recruitment programs for either men or women have been necessary. It is apparent that serving in the CzAF is becoming more and more attractive.

### **Training**

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 148/1998 Coll. On „Protection of Classified Material and Modification of some Acts“, as subsequently amended.

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. Performance in each discipline is rated. Female soldiers must attain a minimum of 20 points and more in each discipline. In 2004, physical capability was measured once for the record. Daily 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 ACR professional soldiers, the Training and Doctrine Directorate has been established in Vyškov as a component of the Support and Training Forces. This training installation shall focus 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. After passing final examinations in the basic training, the individual will, based on his/her personal predetermination, continue in further professional and special training within the ACR training and special installations; a warrant officer or officer course at the Departmental School or in study at the Defense University. The entire service shall be logically completed by retirement and involvement in the Active Reserves. The CzAF professionalization shall be fixed in an amended model of defense legislation that shall be (in the peacetime) based on voluntary military service within a selection of professional soldiers or the Active Reserves soldiers. Under a threat to the nation or in a state of war, the CzAF are to be augmented by calling soldiers to emergency service.

For each individual military professional, qualification requirements are 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. 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.

## Deployments

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 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 CzAF 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. The Czech Republic supported many national and collective measures and actively participated in combating terrorism. One of the forms of the ACR contribution was sending our units to foreign missions and also our specialization, especially building the capabilities in the area of protection against the NBC weapons. The specialization of the CzAF is distinctly profiled in protection against weapons of mass destruction. In the new history of the Czech Republic, it was for the first time in 2004 that the task of a lead nation in the build-up of the multinational unit - the NATO 312th Multinational Chemical, Biological, Radiation and Nuclear Defense Battalion - was accomplished. This Battalion was integrated into the NRF rotation system and fulfilled demanding tasks during the NATO Istanbul Summit and while insuring a security during the Summer Olympic Games in Greece. In 2004, military observers of the CzAF operated in 6 UN missions (UNOMIG - Georgia, UNAMSIL - Sierra Leone, MONUC - Congo, UNMIK - Kosovo, UNMEE - Ethiopia-Eritrea, UNMIL - Liberia) and in one mission in OSCE - Georgia, 24 persons in total (1 female officer in MONUC - Congo). The CzAF participated in 7 operations abroad with 2041 soldiers in total (91 female soldiers, it is 4,46 %).

Mission	Total	Men	Women
SFOR	13	12	1
KFOR	1200	1142	58
IZ SFOR - 7th FH	5	4	1
ISAF-EF	112	112	0
ISAF-EOD	31	31	0
312.CBRN Greece	100	95	5
IZ SFOR-MNF(I)	570	544	26
<b>Total in Missions</b>	<b>2041</b>	<b>1950</b>	<b>91</b>
<b>%</b>		<b>95,50</b>	<b>4,46</b>

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. Once women join a mission, it is often not because the CzAF 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 could in principle fulfill the same job and positions as their male counterparts.

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 due to their sensitivity to local cultural and religious values. Female soldiers can act as role models and tend to help to build trust and confidence within the community. In fact, they can positively influence the atmosphere, psychological and social climate of units and level of cooperation, which leads to a better performance within a deployment.

Although, currently there is no need in the CzAF to take up additional activities in order to increase the participation of female military in peace support operations, 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 CzAF involvement in peace-keeping and humanitarian missions of the international community. 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 2005, as a new initiative, the Czech Republic will take over the role of leading country to control MNB (C) (Kosovo). For the first time in history, the CzAF shall command the Multinational Brigade – which will require great demand both for human resources and material and technical and financial resources. In this connection the Czech contingent in KFOR will be augmented up to 600 persons.

### **Special Interest Items/Events**

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. This group met several times. The aim of this group was 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 is to be incorporated into a special report for public distribution.

Integration trends are introduced into the CzAF 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. As every year, also in 2004, a special annual report regarding gender issues was prepared by one MoD specialist working fulltime on these issues. The main task of the specialist is putting and keeping gender on the agenda.

Equality of the genders is also 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. In November 2004, the Personnel Department of the Ministry of Defense organized the 3rd seminar 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.

### **"Firsts"**

Started 2004; there have been two female soldiers part of the Castle Guard. This guard protects the residence of the Head of the State and conducts the everyday ceremony of guard changing at the Prague castle. Female soldiers serve as well in a motorcade platoon, the unique unit of the Castle Guard, which has been employed to escort all official visits of foreign leaders on the territory of the Czech Republic.

### **Conclusions**

In 2004, the Czech Armed Forces have successfully completed the first stage of the reform, the main target of which was transition to a fully professional armed force, and have entered the second stage, the aim of which is to reach initial operational capabilities by 31 December 2006 and full operational capabilities in 2012.

Not only the prestige of the CzAF, but their quality also increased. In 2004, the CzAF did their best to offer better social welfare, to behave like a modern armed force and to build-up a good image in the public.

The year 2005 is a year of significant activities of international importance. The first one is the 60th anniversary of the end of WWII and the second is International Defense technology Exhibition IDET 2005. The most complex task in 2005 is a scheduled assumption of the role of framework nation in MNB – Center in Kosovo.