

# SLOVAKIA - NATIONAL REPORT

## **1. Policy changes/New Policy**

The year 1993 was a prestigious turning point for the Slovak Armed Forces. That year was the year of their establishment. Since that time the Slovak Armed Forces have been changed significantly. Within the Forces, there is still running ongoing transition process in order to reach the so-called Model 2010. On 2<sup>nd</sup> of April 2004, the Slovak Republic became the member state of NATO.

There has been created the “Military Personnel Management System in the Slovak Armed Forces” which sets forth new directions of the personnel management and a draft of the “State Service Law for the Professional Soldiers.” In the framework of the draft there was also prepared a new compensation system which will be based on military ranks.

By establishing the Academy of the Slovak Armed Forces and the National Defence Academy (in September 2004) there was incorporated a new educational system as well as the system of the career development. In order to secure a full institutional training to a professional soldier there has been established Basic Training School (in July 2004), NCO Academy (in January 2002), and Specialized Training Schools (in October 2004).

The structure of the military personnel is being changed by gradual process of downsizing of the number of officers and increasing of the number of NCOs and enlisted soldiers.

In July 2004 was issued the “Military regulation about Education”. It encompasses the “Ethic Code of the Professional Soldier”. Also, the “Specialized Methodical Cell” was created for support of military traditions and implementation of the humanitarian and warfare law.

In 2004 Conscript service duration changed from 9 to 6 month. Women joined the Slovak Armed Forces in 4 terms (January, March, May, and July 2004). They carried out six months of basic military service starting with one-month of initial training. Since October 2004, they undergo nine weeks initial training in the framework of the six months of basic military service. They are appointed to professional positions after 3 or 6 months of the service.

This year women joined the Slovak Armed Forces in January and April. They will be appointed to professional positions after 6 months training and service.

In 2006 conscript mandatory service (basic military service) is going to be cancelled. From this year will be fully professional army.

## **2. Organisation**

As of January 1, 2005, there were 1042 servicewomen that is to say 7,06% of the number of professional soldiers. 4,65 % female professional soldiers serve in management positions. Proportion of women in the Armed Forces increases every year. Planned proportion is 8 – 10 % women in Military according to Model 2010.

Female soldiers are in all rank categories – enlisted, non-commissioned officers, warrant officers, Officers.

Servicewomen usually serve in Aviation, Meteorology, Military Lawyers, Personnel Management, Finance Corps, Administration, Documentary and Archival service – registry offices, Logistics Corps, Military Police, Signal/Radio-technical Corps and Psychological Service.

	Enlisted			Non- commissioned officers				
	Private	Lance Corporal	Cpl	Sergeant	Sergeant 1st C	WO 2nd C	WO 1st C	St. WO 1st C
<b>women</b>	69	133	73	144	73	81	120	4
<b>men</b>	1176	2374	1411	899	1498	757	1183	24
<b>Total</b>	<b>1245</b>	<b>2507</b>	<b>1484</b>	<b>1043</b>	<b>1571</b>	<b>838</b>	<b>1303</b>	<b>28</b>

	Chief WO			Officers					
	Chief WO 3rd C	Chief WO 2nd C	Chief WO 1st C	Second Lieutenant	First Lieutenant	Captain	Major	Lieutenant Colonel	Colonel
<b>women</b>	62	16	2	84	89	71	26	2	
<b>men</b>	434	170	19	626	989	1149	618	333	134
<b>Total</b>	<b>496</b>	<b>186</b>	<b>21</b>	<b>710</b>	<b>1078</b>	<b>1220</b>	<b>644</b>	<b>335</b>	<b>134</b>

Forces	Female soldiers		Male soldiers		Total
	number	%	number	%	
<b>Land Forces</b>	231	4,6	5410	95,40	5671
<b>Air Forces</b>	359	9,68	3348	90,32	3707
<b>Training and Support Forces</b>	203	8,2	2274	91,8	2477
<b>Military Police</b>	27	7,26	345	92,74	372
<b>The General Staff</b> (and their directly subordinate units)	129	6,57	1832	93,42	1961
<b>Ministry of Defence</b> (and their directly subordinate units)	63	9,02	635	90,97	698
<b>Total</b>	<b>1042</b>		<b>13844</b>		<b>14886</b>

The most servicewomen serve in Administration, Documentary and Archival service – registry offices (45,21%), Personnel Management (37,46%), Social and humane science specialist (34,69 %), Finance Corps (28,87%), Ordnance Service (23,6%). Least servicewoman serve in armoured soldiery (0,55%), technical support (0,95%), Engineers (1,06), Mechanized and Infantry specializations (2,31%), Artillery (2,55%). Servicewomen do not serve in military transportation, military music and military physical education.

Nevertheless there are women who occupy positions that were reserved just for men in the past. For the time being, serve indeed 14 women as Rifleperson, 1 Chemist, 3 Mechanics, 1 trustee of warehouse, 1 trustee of airport, 1 governor of firing range, 6 Drivers, 31 Section Commanders, 9 Platoon Commanders, 5 Spokespersons, 3 Procurators, 3 Legal Consultants of Commander, 1 Lawyer, 1 Officer Commanding of battalion, 1 Squad Commanding Officer, 6 Chiefs Landing Control, 6 Chiefs Air Control, 3 Air Traffic Controllers, 1 Officer Commanding of Inventory, 1 Officer Commanding of Workshop, 1 Chief of Logistic Corps.

There are 2 servicewomen representing Ministry of Defence in International organizations and 2 servicewomen representing the Slovak Armed Forces in Permanent delegation of SR in NATO. 91 women study at an Academy of Slovak Armed Forces.

As for civilian personnel, there are 3 961 women out of a total of 7 928 civil servants, which amounts up to 49, 96%.

### **3. Employment**

Women and men have equal work conditions. They receive the same right to learn, to be employed, to get the same salary for the same job and to get promotion. Promotion rules are based on seniority, personal qualities and professional qualifications. Women are accepted to the Slovak Armed Forces as on contract soldiers after conscript service. It was the first time in year 2002 that women were appointed to the lowest rank positions (E2 – E4). Before 2002 women could be accepted to the Slovak Armed Forces only as students from Academies or Annual courses, where they completed conscript service including basic training as well. After graduation the first possible rank was lieutenant for Academy graduates and WO 2 for Annual course graduates.

Women have legitimate claim on 28 weeks maternity leave. This leave counts as active duty. Before finishing the maternity leave women can submit request for getting parental leave up to 3 years of the child age. These leaves do not count as active duty. If the mother should die in childbirth, the maternity leave passes on to the father, who can also apply for the parental leave.

### **4. Recruitment**

Recruitment requirements for women and men are the same. There is no gender discrimination. The recruitment in 2004 has been carried out by 8 recruitment centres and 2 personnel selection centres. The recruitment goal was to recruit 2,400 new professional soldiers. 2,245 persons were recruited for different rank categories, including 189 women and 204 persons without previous mandatory military service.

The greatest number of recruited personnel is in enlisted ranks. This group of personnel is the primal category in recruitment. Since 1<sup>st</sup> of October 2004, the recruitment process has continued with a stress to enlist young people up to 25 years without previous mandatory military service.

The average age of the recruited men was 25.4 years and recruited women 26.4 years (from 18 to 40). The process of recruiting people of younger ages is successful though, so far, the group of young hired women does not prevail. In this view it can be seen that commanders prefer to work with older women who have family support and are after maternity leaves.

The statistics shows that 6.3 applications have been submitted for getting one job as a professional soldier. From other perspective on one dismissed professional soldier fall 1.26 recruited persons.

Base on the experience gained over last 2 years, it can be seen that people interested in getting a job as a professional soldier submit their applications mainly at the beginning of the calendar year, during summer vacations and shortly after the vacations, after having finished high schools.

In 2004, CPM (Centre of Personal Marketing) assisted in the selection process of students for the newly founded Academy of the Armed Forces. Based on the gained experience the CPM suggested a procedure which would optimized admission test for studying at the Academy in 2005.

The new strategy assumes a draft of civil universities graduates who have achieved qualifications, and can be used in the Armed Forces.

In 2005 it is planned to recruit 1 420 new professional soldiers including 800 without previous mandatory military service and 150 women.

The intention for the future is to transform gradually the recruitment system from the mass recruitment to high-schools recruitment and further to the recruitment at the individual level.

Currently the following types of recruitment programmes are running:

- a. The recruiting program designed to enlist new young men and women who have not previously served in military
- b. Current conscripts
- c. Soldiers that have previously served in military
- d. The retention program can also be defined as *in-service recruiting* of experienced soldiers. Retaining high quality, fully trained military personnel capable of maintaining and employing modern weapons incorporating advanced technologies dramatically affects force and unit experience levels. Finally, retaining quality soldiers significantly reduces recruiting requirements, lowers initial training qualification costs and increases unit readiness.

## **5. Training**

Training programmes for women are identical to those of their male colleagues and are organised in the same schools and training centres. During their career, the servicewomen can attend the same specialisation courses and participate in all career courses required for promotion to higher ranks. Persons drafted under special circumstances (university graduates without any military training) have to finish basic officer's course.

Annual fitness tests have different standards for men and for women. Annual review is completed in three disciplines: 12-minutes run or 300-meters freestyle swim, sit-ups or pull ups (alternative for women is jump from place), throw of grenade or shuttle run on 10-by-10 meters. Male and female soldiers are divided into 7 age groups. A minimum number of points, that has to be reached for each discipline, are set for each group. Total number of points from three disciplines gives result based on which applicable grade is assigned.

There are standards of fitness performance for: private soldiers, professional soldiers (male and female), executive pilots, physical training instructors, military police and special-intelligence troops.

In October 2004 four new training schools started their activities as listed below:

- Basic training school is to provide the basic combat training in 9-weeks terms.
- Special Training School of Land Forces is to provide entry and further professional training for enlisted and NCO in 14-to-16-weeks terms.
- Special Training School of Anti-aircraft Defence and Signal Specialists is to provide entry and further professional training for enlisted and NCO in 14-to-16-weeks terms.
- Special Training School of Aviation is to provide entry and further professional training for soldier and NCO in 14-to-16-weeks terms.

## **6. Deployment**

The participation of women in humanitarian operations and peacekeeping missions is still topical. They participate in various operations in Kosovo and peacekeeping mission in Cyprus. Mission in Kosovo takes 6 months. Mission in Cyprus takes 1 year. There are 12 servicewomen in Cyprus and 4 servicewomen in Kosovo currently. Before being deployed, female and male soldiers are trained at the same conditions at the Slovak UN Training Centre.

	Female soldiers		Male soldiers		Total
	number	%	number	%	
ISAF	0	0	16	100	16
KFOR	4	4	92	94	98
UNDOF	0	0	93	100	93
UNFICYP	12	4,5	254	95.5	266
Enduring Freedom	0	0	38	100	38
Iraqi Freedom	0	0	100	100	100

## **7. Career Development**

Within the Armed Forces of the SR there are certain identical programs both for men and women:

- Post graduate studies
- University career – PhD degree (both at civil and military academies)
- Participation in all kinds of courses, trainings, workshops.

In 2004 the Centre of Career Development (what is a part off the National Defence Academy) was opened in order to provide special courses for officers and warrant officers.

These courses are called:

- Entry specialty officer course
- Higher officer course
- Basic command staff officer course
- Higher command staff course
- Warrant officer course

In addition, male and female soldiers have opportunity to study various specialized courses abroad. Up till now 8 female soldiers have already accomplished such studies.

## **8. Particular Items, Events of Interest**

Women's Association in the AF of the SR works to assist and help female soldiers, female civil employees end professional officers wives. It is a voluntary organisation. In November 2004, the General Staff of the Slovak Armed Forces along with the Association held a meeting which focused on the professional service of women.

The General Staff Support Programmes Department takes care of social groups within the Slovak Military including women. The Ministry of Defence Humane Resources Section creates policy for development of military and civilian personnel.

## **9. Conclusion**

The General Staff of the AF of the SR is monitoring women's activities and work outputs and currently prepares a programme, which will take into account specific needs and obstacles of female soldiers' work and social life in the Slovak Military. This programme will help to establish optimal conditions for men and women servicing in the Slovak Armed Forces.