

## SLOVENIA – NATIONAL REPORT

### 1. Employment policy/changes in employment policy that affect the status of women in uniform/initiatives for introducing changes in employment/legal and military bases for employment (political, social and personal aspects)

Employment policy is going in the direction of employing professional soldiers (not civilian personnel). Around 600-700 soldiers should be employed this year (including primarily 115 C category drivers). We obtain NCOs from promising soldiers and officers, half with scholarships (specialist knowledge) and the other half from good, employed NCOs. We urgently need to replace duty (in the areas of health, veterinary medicine, law, control of airspace and logistical support) with military employees. We are trying in this way to establish a suitable ratio among soldiers, NCOs and officers.

There are no changes that will affect the status of women in uniform, since we are sticking to existing legislation in conducting personnel policy, which has not been changed in the last year.

The legal and military bases for employment are the following:

- Employment Relations Act,
- Defence Act,
- Civil Service Act,
- Decree on the internal organisation, systemisation, working posts and titles in bodies of public administration and in judicial bodies.

### 2. Organisation – tabular report by questions:

- **NUMBER OF EMPLOYED WOMEN IN TERMS OF REPRESENTATION BY BRANCHES AND SERVICES**

BRANCH	MEN 2004	WOMEN 2004	TOTAL 2004
ARTILLERY	130	11	141
QUARTERMASTER	139	167	306
ENGINEERING	109	5	114
AIR FORCE	98	3	101
ARMOUR	148		148
INFANTRY	3558	230	3788
MARINE	35		35
HEADQUARTERS	350	155	505
INFORMATION	141	203	344
RKBO	82	105	187
MEDICAL	58	115	173
TECHNICAL	554	19	573
AIR DEFENCE	187	20	207
COMMUNICATIONS	356	48	404
<b>TOTAL</b>	<b>5945</b>	<b>1081</b>	<b>7026</b>

- **REPRESENTATION BY RANK, AND RATIOS BY RANK BETWEEN MEN AND WOMEN**

RANK	SEX		TOTAL
	M	F	
LIEUTENANT GENERAL	1		1
MAJOR GENERAL	1		1
BRIGADIER GENERAL	9		9
CAPTAIN (NAVY)	1		1
COLONEL	36		36
LIEUTENANT COLONEL	75	3	78
COMMANDER	5		5
MAJOR	204	7	211
LIEUTENANT COMMANDER	4		4
CAPTAIN (ARMY)	408	20	428
LIEUTENANT (NAVY)	6		6
FIRST LIEUTENANT	274	57	331
LIEUTENANT (NAVY)	2		2
SECOND LIEUTENANT	552	46	598
FIRST SERGEANT	1		1
MASTER SERGEANT	46	7	53
SERGEANT FIRST CLASS	8		8
SERGEANT	178	34	212
STAFF SERGEANT	959	147	1106
SERGEANT	388	40	428
CORPORAL FIRST CLASS	3		3
CORPORAL	588	27	615
PRIVATE FIRST CLASS	595	72	667
PRIVATE	1250	269	1519
MILITARY EMPLOYEE	351	352	703
<b>TOTAL</b>	<b>5945</b>	<b>1081</b>	<b>7026</b>

### 3. Employment:

#### a) Recruitment

Number of applications received in 2004: 204 women and 1016 men

Number of employees 2004: 111 women and 659 men - total: 770

Number of employees 2003: 254 women and 724 men - total: 978

Number of candidates for the military leaving in 2004: 42 women, 68 men, total: 110

#### b) New initiatives

Because of the higher percentage of women accepted in 2003 (ca. 26%), in 2004 we tightened up the criteria for checking physical capacities and thus reduced the

number of women newly employed to 69, so that women make up 15% of the total number employed in the Slovene army.

### **c) Numbers recruited by branches and services**

All women are employed as candidate professional soldiers and must complete 13 weeks of Basic Military Professional Training.

Women in the Slovene army are in principle assigned to military occupational specialities (MOS) in logistics and administration. Those who are assigned to the 1st Brigade of the Slovene Army are also assigned to companies in various combat duties.

### **d) Programme of departure from service**

In relation to leaving the service, it is necessary to take into account existing legislation, which enables individual benefits for members of the Slovene army who have been in the system for at least 10 years (amendment to the Defence Act). We prepare a programme of re-socialisation for those who leave the Slovene army. These programmes are the same for men and women and are made in accordance with the aforementioned statutory possibilities, and we similarly have proposals and initiatives formed for supplementing or amending the legislation in this field.

## **4. Training**

### **a) Changes to training programmes**

Activities of evaluating training programmes for soldiers are now taking place. The purpose of evaluation is to remove the weaknesses of current training programmes. We wish to ensure better physical fitness and more suitable training for fighting in settlements and under conditions of poor visibility.

### **b) Physical fitness**

We check members of the Slovene army (SA) in the area of achieving physical fitness in three disciplines (press-ups, lifting a body, running 3200 metres). On entry to the SA, we check candidates with a battery of physical tests. Because of a lack of physical fitness of candidates we will in future introduce the carrying out of selection programmes for candidates for work in the SA. Candidates for officer and NCO and members of special units are further checked in special selection programmes.

## **5. Operations**

The great majority of female members perform their work in missions suitably. We have not come across special difficulties in these operations that would be specific to women.

The existing state indicates the inclusion of women in units intended for support or ensuring operations. Such units are not specifically intended for inclusion in operations, which results in the non-inclusion of women.

The planned assignment of women to Slovene army units intended for inclusion in operations would certainly contribute to a greater participation of women in operations. One possible solution for raising the participation of women in operations would be the establishment of suitable motivational factors already at the starting phase of training for performing a military profession and stressing the positive experiences of the functioning of mixed teams in operations.

## **6. Career development**

### **a) Programme of mentorship**

All candidates for employment as soldiers in the Slovene army perform a traineeship. The length depends on the qualifications of the trainee. Traineeship is performed by individual traineeship programmes under the leadership of a mentor and co-mentor. Officer candidates are also subject to a probation period in units as a part of their training.

### **b) Training**

On entry to the SA, all candidates perform 3 months military professional training. Soldiers continue training in basic military professional training for obtaining military occupational specialisation. Officer candidates continue training in basic military professional education and training, where they are trained for performing the lowest officer duties of the branch or service. Candidates for NCO are selected after several years of successful service and are included in basic military professional education and training of NCOs for performing the lowest NCO duties of the branch or service. Military employees are trained according to the basic programme of training for work in the army.

During their careers, officers are trained at staff courses, higher staff courses and, for the highest duties, in the general staff programme. NCOs are trained during their career at staff courses for NCOs and higher staff courses for NCOs. Some members of the SA do their staff training at comparable courses abroad.

### **c) Programme of safety at work**

Training in safety at work takes place in accordance with general legislation. There are no special programmes.

### **d) Leadership programme**

There is no special leadership programme in the SA. Members of the SA gain knowledge in the field of leadership in the process of training for performing tasks and in individual specialised courses.

## **7. Various**

### **a) Problems and positive achievements relating to the integration of women in the armed forces**

Problems appear with the integration of women in the armed forces especially in the field of adapting living infrastructure (providing separate bedrooms, sanitary facilities etc.). At the start of introducing women to the armed forces there was some difficulty in regard to inter-relations between the sexes, but we have resolved these by

appropriate training. In all units, psychologists have carried out training on the theme of inter-relations, with a stress on relations between the sexes, behaviour in a case of sexual harassment etc. At the Vipava Training Centre and in the 1st Brigade of the Slovene Army, where there is the highest number of women, or the greatest physical effort, problems of relations between the sexes have been included in »Standard operating procedure for setting standards of attitudes, behaviour and relations of military personnel«.

We devote a lot of attention in the Slovene army to problems of the employment of women in the armed forces. Last year we thus held a »Round Table on ensuring equal opportunities for women and men in units and institutions of the Slovene army«. Representatives of the government Equal Opportunities Office and representatives of other organisational parts of Ministry of Defence (MORS) also took part in the round table. The purpose of the round table, was to shed light on the problems of ensuring equal opportunities for women and men during work in units and institutions of the SA and, taking into account various opinions, to create a suitable approach to employment and work of women within units and foundations of the SA. The conclusions adopted at the round table have been realised or are already in the phase of realisation.

We began assessment of work and duties and the production of standards for these within the framework of the cooperation of the general staff in the Social Sciences Faculty research project – Ascertaining Competence at Work. All results of positive legislation affecting women will be taken into account in producing the aforementioned standards. Within the framework of MORS, a »Statement on safety with a risk assessment for pregnant women, women who have recently given birth and breastfeeding« is in the production phase. We have also begun research work, and within the framework of Target Research Programmes which are taking place at MORS and the Ministry of Education and Sport, have begun a project task »Women in the Slovene Army – Operationalisation of Equal Opportunities«. We have also continued providing information to and raising awareness among members of the Slovene army in regard to creating and maintaining suitable inter-relations, with a stress on relations between the sexes. We have similarly held a Round Table on the theme of civilian personnel in the Slovene army (which include a large number of women) and thus focused on the status of civilian personnel, difficulties with which they are confronted and formed proposals for improving these problems.

We are involved through our efforts in concretisation of the Action Plan for encouraging and creating equal opportunities and gender equality on the level of MORS.

We believe that in the employment of women in the armed forces more attention should be devoted to the following:

- suitable professional training,
- better physical fitness,
- more stress on providing information before entry to service, since their expectations are often completely different from the work and tasks they later perform in the Slovene army.

## **b) Individual achievements that have appeared and relate to the role of women in OS**

In the past year we obtained the first female military diver in the 430th Naval Detachment, and the Slovene women's world champion in parachute jumping, lieut. Irena Avbelj became commander of the Sports Parachuting Unit.

## **8. Conclusion**

### **What kind of future do the women in the Slovene army have?**

In 2005, in view of the need for standardisation and integration into NATO, the criteria for performing military duties were made stricter. Because of this, a considerable fall in interest and fitness of women for military organisation has been noticeable.

If we compare the position of women in the Slovene army with the position of women in civilian society, especially the economy, it can be said that employment in the Slovene army offers women greater social security. Social security is one of the most important motives for employment for the majority of women. With the development of professionalisation, when systemic matters will be arranged, the possibilities of career development (also for women) will be better arranged and will enable a greater influence of an individual on her or his own professional development.

### **Proposal of programmes for the integration of women in the army**

We do not have special programmes for the integration of women for work in the army, since our legislation dictates equality of treatment of the two sexes. We are aware that, with increasing numbers of women in the Slovene army, new challenges will appear that will dictate other approaches and solutions. We are therefore endeavouring to ensure that aspects of equal inclusion of women are taken into account in all fields of work in the Slovene army, and that the aforementioned endeavours will continue to be included in the process of professionalisation of the Slovene army.

International conferences such as this one for which we are preparing this material, will also contribute to this to a large extent.