

Berlin, 11 – 15 June 2007

Slovak National Briefing

1. National briefing of the Slovak Armed Forces – I am Lieutenant Colonel Ingrid Tomekova, Section Chief of Quality of Live, Personnel Management, General Staff.
2. I will start with January 1st, 1993, when the Slovak Republic was established as independent state. Since that time the Slovak Armed Forces (SAF) have changed significantly. In 2002 began reorganization of SAF by so-called Model 2010 with perspective 2015. There is still running ongoing transition process. Next very important point of history of the SAF was April and May 2004, when Slovakia become the NATO and EU member.
3. In September 1st, 2005, the new State Service Law(SSL) took effect. The SSL includes principle of equal treatment. As the significant turning point of our reorganisation – it is the day of end of conscript mandatory service.
4. Total figures of Slovak female soldiers by all services is currently 8,65 % which is approx. 1310 women. Currently there are 5,61 % women serve in the Land Forces, the highest number of female soldiers is in the Air Force, which is 10,5 % women. There is Training and Support Force which cover 8,36 % women, at General staff there is 7,6 % women and at the Ministry of Defence of the Slovak Republic there is 12,5 % female soldiers.
5. On the chart You can see the Slovak female soldiers of rank structure. The highest percentage of women in current ranks among the NCOs is sergeant. Colonel is the highest rank reached by women in SAF. We have no women in general ranks.
6. Regarding recruitment in the year 2004, there was 8,32 % recruited female soldiers, year 2005 shows the highest number of women who joined the Armed Forces, which is 15,77% and for the year 2006 there is missing number 9,23 % which is about 100 recruited women. Woman applicants were students and graduates of civil university education, secondary schools and women of age 18 to 25. Conditions for recruitment for women and men in the SAF are the same. There is no gender discrimination.
7. Proportion of women in the Armed Forces increases every year. Planned proportion is 8 – 10 % women in the military according to the Model 2010. Percentage of the Slovak female soldiers in 2004 was 6, 1 %, in 2005 it was 7, 7 % and in the year 2006 it was 8,4 % . Current number is 8,65 % female soldiers which is 1310 women.
8. In the military operations and peacekeeping missions we have over 3% women, in the UN mission, Golan Highs we have 6 women, in Cyprus 12, in Lebanon we have 4 women from total 6 soldiers, then in the NATO mission Kosovo, there are 2 women.
9. In NATO/EU deployment we have 6% women all over the positions around the world as the chart shows.

10. As I mentioned before Slovakia in its Armed forces reorganization called Model 2010 is planning to reach 10% women in the year 2010.
11. Regarding gender policy there was implemented research on gender equality among female and male soldiers done by Psychological centre of Personnel Office and as You can see on the next slide
12. Gender policy is positively accepted on both sides, women and men want the equal chances. The orange column shows that 69,38 % men want and prefer equal chances and equal responsibilities. On the orange column to the right 63% women want to be equal but also 36,7 % women prefer special approach for their service in the Armed Forces.
13. Here on the chart You can see the advantage of mixed teams, where both women and men answer almost equally. So, positive experience with mixed teams have 16,64 % soldiers, almost positive and good experience have 31,84 % females and males, about negative are 21,27% soldiers, only negative experience have 7,33% soldiers and the rest have no opinion.
14. In the last three slides I would like to inform you that in the Slovak Republic, there is a voluntary independent organization designates for female soldiers, female civilians, military wives found in 1996 and have 185 active members.
15. Women´ s Association in the Slovak Armed Forces advises female colleagues in their professional service, carrer development with the aim of gender equality on critical issues affecting women in the Slovak Armed Forces. The organization is NOT a part of Slovak Armed Forces structure and relies on free time of its members.
16. One of the international meetings Women Association established is the regional "Vysegrad 4" conferences, one of them was in the year 2005 September where the Slovak female soldiers presented to their neighbouring colleagues some places of their service.
17. Special guest was the Head of the Committee LTC Astrid Matschulat who met with deputy chief General Staff and Chief Personnel Management Staff to receive more information about female soldiers work in the Slovak Armed Forces.
18. Next meeting - this year from 25 – 27 September 2007 in Slovakia.
19. THANK YOU