



# WOMEN IN THE SLOVENIAN ARMED FORCES

**National Report for 2007**



## LEGISLATION

Legislation dictates equality of treatment of the two sexes. We are therefore endeavoring to ensure that aspects of the equal inclusion of women are taken into account in all fields of work in the Slovene Army.

**Defense Act** (2007) includes more defined principles of equal opportunities and non-discrimination clauses:

- the principle of equal opportunity for men and women in employment and in establishing employment contracts.
- positive discrimination in favor of women - take into account gender differences and thus ensures the same conditions for everyone.
- initiatives to improve the work-life balance - benefits in the area of Family Friendly Policies such as flexible hours, part-time work, health care, legal assistance, childcare assistance, insurance, pension schemes, rent assistance etc



## LEGISLATION

**The contents of ensuring equal opportunities** have been defined in regulation acts;

- Declaration on safety at work with risk assessment,
- Slovenian Armed Forces Regulations,
- Classification of Military Duties (MOS –military occupational specialization).
- The Standard operational procedure for zero tolerance with regard to discrimination was introduced to eliminate or lower unwanted actions.



## LEGISLATION

- **The legal and military bases for employment** are the following:
- Employment Relations Act,
- Defiance Act,
- Military law,
- Civil Service Act,
- Decree on the internal organization, systemization, working posts and titles in bodies for public administration and in judicial bodies.



## RECRUITMENT

- The primary task in the recruitment of women in SAF is to employ them in all units and areas of service.
- Employment selection procedures are based on criteria of certain age for employment (between 18 and 27 years of age), at least 4th degree of high school education, fulfillment of medical health criteria that also consists of fitness tests and a clear criminal record.
- The type and content of the medical check-up does not alter regarding the gender, with exception of the height and weight criteria.



## RECRUITMENT

- The criteria of the fitness tests are differing with regard to the gender.
- The basic military training, which all candidates have to finish, is basically the same for genders, further education and training is related to the specialization of the soldiers and not to the gender.
- A suitable recruitment and retention policy needs to be found due to a decrease in the numbers being recruited and an increase in the requirements for participating in PSO operations.



## ORGANIZATION

|             | Total % of Female soldiers | % of female flag officers and equivalents | % of female senior officers and equivalents | % of female junior officers and equivalents | % of female NCO and equivalents    | % female of soldiers lower rank than NCO and equivalents | % of female soldiers participating in military operations |
|-------------|----------------------------|---|---|---|------------------------------------|--|---|
| <b>Army</b> | 15,8%                      | 2/<br>0,18%<br>+<br>2/<br>0,18%           | 13/<br>1,16%<br>+<br>17/<br>1,52%           | 99/<br>8,85<br>% +<br>37/<br>3,31%          | 176/<br>15,73<br>+<br>60/<br>5,36% | 547/<br>48,88%<br>+<br>7/<br>0,63%                       | 88/<br>6,86   |
| Civilians   | 159                        |   |   |   |                                    |  |   |
| TOTAL       | 1119                       |   |   |   |                                    |  |   |



## ORGANIZATION

**Obligatory reserve** – no women are present,

**Voluntary contract reserve** –

- 3 military servants of the 3rd Grade (equivalent to OR2),
- 4 soldiers and
- 1 candidate for Officer's school.

**Overseas missions** – In 2007 1282 military personnel were deployed on, out of that 88 women.



## Women in PSO in 2007

|              | OF        | NCO       | Soldiers  | Senior Military Specialist | Military Specialist | Total     |
|--------------|-----------|-----------|-----------|----------------------------|---------------------|-----------|
| ISAF         | 2         | 1         | 4         |                            |                     | 7         |
| EUFOR        | 4         | 8         |           | 2                          |                     | 14        |
| KFOR         | 9         | 12        | 41        | 3                          | 2                   | 67        |
|              |           |           |           |                            |                     |           |
| <b>Total</b> | <b>15</b> | <b>21</b> | <b>45</b> | <b>5</b>                   | <b>2</b>            | <b>88</b> |

In 2007 the Slovene Army had **88** women out of 1282 participants in PSO's, i.e. **6,86%**.



## ŽENSKE V MISIJAH NA POLOŽAJIH KJER SE ODLOČA

- **EUFOR BiH** - poveljnica kontingenta polkovnica Damjana Jurkovič
- **KFOR Kosovo** - namestnica poveljnika TF GROF stotnica Alenka Petek.
- **SIKON ISAF Afganistan** - do maja 2007 namestnica poveljnika nadporočnica Nataša Zorman.

V KFORju je tudi 1 civilna oseba iz VURS – Veterinarske uprave RS, ki opravlja naloge v CIMIC skupini.



## LESSONS LEARNED

- **female members adequately perform their work** in missions. We have not encountered any special difficulties in these operations that are specific to women.
- **Units intended for support** or ensuring operations **are not specifically intended for inclusion in operations**, which results in the non-inclusion of women.
- **solution for raising the participation of women in operations** would be the establishment of motivational factors at the starting phase of training for a military career and stressing the positive experiences of the functioning of mixed teams in operations.



## IMPLEMENTACIJA RESOLUCIJE VS ZN 1325

V okviru drugega periodičnega načrta o Nacionalnem programu za enake možnosti žensk in moških za leti 2008 – 2009.



## IMPLEMENTACIJA RESOLUCIJE VS ZN 1325

- UKREP - implementacija določil ki se nanašajo na nujno vlogo žensk v preprečevanju konfliktov in pri graditvi miru ter vzdržnega razvoja**

**Aktivnost: Povečanje vloge in števila pripadnic SV v preprečevanju konfliktov in pri graditvi miru.**

**Pričakovani rezultat: Povečanje**

- ***vloge pripadnic SV*** – v okviru oblikovanja politik sodelovanje pri odločanju v mirovni pogajanjih oziroma urejanju razmer in
- ***števila pripadnic SV*** – vzpostavitev polja zaupanja z lokalnim prebivalstvom.



## IMPLEMENTACIJA RESOLUCIJE VS ZN 1325

2. **UKREP- izvajanje in podpora programom in projektom za ozaveščanje in informiranje o problematiki nasilja nad ženskami in otroki na kriznih žariščih za različne ciljne skupine**

### **Aktivnost:**

**Izvajanje programov usposabljanja na področju obravnave spolnega in drugega nasilja nad ženskami in otroki.**

### **Pričakovani rezultat:**

**Usposobljenost** pripadnic in pripadnikov SV ter civilnih strokovnjakov za delo z žrtvami in storilci spolnega ter drugega nasilja nad ženskami in otroki.