I hereby approve of it.
Defense Minister
Martin STROPNICKÝ
in person

Prague 12 June 2015

DEFENSE MINISTRY ACTION PLAN
to implement
UN Security Council Resolution 1325, on Women, Peace and Security
OUTLINE

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“But women are not just victims of conflict. They must also be part of the solution. If women are not active participants in peacebuilding and reconciliation, the views, needs and interests of half of the population in a conflict area are not properly represented. That is simply wrong. It can also undermine the peace.”

A quote from the opening speech of Anders Fogh RASMUSSEN, the Secretary-General of the North Atlantic Treaty Organization (hereinafter “NATO”), at a conference in Copenhagen (Role of Women in Global Security, 29 October 2010).

“But if women do not play an active part in making peace, and keeping peace, then the needs and interests of half of the world’s population are not taken into account…”

A quote from a speech of Anders Fogh RASMUSSEN, the NATO Secretary-General, at Georgetown University on Leading by Example: Women, Peace, Security and NATO, USA, 14 March 2014.
I. INTRODUCTION

The aim of the “Defense Ministry Action Plan to Implement UN Security Council Resolution 1325, on Women, Peace and Security” document is to declare the effort of the MoD to meet obligations set out in this resolution and to inform experts from among the public and organizations concerned about the measures adopted to implement the resolution principles. Since the MoD is a ministry specific from the point of view of equal opportunities of men and women and gender perceptions, it has been producing since 2002 for its own need a system of internal regulations, technical aids, educational and training activities.

In 2015 the UN Security Council Resolution 1325, on Women, Peace and Security, is celebrating its 15th anniversary of its origin; It is thus a year in which the implementation of this resolution will be assessed by all UN member states. The Czech MoD is presenting its assessment in a single document “Defense Ministry Action Plan to Implement UN Security Council Resolution 1325” (hereinafter “MoD AP 1325”) and thus has lived up to one the main principles set out in the resolution.

1. United Nations (hereinafter “UN”) Security Council Resolutions

UN Security Council Resolution 1325, on Women, Peace and Security

The UN Security Council Resolution 1325, on Women, Peace and Security (hereinafter “Resolution 1325”) is the first official document issued by the UN Security Council which requires that all parties to an armed conflict respect women’s rights and support their participation in peace negotiations and when setting post-conflict arrangement. The resolution adopted on 31 October 2000 draws attention to the issue of women and children in armed conflicts, emphasizes the female role in crisis prevention, conflict resolution, in the process of peace restoration and protection against gender-related violence in armed conflicts.\(^1\) This resolution publicly acknowledges that war and conflicts have a devastating impact on women and children.

It is the first resolution which requires that all parties to a conflict respect women’s rights. It makes all UN member states, including NATO allies, undertake that they would take into consideration the gender aspect during security operations.

The aims of Resolution 1325 are:

- To protect women’s and children’s rights during armed conflicts,
- To prevent crimes on women and girls,
- To make sure such crimes are prosecuted,
- To make sure gender aspects are emphasized in peace-keeping operations,
- To make sure the participation rates of women in various phases of operation – before, during and after the armed conflict – increase.

In the same year was established the Committee on Women in NATO Forces – hereinafter “CWINF”), an advisory body of the NATO Secretary-General, which addressed the status of women in armed forces of NATO member states and the status of women in armed conflicts in line with the resolution mentioned above.

In the years which followed, Resolution 1325 was supported by and complemented with Resolutions 1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010), 2106 (2013) and 2122

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\(^1\) NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security
These seven resolutions have been compiled into a set of obligations of the UN Security Council concerning “Women, Peace and Security”.

In 2010, when Resolution 1325 celebrated its 10th anniversary, the main goals of the CWINF as an advisory body of the NATO Secretary-General were reassessed and a new direction in its mission presented. The new mission of the Committee has become to solve issues concerning equal opportunities of men and women in armed forces at the internal level, and the external gender perspective when fulfilling operational tasks in NATO foreign missions. Consequently, CWINF was renamed to the NATO Committee on Gender Perspectives (hereinafter “NCGP”).

Meeting the obligations set out in Resolution 1325 is a task and responsibility of each of the UN member states, of all parties participating in armed conflicts, whether in the position of direct participants, mediators or observers. Through its implementation, member states of the NATO, Partnership for Peace (hereinafter “PfP”), European Union (hereinafter “EU”) and all others are defined.

UN Security Council Resolution 1820, on Sexual Violence in Armed Conflicts

The Resolution requires an immediate and complete cessation of all sexual violence committed by any party to an armed conflict. It strongly argues that if sexual violence is committed or prescribed as a war tactic against the civilian population, war conflict development and international peace and security restoration deteriorate considerably.

The aim of this Resolution is to put an end to all sexual violence committed by any party to an armed conflict, and to adopt suitable prevention measures to protect the civilian population, women and girls in particular. It points out that rape and other forms of sexual violence may be qualified as a war crime.

UN Security Council Resolution 1888

This Resolution, adopted by the UN Security Council unanimously on 30 September 2009, reinforces the provisions set out in Resolutions 1325 and 1820 against sexual violence on women and children. It appeals for the appointment of a special representative for the coordination of efforts in the domain of efficient prevention and cessation of sexual violence on women in armed conflicts.

The text gives examples of measures which should be adopted in order to fight against sexual violence during conflicts, such as: let women participate in peace-keeping operations, deploy a team of experts in conflict situations, and appoint a women’s protection consultant with the aim to provide the corresponding protection of women and children from sexual violence in peace-keeping operations.

UN Security Council Resolution 1889

This Resolution was adopted by the UN Security Council also in 2009. It lists the obstacles preventing women to take part in peace-keeping processes and appeals for the development of global indicators to monitor the implementation of Resolution 1325 and for the improvement of international and national reactions to the needs of women in conflict and post-conflict situations.

2. Women in Czech Armed Forces

In 2013 the Armed Forces of the Czech Republic (hereinafter “ACR”) celebrated its 20th anniversary and one year later its 15th anniversary of joining NATO. However, its history is much longer and goes back to the army of the First Czechoslovak Republic. The
Czech Republic is currently commemorating an important event – 100 years since the outbreak of WWI. This war conflict resulted in the establishment of independent Czechoslovak Republic and its army.

In the newly established Czechoslovak army, military rules did not provide for military service of women. It was not until WWII that LTC Ludvík Svoboda, commander of Czechoslovak troops in the Soviet Union, began recruiting women to the army at his own responsibility. Young women who were able to serve underwent basic training which was the same for men and women. Based on a battalion order, they were enlisted as private soldiers. At the Eastern as well as the Western front, about 200 women were fighting with men side by side. 38 women in total participated in fights in Sokolovo, of which 11 were decorated. One of them was Marie Ljalková-Lastovecká, the first female sniper. During the second deployment on the front in September 1943, there were deployed as many as 82 women, mostly in positions such as medics, switchboard operators, radio-operators and anti-aircraft guns2. When the war was over, most women, including Marie Ljalková-Lastovská, restarted their civilian lives or were assigned to the Czechoslovak Armed Forces as civilian employees.

Due to the lack of male recruits and because of long-term experience in employing women in the civilian sphere, the Czechoslovak People’s Armed Forces opened up to a higher amount of women in the 1980s. The numbers of female professionals progressively increased.

In the post-revolutionary 90s and with a new perspective of the society on service in the armed forces, women were considerably and more and more interested in serving in the armed forces. Women participated in observer as well as peace-keeping missions abroad. Women began occupying the lower-ranked commander positions. They also began serving in less traditional military professions (research, elite airborne units). A new act on the professional service of military professionals (Act no. 221/1999 Coll., on Military Professionals, as amended) defines more clearly the service conditions for women and their careers. The limits on the number of women allowed to enter military schools were eliminated; in the ACR there is no military specialty which women would be forbidden to take on.

Figure 1 – Numbers of women in the ACR year by year

For the past two decades, the ACR has undergone a thorough transformation. After the Czech Republic joined the NATO in 1999, it became part of the Alliance’s troops, and since 2005 it is fully professional. It has become smaller, specialized and more technologically advanced. The role of women in the Czech Armed Forces has changed, too: after providing

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2 Defense and Strategy, Women in the Czech Armed Forces, Miroslav Hřebíček
only the necessary support came the time when women are an intrinsic part of the institution. While in 1999 the number of women in the ACR accounted for 7.4%, at 1 January 2015 it was as much as 13.76%.

3. Member Initiative: NATO Committee on Gender Perspectives

Gender mainstreaming allows women in the ACR to serve in specialized units, overcome generally held stereotypes and acquire more and more functions in decision-making positions. This current trend is considered an essential step forward by NATO member states as well as PfP states who have more or less positive expectations.

The United States of America is planning to totally open up the Armed Forces to women, including units fighting in the front line, as of 2016. Consequently, other NATO states adopted their own measures in line with this trend and have been opening up more positions and possibilities in the armed forces to women. In the future, women will serve not only in submarines but also in the front lines, and the public will have to cope not only with the overcoming of the traditional social taboos, but also with a higher number of discussions on this topic.

But the gender perspective offers, besides the new rules and overcoming the established stereotypes, also another point of view which can help, for instance, better plan and carry out missions within foreign operations. The repeatedly quoted assertion: “if you are not going to consult women, if you are not going to listen to their advice and requirements, you are not consulting 50% of the population and you may miss out valuable information” supports this statement. On the occasion of the 10th anniversary of Resolution 1325, NATO in cooperation with NCGP published a memory medium containing specific examples of the application of the gender perspective to international operations given by individual male and female soldiers. By the same token, ACR male and female soldiers can give numerous examples which they have noted during their careers.


In 2010, within the 10th anniversary of Resolution 1325, the initiative of NATO member states in the area of gender policy was reestablished. In order to raise political awareness, this initiative appealed all NATO member states for drafting proposals of “National Action Plans to Implement UN Security Council Resolution 1325”.

The recommendation to draft a National Action Plan to Implement Resolution 1325 was adopted as a practical tool to introduce its basic principles by the majority of member states of the NATO, PfP, EU and other countries participating in the regions buffeted by armed conflicts3.

National action plans are drafted at the Government level, normally from the initiative of the Ministry of Foreign Affairs and in cooperation with the Ministry of Defense, the Ministry of the Interior, or other ministries. National action plans define their joint efforts to implement the main goals of the resolutions (Resolutions 1325, 1820, 1888, 1889), they include the generally applicable enforcement of human rights, the issue of discrimination and equal opportunities of men and women, and the gender perspective in armed conflicts.

3 To this date, 46 UN member states, of which 17 NATO member states, 11 PfP member states and 18 IPAP member states have adopted their national action plans, source: Women for Peace server: www.peacewomen.org - National implementation
Some member states have then drafted additional action plans for their defense ministries reflecting their specifics. The reason behind this is not only the above mentioned international initiative within the NATO, but also close cooperation between member states within foreign operations, whether in the area of sharing equipment, human resources, or experience and capabilities as part of Smart Defence. The outcome of these efforts is experience acquired in foreign operations, further cooperation with coalition partners, and awareness of priorities of NATO member states in this domain. That is also why the MoD decided to live up to the concept of Resolution 1325 and to the principle of equal opportunities of men and women by issuing its own ministerial action plan to implement this resolution.

MoD AP 1325 supports the enforcement of human rights of women and children as stipulated in the set of documents designated UN International Bill of Human Rights, in the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and in other international provisions concerning human rights.

MoD AP 1325 informs about the current perception of gender perspective of the MoD and presents the individual steps to implement the basic principles of equal opportunities of men and women and gender perspectives in various domains of planning and decision-making.

II. GENDER ISSUE IN THE DEFENSE MINISTRY (HEREINAFTER “MOD”)

1. Gender perspectives and priorities in MoD in the area of equal opportunities of men and women

Ministerial level

To enforce the principle of equality between men and women, the MoD drafted a conceptual measure, an internal regulation in the form of the Defense Ministerial Order entitled “Enforcing the Principle of Equality Between Men and Women Within the Competence of the MoD” (hereinafter “DMO”). An intrinsic part of this internal regulation is a subdocument “Priorities and Procedures of the MoD When Enforcing the Principle of Equality Between Men and Women” under the auspices of the DMO, which is updated on an annual basis.

For actual and unified implementation of the adopted measures, a service aid “Equal Treatment of Men and Women” has been issued. The aid serves all MoD male and female members, i.e. male and female military professionals, civilian male and female employees, public male and female servants (hereinafter “employee”). It is available to all employees on the workplace as well as in electronic form on the MoD intranet. It focusses particularly on clarifying the rights of employees not to be discriminated on the grounds of sex, the rights of equal treatment of men and women and on the possible procedures to follow when a case of discrimination on the grounds of sex is revealed. It informs about the rights of persons who are discriminated, and about the possible consequences of violating rights and obligations arising from equal treatment. It contains a list of relevant provisions of the given legal regulations and a list of contact institutions to consult, and to informally or formally solve the problem.

National level

Enforcing equality between women and men at the national level is stipulated in the annex to the Government resolution of 12 November 2014 no. 930 “Updated Measures
Concerning Government Priorities and Procedures to Follow When Enforcing Equality Between Women and Men”⁴. Via the MoD AP 1325, the MoD fulfills one of the tasks of this annex – task no. 34 – “To draft a action plan of the MoD to implement the UN Security Council Resolution no. 1325, on Women, Peace and Security”. Another important document on the enforcement of equality between women and men at the national level, which is conveyed also to the ministerial level, is Government resolution of 12 November 2014 no. 931 on “Government Strategy for the Equality of Women and Men in the Czech Republic in the 2014 – 2020 period”⁵.

The MoD thus fulfills what has been required in the long term: recommendation of the NATO General Secretary to present MoD activity in this domain and the task of the NATO/EAPC support Action Plan to implement the UNSCR 1325 for 2014 – 2016⁵.

International level

The MoD and ACR in particular fulfill tasks defined by the mandate of the given foreign operation legalized by the UNSCR Resolution. They do not take part in negotiating peace treaties, and the participation in post-conflict arrangements is limited by the mandate for the given operation (e.g. the area of providing security, stability and monitoring). Respecting provisions in international humanitarian law and protecting women and children from violence are permanently valid tasks which apply to every foreign operation.

Training of male and female military professionals to be sent to military foreign operations contains obligatory seminars on humanitarian law, cultural heritage and history of the countries in which the conflict is taking place. Due to the character and specifics of foreign military operations in which ACR members are participating, the issue of Resolution 1325 is not summarized in one seminar or course but it is always combined with something else. The gender aspect is therefore addressed not only in theoretical seminars but also as part of field exercises as part of cultural awareness or negotiating based on “lessons learned” and “best practices” that members of the previous units sent pass on according to their expertise.

As part of operational planning, the gender aspect is used in practice in many ways: when planning the structure of the task force, its logistic equipment, project planning and when selecting personnel for Civil-Military Cooperation (CIMIC) group in operational environment and their implications, composition of patrols and check points, etc.

The number of female military professionals in foreign operations varies according to the kind of operation which the unit is sent to and which represents the basis of the task group. In 2005 – 2008 the participation of female soldiers in foreign operations increased. In 2008, when the deployment of Czech male and female soldiers in the foreign peace-keeping operation (KFOR) culminated, the participation rate of female soldiers reached almost 10%. Since then, the engagement of ACR in foreign operation ISAF in Afghanistan has grown and the participation rate, based on statistics, is around 6% now.

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² NATO/EAPC Action Plan for the Implementation of the NATO/EAPC Policy on Women, Peace and Security
2. Participating entities for the area of equal opportunities of men and women and gender policy

The MoD and Czech Armed Forces have been concerned with equal opportunities of men and women since 2000, i.e. the year in which UNSCR 1325 originated.

As part of the current systemization (Government resolution no. 456 of 9 May 2001 on a Summary Report on Meeting Priorities and Procedures of the Government When Enforcing Equality Between Men and Women in 2000) a new position for a female employee was established on 1 January 2002 – “Gender Focal Point” (hereinafter “GFP”); the employee coordinates the agenda of equal opportunities of men and women in the MoD. The Czech Republic became the first European country to introduce the GFP at its ministries.6

Based on provision in art. 4 of DMO, a Working Group to Address the Issue of Equal Treatment of Men and Women was established. The head of the working group is the GFP, which is part of the MoD State Secretary Division, Public Service Management Department.

The working group comprises male and female representatives of selected organizational units within the MoD. The male or female members are assigned to the working group by a statutory body based on the request made by the MoD State Secretary (MoD StSe). The working group is, under the provision of the aforementioned DMO, the initiator and advisory body of the MoD Public Service Management Department Director, it has its status and rules of procedure.

The working group:

- Evaluates the application of DMO provisions and other minor tasks in practice,
- Recommends, based on lessons learned, updates of ministerial measures,
- Proposes a modification to provisions concerning ministerial measures in compliance with essential changes/uploads of the Government program document,
- Cooperates, in the scope of selected tasks, with the Ministerial Board for the Prevention of High-Risk Behavior,
- Fulfills also other tasks from its own initiative, can prepare proposals to enforce and create equal opportunities for women and men, unless these are contrary to the mission of the working group and its status.

In 1997, within the competence of the MoD Inspection, the position of the Chief Inspector for the Protection of Human Rights – Ombudsman was established to enhance the protection of human rights. Within his competence, he addresses the area of human rights in compliance with Act no. 198/2009 Sb., on Equal Treatment and on Legal Remedies to Protect Against Discrimination (Antidiscrimination Act), and in compliance with international obligations, and performs internal inspection of human rights’ protection.

At the international level, ACR opinions are presented by a NCGP national delegate, who is in charge of cooperation between NATO and PfP member states and informs ACR HQ about current trends in the area of equal opportunities for men and women and on the NATO gender perspective. The activity of the Committee consists in sharing of information and commenting on documents drafted together, which are then presented to the NATO Secretary-General as recommendations.

6 www.gender-competence.eu
III. MOD PRINCIPLES IN THE AREA OF EQUAL OPPORTUNITIES OF MEN AND WOMEN

MoD AP 1325 draws on principles of three main goals of Resolution 1325 – “3P” – Prevention, Protection and Participation.

Prevention

In compliance with provisions in DMO, senior employees (service authorities) are responsible for preventing breaching of the principle of equal treatment of men and women, including all forms of undesirable behavior associated with the gender of the persons, on workplaces subordinated to them. For this purpose, training and educational activities are organized. As part of these activities, the principle of equal treatment of men and women is clarified and specific cases of discrimination are generalized.

Training MoD employees in the area of equal treatment and approach to men and women is focused particularly on equality between men and women during the process of recruiting to work and service and calling up to service; on equal access to technical education and equal working conditions, with an emphasis on eliminating the misuse of the rights and positions of senior employees; and on the protection of the dignity of men and women on workplace. Among the activities organized there are:

- A series of lectures organized once per year for senior employees directly subordinated to the Defense Minister, for other senior employees, and for employees who are in charge of conceptual activities focused on the principle of equal status of men and women;
- Educational activities, compilation of technical literature and methodological materials based on requirements of MoD senior employees and in cooperation with non-governmental organizations dealing with equal opportunities for men and women, and labor unions operating within the MoD;
- Employees are educated within commanders’ and operational preparation of commanders including the commanders’ corps and pedagogical employees of military schools;
- Students of military schools are trained within the general curriculum;
- Senior employees of MoD organizational units are in charge of, if necessary and in cooperation with relevant labor unions, educating civilian employees at each workplace within their competence at least once per year.

These activities take place on a regular basis because the awareness of equal treatment of men and women must be raised also with regard to the newly accepted (assigned) male and female employees.

The director of MoD Communications Department is in charge of publishing technical and educational articles on equal opportunities of men and women in the armed forces; articles which raise legal awareness in this area; and articles which inform on addressing this issue in armies abroad. These materials point out potential violation of equal opportunities of men and women.

Goals:

- To present the gender aspect within the MoD and via contact embassies more proactively,
- To present assessment of MoD priorities and procedures fulfilment when enforcing the principle of equal opportunities for men and women,
- To enlarge the overview of statistical data on the website www.army.cz and to complement it with an analysis,
- To present basic information and statistics on the website www.army.cz in English.

Protection

Suitable protection against discriminatory behavior:
- To respect the relevant measures,
- To make internal regulations to make sure the general principles are respected,
- Control mechanisms,
- Informativeness,
- Research and analyses,
- To uncover discrimination.

Service aid Pers-51-1 “Equal Treatment of Men and Women” informs about the possibility for a civilian employee to file a complaint under provision in Art. 97 to 109 of Labor Order. Male and female soldiers can point out improper behavior by filing a complaint under provision in sec. 153 of Act no. 221/1999 Coll., on Military Professionals, as amended, and provision in Art. 13 to 33 of Basic Order of Armed Forces of the Czech Republic.

When investigating discriminatory behavior, legal and internal regulations are followed, particularly the internal regulation DMO no. 40/2014 of the Bulletin “Inspection in MoD” (Internal Inspection Rules) and DMO no. 41/2014 of the Bulletin “Responding to Petitions and Complaints” (Petition and Complaints Rules). At the same time, the principle of impartiality must be respected.

If rights and obligations arising from the right for equal treatment are violated, or if discrimination on the grounds of gender occurs, the injured party can contact, within formal as well as informal solution method, the MoD Chief Inspector of the Protection of Human Rights.

In compliance with sec. 11 para. 1 letter b) of Anti-Discrimination Act, the injured party can contact the Public Defender of Rights (ombudsman), who can assess the situation, suggest the most suitable option of further procedure and, if necessary, provide information on legal advice, or offer cooperation when drafting proposals and pleadings7.

Service authorities should also inform employees subordinated to them on the possibility of consultation in this domain (for this purpose, a new list of contact information was made and published in the service aid Pers-51-1 “Equal Treatment of Men and Women”).

Goals:
- To present statistical data,
- To publish information on internal regulations and the given control mechanisms.

Participation

MoD StSe at national level:

a) Represents MoD in Government Council for Equal Opportunities for Women and Men and creates working conditions for the cooperation with other ministries;

b) Represents the MoD in committees of the Government Council for Equal Opportunities for Women and Men;

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7 www.ochrance.cz/diskriminace
Discusses the issue of enforcing the principle of equal treatment of men and women at work and the issue of establishing the necessary conditions to implement this principle with labor unions active in the MoD (Czechoslovak Labor Union Association of Civilian Employees of the Army, Independent Labor Union Association of MoD Employees).

Permanent ACR Delegate in NCGP at the international level:

a) Is in charge of cooperation, or within the NCGP activity contributes to the activity of this institution all year round, and is responsible for the participation of ACR observers at events (conferences) organized by this committee;

b) Permanent delegate and conference participants (observers) are obliged to make a report from the information acquired and submit it upon return from the event to the Chief of the General Staff of the ACR (CHOD ACR). These summary reports are used during educational activities of MoD senior employees.

Goals:
- To search for suitable projects in the area of enforcing equal opportunities of men and women in MoD and abroad in a proactive way,
- To interconnect the individual entities active in the area of equal opportunities and gender perspective at all levels,
- To inform one another about activity,
- To prevent duplication of activity.
### IV. MOD PRIORITIES AND PROCEDURES WHEN ENFORCING EQUAL OPPORTUNITIES FOR MEN AND WOMEN

<table>
<thead>
<tr>
<th>Goal</th>
<th>Implementation</th>
<th>Responsibility</th>
<th>In cooperation with</th>
<th>Date</th>
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<tbody>
<tr>
<td>Establish legal prerequisites for equal opportunities for men and women in MoD</td>
<td>When preparing new legal regulations, consistently make sure principles of equal opportunities for women and men in society are enforced. In this area, also cooperation with non-governmental organizations which are in charge of equal opportunities for men and women can be used, or their opinions on the issue can be requested.</td>
<td>Owners in relevant MoD components</td>
<td>Director, Legislative and Analytical Department of MoD Legal Division; labor unions</td>
<td>permanently</td>
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<td>By the same token, prepare internal regulations (DMO, MoD normative decree, military regulations). When preparing them, request opinion of the cooperating MoD StSe Division, which is in charge of addressing the issue.</td>
<td>Owners in relevant MoD components</td>
<td>Director, Organizations Management Department of MoD Legal Division; labor unions</td>
<td>permanently</td>
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<tr>
<td>Raise legal awareness in the area of equal opportunities of women and men</td>
<td>Proceed in series of lectures focused on the area of human rights with regard to the equality of men and women for all MoD male and female employees (senior, concept and other male and female experts).</td>
<td>MoD StSe</td>
<td>senior employees</td>
<td>permanently</td>
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<td>Acquaint civilian male and female employees with ministerial measures to enforce equal opportunities for women and men, and provide their training.</td>
<td>senior employees</td>
<td>MoD StSe; labor unions</td>
<td>every year, by 31/12</td>
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<td>Include the issue of equal opportunities for men and women and elimination of gender stereotypes and incorrect expression from the point of view of gender in commanders’ and operational preparation of male or female commanders and in commanders’ assemblies of various levels. Provide this preparation also to civilian male and female employees. By the same token, train male</td>
<td>ACR CHOD; MoD StSe</td>
<td>senior employees</td>
<td>every year, by 31/12</td>
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and female members of pedagogical and commanders’ corps of military schools.

Include the gender issue in preparation of military personnel to be sent to foreign operations in compliance with Resolutions 1325 and 1820.

Publish technical as well as educational articles on equal opportunities for men and women in the armed forces, or articles uncovering cases of their violation and articles increasing legal awareness of the issue of equal opportunities for men and women at work. Then to present information concerning deployment of women in foreign operations, both in the monthly A-Report and in other media, including the presentation of adopted ministerial measures on the MoD website (www.army.cz).

Collect information summarizing the experience of foreign armies, including NATO armies, with women’s service. For this purpose, use materials drafted every year by the NATO Committee on Gender Perspectives (NCGP). Use the materials also for further education of male or female employees.

When providing educational and awareness-raising events, including providing technical literature on the issue of men and women, cooperate with the MoD StSe Division, or non-governmental organizations directly in charge of this issue.

| Creating equal opportunities for women and men to pursue professional | MoD StSe | ACR CHOD | Date for cooperation: send materials every year by 15/2 with the |
| career employees (male and female soldiers) on the issue of women’s status in the armed forces with an emphasis on a reflection on social disparity between men and women in relation to the motivation to perform service; assess current working and living conditions; - proportion of men and women in working and service relation in chief systemized positions and other expert positions, meeting their qualification prerequisites and qualification requirements including the age structure; - proportion of men and women studying at military schools in comparison with male and female candidates for study at these educational facilities; - proportion of men and women in service in foreign military operations under the auspices of NATO, UN, OSCE; - average salary of men as compared to that of women in working and service relation in this order – salary rate, extra pay for rank, extra pay for management, incentives and performance bonuses, in compliance with provisions in the relevant legal rules. | In connection with performed analyses and with regard to the results of research, monitor the situation of representation of women and men in service and working relations in chief systemized positions, contribute to the increase of the ratio of women in important systemized positions. | MoD StSe | senior employees | regularly | situation as at 1/1, or at 15/1 Date for responsibility: make assessment (analysis) and submit to MoD StSe always by 31/3 |

| Monitor, assess, apply the principle of equal opportunities When performing planning, controlling and evaluation in MoD, focus on respecting the principle of equal opportunities for men and women. As part of harmonizing working, private and family lives, actively support (in compliance with legal regulations) flexible forms of work, and inform male and female senior employees labor unions regularly |

| senior employees MoD StSe; labor unions regularly |
employees and male and female candidates about the option to work flexitime.

Monitor/assess and address sexual harassment on the workplace.

| Cooperate with other institutions and organizations | Cooperate with women’s organizations in the civilian and military spheres and with labor unions (Bohemian-Moravian Labor Union of Army Civilian Employees, MoD Independent Labor Association) when enforcing equal opportunities for men and women in MoD and when improving their living conditions and services; if possible and within subvention policy, support projects enforcing equality between women and men. Cooperate with NCGP and other foreign armies. Use experience from this cooperation also when addressing the issue of equal opportunities for women and men in the ACR. Make sure the permanent ACR delegate in NCGP, or male and female observers participate at the NCGP conference. Contribute to the activity of this institution all year round. Contribute to the activity of interministerial bodies in charge of the area of human rights and addressing equal opportunities for men and women, especially the Government Council For Equal Opportunities for Women and Men, Czech Government Council For Human Rights, including committees of these Government advisory bodies. | senior employees | MoD StSe; MoD Supervision and Controlling Division; CHOD Inspectorate | regularly |

| Implement priorities when | Fulfill priorities and procedures in the area of equal opportunities for men and women, inspect and submit | MoD StSe | senior employees | every year on 31/12 at latest |
enforcing equal opportunities for men and women information to the MoD State Secretary on an annual basis. Regularly update every measure.

This subdocument/draft to complement the Internal Regulation “Enforcing the Principle of Equality of Men and Women in the MoD”, including fulfillment indicators, is annually updated based on a Government resolution, or based on output from a quantitative gender analysis.
V. UPDATES AND ASSESSMENT

MoD AP 1325 update and assessment are taking place simultaneously with changes in MoD measures to enforce the principle of equality between men and women (if they are changes which significantly change the concept of the whole document). The assessment indicators are listed in annex 2.

VI. CURRENT MOD PROJECTS WITHIN IMPLEMENTATION OF UN SECURITY COUNCIL RESOLUTION 1325 ON WOMEN, PEACE AND SECURITY

*Children’s Center for pre-school children of MoD employees*

In 2012 took place a questionnaire survey concerning the problem of combining childcare and service and work-related obligations of MoD employees. The aim was to assess the capacities, needs, wishes and interests of the employees related to the option of accepting help with childcare of pre-school children, and to gain input information needed to draft a possible solution.

Based on the information gained from the questionnaire survey, the Defense Minister established a working group, which assessed further capacities and needs of the MoD (location/premises, finances, etc.) and prepared a possible solution. Based on such proposal, the Defense Minister ordered that a pre-school facility be established for the MoD employees – MoD Children’s Center” (pilot project lasting 12 months), and defined the conditions, responsibility, cooperation and dates for fulfilling the individual steps.

The first group of children started attending this pre-school facility on 2 January 2014 and it is currently attended by 24 children who are 2 years old or over, but younger than children ready to attend an elementary school.

The next step could be not only to extend the capacity of this service, but it is also expected that this service would be provided to more military units and installations of the MoD. For this purpose, a methodological procedure which should help establish similar facilities is to be drafted.

*Jordan Trust Fund III*

In 2012, as part of partner cooperation and implementation of Resolution 1325, Jordan asked for trust fund III with the aim to implement a 3-year program focused on the training of Jordan female soldiers in EOD (Explosive Ordnance Disposal). The CR, as part of its proactive performance of its role of a *liaison embassy* in Jordan, applied to become the “lead nation”, and its contribution in the amount of 15,000 EUR helped, via the NSPA (NATO Support Agency) in the capacity of a project manager, compile a study on the project’s feasibility.

In the study, the aim of the Jordan Trust Fund III was reformulated; the most important outcome is the modernization and capacity extension of the Women’s Training Center of Excellence. The modernization process should include an extension of courses offered to female soldiers and the acquisition of the status of a NATO regional partner center.

The Czech Government has approved a contribution to this Trust Fund from the Ministry of Foreign Affairs and the MoD in the total amount of 139,968 EUR.

In March 2014 the project was officially presented at a NATO press conference, and the following countries officially decided to support it – Norway as the second “lead nation” and
Switzerland. More member states followed (Finland, Luxembourg, the Netherlands and Turkey).

The whole project was designed in such a way that it is possible to end or suspend it in any of the phases; with a relatively large budget, this offers certain flexibility during adherence to it. At the same time, each phase brings its own added value. By the end of phase I, the scope of the gender problems in the JAF (Jordanian Armed Forces) should be clearly defined in the form of a three-year JAF National Action Plan. In phase II the training center should be modernized, and in phase III the offer of courses should be extended in the region.

The total budget of Trust Fund III is estimated at 3.6 mil. EUR now. The financial means will be provided via donors’ payments to the Trust Fund, “in-kind” contributions and subventions. At present, NATO is discussing a proposal on the redistribution of the Trust Fund budget so that it can be launched already before the end of 2015 – as compared to the original plan, the majority of reconstruction work would be done in phase II and, on the contrary, phase II would be extended to include more security components, such as the police, gendarmerie and civilian protection. Jordan also promised further engagement so it was possible to reduce the estimated costs for the whole project up to the amount which is available already now.

The NATO Trust Fund expenditures should be used particularly to: adapt the center to women’s training; improve basic living standards of the recruited women/students and trainers; improve and modernize demonstration and teaching aids; establish and support standards attractive for foreign female students, and reestablish a spiritual house for women serving in the JAF.

Budget reallocation was discussed in May 2015 and approved at a session of NATO ministers of foreign affairs; thanks to this development, it was possible to officially launch the project.

VII. LIST OF ANNEXES
Annex 1 UN Security Council Resolution 1325 on Women, Peace and Security
Annex 2 Indicators for the assessment of fulfillment of provisions in Government and ministerial measures to enforce equal opportunities for women and men
Annex 3 Terminology
UN Security Council Resolution 1325 on Women, Peace and Security

Security Council Distr.: General
31 October 2000

Resolution 1325 (2000)
Adopted by the Security Council at its 4213th meeting, on 31 October 2000

The Security Council,


Recalling also the commitments of the Beijing Declaration and Platform for Action (A/52/231) as well as those contained in the outcome document of the twenty-third Special Session of the United Nations General Assembly entitled “Women 2000: Gender Equality, Development and Peace for the Twenty-First Century” (A/S 23/10/Rev.1), in particular those concerning women and armed conflict,

Bearing in mind the purposes and principles of the Charter of the United Nations and the primary responsibility of the Security Council under the Charter for the maintenance of international peace and security,

Expressing concern that civilians, particularly women and children, account for the vast majority of those adversely affected by armed conflict, including as refugees and internally displaced persons, and increasingly are targeted by combatants and armed elements, and recognizing the consequent impact this has on durable peace and reconciliation,

Reaffirming the important role of women in the prevention and resolution of conflicts and in peace-building, and stressing the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution,

Reaffirming also the need to implement fully international humanitarian and human rights law that protects the rights of women and girls during and after conflicts,

Emphasizing the need for all parties to ensure that mine clearance and mine awareness programmes take into account the special needs of women and girls,

Recognizing the urgent need to mainstream a gender perspective into peacekeeping operations, and in this regard noting the Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations (S/2000/693),

Annex 1
Recognizing also the importance of the recommendation contained in the statement of its president to the press of 8 March 2000 for specialized training for all peacekeeping personnel on the protection, special needs and human rights of women and children in conflict situations,

Recognizing that an understanding of the impact of armed conflict on women and girls, effective institutional arrangements to guarantee their protection and full participation in the peace process can significantly contribute to the maintenance and promotion of international peace and security,

Noting the need to consolidate data on the impact of armed conflict on women and girls,

1. Urges Member States to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict;

2. Encourages the Secretary-General to implement his strategic plan of action (A/49/587) calling for an increase in the participation of women at decision-making levels in conflict resolution and peace processes;

3. Urges the Secretary-General to appoint more women as special representatives and envoys to pursue good offices on his behalf, and in this regard calls on Member States to provide candidates to the Secretary-General, for inclusion in a regularly updated centralized roster;

4. Further urges the Secretary-General to seek to expand the role and contribution of women in United Nations field-based operations, and especially among military observers, civilian police, human rights and humanitarian personnel;

5. Expresses its willingness to incorporate a gender perspective into peacekeeping operations, and urges the Secretary-General to ensure that, where appropriate, field operations include a gender component;

6. Requests the Secretary-General to provide to Member States training guidelines and materials on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peace-building measures, invites Member States to incorporate these elements as well as HIV/AIDS awareness training into their national training programmes for military and civilian police personnel in preparation for deployment, and further requests the Secretary-General to ensure that civilian personnel of peacekeeping operations receive similar training;

7. Urges Member States to increase their voluntary financial, technical and logistical support for gender-sensitive training efforts, including those undertaken by relevant funds and programmes, inter alia, the United Nations Fund for Women and United Nations Children’s Fund, and by the Office of the United Nations High Commissioner for Refugees and other relevant bodies;

8. Calls on all actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including, inter alia:

   a. The special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction;
   b. Measures that support local women’s peace initiatives and indigenous processes for conflict resolution, and that involve women in all of the implementation mechanisms of the peace agreements;
c. Measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary;


10. **Calls on** all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;

11. **Emphasizes** the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard **stresses** the need to exclude these crimes, where feasible from amnesty provisions;

12. **Calls upon** all parties to armed conflict to respect the civilian and humanitarian character of refugee camps and settlements, and to take into account the particular needs of women and girls, including in their design, and recalls its resolutions 1208 (1998) of 19 Nov. 1998 and 1296 (2000) of 19 April 2000;

13. **Encourages** all those involved in the planning for disarmament, demobilization and reintegration to consider the different needs of female and male ex-combatants and to take into account the needs of their dependants;

14. **Reaffirms** its readiness, whenever measures are adopted under Article 41 of the Charter of the United Nations, to give consideration to their potential impact on the civilian population, bearing in mind the special needs of women and girls, in order to consider appropriate humanitarian exemptions;

15. **Expresses** its willingness to ensure that Security Council missions take into account gender considerations and the rights of women, including through consultation with local and international women’s groups;

16. **Invites** the Secretary-General to carry out a study on the impact of armed conflict on women and girls, the role of women in peace-building and the gender dimensions of peace processes and conflict resolution, and **further invites** him to submit a report to the Security Council on the results of this study and to make this available to all Member States of the United Nations;

17. **Requests** the Secretary-General, where appropriate, to include in his reporting to the Security Council progress on gender mainstreaming throughout peacekeeping missions and all other aspects relating to women and girls;

18. **Decides** to remain actively seized of the matter.
Annex 2

Indicators for the assessment of fulfillment of provisions in Government and ministerial measures to enforce equal opportunities for women and men

To assess drafting of legal prerequisites:

- To inform on possible changes in internal regulations having a different impact on men and on women, which have taken place in the period assessed, on proposals for their cancellation, etc.; to mention possible cooperation with social partners and non-governmental organizations during the preparation or revision of legal regulations.

To assess educational activities in the area of equal opportunities:

- Give examples of specific activities, or technical literature or methodology used during civilian employees’ training; mention the topics, or frequency and cooperation with non-governmental organizations and social partners;

- State the methods and scope of male and female soldiers’ training within various types of preparation (basic, professional and specialized training, warrant officers’, officers’ and professional courses), or the technical literature or methodology used;

- State whether the gender issue is included in the system of preparation of all new contingents, or state another method or scope of preparation of military personnel to be sent to operations abroad; state how obligations and recommendations arising from Resolutions 1325 and 1820 (on sexual violence during armed conflicts) are included in this preparation;

- Describe the educational process of students in the area of human rights at military schools, its scope, including the technical literature used.

To assess media policy at national and ministerial levels:

- Give the information, mention activities and quantify them (interviews, articles, publications, or other information concerning women’s activity in the ACR), both in the ministerial and national media.

To assess cooperation with other institutions and organizations in the area of equal opportunities:

- Give example of specific cooperation with specific non-governmental organizations, social partners, partners from the given profession, or cooperation with other ministries, and mention the area and purpose (e.g. offer technical materials, lecturing, consultation, etc.).

To assess resolution of cases of violation of the principle of equal opportunities:

- Give the number of pleadings which concerned the violation of the principle of equal opportunities, including a brief description of the case; mention the uncovered cases of sexual harassment on the workplace, including their resolution; assess the method of pleading resolution (e.g. cooperation with non-governmental organizations, use of methodology in compliance with aid Pers-51-1 “Equal Treatment of Men and Women”, etc.).
Terminology

In general, it is difficult to understand expressions and terms which are hard to translate and which are being introduced into the target language without gradual development. The most precise definitions of expressions and terms which are difficult to understand for Czech language users are listed in the MoD service aid Pers-51-1 from 2011 entitled “Equal Treatment of Men and Women”.

**Equal Opportunities for Men and Women** involve the elimination of obstacles standing in the way of participation in economic, political and social life due to gender. The idea is that men and women should be in the same starting position and that neither of the genders is forced to surmount social prejudice and stereotypes which make free choice of life and professional goals impossible.\(^8\)

**Gender\(^9\) (gender issues)** is a concept which refers to social differences between men and women due to their sex, i.e. the physiological differences between men and women, in particular differences concerning sexual organs and the predispositions to reproduction. These differences are determined by culture and the society, and represent their constructs, i.e. they can evolve in the course of time and differ within a given culture as well as across various cultures. They are subject to socialization. Therefore the binding force of these differences is not natural and inalterable, and thus represents a temporary stage in the development of social relationships between men and women.\(^8\)

**Gender stereotypes** are deeply rooted traditional ideas, clichés and prejudice related to the roles of a man and a woman in the society.\(^8\)

**Gender mainstreaming** is a method which will help senior employees (service institutions) enforce equality between the sexes. The idea is that during all decision-making processes, one of the criteria is the assessment of the positive and negative impacts on men and on women. The method consists in integrating decision-making processes into the perspective of harmonizing the opportunities for men and women in all areas of activity of the Ministry of Defense and assessment of this activity.\(^8\)

\(^8\) Service aid Pers-51-1 “Equal Treatment of Men and Women”

\(^9\) The word comes from lat. *genus, generis*; it originally meant family or descent but also designated a grammatical category. In search for a counterpart of the English word *sex* which refers to the biological distinction between men and women, another meaning of the word *gender* was introduced to differentiate between men and women in cultural context. The word *gender*, including the new meaning attached to it, has spread into other languages. The concept was introduced to social sciences in the second half of the 20th century.