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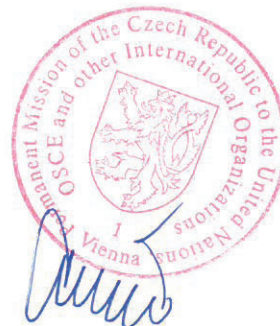
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#### NOTE VERBALE

The Permanent Mission of the Czech Republic to the United Nations, OSCE and other International Organizations in Vienna presents its compliments to all Missions and Delegations to the OSCE in Vienna and to the OSCE Conflict Prevention Centre and has the honour to convey the Czech Republic's Annual Information Exchange on the Implementation of the Code of Conduct on Politico-Military Aspects of Security in accordance with the Decision 2/09 of the Forum for Security Co-operation.

The Permanent Mission of the Czech Republic to the United Nations, OSCE and other International Organizations in Vienna avails itself of this opportunity to renew to all Missions and Delegations to the OSCE and to the OSCE Conflict Prevention Centre the assurances of its highest consideration.

Vienna, 15 April 2021



To: all Permanent Missions and Delegations to the OSCE  
the OSCE Conflict Prevention Centre

V i e n n a

**Information Exchange on the OSCE Code of Conduct  
on Politico-Military Aspects of Security  
Czech Republic  
2020**

**Section I: Inter-State elements**

**1. Account of measures to prevent and combat terrorism**

**1.1 To which agreements and arrangements (universal, regional, subregional and bilateral) related to preventing and combating terrorism is your State a party?**

The Czech Republic is a party to all (5) United Nations conventions on terrorism deposited with the Secretary-General and all (8) multilateral conventions deposited with other depositaries.

The Czech Republic is a party to the following international instruments related to the fight against terrorism:

- Convention on Offences and Certain Other Acts Committed on Board Aircraft (Tokyo, 14 September 1963);
- Convention for the Suppression of Unlawful Seizure of Aircraft (The Hague, 16 December 1970);
- Convention for the Suppression of Unlawful Acts against the Safety of Civil Aviation (Montreal, 23 September 1971);
- Convention on the Prevention and Punishment of Crimes against Internationally Protected Persons, including Diplomatic Agents (New York, 14 December 1973);
- International Convention Against the Taking of Hostages (New York, 17 December 1979);
- Convention of the Physical Protection of Nuclear Materials (Vienna, 3 March 1980);
- Protocol for the Suppression of Unlawful Acts of Violence at Airport Serving International Civil Aviation, supplementary to the Convention for the Suppression of Unlawful Acts against the Safety of Civil Aviation (Montreal, 24 February 1988);
- Convention for the Suppression of Unlawful Acts against the Safety of Maritime Navigation (Rome, 1988);
- Protocol for the Suppression of Unlawful Acts against the Safety of Fixed Platforms Located on the Continental Shelf (Rome, 1988);
- Convention on the Marking of Plastic Explosives for the Purpose of Detection (Montreal, 1 March 1991);
- International Convention for the Suppression of Terrorist Bombings (New York, 15 December 1997);
- International Convention for the Suppression of the Financing of Terrorism (New York, 9 December 1999);
- International Convention for the Suppression of Acts of Nuclear Terrorism (New York, 13 April 2005);
- Convention on the Suppression of Unlawful Acts Relating to International Civil Aviation (Beijing, 10 September 2010, date of entry into force: 1 July 2018);
- Protocol Supplementary to the Convention for the Suppression of Unlawful Seizure of Aircraft (Beijing, 10 September 2010, not in force yet, however, the Czech Republic has deposited its instrument of ratification on 2 July 2013, date of entry into force: 1 January 2018).

## **Council of Europe**

The Czech Republic is a party to the European Convention on the Suppression of Terrorism (Strasbourg, 27 January 1977). It has actively contributed to the process of amending this Convention. On 27 November 2007, the Czech Republic also signed the Protocol Amending the European Convention on the Suppression of Terrorism (Strasbourg, 15 May 2003, reference: ETS 190).

The Council of Europe established the Committee of Experts on Terrorism (CODEXTER), which replaced the GMT (the Multidisciplinary Group on International Action against Terrorism) in 2003 and is still active and coordinates the implementation of activities in the priority areas. This work has resulted in several international instruments and publications. One of the key conclusions is also a general agreement on strengthening cooperation and exchange of best practice in the “Bringing Terrorists to Justice” initiative – a successful prosecution and conviction of perpetrators of acts of terrorism, protection and support for victims of terrorism and protection of police officers and officials involved in the fight against terrorism.

Since the 1st of January 2018 the Czech Republic is a party to the 2005 Council of Europe Convention on the Prevention of Terrorism (CETS 196) and to the Additional Protocol of the respective Convention. The Czech Republic ratified CETS 196 on the 21st of September 2017. Before that, the Czech republic had to adopt new legislation because of previous absence of criminal liability of legal persons in the Czech legal system; without such liability, the Czech Republic was not able to fulfill the Convention.

## **Bilateral Agreements**

Treaties of the law enforcement cooperation, which include the aspect of the fight against terrorism, and entered into force:

### **Albania**

1. Agreement between the Government of the Czech Republic and the Council of Ministers of the Republic of Albania on Cooperation in Combating Crime (Prague, 27 April 2009)

### **Armenia**

2. Agreement between the Government of the Czech Republic and the Government of the Republic of Armenia on Cooperation in the Fight against Crime (Prague, 30 January 2014)

### **Belgium**

3. Agreement between the Government of the Czech Republic and the Government of the Kingdom of Belgium on Police Cooperation (Brussels, 27 November 2008)

### **Bosnia and Herzegovina**

4. Agreement between the Czech Republic and Bosnia and Herzegovina on Cooperation in the Fight against Crime, in Particular Terrorism, Illicit Trafficking in Narcotic Drugs and Psychotropic Substances and Organized Crime (Sarajevo, 12 September 2013)

### **Bulgaria**

5. Agreement between the Government of the Czech Republic and the Government of the Republic of Bulgaria on Cooperation in the Fight Against Crime and Protection of Public Order and Security (Brussels, 30 November 2009)

### **France**

6. Agreement between the Government of the Czech Republic and the Government of the French Republic on Cooperation in the Field of Police, Public Order and Public Administration, (Prague, 2 April 1997)

### **Chile**

7. Agreement between the Government of the Czech Republic and the Government of the Republic of Chile on cooperation in Combating International Terrorism, International Organized Crime and Illicit Trafficking in Narcotic Drugs and Psychotropic Substances as well as Radioactive Substances (Santiago, 23 September 1996)

#### **Croatia**

8. Agreement between the Government of the Czech Republic and the Government of the Republic of Croatia on Cooperation in the Fight against Organized Crime, Illicit Trafficking in Narcotic Drugs and Psychotropic Substances, Terrorism as well as other Kinds of Serious Crime (Prague, 30 November 1999)

#### **Italy**

9. Agreement between the Government of the Czech Republic and the Government of the Italian Republic on Cooperation in the Fight against Terrorism, Organized Crime and Illicit Trafficking in Narcotic Drugs and Psychotropic Substances (Prague, 22 March 1999)

#### **Israel**

10. Agreement between the Czech Republic and the State of Israel on Cooperation in the Fight against Crime (Jerusalem, 7 October 2013)

#### **Kazakhstan**

11. Agreement between the Government of the Czech Republic and the Government of the Republic of Kazakhstan on Cooperation in Combating Crime, Astana, 23 November 2017)

#### **Kyrgyzstan**

12. Agreement between the Government of the Czech Republic and the Government of the Republic of Kyrgyzstan on Cooperation in the Fight against Organized Crime, Illicit Trafficking in Narcotic Drugs and Psychotropic Substances and Precursors, Terrorism as well as other Kinds of Serious Crime (Bishkek, 8 April 1998)

#### **Cyprus**

13. Agreement for Cooperation between the Ministry of Interior of the Czech and Slovak Federal Republic and the Ministry of Interior of the Republic of Cyprus (Prague, 7 December 1992)

#### **Lithuania**

14. Agreement on Cooperation between the Ministry of Interior of the Czech Republic and the Ministry of Interior of the Republic of Lithuania (Vilnius, 29 March 1996)

#### **Latvia**

15. Agreement between the Government of the Czech Republic and the Government of the Republic of Latvia on Co-operation in Combating Terrorism, Illicit Trafficking in Narcotic Drugs and Psychotropic Substances and Organised Crime (Prague, 14 November 2000)

#### **Hungary**

16. Agreement between the Government of the Czech Republic and the Government of Hungarian Republic on Cooperation in the Fight against Terrorism, Suppress of Illicit Trafficking in Narcotic Drugs and Psychotropic Substances as well as Organized Crime, (Prague, 16 February 1996)

#### **Macedonia (FYROM)**

17. Agreement between the Government of the Czech Republic and the Government of the Republic of Macedonia on Cooperation in the Fight against Crime (Prague, 9 February 2010)

#### **Moldova**

18. Agreement between the Government of the Czech Republic and the Government of the Republic of Moldova on Cooperation in Combating Organized Crime, Illicit Trafficking in Narcotic Drugs and Psychotropic Substances, Terrorism as well as other Kinds of Crime (Prague 7 August 2003)

**Montenegro**

19. Agreement between the Czech Republic and Montenegro on Cooperation in the Fight against Crime (Podgorica, 22 June 2012)

**Poland**

20. Agreement between the Czech Republic and the Republic of Poland on Cooperation in the Fight against Crime, Protection of Public Order and Cooperation in the Border Areas (Warsaw, 21 June 2006)

**Austria**

21. Agreement between the Czech Republic and the Republic of Austria on Police Cooperation and on the Second Amendment to European Convention on Mutual Assistance on Criminal Matters (Vienna, 14 July 2005), as amended in 2016

**Romania**

22. Agreement between the Czech Republic and Romania on Cooperation in Combating Organized Crime, Illicit Trafficking in Narcotic Drugs, Psychotropic Substances and Precursors, Terrorism, as well as other Serious Crime (Prague, 13 November 2001)

**Russian Federation**

23. Agreement between the Czech Republic and the Russian Federation on Cooperation in the Field of Fight against Crime (Prague, 8 December 2011)

**Slovakia**

24. Agreement between the Czech Republic and the Slovak Republic on Cooperation in Combating Crime, Protection of Public Order and State Borders Protection (Bratislava 27 January 2004) as amended in 2014

**Slovenia**

25. Agreement between the Government of the Czech Republic and the Government of the Republic of Latvia on Suppression of Illicit Trafficking in Narcotic Drugs and Psychotropic Substances and Organised Crime and Combating Terrorism (Ljubljana, 22 May 1998)

**Serbia**

26. Agreement between the Government of the Czech Republic and the Government of the Republic of Serbia on Police Cooperation in the Fight against Crime (Prague, 17 December 2010)

**Germany**

27. Agreement between the Czech Republic and the Federal Republic of Germany on Police Cooperation and on Amendment of the Agreement between the Czech Republic and the Federal Republic of Germany on Amendments to European Convention on Mutual Assistance in Criminal Matters of 20 April 1959 and on Facilitation of its Application of 2 February 2000 (Prague, 28 April 2015) and Implementing Arrangement to it (8 April 2015)

**Switzerland**

28. Agreement between the Czech Republic and the Swiss Confederation on Police Cooperation in the Fight against Crime (Prague, 31 May 2005)

**Tunisia**

29. Agreement on Cooperation between the Ministry of Interior of the Czech Republic and the Ministry of Interior of the Republic of Tunisia (Prague, 10 May 1999)

**Turkey**

30. Agreement between the Ministry of Interior of the Czech Republic and the Ministry of Interior of the Republic of Turkey on Cooperation in Combating the International Illicit Trafficking in Narcotic Drugs and Psychotropic Substances, International Terrorism and Organized Crime (Ankara, 17 January 1997)

#### **Ukraine**

31. Agreement between the Government of the Czech Republic and the Government of Ukraine on Cooperation in the Fight against Organized Crime, Terrorism and Illicit Trafficking in Narcotic Drugs and Psychotropic Substances (Kiev, 30 June 1997)

#### **Uzbekistan**

32. Agreement between the Government of the Czech Republic and the Government of the Republic of Uzbekistan on Cooperation in the Fight against Crime (Tashkent, 17 June 1998)

#### **United States of America**

33. Agreement between the Ministry of Defense and the Department of State of the United States of America concerning the Provision for Assistance for Counterterrorism, Military and Stability Operations, Prague, 8 August 2007
34. Agreement between the Government of the Czech Republic and the Government of the United States of America on Enhancing Cooperation in Preventing and Combating Serious Crime, (Prague 12 November 2008)

#### **Vietnam**

35. Agreement between the Government of the Czech Republic and the Government of the Socialist Republic of Viet Nam on Cooperation in Combating Crime (Hanoi, 7 June 2017)

### **1.2 What national legislation has been adopted in your State to implement the abovementioned agreements and arrangements?**

The Czech Republic has no special anti-terrorism act. Terrorism related offences are covered by different sections of the Criminal Code (Act No. 40/2009 Coll.). The new Criminal Code meets all requirements of the above-mentioned treaties and it also complies e.g. with the requirements of the EU Council Framework Decision 2002/475/JHA on combating terrorism. Currently, the terrorism related offences are covered by the following provisions of the Criminal Code: Section 310 (subversion of the Republic), Section 311 (terrorist attack), Section 312 (terror), Section 272 (public danger), Section 291 (endangering the safety of aircraft and civil vessels), Section 292 (hijacking an aircraft to a foreign country), etc. Other relevant provisions involve sabotage (Sections 314), participation in an organized criminal group (Section 361), endangering of public utilities (Section 276), taking hostages (Section 174), extortion (Section 175), unauthorized acquisition or possession of arms (Section 279), unauthorized production and possession of radioactive material and highly dangerous substances (Section 281), spreading of alarming information (Section 357), etc. The protection of witnesses and victims of criminal offences (including terrorist attacks) is covered by the Code of Criminal Procedure (Act No. 141/1961 Coll., as amended). The Czech Republic has also approved two special acts: The Act on a Special Protection of a Witness and Other Persons in Connection with Criminal Proceedings (Act No. 137/2001 Coll.), and The Act on a Financial Assistance to Victims of Crime.

Information on national efforts to prevent and combat terrorism, including appropriate information on legislation beyond United Nations conventions and protocols (e.g. pertaining and financing of terrorist groups): The Government of the Czech Republic approved its first National Action Plan to Combat Terrorism in 2002 (Government Resolution No. 385 of 10

April 2002). At present, the Strategy of the Czech Republic for the Fight against Terrorism from 2013 onward (Government Resolution No. 252 of 20 March 2013) which replaced previous strategies and action plans, is the Czech Republic's valid counter-terrorism document. Its text goes along with the EU Action Plan on the Fight against Terrorism, as well as with the EU Counter-Terrorism Strategy.

As a general rule, international conventions may be applied directly, having precedence over domestic laws, if their provisions are capable of being applied this way (e.g. MLA provisions).

The Act on Corporate Criminal Liability has been adopted to complement existing criminal law (Act No. 418/2011 Coll., entry into force on 1 January 2012). It applies to all forms of legal persons (including churches, foundations and business companies) with the exception of the State and regional and municipal authorities. The main purpose of this Act is to implement various international treaties that require corporate liability for offences stipulated therein (such as terrorism, corruption etc.). The law enables criminal judge to impose fines and other sanctions (including dissolution) on legal persons.

### **1.3 What are the roles and missions of military, paramilitary and security forces and the police in preventing and combating terrorism in your State?**

In the territory of the Czech Republic, the Czech Armed Forces may assist the Police in guarding important places and institutions. The agenda of the fight against terrorism in the Czech Republic falls especially within the competence of the Ministry of Interior (MoI), the Police of the Czech Republic (PCR) and the intelligence services of the Czech Republic. Certain functions and activities in this field require the cooperation of the Ministry of Defence (MoD), Ministry of Health (MoH) and the Ministry of Foreign Affairs (MFA). In fact, all the ministries, many other central state authorities, as well as regional authorities, private companies and every resident, can play some role in the counterterrorism activities in the Czech Republic. The MoI coordinates crisis management activities in response to terrorist acts and similar incidents seriously endangering critical infrastructure, civilian population and their property, and the public order. The MFA coordinates the government's response to emergencies abroad that could affect the Czech Republic's interests. The PCR units involved in the fight against terrorism are subordinated to the Office of the Criminal Police and Investigation Service (National Center for Combating Organised Crime, General Crime Department), Deputy Police President for Uniformed Police (Protection Service), Deputy Police President responsible for international co-operation (International Police Cooperation Department – Interpol Prague) and the Office of the Police President (Rapid Response Unit).

The fight against terrorism must be comprehensive, including traditional police methods and legislative, social, technical, military, and foreign policy measures. One of these measures was creation of the National Focal Point for Terrorism as a specialised department within the National Center for Combating Organised Crime. It is a specialised central communication, information and analytical department of the Police of the Czech Republic, dealing with relevant information on terrorism and persons suspected of being linked to terrorists or terrorist organisations. Principal goals include gathering and analysing relevant information, monitoring and evaluating the threat of terrorism, preventing and minimizing its impact and cooperating not only with various partners and institutions abroad, but also with the citizens of the Czech Republic, allowing them to effectively participate in law enforcement activities.

There are three intelligence services in the Czech Republic:

– Security Information Service

The Security Information Service is an intelligence service active within the Czech Republic. It is responsible for acquiring, collecting and evaluating information of major impact on the security of the country, protection of its constitutional setup and economic interests. As an institution, the service is strictly apolitical and does not have any repressive powers; therefore, it cannot detain, arrest or interrogate.

– Office for Foreign Relations and Information

The Office for Foreign Relations and Information is an intelligence service of the Czech Republic. Its main goal, effort and mission is to provide foreign intelligence vital for the security and protection of foreign policy interests and economic policy interests of the Czech Republic. Its work comprises gathering and assessment of intelligence which is not available through standard means and activities and which meets the following criteria:

- It is of foreign origin (though they may be acquired within the territory of the Czech Republic);
- It relates to the issues tasked by the Government to pursue;
- It is unknown to the particular customer and is usually obtained through intelligence means.

– Military Intelligence Service

Military Intelligence carries out counterintelligence and intelligence tasks within the scope and interests of the MoD of the Czech Republic. This intelligence service gathers information from its own intelligence sources including bilateral and multilateral cooperation. Military Intelligence also secures intelligence protection of the Czech and allied contingents in missions abroad.

There are no paramilitary forces in the Czech Republic.

**1.4 Provide any additional relevant information on national efforts to prevent and combat terrorism, e.g., those pertaining *inter alia* to:**

– Financing of terrorism (FT);

**Criminalisation:** The FT is criminalised under Criminal Code (Act No. 40/2009 Coll.) as any support of a preparation of a terrorist attack or as any support to a terrorist or any member of a terrorist organization in whatever way: financial, material or other. Both natural and legal persons are punishable for such criminal offences.

**Prevention:** The AML/CFT Act (Act No. 253/2008 Coll., as amended, latest amendments entered into force on 1 January 2017) provides for an effective AML/CFT system which includes obliged (reporting) entities, obligation of identification and customer due diligence, reporting (of suspicious transactions) and record keeping, supervision and adequate, effective and dissuasive sanctions. Moreover, the FAU (Czech FIU) also stays in constant contact with the obliged (reporting) entities and other stakeholders while it provides explanations of legal obligations, guidance, typologies and other feedback to reporting entities and other forms of awareness raising. Recently the Czech FAU has also presented a set of targeted redflags related to ISIL financing and FTF.

The FT definition under AML/CFT Act reads as follows:

„*Financing of terrorism shall mean:*



a) gathering or providing financial or other assets knowing that such assets will be, in full or in part, used to commit a crime of terror, terrorist attack, or a criminal activity intending to facilitate or support such crime, or to support an individual or a group of individuals planning such crime, or

b) acting with the intention to remunerate or compensate a person who has committed an act of terror, terrorist attack, or a crime intended to facilitate or support such crime, or to an individual close to such person as defined by the Criminal Code; or collecting assets to pay such remuneration or compensation.

(3) For the purpose of this Act, activities set forth in para. 1 or 2 may, fully or partially, take place in the territory of the Czech Republic or, fully or partially, outside the territory of the Czech Republic.“

**Restrictive measures:** The Czech Republic has also a comprehensive Sanctions Act (Act No. 69/2006 Coll.). It sets out conditions for a thorough implementation of international sanctions imposed by UNSCRs or by EU legal measures and accordingly all terrorist assets are frozen and confiscated. Also when it comes to international sanctions, the Czech Republic realises the importance of all awareness raising efforts and the FAU as the main coordinating authority provides education, explanation etc.

Moreover, there is unique cross reference between the Sanctions Act and the AML/CFT Act:

„A transaction shall always be perceived as suspicious, should:

a) the customer or the beneficial owner be a person against whom the Czech Republic has imposed international sanctions under the Act on Implementation of International Sanctions,

b) the goods or services involved in the transaction fall in the category against which the Czech Republic has imposed international sanctions under the Act on Implementation of International Sanctions, or

c) the customer refuses to reveal identification data of the person they are representing or to undergo the due diligence process.“

– Border controls;

The Czech Republic is in the last stage of implementation of the Directive (EU) 2016/681 on the use of passenger name record (PNR) data for the prevention, detection, investigation and prosecution of terrorist offences and serious crime (the so-called the European PNR Directive).

- Travel document security;
- Container and supply chain security;
- Security of radioactive sources;
- Aviation security;

Czech security forces continue to focus on the issues of aviation security, especially with regard to, *inter alia*, air cargo, misusing of laser pointers to dazzle and distract pilots, gathering and sharing information on persons with links to terrorist organizations or persons who are known for their radical opinions and who reside in the Czech Republic. There are also efforts to amend the Act No. 310/2006 Coll., on the Management of Safety Material, the provisions of which should regulate the sale, acquisition and possession of laser pointers. In the regulatory area the Czech authorities are revising all national programs dealing with aviation security.

– Use of the Internet and other information networks for terrorist purposes;

In 2011, the MoI prepared the Cyber security strategy of the Czech Republic for the 2011 – 2015 period and Action Plan to outline our commitment to fight cyber terrorism. Both documents were approved by Government Resolution No. 564 of 20 July 2011. MoI has also launched internet portal dedicated to cyber security.

According to Government Resolution No. 781 of 19 October 2011, the National Security Authority (NSA CZE) became the body responsible for cyber security and the national authority in this field. For this purpose NSA CZE has established a specialized department - the National Cyber Security Centre (NCSC) and the Czech governmental CERT (GovCERT.CZ) for immediate response to cyber security incidents which operates under the NCSC. The NCSC, as well as GovCERT.CZ actively cooperate with other bodies, on both national and international level, to prevent cyber attacks, to propose and adopt measures for incident solving and against ongoing attacks. The Government Resolution No. 781 of 19 October 2011 has also established the Cyber Security Council (CSC) as the body advising the Prime Minister on cyber security matters. The Government Resolution No. 364 of 23 May 2012 adopted the Cyber Security Strategy of the Czech Republic for the period of 2012 to 2015 and the Action Plan.

With the approaching expiration of this Strategy and Action plan and having fulfilled all main objectives and tasks, the brand new National Cyber Security Strategy of the Czech Republic for the period from 2015 to 2020 was adopted on 16 February 2015. The current strategy follows up on the previous cyber security strategy and constitutes a fundamental conceptual document of the Czech Government for the given field, reflecting always changing threats originating in the dynamically evolving cyberspace, including terrorist use of internet and the phenomenon of cyberterrorism.

- Legal co-operation including extradition;
- Co-operation with third countries;

The MoI also cooperates on assistance programs with third countries (countries of the former Soviet Union, the Western Balkans, South Caucasus and the Middle East) and contributes to the stability of internal political situation in these countries, thus indirectly to better security situation in the EU. This cooperation focuses on the area of education and training of police forces in the area of the fight against terrorism and organized crime.

— Safe havens and shelter to terrorists and terrorist organizations.

Intelligence services contribute to national effort as follows:

- Collect intelligence related to any plans and activities constituting a military threat to the Czech Republic;
- Collect data on foreign intelligence services in the field of defence;
- Collect intelligence on plans and activities aimed against the Czech Republic's defence;
- Collect intelligence on activities endangering classified information related to the Czech Republic's defence;
- Collect intelligence related to any plans and activities posing a terrorism and extremism threat to the Czech Republic in the field of the Defence Department authority.

## **2. Stationing of armed forces on foreign territory**

## **2.1 Provide information on stationing of your States armed forces on the territory of other participating States in accordance with freely negotiated agreements as well as in accordance with international law.**

- *Legal base (international law, national law, freely negotiated agreement);*
- *Type of agreement (bilateral, multilateral);*
- *Decision-making process in case of deployment of troops;*
- *Military activity in international operations (UN/ NATO/ EU/ coalitions).*

The stationing of the Armed Forces of the Czech Republic (ACR) on the territory of other states is regulated by (where applicable):

- The provisions of the Agreement between the Parties to the North Atlantic Treaty regarding the status of their armed forces (NATO-SOFA), done in London on June 19, 1951 and ratified by the Czech Republic in 2000;
- The provisions of the Agreement among the States Parties to the North Atlantic Treaty and the Other States participating in the Partnership for Peace regarding the status of their armed forces (PfP-SOFA), and its additional protocol, done in Brussels on June 19, 1995 and ratified by the Czech Republic in 1996;
- Agreement between the Member States of the European Union concerning the status of military and civilian staff seconded to the institutions of the European Union, of the headquarters and forces which may be made available to the European Union in the context of the preparation and execution of the tasks referred to in Article 17 (2) of the Treaty on European Union, including exercises, and of the military and civilian staff of the Member States put at the disposal of the European Union to act in this context (EU SOFA), done in Brussels on November 17, 2003 and ratified on April 1, 2019.

The participation in international crisis management is an integral part of the Czech Republic's security policy and also an additional way how to share international burden in this respect while strengthening the national defence capability.

Strategic documents which serve as a basis for the Czech contribution to international operations are the Security Strategy (2015) and the Defence Strategy (2017).

The legal provision necessary for foreign deployment of ACR is covered by the Constitution of the Czech Republic (Constitutional Act No. 1/1993 Coll.), Art. 39 and 43.

Deployment of ACR and national assets outside the Czech Republic's territory requires an approval by the Parliament. As an exception, e.g. in case of urgency, the Government can decide on such a deployment for up to 60 days in case of:

- 1) Fulfilment of international treaty obligations concerning collective defense;
- 2) Participation at consensual peace operations authorized by international organization to which the Czech Republic is a member;
- 3) Participation at natural disaster, industrial or ecologic incidents rescue operations.

## **3. Implementation of other international commitments related to the Code of Conduct**

### **3.1 Provide information on how your State ensures that commitments in the field of arms control, disarmament and confidence and security building as an element of indivisible security are implemented in good faith.**

- *Doctrine, strategy, legislation and institutional measures (legally and politically binding commitments to indivisibility of security and their implementation);*

- *National practice of dealing with and countering threats and challenges to indivisibility of security;*
- *Actual contribution to the international efforts aiming at insurance of indivisibility of security (international burden sharing).*

The Czech Republic's defence and security policy is based on the premise that Czech Republic's security is inseparable from security in the Euro-Atlantic area and, eventually, from the security situation worldwide. The Czech Republic prefers active prevention of armed conflicts and peaceful conflict resolution primarily through non-violent diplomatic means and collective approach to security. If these fail, the Czech Republic may — in accordance with its constitutional legislation, laws, and the principles of the UN Charter, and within the framework of its commitments to and solidarity with its allies — use force to protect its vital and, if necessary, strategic interests.

The core elements of action to safeguard the defence and security of the Czech Republic are active involvement in the NATO collective defence system based on a strong transatlantic link, the development of EU crisis management capabilities, and cooperation with partner countries. Membership of NATO and the EU brings the benefits of a collective approach to defence and security, as well as the obligation of each member to contribute to this end. Membership in international organisations does not deprive the Czech Republic of its primary responsibility for its own defence.

The United Nations (UN) and the Organization for Security and Co-operation in Europe (OSCE) memberships and effective bilateral and multilateral co-operation play an important role in the formulation and implementation of the Czech defence policy as well. Though the UN is not fully prepared for the current challenges and still needs reform, the Czech Republic regards the UN's role in maintaining international peace and security as fundamental. The OSCE's tools, namely measures increasing transparency in conventional arms control, are in our view of key importance to the process of building confidence and security in the Euro-Atlantic and Eurasian areas.

The key policy document outlining how to ensure the defence of the Czech Republic is the *Defence Strategy (2017)*. It defines how the main tasks of the Armed Forces of the Czech Republic are fulfilled, and is the primary guidance for the ensuing planning process. The Defence Strategy is based on the applicable national law regulating defence, particularly the Czech Constitution, international treaties and relevant Acts.<sup>1</sup> It follows the *Security Strategy of the Czech Republic*<sup>2</sup>, and reflects NATO's *Strategic Concept*, the EU's *Global Strategy* and other relevant national, international and allied documents.

### **3.2 Provide information on how your State pursues arms control, disarmament and confidence- and security-building measures with a view to enhancing security and stability in the OSCE area.**

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<sup>1</sup> Defence of the Czech Republic is carried out in accordance with the Constitutional Act No. 1/1993 Coll., The Constitution of the Czech Republic; Constitutional Act No. 110/1998 Coll., on the Security of the Czech Republic; Act No. 219/1999 Coll., on the Armed Forces of the Czech Republic (the Armed Forces Act); Act No. 221/1999 Coll., on the Military Professionals; Act No. 222/1999 Coll., on Ensuring the Defence of the Czech Republic; Act No. 585/2004 Sb., on Liability to Conscription and its Safeguard (the Conscription Act); Act No. 300/2013 Coll., on the Military Police; Act No. 153/1994 Coll., on the Intelligence Service of the Czech Republic; Act No. 289/2005 Coll., on the Military Intelligence; Act No. 45/2016 Coll. Of the Service of Reservists.

<sup>2</sup> Authorised by Government Resolution No. 79 dated 4 February 2015.

- *Specific internal regulations (institutions, guidelines and principles) in implementation of arms control, disarmament and confidence-and security-building measures;*
- *National pertinent activities and participation in the corresponding international arrangements (negotiated agreements, international workshops, deployment of troops, military exercises, international operations, etc.);*
- *Promotion of security enhancement measures (implementation, modernization, universalization of international treaties and etc.), provision of support and assistance.*

The Czech Republic considers arms control, including disarmament and confidence-and security-building as one of the key elements of the European security. It makes an effort to actively prevent armed conflicts through preventive diplomacy with emphasis on multilateral cooperation. The Czech Republic supports the broadest possible involvement of states in arms control and disarmament regimes.

The Czech Republic is a party to the following international treaties and other international documents in the field of arms control, disarmament, confidence and security building measures and export control regimes which were implemented in its national legislation as follows:

- Biological Weapons Convention, implemented by Act No. 281/2002 Coll.;
- Convention on the Prohibition of the Development, Production, Stockpiling and Use of Chemical Weapons and on Their Destruction, implemented by Act No. 19/1997 Coll.;
- Non-Proliferation of Nuclear Weapons, implemented by Acts No. 18/1997 Coll. and No. 263/2016 Coll.;
- Comprehensive Nuclear-Test-Ban Treaty, implemented by Acts No. 18/1997 Coll. and No. 263/2016 Coll.;
- Anti-Personnel Landmine Convention, implemented by Act No. 305/1999 Coll.;
- Convention on Cluster Munitions, implemented by Act No. 213/2011 Coll.;
- United Nations Programme of Action to Prevent, Combat and Eradicate the Illicit Trade in Small Arms and Light Weapons in all its Aspects and the Implementation of the International Instrument to Enable States to Identify and Trace in a Timely and Reliable Manner, Illicit Small Arms and Light Weapons;
- Vienna Document, implemented by internal regulation of the MoD;
- Global Exchange of Military Informations implemented by internal regulation of the MoD;
- International Control Regimes on dual use goods implemented by Council Regulation (EC) No. 428/2009 Coll., and by Act No. 594/2004 Coll. (Zangger Committee, Nuclear Suppliers Group, Australia Group, Missile Technology Control, Hague Code of Conduct, the Wassenaar Arrangement on Export Controls for Conventional Arms and Dual Use Goods and Technologies).
- Protocol against the Illicit Manufacturing of and Trafficking in Firearms, their Parts and Components and Ammunition (Firearms Protocol), implemented by Act No. 76/2013 Coll.

In 2020, the Czech Republic implemented all commitments stemming from all above mentioned international agreements. Their implementation is regularly reported to the pertinent organizations. Information exchange is taking place where and when agreed.

In accordance with the Czech law, promulgated treaties, to the ratification of which the Parliament has given its consent and by which the Czech Republic is bound, form a part

of the legal order; if a treaty provides something other than that which a statute provides, the treaty shall apply. Where necessary, the provisions of international treaties are implemented by special laws. In other cases, the provisions of international treaties are self-executing in Czech Republic, such as:

- Convention on Certain Conventional Weapons, promulgated by Communication from MFA No. 21/1999 of the Coll. and by Communication from MFA No. 115/2006 Coll. of Treaties;
- Treaty on Conventional Armed Forces in Europe, promulgated by Communication from MFA No. 94/2003 Coll. of Treaties;
- Arms Trade Treaty, promulgated by Communication from MFA No. 36/2015 Coll. of Treaties;
- Open Skies Treaty, promulgated by Communication from MFA No. 38/2008 Coll. of Treaties.

**The Criminal Code** of the Czech Republic (Act No. 40/2009 Coll.) includes paragraph No. 280, called “Development, production and possession of prohibited means of combat”. This provision determines that it is a crime to develop, produce, import, export, store or accumulate weapons or means of combat prohibited by law or international treaty, or to dispose of these weapons or means of combat in any other way. This provision further determines possible punishment for such a crime – imprisonment for a term of two years up to eight years.

The Czech Republic in 2020 according to the **Treaty on Conventional Armed Forces in Europe**:

- organized one multinational training inspection (with participation of twelve inspectors from ten countries);

according to the **Vienna Document**:

- received one evaluation visit;
- organized and conducted one evaluation visit;

according to the Article IV of the **Dayton Peace Agreement**:

- due to COVID-19 restrictions does not participated as an guest OSCE observer in accordance with Article IV of the Dayton Peace Agreement;

according to the **Treaty on Open Skies**:

- received one observation flight in the Czech Republic;

under the **Convention on Chemical Weapons**:

- received two OPCW inspections on its territory.

## **Section II: Intra-State elements**

### **1. National planning and decision-making process**

#### **1.1 What is the national planning and decision-making process in determining/approving military posture and defence expenditures in your State?**

- *The role of the executive, including the head of state and/or government, as well as key governmental security and defence advisory bodies;*
- *Institutions and procedures ensuring democratic oversight and public scrutiny;*

- *Checks and balances and chain of command in relation to democratic accountability and transparency;*
- *Relationship between defence policy and the military posture;*
- *Planning and accounting processes in the defence sector;*
- *Figures on the defence budget and expenditures;*
- *Restructuring, modernization and privatization programmes in the defence sector.*

## **Definition of defence planning**

Defence planning is a set of processes designed to develop and maintain military capabilities to fulfil the task of national defence. It is a consistent, policy-based, organizationally managed and objective-driven activity taking account of external developments, international defence commitments, security development trends, progress made and available resources.

Planning objectives cover the work and activities of the Ministry of Defence (MoD) and the Armed Forces of the Czech Republic. They are the same for planning and budgeting, conduct of financial operations and accounting. Each objective has a manager with a decision-making authority. The process produces a plan that informs on follow-on processes, including the budgeting and the acquisition process.

## **Steps of the defence planning process**

The national defence planning process has four steps in annual cycle as follows:

1. Political guidance: a single *Ministerial Planning Guidance* that sets the broader strategic objectives is produced;
2. Defining requirements: strategic objectives are broken down into more concrete tasks and sub-tasks in *Medium-Term Plan on Activity and Development of the MoD (Medium-Term Plan)*;
3. Implementation: objectives and associated tasks and sub-tasks are implemented through Medium-Term Plan;
4. Review: a *Defence Review Report* is produced.

## **Defence planning institutions and their changes**

The foundation of the defence planning system is laid down in national legislation. The key institutions of defence planning include the Parliament (at the supreme level), the Government, and the National Security Council as the Government's working and coordination body, in particular its Defence Planning Committee. The MoD plays a crucial role in the overall management of defence planning and in the coordination of measures ensuring national defence readiness.

Within the MoD, the responsibility for defence planning is vested in the Deputy Minister for Defence Policy and Strategy. The Defence Policy and Strategy Division is responsible for formulating strategic objectives, reviewing their implementation and conducting the medium-term planning process.

## **Figures on the defence budget and expenditures**

A responsible approach to current threats and solidarity with our allies is neither easy nor inexpensive. The Government of the Czech Republic has made a commitment in accordance with the conclusions of the NATO Summit in Wales in 2014 to increase defence expenditures closer towards the 2 % of Gross Domestic Product (GDP) by 2024. In 2020 the Czech Republic already spent more than 20 % of defence budget to procure or upgrade major types of armament and equipment.

The Czech Republic State Budget for the year 2021 was approved by the Czech Parliament and published in the Act No. 600/2020 Coll., State Budget of the Czech Republic for the year 2021. The total amount of the MoD Budget Chapter expenditures was CZK 75,359,897 thousand. In January 2021, the total amount of the expenditures increased to CZK 80,359,897 thousand. Based on the pledge by the Government of the Czech Republic, an amount of CZK 5,000,000 thousand is allocated in the government budget reserve and during the year 2021 it is expected to be released for further increase of the MoD Budget. The MoD Budget for the year 2021 is therefore expected to amount to CZK 85,359,897 thousand. Index 2021/2020 is 1.18.

The military expenditures as defined by the Vienna Document based on the UN methodology represent the amount of CZK 85,273,560 thousand for the fiscal year 2021.

**1.2 How does your State ensure that its military capabilities take into account the legitimate security concerns of other States as well as the need to contribute to international security and stability?**

- *Doctrine, strategy, national legal framework of decision-making process (security policy guidelines and procedures);*
- *Enhancement of institutional crisis management capacity, contribution to prevention of conflicts, peace-building, peace-enforcement, post-conflict stabilization and development;*
- *Adherence to pertinent international obligations, initiation or promotion of advanced global and regional security undertakings;*
- *National traditions and/or sub-regional security co-operation;*
- *Multilateral co-operation, indivisible security, international transparency, and arms control;*
- *Contribution to international peace and constabulary missions.*

The structure of the security system includes namely the President of the Republic, the Parliament of the Czech Republic, the Government, the National Security Council and its working bodies, central government authorities, regional and municipal offices, the armed forces, armed security corps, intelligence services, and rescue and emergency services. The overall responsibility for the security of the state and for the management and operational capability of the entire security system lies with the Government as the supreme body of the executive power.

The Security Strategy of the Czech Republic aims to establish a systematic and coordinated framework for the promotion of the Czech Republic's security interests, to contribute to the efficient use of individual multilateral, bilateral and national tools, and to provide guidance for the allocation of appropriate resources for the purposes of the security and defence policy. The Security Strategy of the Czech Republic presents the basic values, interests, approaches, ambitions and tools that underlie the process of safeguarding the Czech Republic's security:



- The “Principles of the Security Policy of the Czech Republic” formulate the principles on which the Czech Republic’s security policy is based.
- The “Security Interests of the Czech Republic” define the Czech Republic’s vital, strategic and other important interests.
- The “Security Environment” identifies the most important trends, factors and specific threats existing in the security environment in which the Czech Republic protects and promotes its interests.
- The “Strategy for Promoting the Security Interests of the Czech Republic” defines the approaches to the protection of the Czech Republic’s security interests and specifies the multilateral and national tools available for promoting them, including a short description of the Czech Republic’s security system.

In multinational operations abroad, the ACR cooperate with allied armed forces on the basis of international treaties and commitments. Outside the territory of the Czech Republic, the Czech Armed Forces shall be deployed in the framework of a broader effort by the international community and in accordance with the principles of international law. The Czech Armed Forces are capable of participating in peace enforcement, peace support or peacekeeping operations and post-conflict stabilisation and reconstruction missions. In addition, the personnel of the ACR may also perform tasks as part of humanitarian missions, rescue and evacuation efforts and take part in additional civilian operations and observer missions led by international organisations.

The participation in international crisis management is an integral part of the Czech Republic’s security policy and also an additional way how to share international burden in this respect while strengthening the national defence capability. The political mandate defining contribution of the Czech Republic to operations abroad in 2021-2022 with an outlook to 2023 was authorised in 2020. In 2020, the Czech Republic continued to contribute its military forces and personnel to operations / missions abroad:

- Led by NATO: 1) Resolute Support Mission (RSM) in Afghanistan; 2) Enhanced Forward Presence in Latvia and Lithuania, 3) ACTIVE FENCE operation in Turkey; 4) JOINT ENTERPRISE in Kosovo and 5) NATO Mission in Iraq;
- Led by EU: 1) EU Training Mission in Mali (EUTM) where the Czech Republic was a lead nation for seven months since June 2020; 2) EUFOR ALTHEA in Bosnia and Herzegovina; 3) NAVFOR MED SOPHIA in Mediterranean Sea until the end of March; 4) NAVFOR MED IRINI in Mediterranean Sea since April 2020 and 5) EU counter-piracy mission NAVFOR ATALANTA until the end of July 2020;
- Multinational Force & Observers (MFO) in Sinai;
- Led by UN: 1) UN Disengagement Observer Force (UNDOF) in the Golan Heights; 2) UN Multidimensional Integrated Stabilization Mission in Mali (MINUSMA). Furthermore the Czech military specialists were deployed as observers in a number of UN peacekeeping missions;
- Global coalition against Da’esh, where the Czech military personnel continued to train the Iraqi defence and security forces.

A total number of the Czech military personnel deployed abroad in 2020 ranged from 678 to 354.

Additionally, some conditions for international security and stability can be achieved by harmonising military's aims and methods with civil actors (i.e. police). In present complex environment, involving military and police elements is one of several functional approaches – particularly since military and civilian contingents vary in capability, doctrine, procedures, and understanding of humanitarian and security issues. In 2018, the police officers and supplementary police units were deployed in civilian missions to Afghanistan (EUPOL), Kosovo (EULEX), Georgia (EUMM) and Ukraine (OSCE SMMU). This involvement is part of the country's concerted and integrated contribution to international stability and a functional example of Civil-Military Cooperation (CIMIC).

## **2. Existing structures and processes**

### **2.1 What are the constitutionally established procedures for ensuring democratic political control of military, paramilitary and internal security forces, intelligence services and the police?**

- *Constitutionally established procedures for ensuring civilian control and democratic oversight;*
- *Cross-departmental co-ordination and public scrutiny beyond the State;*
- *Special information about civilian control and reforms in the police;*
- *Structure, oversight, reform, and privacy protection in relation to civilian/domestic intelligence services;*
- *Special information regarding the basis structure of the armed security sector;*
- *Special information about civilian control and reforms on paramilitary and/or internal security force;*
- *Trends towards privatization in the security sector/PMSCs.*

## **Military forces**

The Czech Republic strictly applies the principles of civilian and democratic control over the armed forces, as stipulated in the Constitution of the Czech Republic and other legal documents functionally distributed among the individual pillars of state authority. The division of the decision-making responsibility and authority between the civilian and military components is respected. Defence issues, including ways of using finances allocated from public sources for building national defence and also the position of the armed forces in the society, concern all the citizens. In this regard information openness on the part of the MoD and armed forces is supported.

## **Intelligence services**

The Act on the Intelligence Services of the Czech Republic (Act No. 153/1994 Coll.), the Act on the Security Information Service (civilian counter-intelligence, Act No. 154/1994 Coll.) and the Act on Military Intelligence (Act. No. 289/2005 Coll.) constitute a legal framework for the activities of intelligence services in the Czech Republic. The intelligence services of the Czech Republic (namely the Office for Foreign Relations and Information, the Security Information Service, the Military Intelligence) fall within the responsibility of the Government. The Intelligence Activity Committee represents a permanent body of the National Security Council for the management, coordination and control of the intelligence activities. The intelligence services are subject to the control of the Parliament through its Subcommittee for Intelligence Services and two permanently established commissions - the Permanent Commission for the Control of the Military Intelligence and the Permanent Commission for the Control of the Security Information Office. The intelligence services are also subject to the control of the Supreme Audit Office in the matters related to the management of state property and resources. In accordance with the new amendment to the Act on the Intelligence Services of the Czech Republic, those services may be also subject to the other control stipulated by the special Act with the consent of the director of such intelligence service.

## **Trends towards privatization in the security sector/PMSCs**

1. *What are your States' international engagements that seek to promote standards of good governance and good practise for PMSCs?*

The Czech Republic supports the Montreux Document since its release. The communication of support effectuated on 14 November 2013. The Czech Republic is also a strong supporter a better regulation of the PMSC engagement. In this respect, in 2015, the Czech Republic joined the Group of Friends of the Chair of the Montreux Document Forum and for two years (from 2015 to 2016) has taken the lead and representation in Forum's Eastern European Group.

2. *Information on the policy, legislation, and regulations relevant for PMSCs that operate domestically and internationally, and how PMSCs are registered, licensed and monitored.*

In 2015, the MoI with interested stakeholders such as the MFA and the MoD prepared a new and comprehensive Act on Security Services. The aim of this Act was to regulate business of "regular" security companies, such as providing security or guarding services but as well private military and security companies falling under definition of the Montreux Document. In 2015, the proposed Act was approved by the Government of the Czech Republic and in 2016, it was extensively discussed in the Committees of the Parliament of the Czech

Republic. However, the Act has not been approved yet and it is difficult to predict when and whether it could be approved and further promulgated.

## **2.2 How is the fulfilment of these procedures ensured, and which constitutionally established authorities/institutions are responsible for exercising these procedures?**

- *Further procedures, institutions and best practices at the executive and legislative levels (beyond 2.1).*

Political control is exercised through the parliamentary mechanism for approving the state budget, including the defence budget. In order to investigate a matter of public concern, the Chamber of Deputies may establish an investigating commission at the request of at least one fifth of Deputies.

## **2.3 What are the roles and missions of military, paramilitary and security forces, and how does your State control that such forces act solely within the constitutional framework?**

- *National and international threat assessment/information on respective adaptations to a changing international security environment;*
- *Foreign defence vs. internal security (assistance) missions of the armed forces; including subsidiary policing and public order missions;*
- *Additional information on the status and missions of paramilitary and security forces and their respective assignment to internal security missions and/or international peace and constabulary missions;*
- *Specific information on paramilitary and/or security forces; or explanation why precisely you do not maintain such forces; or: information how you otherwise define these forces according to the tradition of your national security framework.*

Analysis of the security environment in which the Czech Republic finds itself can identify specific threats to national security. As a responsible member of international organisations, the Czech Republic also numbers among relevant security threats those which have no direct impact on its own security, but do threaten its allies:

- Weakening of the cooperative security mechanism and of political and international legal commitments in the area of security;
- Instability and regional conflicts in and around the Euro-Atlantic area;
- Terrorism;
- Proliferation of weapons of mass destruction and their means of delivery;
- Cyber attacks;
- Negative aspects of international migration;
- Extremism and growth of interethnic and social tensions;
- Organised crime, namely serious economic and financial crime, corruption, human trafficking and drug-related crime;
- Threats to the operation of critical infrastructure;
- Interruptions of supplies of strategic raw materials or energy;
- Disasters of natural and anthropogenic origin and other emergencies.

The Czech Republic shares its security and defence interests with other NATO member states. The MoD is responsible for national defence and coordination of its preparation. The ACR plans, prepares and implements defence of the Czech territory within the framework of NATO collective defence and in accordance with Article 5 of the North Atlantic Treaty.

**Roles and missions of Armed Forces** as defined by the Act on Armed Forces of the Czech Republic (Act No. 219/1999 Coll.):

- a) To make ready and to defend the Czech Republic against external attack;
- b) To perform the tasks arising from international obligations of the Czech Republic concerning collective (self-) defence;
- c) Safeguarding of premises important for state defence;
- d) To perform the tasks of the Police (only in case the Police resources are not sufficient to reach internal order and security and only for period of necessity);
- e) To perform salvage operations during disasters or calamities or other significant situations jeopardizing lives, health, high asset values or environment or to remove the disaster effects;
- f) To remove other imminent danger by military engineering;
- g) To arrange for air transportation of state agents; medical and other air service;
- h) To ensure transportation services according to the Government resolutions;
- i) To provide for cultural, educational, sport and other social events;
- j) To perform humanitarian tasks of civil defence.

**The Czech Republic possesses neither Other Forces, nor paramilitary units; however, there are specific units like Castle Guard and Reserve Forces.**

**The Castle Guard** is an element of the Czech Republic Armed Forces. Its primary mission is to guard presidential residences/sites, temporary presidential residencies and to provide security to presidential guests. It organizes and co-ordinates military parades of honour, especially during visits of foreign governments' official representatives.

**The Active Reserve (AR)** is a part of the Armed Forces of the Czech Republic's reserve in the peacetime and consists of soldiers (reservists) organized in the AR based on the voluntary acceptance of the liability to conscription. The Active Reserve Units (ARU) are units in the territorial forces units (i.e. the Active Reserve infantry companies at the Regional Military Headquarters) and the ARU in the combat units and units of the combat service and support. Additionally, there are also staff service posts and selected posts to perform executive and supporting activities and service or support activities created at units. The numbers of the AR are set in accordance with the Czech Armed Forces Development Concept 2030 and depend on specific needs of replenishing the peacetime low manning and units with priority deployment and establishment. This Concept sets the total number of 10,000 reservists in the AR to be achieved until 2030. In the year 2020, there were 609 new reservists posted to the AR. At 31 December 2020, the real number of reservists in the AR was 3,468.

### **3. Procedures related to different forces personnel**

#### **3.1 What kind of procedures for recruitment and call-up of personnel for service in your military, paramilitary and internal security forces does your State have?**

- *Information regarding reform programmes and eventual professionalization of the armed forces (if applicable) and respective legal framework related to the suspension of conscription;*
- *Additional specific information regarding compulsory national service beyond the armed forces and/or voluntary military service in non-conventional armed institutions;*
- *Policy and legislation (if applicable) on employment of civil servants and employees with civilian background in defence ministerial structures; including special provisions regarding equal job opportunities for women;*

- *Special information regarding the contracting/outsourcing of private military and security services and respective legal status of such personnel.*

**National defence is a civic duty** and a moral obligation at the same time. The legal duty of citizens to defend their homeland has not ceased despite the transformation of the Czech Armed Forces into an all-volunteer force. The Government strengthens the citizens' awareness of personal responsibility for national defence. In the context of intertwining internal and external security threats, preparation of citizens for national defence calls for a combination of military and civilian approaches. This is the guiding principle for the development and integration of crisis response planning measures and means.

**Mobilisation** is one of the mechanisms for transition from peacetime to a state of war. The Czech Republic prepares for mobilisation mainly through conceptual measures and it maintains only the necessary and minimum level of supplies in line with the principle of deferred requirement. The scope, content and schedule of measures to prepare and implement mobilisation reflect the development of the security situation.

Personnel management on the top level is executed by the State Secretary Division that is responsible for policy and standard-setting issues, conducting service authority activities according to law on civil service and state administration in the area of social security. It also controls military education system and military education facilities. The execution of personnel activities is mainly responsibility of the CAF Personnel Agency that is subordinated directly to the Chief of the General Staff (GS) of the CAF.

In 2020, the MoD played a significant role in the preparation and approval of the new *Czech Republic National Action Plan* on implementation of the UN Security Council Resolution No. 1325 (2000), on Women, Peace and Security and related resolutions for 2021 – 2025, and in the preparation of a new Strategy on Equality between Women and Men of the Czech Republic 2021 – 2030. A bulletin for the MoD personnel "*No chance of discrimination, bullying, harassment*" was prepared and distributed and a "*Military Help Line of Psychological Assistance*" was set up.

## **Military forces**

The primary task of the Armed Forces is to prepare for the defence of the Czech Republic and to defend it against external attack. This involves activities related to the defence of:

- a) The Czech Republic's territory;
- b) The Czech Republic's airspace; and
- c) Critical defence infrastructure.

The ACR are capable of conducting missions autonomously as well as in cooperation with Allies, including drawing on host nation support on Allies' territories and providing host nation support on its own territory.

The ACR may support national civilian authorities on the state's territory in the framework of the **Integrated Rescue System (IRS)**, particularly in the consequence management of large-scale natural disasters and industrial or environmental incidents. In cases when the internal security and security of citizens are under serious threat, the MoD may assign forces and assets in order to support and reinforce the PCR.

To that effect, forces are assigned to the extent necessary and subject to their availability. In principle, the entirety of the ACR, including the Armed Forces' Active Reserve Political-

military ambitions for the development of the ACR provide the political guidance for the Armed Forces in terms of their development and fulfilment of legal obligations, the commitments to Allies and possible additional tasks.

**The basic rules of the National Service Act are:**

**Duration of national service**

The national service obligation starts on the day following the citizen's 18th birthday and terminates on the day of his/her 60th birthday. The citizen fulfils the obligation in time of national emergency or in time of war.

**Voluntary national service**

In time of national emergency or in time of war, a citizen who is not subject to the national service obligation, and a citizen of a nation participating in the defence systems of international organizations of which the Czech Republic is a member, can voluntarily perform his/her national service, on the basis of a written application, starting from the day following his/her 18th birthday.

**Voluntary performance of the national service**

In situations other than national emergency or time of war, a citizen or a soldier in mandatory reserve can voluntarily perform national service if he/she applies in writing for admission as a regular professional soldier.

In situations other than national emergency or time of war, a citizen or a soldier in mandatory reserve can voluntarily perform national service if he/she applies for inclusion into the active reserve. This is possible from the day following his/her 18th birthday.

The active reserve contract is concluded for the period of 3 years.

The national service terminates:

- On the effective date of the decision issued after completion of the recruitment procedure saying that the citizen is not fit for active military service,
- On the effective date of the decision issued in the revision procedure saying that the citizen is not fit for active military service,
- On the effective date of the decision which deprived the citizen or the soldier of legal capacity or limited his/her legal capacity, or
- On the day the citizen or the soldier loses citizenship of the Czech Republic;
- When soldier in mandatory reserve refuses to perform emergency military service for conscientious or religious objection.

Act No. 221/1999 Coll., on Career Soldiers, governs the service of professional soldiers.

**3.2 What kind of exemptions or alternatives to military service does your State have?**

- *National provisions regarding exemptions from compulsory military service (if applicable);*
- *Deferral of (compulsory) military service;*
- *Criteria of exclusion and (as distinct from) exemption from military service;*
- *National provisions regarding conscientious objection and/or alternative civilian national service (if applicable);*
- *Criteria of exclusion and (as distinct from) exemption from military service;*
- *Alternative ways of serving compulsory military service (as distinct from alternative civilian service);*

- *Criteria of alternative (civilian) service;*
- *Procedures for applying for alternative service;*
- *Length of alternative service;*
- *Types of alternative service.*

Not applicable.

### **3.3 What are the legal and administrative procedures to protect the rights of all forces personnel as well as conscripts?**

- *Rights of military and security forces personnel;*
- *Limitation and/or restrictions on rights; - 11*
- *Legal and administrative procedures protecting those rights;*
- *Establishment of policies to prevent and address cases of sexual harassment and sexual discrimination of forces personnel;*
- *Rights to submit complaints, applications, requests, petitions, remonstrance;*
- *Rights to appeal disciplinary punishments and/or measures;*
- *Ombudspersons;*
- *Appeals to courts of law;*
- *Social protection, benefits, and/or pay package;*
- *Professional working conditions and gender-sensitive environment;*
- *Special duties of armed forces personnel;*
- *Specific disciplinary issues and the duty to obey;*
- *Service personnel's representatives and/or associations and/or labour unions;*
- *Special provisions for ranks and conscripts;*
- *Establishment of ethical standards for internal conduct;*
- *Policy and reform of human resource management;*

The status of Armed Forces personnel is governed by a package of laws, brought into force in 1999. The Criminal Code of the Czech Republic does not make difference between the Armed Forces personnel and civilian population. However, in case a member of the Armed Forces breaches disciplinary rules, he is liable to disciplinary sanctions imposed by competent commander. The Criminal Code of the Czech Republic also defines “Military Criminal Acts” in Section XII.

Rights of military personnel are basically the same as of other civilians, save for a few exceptions done by

- Constitutional Act No. 2/1993 Coll., Charter of Fundamental Rights and Freedoms, art. 27 says i.a. that members of the armed forces do not have the right to strike.
- Other rights are restricted by the Act No. 221/1999 Coll., on Career Soldiers, in part III paras 44 to 47. These involve rights of assembly and association, right to freely express religion or faith and economic rights.

At present, **the human rights authorities in the MoD** (MoD and the Armed Forces), the Department of Internal Audit and Inspection (DIAI).

In their respective purviews and assigned scope of responsibilities, the following MoD functionaries and components are also involved in human rights protection: state secretary in the sphere of equal opportunities and protection of ethnic minorities, director of personnel support directorate in the sphere of socially pathological phenomena, medical service, humane service, psychological service, chaplaincy, Military Police and commanders, chiefs and directors at all echelons of command. DIAI is the supreme and independent MoD



inspection authority responsible for senior level management, coordination and performance of internal inspection in the purview of the MoD.

Employees (in relation by the Labour Code) can address their complaints and petitions to all appropriate personnel, but soldiers must respect and complain with all rules, i. e. address their complaints and petitions to their superiors, with the exception of the complaints to serious breach of their human rights. In this case, soldiers can address their complaints directly to the Main Inspector for the Protection of Human Rights. According to article 18 of the Basic Order of the Armed forces, they can write to the Main Inspector for the Protection of Human Rights also to his electronic address and communicate about the topics on human rights anonymously.

The state employees can complain just to the State Secretary at the MoD.

The right for the judicial protection is not restricted in any way for all the staff including soldiers. All the employees and the soldiers can also complain to “The Public Defender of Rights”.

#### **4. Implementation of other political norms, principles, decisions and international humanitarian law**

##### **4.1 How does your State ensure that International Humanitarian Law and Law of War are made widely available, e.g., through military training programmes and regulations?**

- *Changing strategic environment and possible challenges to the implementation and application of IHL;*
- *Establishment of a Code of Conduct to prevent and address cases of sexual exploitation or sexual abuse of civilians by forces personnel;*
- *Collaboration with civil society in the promotion and training of IHL;*
- *Trained legal advisors and experts assigned to the ministry of defence and military commands;*
- *Pre-deployment and refresher training, including on human and cultural rights and gender issues on violence against women, counselling in trauma situation, in - 12*
- *particular relating to sexual violence for personnel deployed in peace and constabulary missions;*
- *IHL training to non-military and non-statutory forces.*

System of military preparation in the Czech Republic consists of career training of an individual, regular daily training of individuals or units and ad-hoc training be it specialised courses for individuals or pre-deployment training of particular units. IHL is included in the current general training programs of Training Command – Military Academy in Vyškov. Moreover, outside of prescribed compulsory structure of IHL training, twice a year there is conducted an IHL course for interested military and civilian personnel of the ACR. These courses are performed by the Czech Red Cross Society with the MoD support.

In result, it is guaranteed that every individual military professional meets IHL since the very beginning of his or her career, during regular annual training, whenever he or she wants to step up in the rank chart and before any deployment to a real operation.

As a necessary complement to the training, there is placed importance to the education of officers. This is essential with respect to the fact that IHL imposes special obligations on commanders.

In the Czech Republic, military academic education is centralized within the Defence University in Brno. This institution provides appropriate education, including mandatory lectures of IHL to all future commanders and members of their staffs. There is a significant amount of these lectures both in Bachelor's and Master's curriculum.

The compendium of IHL (basic information and text of applicable international treaties) is widely available to every member of the ACR via MoD intranet web page. Further information can be obtained, for instance at the Czech Red Cross Society web page. Occasionally, there are published thematically oriented articles and updates on IHL in MoD's magazine A-Report.

#### **4.2 What has been done to ensure that armed forces personnel are aware of being individually accountable under national and international law for their actions?**

- *Specific reference to individual legal liability, including as applicable to superior and subordinate personnel, and relevant provisions under international penal law;*
- *General information on international humanitarian as well as international human rights and penal law (beyond 4.1).*

Accountability for individual actions of ACR personnel under national and international law is incorporated into Czech laws and regulations. ACR personnel are periodically informed of this fact in the course of their training and preparation (see answer to 4.1).

Obligations of ACR personnel are stated in Article 48 of Act on Career Soldiers (Act No. 221/1999 Coll.), as subsequently amended. In paragraph 2 letter f) of this Article a soldier is obliged, inter alia, to follow legal regulations, war and humanitarian international law, international treaties and superiors' commands during the service. Subsequent paragraph 2 of this Article requests a soldier to refuse a performance of a superior's command, if such a performance would constitute a criminal offence.

According to Article 49 of Act on Career Soldiers (Act No. 221/1999 Coll.), as subsequently amended, commanders are responsible for familiarizing soldiers under their command with their incumbent duties and obligations. Furthermore, commanders are requested to maintain discipline, control soldiers behaviour and to commence a proper disciplinary action against a soldier in case of his misconduct. If a soldier commits a crime and a commander knew about it or should have known then commander is legally responsible for reporting this behaviour to competent authorities. In case of commander's failure to prevent, repress or report acts of his subordinates that amounts to war crimes, crimes against humanity, genocide or other acts enumerated in Section 418 of the Criminal Code (Act No. 40/2009 Coll.), a commander may be held criminally responsible according to doctrine of Superior Responsibility.

Criminal offences related to the breach of international humanitarian law and crimes against humanity and peace are included in Chapter XIII of the Criminal Code (Act No. 40/2009 Coll.), as subsequently amended.

#### **4.3 How does your State ensure that armed forces are not used to limit the peaceful and lawful exercise of human and civil rights by persons as individuals or as representatives of groups nor to deprive them of national, religious, cultural, linguistic or ethnic identity?**

- *Constitutional prescriptions and safeguards regulating (and restricting) the armed forces deployment for internal security missions;*
- *Special prescriptions regarding the protection of and proportionality of use of force against individuals and groups involved in legal public manifestations and protests;*
- *Constitutional and legal provisions protecting national minorities;*
- *Gender and cultural rights training, including in preparation of personnel deployed in peace and constabulary missions;*
- *Protection of cultural and religious rights of service personnel.*

Art. 9 of Act on Armed Forces of the Czech Republic (Act No. 219/1999 Coll.), as subsequently amended, expressly states which are tasks of the armed forces e.g. preparation for defence of the Czech Republic, tasks arising from international obligations, guarding of premises important for defence of the state etc. According to strict limitation set forth in this article, armed forces cannot perform other tasks (see also II 2.3). Moreover Art. 12 expressly states, that activity of armed forces are under control of constitutional authorities or authorities to which such control is entrusted by especial act (Art. 12), thus in case of transgression of competences it is upon civilian authorities to act accordingly. Special safeguard is placed in Art. 11 of the above-mentioned act in relation to prohibited actions of armed forces. Expressly it is forbidden direct intervention of armed forces against participants of a strike held in protection of their rights and entitled economical and social interests of employees.

#### **4.4 What has been done to provide for the individual service member's exercise of his or her civil rights and how does your State ensure that the country's armed forces are politically neutral?**

- *Constitutional and legal restrictions of the exercise of civil rights and fundamental freedoms by service personnel;*
- *Rights and freedoms of service personnel to participate in lawful demonstrations and other political gatherings;*
- *Constitutional provisions and legal incentives to safeguard the political neutrality of the military command and the armed forces as an institution.*

Human rights of soldiers are embodied in Constitutional Act No. 2/1993 Coll., Charter of Fundamental Rights and Freedoms (which is applicable for every person under jurisdiction of the Czech Republic and is part of Czech constitutional legal order). Limits of basic rights and freedoms may be imposed only by enacted law and based on conditions set forth in Human Rights Charter. As military personnel represents a special group whose rights may be limited for fulfilling their tasks, it is Act on Armed Forces of the Czech Republic (Act No. 219/1999 Coll.), as subsequently amended, which represents such enacted law. Art. 4 of this Act prohibits any political activity in armed forces. Such prohibition is further specified in Art. 45 of Act on Career Soldiers (Act No. 221/1999 Coll.), as subsequently amended, and it forbids members of the armed forces to be members of any political parties or movements.

#### **4.5 How does your State ensure that its defence policy and doctrine are consistent with international law?**

- *Regular review of strategic and doctrinal documents, rules of engagement and operation plans;*
- *Provision of legal advisors on various aspects of international law.*

The process of ensuring that defence policy and doctrine of the Czech Republic are consistent with international law is based on compliance of these documents with applicable law,

primarily the Constitution of the Czech Republic; Constitutional Act No. 110/1998 Coll., on Security of the Czech Republic; Act No. 219/1999 Coll., on the Armed Forces of the Czech Republic; Act No. 221/1999 Coll., On Career Soldiers; Act No. 222/1999 Coll., On Arrangements for Defence of the Czech Republic; Act No. 585/2004 Coll., on National Service (National Service Act).

The Constitution of the Czech Republic (Constitutional Act No. 1/1993 Coll.), as subsequently amended, is based on premise that the Czech Republic observes its obligations arising from international law (Art. 1 para 2). This article doesn't make a difference between obligations arising from international treaties and international customs. Thus any defence policy and doctrine has to be implemented and created in accordance with international treaties to which the Czech Republic is a Party and applicable customs. From institutional point of view the consistency of defence policy and doctrine with international law is ensured on different levels. E.g. by existence of Board for Defence Planning and Board for coordination of foreign security policy under Security Council of State, which was established according to Art. 9 of the Constitution of the Czech Republic, Security Council of State have been created. These Boards has been established for coordination of security issues, preparation of proposals for its provisions; or e.g. government on an ad hoc basis approves delegation and their mandate for their participation on international negotiations.

## Section III: Public access and contact information

### 1. Public access

#### 1.1 How is the public informed about the provisions of the Code of Conduct?

- *PR strategy;*
- *Tasks/range of activity;*
- *Contact place/contact person (answering of letters, calls, etc.);*
- *Public access to information and documents related to the armed forces;*
- *Public access to parliamentary debates;*
- *Exhibitions/shows/ demonstration of new weapons and equipment;*
- *Possibilities to visit the troops (events, open door days);*
- *Engagement in public schools;*
- *Seminaries, workshops, presentation;*
- *Press releases/press conferences and public discussions;*
- *Publications (journals, newspapers, annual reviews)/CD-ROM/TV/radio/Internet (websites);*
- *Public access to information and promotion of general awareness on the Code of Conduct beyond the politico-military establishment.*

Generally the public has access to information pertaining to the Czech Armed Forces and its activities in ways mentioned in III/1.3 below. Specifically there are e.g. regularly issued articles related to Code on Conduct in military periodical “Czech Military Review”, which is published also in digital form on the MoD web page: [www.army.cz](http://www.army.cz).

#### 1.2 What additional information related to the Code of Conduct, e.g., replies to the Questionnaire on the Code of Conduct, is made publicly available in your State?

- *Specific information regarding the public availability of national replies to the Questionnaire;*
- *Specific information regarding national progress made in the implementation process of the Code’s provisions;*
- *Further information regarding national initiatives to promotion of the Code of Conduct either domestically or internationally, including beyond the OSCE.*

See III/1.1

#### 1.3 How does your State ensure public access to information related to your State’s armed forces?

- *Constitutional and legal basis safeguarding and regulating public access to (including the restriction of) information;*
- *Special provisions on secrecy and classification of security and defence related data, data protection and information security;*
- *Special provisions regulating to the protection of privacy;*
- *Institutions involved and best practices of public relations management;*
- *Debates and open hearings in parliament;*
- *Official governmental statements in parliament;*
- *Publication of the defence budget, including on procurement;*
- *Open doors days, e.g., at military garrisons;*
- *Militia army;*
- *Press releases through the department of information/public relations department;*

- *Departmental websites and multiple-used of the Internet to disseminate information;*
- *Proactive use of press and information offices at both the MoD and defence staff;*
- *Armed forces media centre;*
- *Military periodicals;*
- *Dissemination of information through multimedia;*
- *Joint seminars held with non-governmental, academic, and research communities;*
- *Special information regarding international transparency;*
- *Harmonization of public relations strategies with defence allies and partner countries.*

Every citizen can take advantage of the Freedom of Information Act (Act No. 106/1999 Coll.) according to which every state institute has duty to provide any information requested by any citizen.

Czech Republic ensures public access to information related to military also through public web page of the MoD: [www.army.cz](http://www.army.cz).

Furthermore, the MOD Media and Public Communication Department provides the public with comprehensive information on national security policy and activities of the Czech Armed Forces.

Valuable source of information are also MoD periodicals like A-report or Armed Forces Review.

The MoD Internal Communication Portal web service entered routine operation in 2012. All MoD personnel are able to access the portal for legal regulations, bylaws and documents relating to the course of their service (working) relationship. The portal publishes selection procedures to fill vacant posts. The portal's discussion forum enables sharing and discussing observations and experiences in relation to service (work) in the MoD Department. The forum is used as a feedback to inform decisions of MoD senior officials. A vacancy search service is being prepared for users of the portal as well as a career modelling tool within the career management system limits.

## **2. Contact information**

### **2.1 Provide information on the national point of contact for the implementation of the Code of Conduct.**

- *Ministry, section, as well as postal address, e-mail, and phone of contact person in charge;*
- *Additional information regarding the point of contact at the national mission to the OSCE;*
- *Additional information on how the national reply to the Questionnaire has been prepared.*

Ministry of Foreign Affairs, Security Policy Department, OSCE Unit.

Tel.: 00420 224 182 806

Fax: 00420 224 182 877

E-mail: [obp@mzv.cz](mailto:obp@mzv.cz)

## **Additional text pertaining to women, peace and security**

### **Introduction – Institutional support**

The agenda falls under the remit of the Ministry of Defence (MoD) State Secretary, a member of the Government Council for Equal Opportunities for Women and Men. Equal opportunities are overseen at the MoD by a coordinator for equality of women and men – the position is directly subordinated to the MoD State Secretary. An adviser (ranked Brigadier General) to the Chief of the General Staff of the Czech Armed Forces (CHOD CAF) on personnel recruitment and equal opportunities for women and men works under the CHOD CAF. Furthermore, an Instructor / Gender Advisor operates at the Training Command – Military Academy Vyškov (currently, a woman is holding the position). There is a Working Group for Equal Opportunities and Equal Treatment of Men and Women at the MoD, which operates as an advisory and initiation body reporting to the MoD State Secretary. The Working Group comprises of selected representatives of MoD organisational units.

The Czech Armed Forces has permanent representation in the NATO Committee on Gender Perspectives – the position of the permanent delegate in the NATO Committee for Gender Perspectives is endorsed by the CHOD CAF. Currently, a female military ranked Colonel is holding this position.

The key MoD concept material, in which gender equality permeates all the areas, is the internal regulation “*Promotion of equality of women and men in the MoD*” and the “*MoD Action Plan to Implement UN Security Council Resolution 1325, on Women, Peace and Security*”.

The MoD also plays a key role in the implementation of the “*Action Plan of the Czech Republic to Implement UN Security Council Resolution 1325 (2000), on Women, Peace and Security and the related Resolutions for 2017 – 2020*”. For this purpose, three representatives of the MoD are members of a working group which has been formed in connection to this agenda at the Ministry of Foreign Affairs of the Czech Republic (coordinating the Women, Peace and Security agenda).

### **I. PREVENTION** (*education/training/publicity*)

Education of MoD personnel took place in compliance with the internal regulation on the promotion of the principle of equality of women and men but also in accordance with the internal regulation on primary prevention of risk behaviour in the personnel of the MoD. However, in the evaluated period, in-person learning was very limited. In connection to the adverse epidemiological situation, the specialised education of personnel did not take place in person, but rather via e-learning. This was the case both for the one-day seminar on the prevention of risk behaviour, which included a lecture focusing on the enforcement of the principle of gender equality, as well as for the initial entry education for MoD civilian employees. The planned nineteenth cycle of lectures, intended for personnel in leadership positions, was cancelled due to the serious epidemiological situation as the seminar has a very large agenda and it was not possible to transfer it online.

The issues of discrimination and gender equality are permanently included into the education of students of the University of Defence, namely in the courses Basics of Law, International Humanitarian Law, Public economics, Labour Law and Service Law, Sociology, and

Organisational Behaviour. As for the senior officer courses, gender equality is included as part of the course entitled Applied Leadership Theory (in the extent of 2 hrs).

In line with the request by the University of Defence, the MoD Chief Inspector of Human Rights Protection organised a lecture for faculty students focusing on the protection of human rights in the MoD.

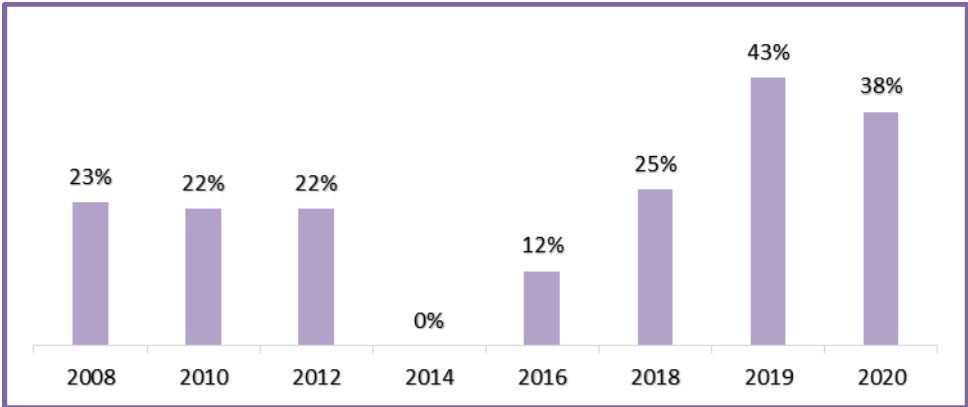
The Gender Focal Point at the Training Command – Military Academy in Vyškov (TC-MA) solidifies their knowledge via two e-learning courses. The first course focuses on raising effectiveness by integrating the gender perspective, covering basic concepts and instruments that employees use while applying the gender perspective in their work in NATO (ADL 169 Improving Operational Effectiveness by Integrating Gender Perspective). The second course is the Gender Advisor Course (ADL 168 Role of the Gender Advisor Course V2.0). Knowledge gained in these courses has been used in the preparation of e-learning courses for employees of the TC-MA and for students of career courses (the Junior NCO course, basic Senior NCO course, higher Senior NCO course, basic Officer course, Junior Officer course). A female member in the rank of First Lieutenant was nominated for the virtual Female Military Officer Course (FMOC), successfully attended the course and evaluated it as very positive.

The TC-MA organises inter-departmental preparation ahead of deployment in foreign operations. On the practical level, the gender perspective is discussed in the training for media representatives and in connection to topics relating to international humanitarian law. In 2020, the preparation took place under strict hygienic measures.

## **II. PARTICIPATION**

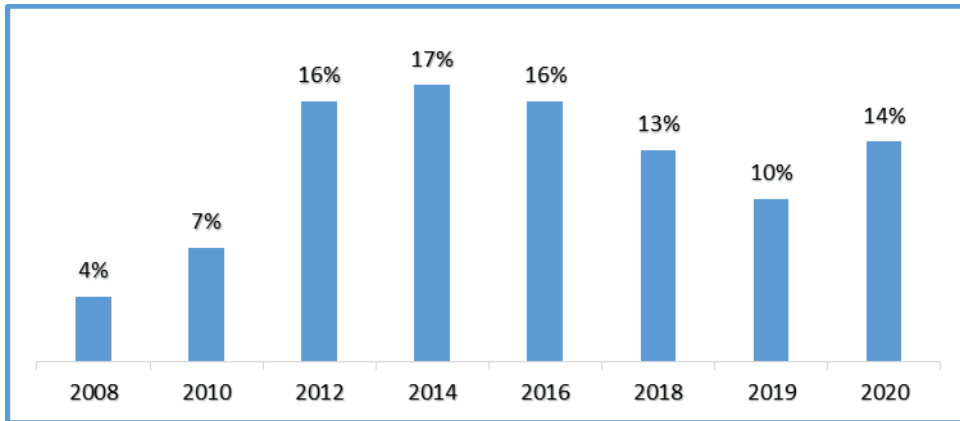
### ***1. Decision-making positions***

Percentage of women in the position of Deputy Minister (selected years at December 31):

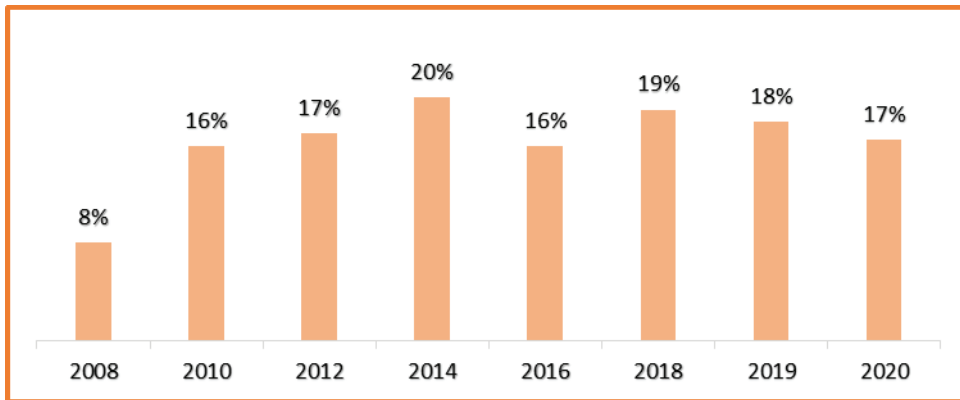


Percentage of women in the position of Department Director (selected years at December 31):





Percentage of women in the position of Section Head (selected years at December 31):



Rank overview – percentage of women in a given rank (the general rank, senior officers, junior officers, warrant officers, NCOs):

Rank	Number of women at 1 Jan 2021	% of women in the rank	<i>For comparison: % at 1 Jan 2020</i>
Brigadier general	1	5%	5%
Colonel	9	3%	2%
Lieutenant-Colonel	109	13%	12%
Major	212	18%	18%
Captain	415	24%	22%
First Lieutenant	408	26%	26%
Lieutenant	194	20%	22%
Chief Warrant Officer	1	4%	0
Senior Warrant Officer	64	24%	23%
Warrant Officer	309	16%	16%

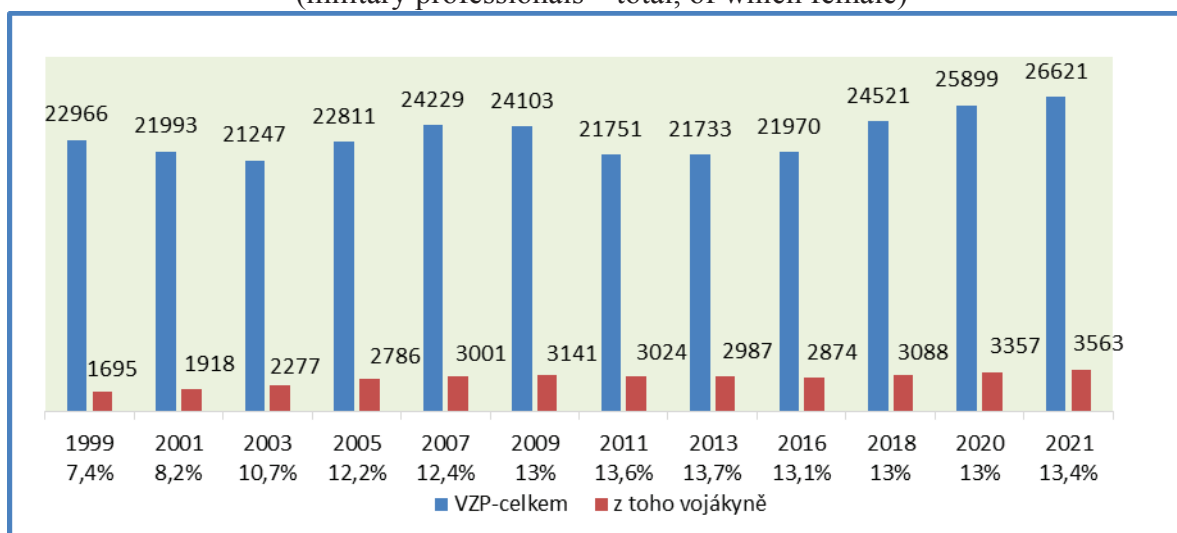
Master Sergeant	510	19%	19%
Sergeant First Class	475	14%	14%
Staff Sergeant	71	4%	4%
Sergeant	153	4%	4%
Corporal	194	6%	5%

## 2. Introduction of a regular analysis of data on women and men

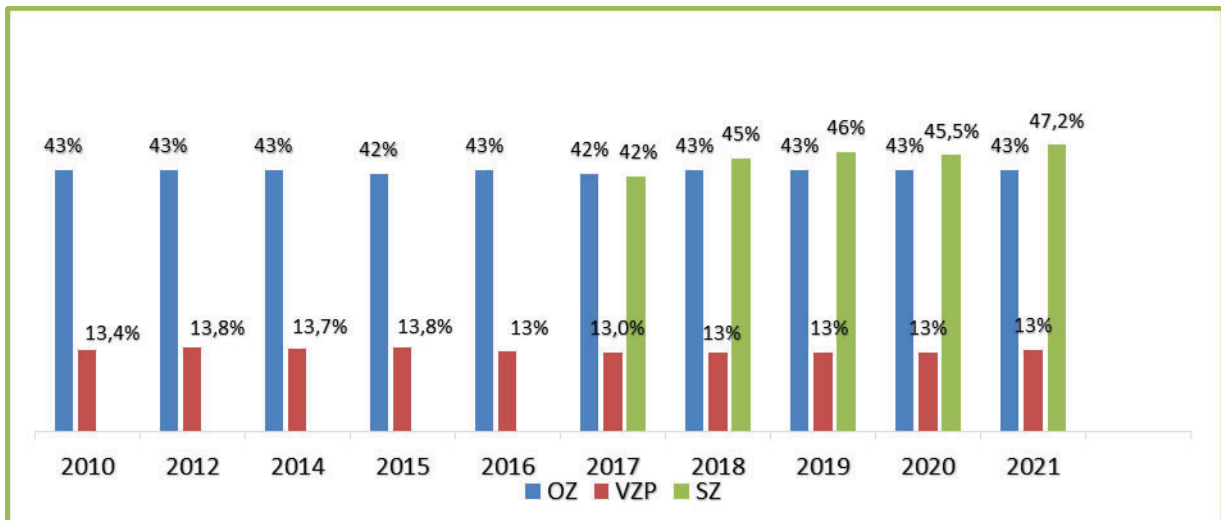
In compliance with the internal regulation on the promotion of gender equality, data is periodically collected on the number of men and women (in service relationship as well as in employment) in senior systemised positions, in basic commander positions, in the ranks of Lieutenant and higher and Chief Warrant Officer and lower; the duration of the service relationship; education; the fulfilment/non-fulfilment of qualification criteria and the required education of women and men in a service relationship; the numbers of students in military schools and their rate of success in applying for jobs; the ratio of women and men (in categories: applicant, candidate, accepted) as part of the selection of personnel – recruitment into the Czech Armed Forces; numbers of women and men in the NATO and EU structures and in foreign operations; the age of women and men in systemised positions and in leading positions; numbers of women and men on maternity leave and parental leave; in military specialities; in wage categories and grades; and also the average paid out wage component of both females and males per person/month in the MoD (available in Czech at the following address: <http://www.army.cz/informacni-servis/povinne-informace/1-rovne-prilezitosti/rovne-prilezitosti-muzu-a-zen-54018/>). Currently, the collection of data is broadened to include the numbers of modern war veterans and Active Reservists. A gender quantitative analysis/personal audit is made based on these data.

### Selected outputs of the quantitative gender analysis:

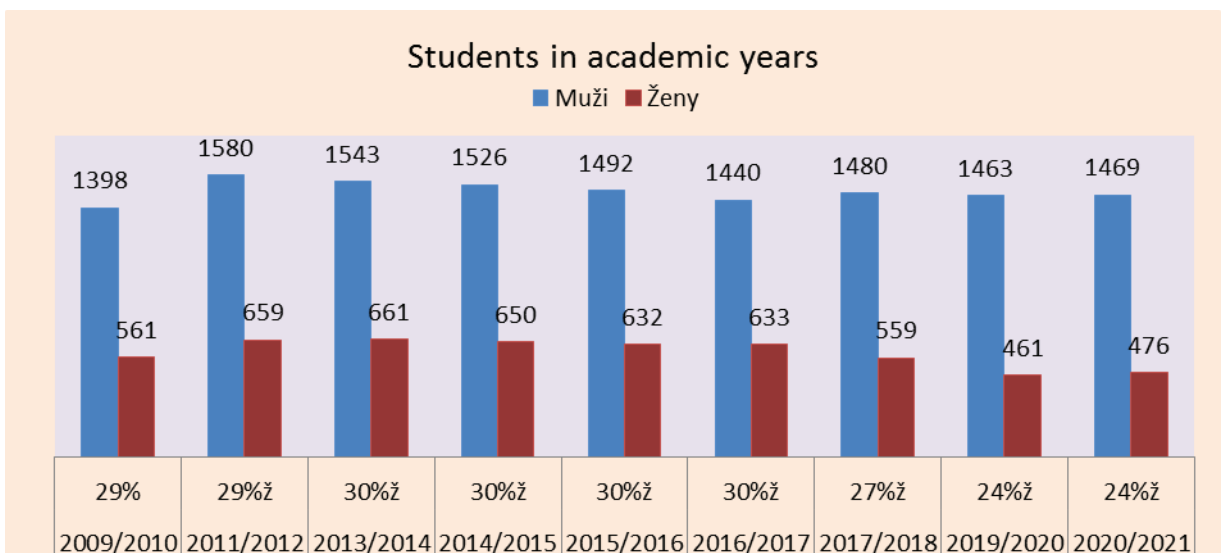
Numbers of female service members – selected years (at 1 Jan)  
(military professionals – total, of which female)



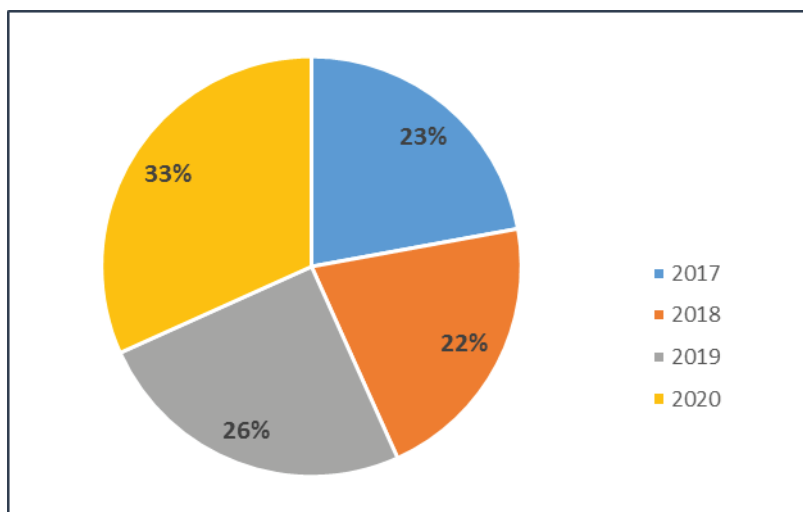
Representation of women  
(civilian employees – CE, military professionals – MP, civil servants – CS ):



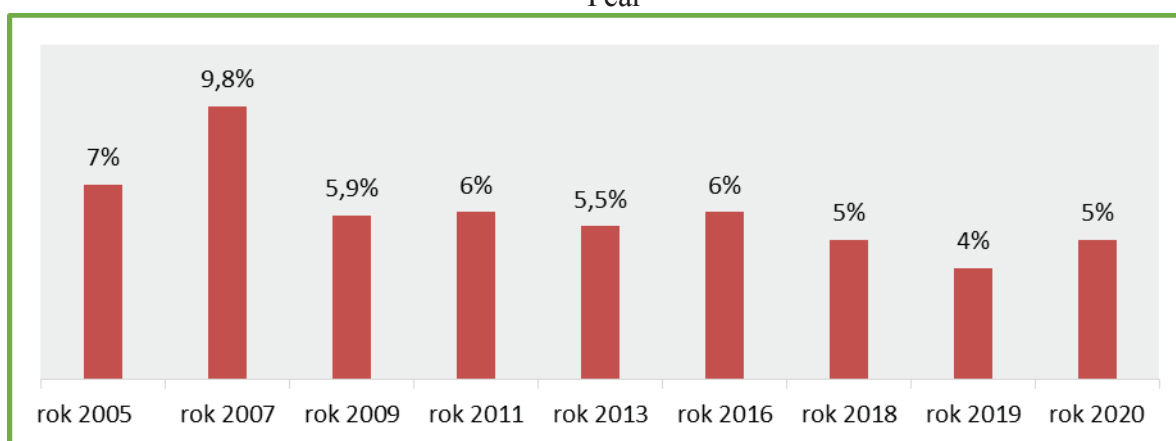
Students in academic years  
Male, Female



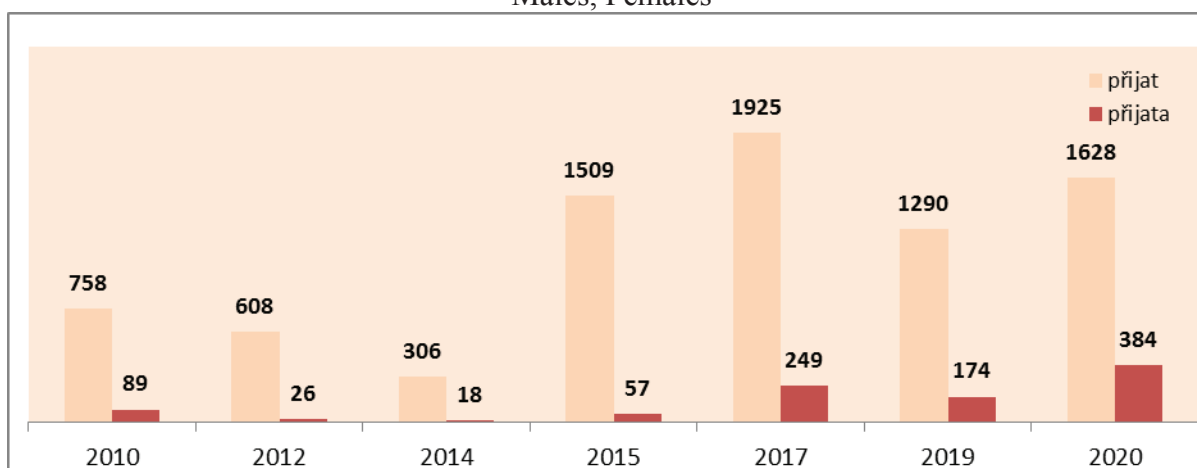
Ratio of women in permanent foreign missions (NATO, EU) – MoD Defence Policy and Strategy Division remit



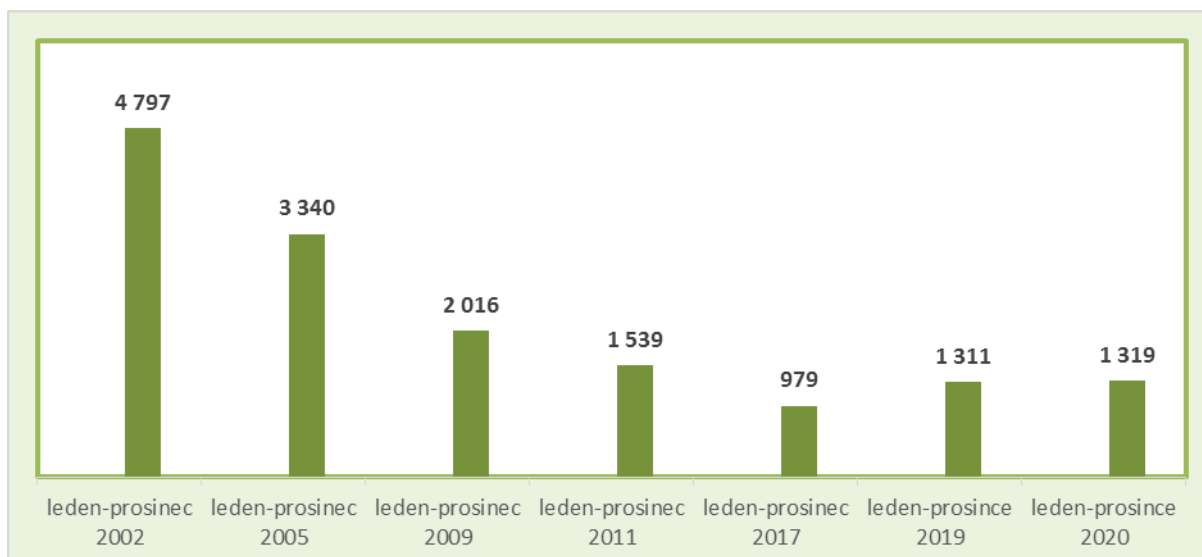
Ratio of female service members in foreign and observer missions (at 31 Dec)  
Year



Accepted into the Czech Armed Forces  
Males, Females



Difference in the average salary of women compared to men (in CZK)  
(Selected years)  
Jan - Dec



### III. PROTECTION

As far as the fight against the downplaying of all forms of gender-based violence in military as well as civilian service is concerned, the following activities took place.

The Department of Operational Psychology of the Military Medicine Agency realises, as part of its educational activities (specialised preparation), psychological preparation covering the whole area of respect for human rights<sup>3</sup>, the possibilities of their prevention and protection. Getting acquainted with the military legislation which covers these issues is part of the specialised preparation realised by the representatives of the legal service. Further, the protection and respect for human rights is made part of the psychological preparation for foreign operations deployment, for family members it comes in the form of information service, or an organised meeting. The Department of Operational Psychology ensures the accompanying and support to families during extraordinary events. A military psychologist is part of the unit and is present in foreign operations. Information and advisory psychological service is provided to military professionals, civilian employees, and family members and war veterans.

Generally, the specialised preparation focuses primarily on the prevention of these issues. The prevention falls under the remit of lawyers, psychologists and personnel officers. No gender-based violence was reported, nor sexual harassment. Neither did the MoD Supervision and Inspection Division, which had the Chief Inspector of Human Rights Protection (CIHRP) in its organisational structure in 2020, receive any complaints regarding sexual harassment/violence. The CIHRP runs an anonymous mailbox: [ombudsman@army.cz](mailto:ombudsman@army.cz), where complaints can be sent regarding gender-based violence, or an individual consultation regarding a concrete matter can be requested. Public servants can also use another anonymous mailbox for the same purpose: [prošetřovatelMO@army.cz](mailto:prošetřovatelMO@army.cz).

<sup>3</sup> Topics of psychological preparation: Psychological aspects of foreign operations, Preparation of families Sexual harassment, Undesirable Relationships, Gender equality, Psychological aspects of death and killing, Racial discrimination.

#### IV. ADDITIONAL INFORMATION

*Cooperation* with other bodies and organisations and other support measures:

At the beginning of 2020, the Women's Training Centre for female representatives of the Jordanian Armed Forces was finalised. The Czech Republic participated in this project financially and as a co-leading nation together with Norway. The project was implemented by the NATO Support and Procurement Agency. Its unveiling had to be postponed indefinitely due to the pandemic situation.

In 2020, for the first time in its history, the Czech Republic took over the command of an international mission. From 12 June 2020 until 12 January 2021, it commanded the units of the EU Training Mission in Mali (EUTM Mali). As part of the Czech contribution, a civilian expert was deployed in the position of Human Rights & Gender Adviser, who was part of the critical infrastructure of the mission's command. This endeavour was evaluated positively by the EU, and other nations commanding the mission will follow up on it.

In November 2020, a representative of the Czech MoD Defence Policy and Strategy Division took part in the conference „Women, peace and security“, organised by the Slovenian Presidency of the Central European Defence Cooperation (CEDC) at the occasion of the 20th anniversary since the adoption of the UN Security Council Resolution n. 1325. The Czech MoD representative presented the approach of the Czech MoD to the implementation of the UN SC Resolution n. 1325, and contributed into the collection of conference contributions (*note: the collection has not been published yet*).

Based on the request by the Embassy of Canada to the Czech Republic, the Czech MoD provided overview information regarding the implementation of the UN SC Resolution n. 1325, in connection to the contribution of the Canadian Ambassador for the Women, Peace and Security Agenda, Jacquelline O'Neill, at the conference “Towards a Meaningful Change: Gendered Foreign Policy in Practice”. The conference was organised by the Institute of International Relations on 4 December 2020.

The Czech national delegate in the NATO Committee on Gender Perspectives took part (online) in the periodic conference of the Committee on 13 – 14 October 2020. The conference, entitled “The UNSCR 1325 – Deepening Gender Mainstreaming: Transformation through Professionalisation”, was dedicated to the 20<sup>th</sup> anniversary since the adoption of the UN SC Resolution 1325 – Women, Peace and Security.

In connection to previous cooperation with the DCAF and with the International Conference of Ombuds Institutions for the Armed Forces (ICOAF), the Czech MoD Chief Inspector of Human Rights Protection took part in the international conference in October, held remotely (online). The program of the conference focused on the impact of the Covid-19 pandemic on the missions of the Armed Forces and on the activities of the Ombuds institutions for the Armed Forces.