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NOTE VERBALE

The Permanent Mission of the Czech Republic to the United Nations, Organization for Security and Co-operation in Europe (OSCE) and other International Organizations in Vienna presents its compliments to all Missions and Delegations to the OSCE in Vienna and the Conflict Prevention Centre and pursuant to the Forum for Security Co-operation Decision (FSC.DEC/02/09) has the honour to present the Czech Republic's response to the Code of Conduct on Politico-Military Aspects of Security questionnaire for the year 2019.

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 OSCE and the Conflict Prevention Centre the assurances of its highest consideration.

Vienna, April 15, 2020



To:

- **All Missions and Delegations of the participating States to the OSCE**
- **Conflict Prevention Centre of the OSCE**

Vienna

**Information Exchange on the OSCE Code of Conduct
on Politico-Military Aspects of Security
Czech Republic
2019**

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 State 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 State 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, 26 October 1979) and its 2005 Amendment as well as the Code of Conduct for the safety and Security of Radioactive Sources (with its supplementary Guidance);
- 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);
- Protocol Supplementary to the Convention for the Suppression of Unlawful Seizure of Aircraft (Beijing, 10 September 2010).

Council of Europe

The Czech Republic is a State 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 1st 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.

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)
22. Agreement between the Czech Republic and the Republic of Austria amending the 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 (Brussels, 5 December 2014)

Romania

23. 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

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

Slovakia

25. 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)

Slovenia

26. 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

27. 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

28. 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)

Switzerland

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

Tunisia

30. 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

31. 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

32. 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

33. 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

34. 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

35. 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

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

United Kingdom

37. Memorandum of Understanding between the Government of the Czech and Slovak Federal Republic and the Government of the United Kingdom of the Great Britain and Northern Ireland concerning Co-operation in Matters of Terrorism, Drug Trafficking, Organized Crime and General Policing and Enforcement Matters (Prague, 23 July 1990)

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). 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 Decree No. 385 of 10 April 2002). At present, the Strategy of the Czech Republic for the Fight against Terrorism for 2016 – 2018, revised every year by the Government, 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. (more on <https://www.bis.cz/about-us/>)

– Office for Foreign Relations and Information

The Office for Foreign Relations and Information (more on <https://www.uzsi.cz/en/>) 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 and economic 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 recipient and is usually obtained through intelligence means.

– Military Intelligence Service

Military Intelligence carries out counterintelligence and intelligence tasks within the purview 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. (more on <https://www.vzcr.cz/en>)

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 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, 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, 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.¹ It follows the *Security Strategy*

¹ 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.

of the Czech Republic², 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.

- *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 as a party to the below given international treaties and other international documents in the field of arms control, disarmament, confidence and security building measures and export control regimes, implemented in it's national legislation following:

- 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).

² Authorised by Government Resolution No. 79 dated 4 February 2015.

- 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 2019, the Czech Republic implemented all commitments stemming from all above given 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 are implemented by special laws. In other cases the provisions are self-executing in Czech Republic, such followings:

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

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 2019 according to the **Treaty on Conventional Armed Forces in Europe**:

- organized and conducted one multinational inspection abroad (with participation of four inspectors from four countries);
- took part in four allied inspection teams abroad;
- organized one multinational training inspection (with participation of twelve inspectors from ten countries);
- participated in one multinational training inspection abroad;
- participated in the training of arms control specialists outside of OSCE area;

according to the **Vienna Document**:

- received one inspections and one evaluation visit;
- organized and conducted two evaluation visit and three inspections of specified area (with participation of six inspectors from six countries);
- took part in ten visits to air bases and other military facilities and in show of new types of weapons;
- took part in one observations of certain military activities;
- took part in five inspections and one evaluation visit as a part of foreign teams;

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

- participated as an guest OSCE observer in two inspections conducted 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;
- conducted three joint / shared quota observation flights abroad;

under the **Convention on Chemical Weapons**:

OPCW do not conducted inspection on the territory of the Czech Republic.

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 MoD and the Czech Armed Forces (CAF). They are the same for planning and budgeting, conduct of financial operations and accounting. Each objective has a manager with a decision-making authority. At the end of the process a plan is produced, which serves as an input for follow-on processes, including budgeting and the acquisition process.

Steps of the defence planning process

The national defence planning process has 4 phases, which are repeated every year:

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;
3. Implementation: objectives and associated tasks and sub-tasks are implemented through Medium-Term Plans;
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, in particular its Defence Planning Committee, as the Government's working and coordination body. 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, it is the Deputy Minister for Defence Policy and Strategy who is responsible for defence planning. The Defence Policy and Strategy

Division is responsible for the formulation of 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 undertaken, in accordance with the conclusions of the NATO summit in Wales in 2014, to increase defence expenditures to 2 % of Gross Domestic Product (GDP) by 2024. From 2020, the Government of the Czech Republic also intends to annually spend at least 20 % of the defence budget on major equipment.

The Czech Republic State Budget for the year 2020 was approved by the Czech Parliament and published in the Act No. 355/2019 Coll., State Budget of the Czech Republic for the year 2020. The total amount of the State Budget expenditures is CZK 1,618,118,724 thousand, index 2020/2019 is 1.07. The 2020 MoD Budget Chapter amounts to CZK 75,500,366 thousand, index 2020/2019 is 1.13. The military expenditures, defined by the Vienna Document based on the UN methodology, represent the amount of CZK 75,381,017 thousand for the fiscal year 2020.

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 Czech Republic continued to contribute military forces in 2019 primarily to Allied operation in Afghanistan Resolute Support Mission (RSM). The Czech Republic also contributed to NATO’s enhanced Forward Presence in Latvia and Lithuania. Our forces have been engaged in the EU Training Mission in Mali (EUTM), EU counter-piracy mission (NAVFOR ATALANTA), EU mission (NAVFOR MED SOPHIA) in Mediterranean Sea, in the Balkans (JOINT ENTERPRISE/Kosovo and EUFOR ALTHEA/BiH), in mission of the Multinational Force and Observers (MFO) in Sinai, in UN Disengagement Observer Force (UNDOF) and in UN Multidimensional Integrated Stabilization Mission in Mali (MINUSMA). The Czech military personnel have provided training and medical support to the Iraqi defence and security forces within the framework of the Global coalition against Da’esh since 2016. Part of our support to Iraq is being provided also within the NATO Mission in Iraq. Military experts have been deployed as observers in a number of UN peacekeeping missions. Political mandate defining contribution of the Czech Republic to operations abroad in 2019-2020 with an outlook to 2021 was issued in 2018.

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. In 2017 and 2018, the Act was not approved 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 Forces is a part of the Reserve Forces of the Czech Republic. The Active Reserve Forces are established in compliance with the Act No. 585/2004 Coll., on liability to conscription service and its ensuring (Defence Act). Members of the Active Reserve Forces are organized in 22 units. The typical tasks of active reservists in peacetime are natural disaster relief and guarding the sites important for national defence if security situation deteriorates.

The training of Reserve Forces is organized and conducted by the Regional Military Commands (Reg MCs) in compliance with the Act No. 585/2004 Coll., on National Service (National Service Act). The training of Infantry Troops is organized in a three-year training cycle. Each Company passes annually a one-week training, which is organized by the Reg MCs Directors. The typical tasks of active reservists in peacetime are natural disaster relief and guarding the sites important for national defence if security situation deteriorates.

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.

The Active Reserve is a part of the Armed Forces of the Czech Republic's reserve in the peacetime and consists of soldiers (reservists) organized in the Active Reserve based on the voluntary acceptance of the duty execution obligation. The Active Reserve units (ARU) are units in the territorial forces units (i.e. the Active Reserve infantry companies at the RMHQs) and the ARU in the combat units and combat service and support units. Currently, there are 44 units of the Active Reserve. The numbers of the Active Reserve 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 basing and establishment. This Concept sets the total number of 10,000 reservists in the Active Reserve to be achieved by 2030.

Personnel Policy of the MoD draws on the *Long Term Perspective for Defence 2035* and from the *Czech Armed Forces Development Concept 2030*. The main objectives of the current personnel policy are described in the Ministerial Directive on Activity and Development Planning 2019–2026, with the forecast to the year 2030, and in accordance with the Medium-Term Plan 2018–2022.

Personnel management on the top level is executed by the State Secretary Division that is responsible for conceptual 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 Personnel Agency of the CAF that is subordinated directly to the Chief of the General Staff of the CAF.

A total of 1,892 persons were enlisted in 2019, including 264 women (1,464 for military units and installations, 428 as students of military schools). The average age of newly enlisted personnel in 2019 was 25.7 years.

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.

The Director of DIAI is responsible for setting policy and coordinating development of internal inspection system except for the cases when the responsibility is vested with other authorities by a special regulation; processing claims submitted by Minister; processing or arranging for processing petitions in the sense of provisions under Sect. 7 the Act No. 85/1990 Sb.; processing complaints addressed to the DIAI or conveying them for processing by relevant authorities and for cooperation with external inspection bodies, the Ombudsman, crime investigation, prosecution and judicial authorities and the NSA.

The Main Inspector for the Human Rights Protection (MIHRP) represents the MoD in the Czech Governmental Council for Human Rights as a permanent council member. MIHRP coordinates protection of human rights performed by MoD components and proposes recommendations for its implementation, develops the MoD HRP concept and is responsible for coordinating implementation of relevant international conventions on human rights and fundamental freedoms as a part of the Czech law, plus adopted rulings of international authorities according to those conventions into the MoD Department; evaluating legal regulations and MoD bylaws in the sphere of human rights, cooperation with human rights authorities (Governmental Commissioner for Human Rights, Governmental Commissioner for representing the Czech Republic before the European Court for Human Rights, and the Ombudsman) on behalf and for the MoD Department; provisions for and supporting the activities by external inspection authorities in its purview; collaboration with additional governmental and nongovernmental organisations engaging in protection of human rights; and policy related and analytic activities in the sphere of human rights protection. Furthermore, the responsibilities of MIHRP include advisory, specialist and education activities on human rights, performance of inspections and inquiries concerning petitions and claims regarding the application of human rights, including inspections in locations with restriction of personal freedom in the MoD Department (prisons of military units, psychiatric wards of military hospitals with controlled access, police cells); claims by service personnel concerning violation of human rights, which the service personnel may address to the MIHRP outside the mandatory chain of command procedure. MIHRP runs contact e-mail boxes for reception of claims, and receives claims submitted via telephone.

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 advanced IHL course for interested military and civilian personnel of the ACR. This course is performed in cooperation with Czech Red Cross society.

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, importance is attached to the education of officers. This is essential with respect to the fact that IHL imposes special obligations on commanders. With this regard a handbook on IHL prepared specifically for the needs of commanders (so called “The Fight according to Rules - Implementation of the IHL into the ACR training”) was issued in January 2008.

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 review A-Report.

In February 2017, the updated version of Frédéric de Mulinen Handbook on International Humanitarian Law for Armed Forces, widely used by military personnel, commanders and instructors of IHL training, was published by the Ministry of Defence. In August 2017, the MoD also published a new publication "The Primary Sources of the International Humanitarian Law" containing the main IHL treaties and basic information about customary law and direct participation in hostilities with the aim to further assist with IHL education and dissemination.

In 2018, the MoD prepared number of specialized educational and training activities related to IHL. In October 2018, the MoD prepared a specialized legal seminar for newly recruited military legal advisers. During this seminar, recruited legal advisers had an opportunity to learn also from highly experienced speakers from UK armed forces. Finally, in March and October 2018 the MoD together with the Czech universities and Czech Red Cross prepared and conducted a three-day practical training on implementation of IHL in prepared scenarios. Similar training will be prepared also in 2019.

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.

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 a duty to provide any information requested by any citizen, except for such information exempted by the Act.

Czech Republic ensures public access to information related to military also through public web page of the MoD: 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

Additional text pertaining to women, peace and security

Introduction – Institutional background

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 and non-discrimination more generally 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 authority reporting to the MoD State Secretary. Currently, a female coordinator is chairing the group. The Working Group has its statutes and rules of procedure and comprises of selected representatives of MoD organisational units. The working group meets at least four times a year.

The Czech Armed Forces have 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.

Among the key MoD concept materials, through which gender equality translates into all the areas (legal prerequisites, education, media, analyses, research, cooperation, supervision), is the internal regulation *“Promotion of equality of women and men in the MoD”*, the *“MoD Action Plan to Implement UN Security Council Resolution 1325, on Women, Peace and Security”*, *“The Concept of Primary Prevention of Risk Behaviour of MoD Personnel for 2015 – 2019”*, and the *“Plan of MoD Activities for 2019”*. The issue was covered also in the *“Plan of Cooperation Tasks of MoD Organisational Units”* (this chapter was also evaluated).

The MoD significantly contributes to the fulfilment 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 part of a working group created at the Ministry of Foreign Affairs of the Czech Republic to cover this agenda (the owner of 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, with the MoD Action Plan to Implement UN Security Council Resolution 1325, on Women, Peace and Security, but also with the internal regulation on Primary Prevention of Risk Behaviour.

For all organisational components / military units, the topic was included in the agenda of personnel preparation in the evaluated period. Emphasis was put on dealing with negative stereotypes and prejudice in the context of the MoD, gender equality in decision-making positions, domestic abuse and aggression, gender equality from the point of view of NATO

armed forces, workplace relationships, sexual harassment and the outcomes of the gender analysis/personnel audit. To cover these topics, the MoD employs a team of experienced instructors who trained, in the evaluated period, 1,992 persons.

For new employees, a full-day seminar on the prevention of risk behaviour was organised, which included a lecture focusing on the promotion of the principle of gender equality in the MoD (68 persons were trained). The topic is also part of an introductory education for civil servants, who are in the service relationship in accordance with the Civil Service Act 234/2014 Coll., as amended.

In cooperation with the Office of the Public Defender of Rights, the eighteenth series of lectures entitled “Anti-discrimination Laws 2009 – 2019: 10 Years Together against Discrimination and Unequal Treatment” was organised. These lectures were aimed especially at senior, leading employees and civil servants (112 persons attended the lectures).

Gender non-discrimination and gender equality are permanently included into the education of students of the University of Defence, in courses such as Basics of Law, International Humanitarian Law, Public Economy, Labour Law and Civil Service Law, Sociology and Organisational Behaviour. The topic of advocating equal opportunities of women and men is also a part of a training plan at the Military Intelligence senior officers’ course.

Educative activities related to this topic are provided at the Training Command – Military Academy (TC-MA) in the scope of career courses (Junior NCO course, basic Senior NCO course, higher Senior NCO course, basic Officer course, Junior Officer course). Lawyers from the Centre of Career Management are the trainers in these courses. Other educative activities for the servicemen and servicewomen are a part of ethical seminars led by members of the chaplaincy, psychological and legal branches of the Czech Armed Forces. The personnel of TC-MA was lectured on the topic of gender equality through an e-learning course in the Eduweb interface, completed by an exam. As part of predeployment personnel training, gender and sexual harassment are part of the specialised training in all CAF Task Forces, with special focus on the location of their future operational deployment.

The implementation of the UN Security Council Resolution 1325 on Women, Peace and Security in NATO-led operations is part of the “*Course for NATO Civilian Employees Assigned to Missions*”, which takes place four times a year.

Two female officers were assigned to certified courses abroad in the evaluated period: a senior lead officer from the Operations Command attended the course “Comprehensive Approach to Gender in Operations” (in the Hague, the Netherlands); and the Chief of the General Subjects Section at the Department of Professional Preparation at the TC-MA attended the course “NATO Gender Focal Point Course-tactical level” (at the Nordic Centre for Gender in Military Operations, Kungsängen, Sweden).

The issue of women in the Czech Armed Forces is a topic popular with the media both on the regional as well as the national level. Throughout 2019, over 80 articles, coverages and interviews on television, on the radio and in the press were published.

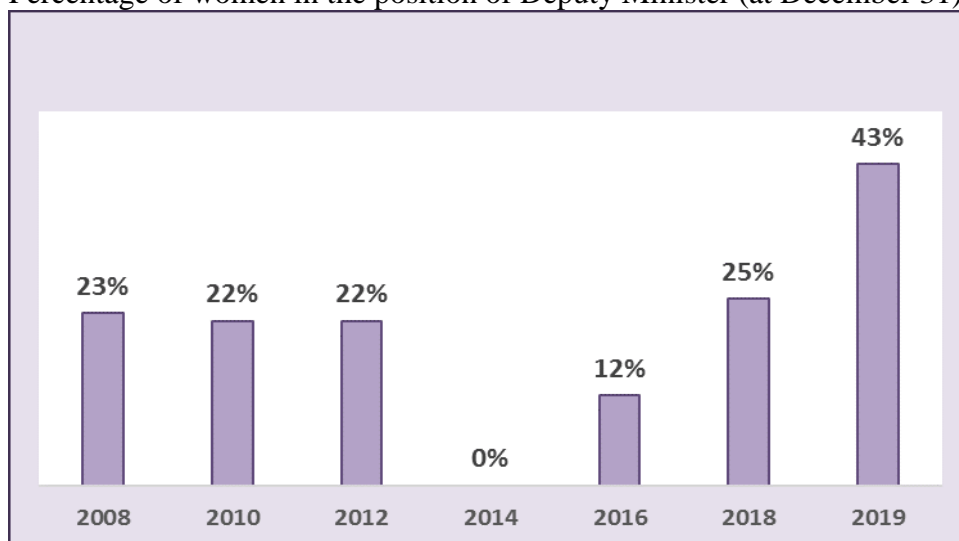
II. PARTICIPATION

1. Decision-making positions

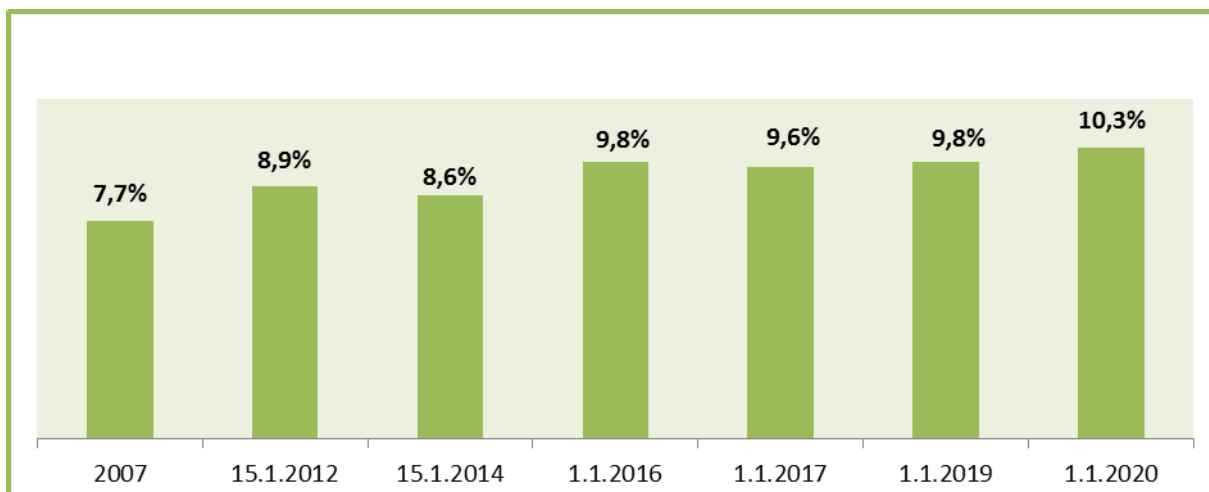
Percentage of women in the positions of Department Director, Section Head, and Other Specialists (selected years at December 31):

	Department Director	Section Head	Other Specialists
	%	%	%
2001	0.0	4.8	31.6
2005	3.3	15.6	50.0
2009	5.8	8.3	37.9
2015	16.1	15.0	39.0
2016	16.1	16.0	39.2
2018	13.0	19.3	41.3
2019	10.0	18.3	41.2

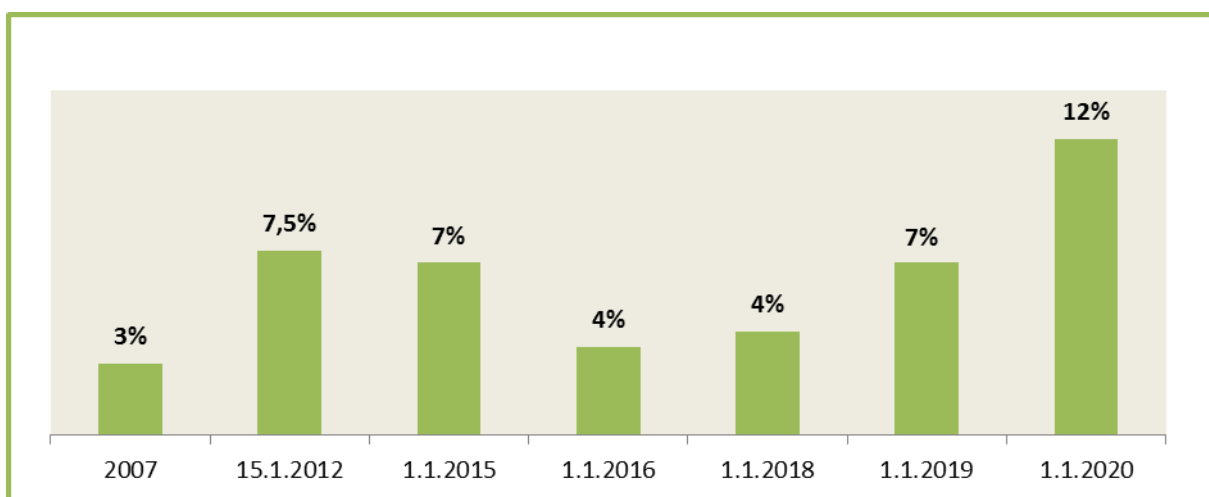
Percentage of women in the position of Deputy Minister (at December 31)



Percentage of female soldiers in senior systemized positions within the armed forces at 1 January 2020:



Percentage of female soldiers in senior systemized positions in the MoD (outside the CAF) at 1 January 2020:



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

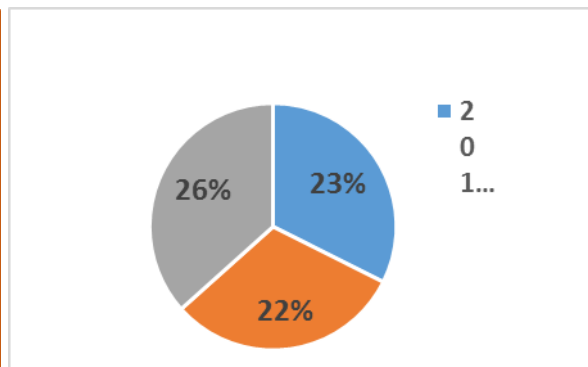
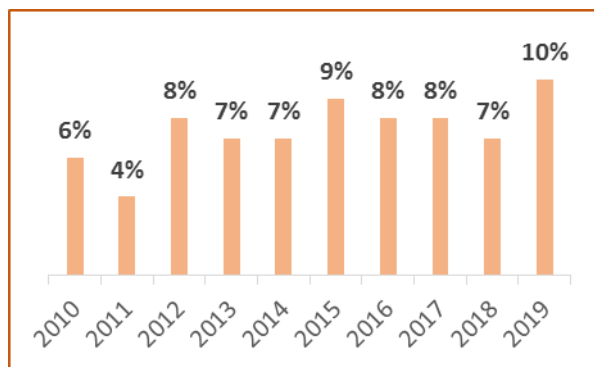
Rank	At 1 Jan 2020	% of women in the rank	Average age
Brigadier general	1	5%	56
Colonel	6	2%	48
Lieutenant-Colonel	102	12%	44
Major	202	18%	42
Captain	372	22%	39

First Lieutenant	389	26%	37
Second Lieutenant	198	21%	34
Senior Warrant Officer	63	23%	47
Warrant Officer	307	16%	44
Master Sergeant	476	19%	42
Sergeant First Class	434	14%	39
Staff Sergeant	68	26%	39
Sergeant	145	4%	36
Corporal	172	5%	30

Women in permanent foreign missions (NATO, EU) at 31 December

– CAF CHOD remit

– MoD remit

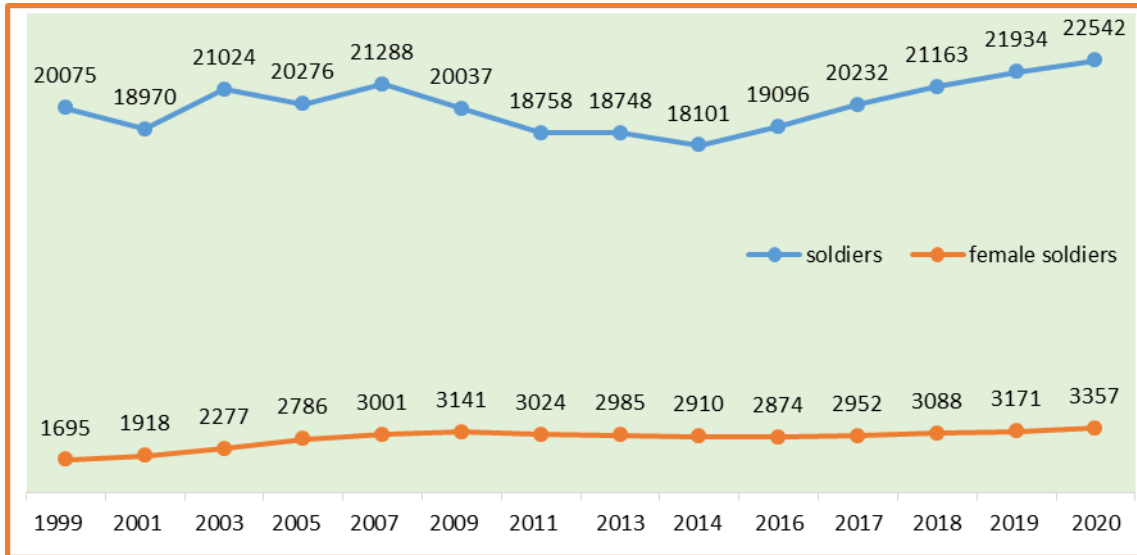


2. Introduction of a regular analysis of data on women and men

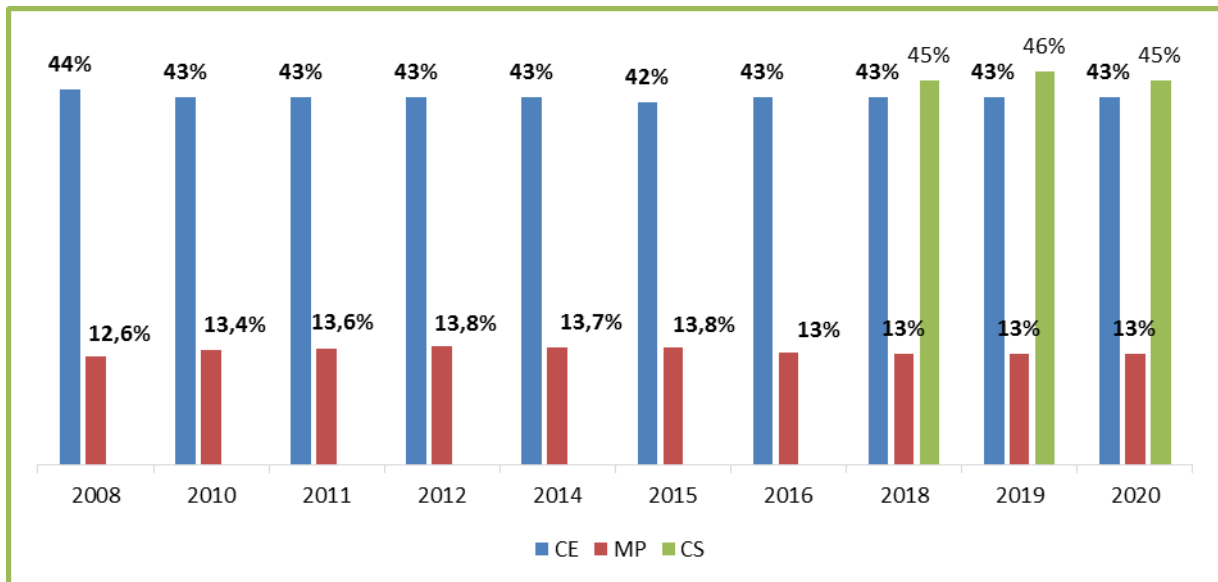
In line with the internal regulation on the promotion of the principle of equality of women and men, data are periodically collected on: the number of men and women (in service relationship as well as in employment), in senior positions, in basic commander positions, in the ranks of Second Lieutenant 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 success rate 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 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, data is also collected on the numbers of women

and men among modern war veterans, active reservists, and volunteers taking part in military exercises. Gender quantitative analysis/personnel audit is elaborated based on these data.

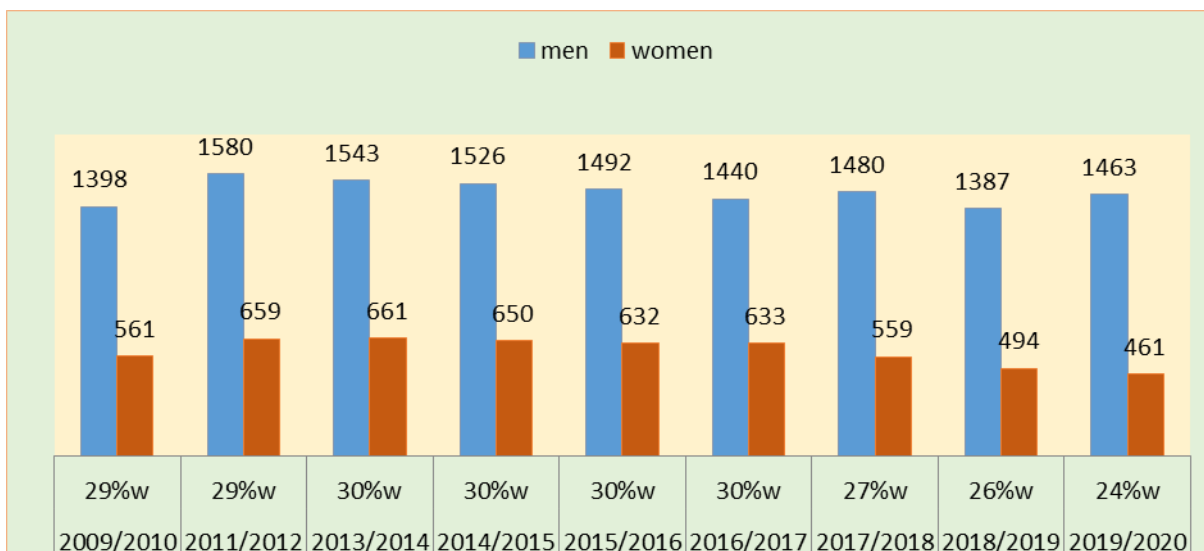
The development in the number of female and male military professionals since CZE accession to NATO (selected years at 1 January):



Representation of women at 1 January
(civilian employees – CE, military professionals – MP, civil servants – CS):



Development in the number of students of military schools:



III. PROTECTION

The following activities were undertaken in order to fight the detraction of all forms of gender-based violence during military and civilian missions:

The Operational Psychology Department of the Military Medicine Agency takes care, as part of educational activities (specialised trainings), of psychological preparation covering a whole range of human rights topics³ and ways to protect them. Getting acquainted with relevant military legislation is part of the specialised preparation lectured by representatives of the Legal Service. The protection and observance of human rights is further part of psychological preparation for foreign missions; for family members, it takes place in the form of an information service or an organised meeting. The Operational Psychology Department is responsible for the guidance and support of families in extraordinary events. Military Psychologists are integrated in the unit structure and are deployed in military operations. Information and advisory psychological services are provided to military professionals, civilian employees, family members, and war veterans.

Specifically, activities in 2019 included:

- Psychological Preparation and Training for the Force Protection Company BAF Afghanistan
- Psychological Preparation of the Task Force in Mali
- Psychological Preparation of the CAF TF Latvia and Lithuania
- Psychological Topics in the Prevention of Risk Behaviour

Generally, the specialised preparation focuses primarily on the prevention of the above-mentioned issues. Prevention is the responsibility of lawyers, psychologists, and HR specialists. There were no cases of gender-based violence or sexual harassment. Neither did the MoD Supervision and Inspection Division, which, since 2019, includes the position of the Chief Inspector of Human Rights Protection (CIHRP), receive any inputs/complaints

³ The psychological preparation covers: Psychological Aspects of Foreign Operations, Family Preparation, Sexual Harassment, Undesirable Relationships, Gender Equality, Psychological Aspects of Death and Killing, Racial Discrimination.

regarding sexual harassment/violence. The CIHRP run an anonymous mailbox: ombudsman@army.cz, where complaints can be reported that regard gender-based violence, or a request for an individual consultation on a specific matter can be made. Civil servants can also use the following anonymous mailbox for the same purpose: prošetřovatelMO@army.cz.

IV. ADDITIONAL INFORMATION

Cooperation with other authorities and organisations and further supportive measures:

The cooperation of the GFP with the Department of Equality of Women and Men of the Government of the Czech Republic and with the committees of the Government Council for Gender Equality, specifically with the Committee for Institutional Safeguards of Gender Equality, and the Committee for Prevention of Domestic Violence and Gender-based Violence, continued.

Throughout 2019, the building of the Training Centre for Female Representatives of the Jordanian Armed Forces continued in Jordan. The building of the Centre is approaching its final stages, the Centre is expected to open as early as in the first quarter of 2020. The project, co-managed (and co-financed) by the Czech Republic, is implemented by NATO Support and Procurement Agency.

In January 2019, representatives of the CAF, such as the former Gender Advisor to NATO International Military Committee, attended the seminar for representatives of EU and NATO international military staffs. She attended the aforementioned seminar as a consultant of the Nordic Centre for Gender in Military Operations. The seminar was on Gender in Planning and Training in foreign operations. Her participation was active, she presented her experience from implementing gender-related policies in international exercises.

In June 2019, two representatives of the Czech Armed Forces, the permanent delegate of the Czech Armed Forces in the NATO Committee for Gender Perspectives (NCGP) and the former Gender Advisor to NATO International Military Committee attended the 43rd issue of the NCGP conference. The topic of the conference, which took place on 4 – 7 June 2019, was “*Integrating Gender Perspectives and Responsibility*”. 150 representatives from 24 NATO member nations and 11 NATO partner nations attended the conference. Working in syndicates was part of the conference and the syndicates’ conclusions were provided to the NATO Military Committee for implementing the gender perspectives into NATO military concepts.

In 2019, the Czech Republic chaired the Forum for Security Co-operation (FSC) of the OSCE, the consultation and decision-making body of the OSCE. As part of the preparation for the Czech chairmanship, “Women, Peace and Security” was chosen as one of the topics for presentation. Throughout the regular meetings of the Forum, a representative of the CAF presented on the topic of “*UNSCR 1325: Women, Peace and Security*” (specifically focusing on the role of women in the armed forces, experience with professional fulfilment of women and the implementation of gender policies). The presentation took place at the Forum’s meeting in Vienna, on 2 October 2019.

To support a better work-life balance, flexible forms of work are available, and the Czech MoD funds facilities for pre-school-aged children of MoD employees, the so-called *children groups (CG)*. Currently, there are: 2 CGs in the Prague Garrison, 1 CG in the Tábor Garrison, 1 in the Čáslav Garrison, 1 in the Bechyně Garrison, 1 in the Stará Boleslav Garrison, and 1 CG in the Hranice na Moravě Garrison). The Central Military Hospital and its branches (the Military University Hospital Prague and the Military Hospital Olomouc) run their own institutions for pre-school-aged children. Employees of the University of Defence also have a similar facility available. EoT

Prague, April 2020