



WOMEN IN TURKISH ARMED FORCES

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AGENDA

- Recruitment & employment
- Career development opportunities
- Main policies & practices regarding the female personnel
- International Peacekeeping Operations & NATO missions
- Gender Perspective in Turkish Armed Forces (TAF)



Recruitment & Employment



In TAF, types of service differ for men and women.

A) Obligatory military service: Only for male citizens who are 20 and above.

B) Employment as military personnel: The same standards apply for both male and female citizens. This is a professionally-based service, unlike Type A, which recruits male civilians for basic training for a limited time only.

Historical Roots of Female Recruitment in TAF

- 1955 – first female cadets in each of the war colleges
- 1957 – first female jet pilot graduated
- 1959 – first female graduates of the Naval War College
- 1955 – 1960 – 24 female cadets in Air Force War Colleges
- 1992 – female recruitment started again / most are colonels



Types of employment in TAF



Sources of employment

Classification system



Allows the personnel to be distributed to relevant branches, depending on

- their area of expertise and previous employment experiences,
- their individual preferences,
- their physical and intellectual capabilities, skills and talents, education levels, interests, and

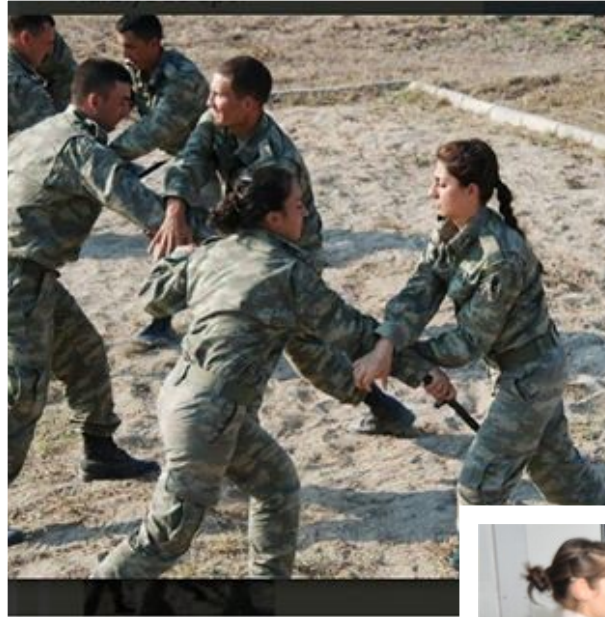
AND

- the personnel needs of the institution.



Training

- **For officers and NCOs,**
Military academies and schools
- **For civilians,**
Basic institutional courses



Employment Chain of Female Personnel



Some restrictions

No female personnel is employed in the following branches:

- Armour
- Infantry
- Submarine

Career Development

Professional Improvement Program for the Female Military Personnel



Main Policies & Practices

Both officers and NCOs can be posted in

- combat troops
- combat support troops
- combat service elements
- various HQ-level duties



Main Policies & Practice

They can also be employed in

- military schools,
- military hospitals,
- military training centres,
- recruitment units,
- military maintenance units



Female personnel in TAF...

- can enjoy the full rights that their male counterparts have,
- are given additional rights of leave of absence for pregnancy and maternity,
- can take unpaid leave for up to 4 years if their spouse is appointed to a permanent duty in a foreign country with the aim of protecting the unity of family.



International Peacekeeping Operations & NATO missions

In all International Peacekeeping Operations & NATO missions, female personnel (e.g.: military officers and nurses) can be deployed along with their male counterparts, without any gender discrimination.



Gender Perspective Training in TAF

CIVIC Training for the Conscripts (supported by EU) aims to provide content and materials prepared in a video-supported training format to conscripts on

- legal empowerment
- fundamental human rights
- women's rights and gender equality
- children's rights



For the details, you can watch the video of this training with English subtitles:

«MIYE Projesi Tanõm Filmi»

<https://www.youtube.com/watch?v=DhjXYIsGkEo>

Gender Perspective Training in TAF

The contents of the training for the conscripts include:

TOPIC-1: Women and Education

TOPIC-2: Women and Economic Life

TOPIC-3: Women and Legal Equality

TOPIC-4: Violence against Women



The project aims to help conscripts become responsible and sensitive individuals of the society through this training.

Gender Perspective Training in



There is also an ongoing project of «Gender Advisor» in Peacekeeping M

- Since January 2015, there is a full-time Turkish GENAD in RSM Kabul/Afghanistan.

Topics addressed by GENADs:

- Logistical activities as to obtaining proper facilities and equipment,
- Positions,
- Recruitment and training. Operations Planning Process
- Gender Analysis
- Factor Analysis
- Operational Risk Evaluation
- Rules of Engagement
- Commander's Critical Information Requirements
- Standards of Behavior, Code of Conduct

Gender Advisors on Duty



Gender Perspective Training in TAF

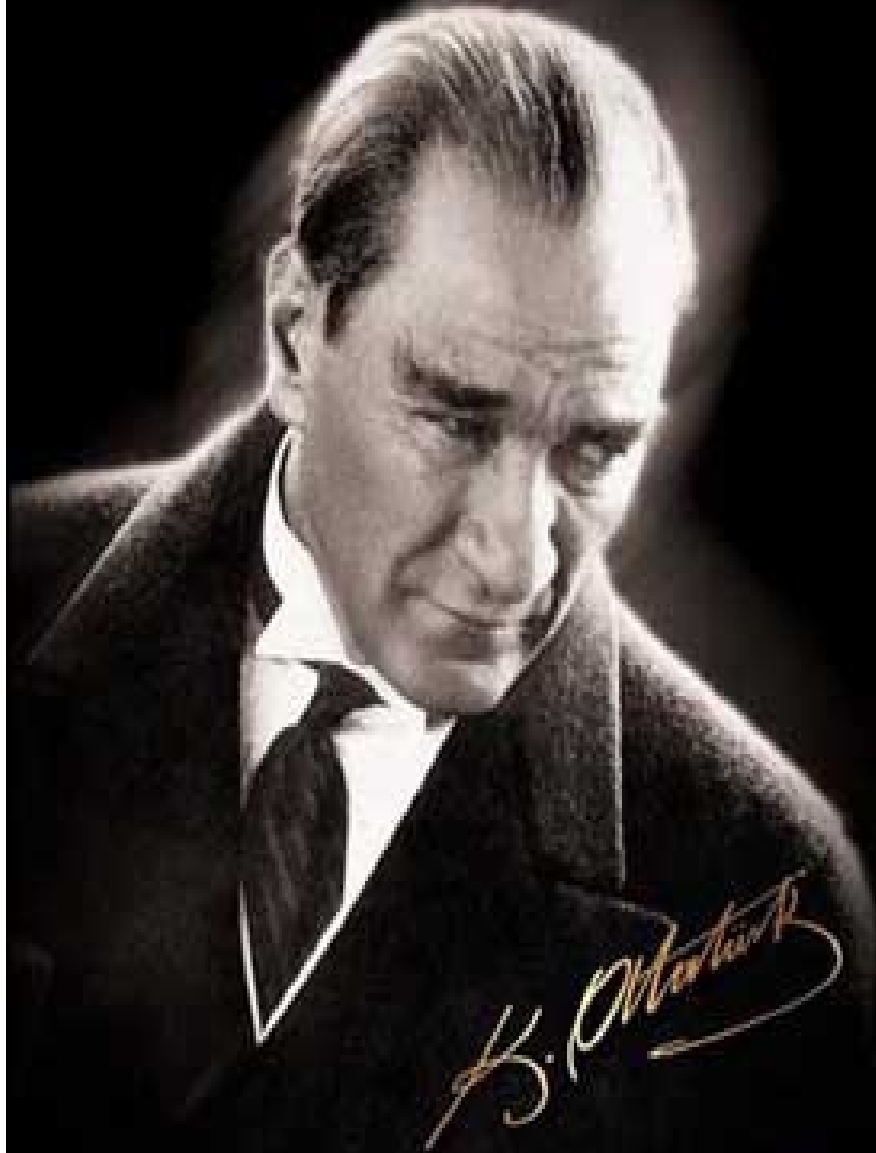
- Gender awareness training for deployed personnel in peacekeeping operations
- Gender awareness workshops



CONCLUSION

GOALS

- Improving the employment of the qualified female officers and NCOs,
- Having more female personnel in all the task fields, including the combat offices, without any gender discrimination,
- Sustaining harmony among female and male officers and NCOs,
- Having more female personnel in senior positions,
- Increasing awareness on gender issues,
- Having «Gender Advisor» positions in every HQ?²¹



“Human kind is made up of two sexes, women and men. Is it possible that a mass is improved by the improvement of only one part and the other part is ignored? Is it possible that if half of a mass is tied to earth with chains and the other half can soar into skies?”

Mustafa Kemal Atatürk

THANK YOU FOR YOUR ATTENTION

Q/A

