

SPAIN - NATIONAL REPORT (2004-2005).

I. - The accession of woman to the Spanish Armed Forces has been an important milestone for the attainment of work equality between men and women in our country, since this work environment has been one of the last ones to open its doors to women as workers.

That is why, different regulating initiatives and operational initiatives have been carried out aimed at favouring the accession and continuance of women in the Armed Forces.

In this sense, it is important to highlight as an outstanding fact that, in April 2005, military women represented a 10.7% of the total strength of the Spanish Armed Forces. There is an annex including significant statistical data of women in the Spanish Armed Forces.

II. - Background and evolution. - The integration of women into the Armed Forces was for the first time regulated in February 22, 1988, through Royal Decree-Law 1/1988. However, it included certain restrictions to accede to certain Corps and postings.

Nevertheless, in May 18, 1999 with Law 17/1999 of the Armed Forces Personnel Policy the equality principle was entirely applied and women could accede to the same assignments as their male counterparts, including tactical and operational posts.

However, the above-mentioned law includes in its articles certain measures favouring women or compensating them for their biological differences, mainly pregnancy, childbirth and breastfeeding.

III. – The professional career is today exactly the same for men and women. There is no specific quota or special conditions for any of the genders. Therefore, service men and women have the same tasks, training, responsibilities, benefits, wages, and disciplinary rules.

**DEVELOPMENT OF REGULATIONS AND ACTIONS TAKEN TO FAVOR THE
ACCESSION OF WOMEN TO THE ARMED FORCES AS WELL AS THE
CONCILIATION OF FAMILY AND PROFESSIONAL LIFE OF ALL MEMBERS OF
THE ARMED FORCES.**

DEVELOPMENT OF REGULATIONS. –

Regarding this we need to mention that THE AGREEMENT OF COUNCIL OF MINISTERS OF MARCH 4 OF 2005, has recently been approved in WHICH MEASURES are APPROVED to FAVOR THE INCORPORATION AND THE WOMAN'S INTEGRATION IN THE ARMED FORCES.

Among the measures that are contemplated in the one mentioned Agreement, it figures:

- Creation of THE WOMAN'S OBSERVATORY IN THE ARMED FORCES, with the objectives of Promotion and pursuit of the access, integration and the women's permanency. In a short period of time, the rule of composition and competences will be approved.

- Adaptation of LODGINGS in the Units. The plan will be developed to adapt the lodgings completely to the conditions of quality of the woman's life.

The presence of women in the Armed Forces has required the introduction of certain changes in accommodations, since there was an initial lack of appropriate facilities. These adjustments have been made based on the indispensable separation of both genders in order to guarantee the privacy of their lodgings and hygienic premises and wardrobes.

Obviously, this does not exclude that, in certain situations (exercises, military manoeuvres, submarines), the needs of the service may involve a closer cohabitation between service men and women and, thus, that they may have to share accommodations.

- He/she witnesses of the woman in the ORGANS OF EVALUATION. It is sought to guarantee the woman's presence in the evaluation organs for the promotion, selection to courses and assignment of destinations of special responsibility or qualification, whenever women exist with the employment required to be part of the mentioned organs.

- Creation of NURSERIES. Setting in practice of the Program of Nurseries elaborated for the year 2005-2006, by means of which nurseries will be created for the children of the members of the Armed forces and of the civil personnel to their service from 0 to 3 years old, in those military establishments demanded by by the Units. At least, more than 20 nurseries in military facilities will be created before 2007.

- Application of the relative community decisions to the conceptual delimitation of the offences or aggressions in the labour environment.

Apart from the above mentioned Order, we have to take into account the following issues:

- **Recruitment.** - The selection processes for women to join the Armed Forces are exactly the same as for men with the same conditions and requirements, except for the fitness tests which in the case of women, can be more limited, in accordance with what is regulated in the General Regulation for Access and Promotion in the Armed Forces. It also establishes specific measures when the applicant due to pregnancy or childbirth cannot perform the physical tests established in the enlistment call. In this case, the applicant will perform the rest of the tests, with the position remaining open and conditioned upon the successful completion of the other tests for a maximum of two years. In these cases the age limit is not applied.

- **Employment.**- As established in Royal Decree-Law 431/2002, of May 10, which endorsed the Regulations for the Assignments of Professional Military Personnel, during the period of pregnancy or breastfeeding, a woman may be assigned - on doctor's orders - to a position appropriate to her condition, without involving the loss of her assignment. This new posting will preferably be in the unit, centre or organization where she is assigned, and if there are no posts compatible with her condition, she will be appointed to another unit, centre or organization, preferably in the same local area.

- **Leaves.**- Women in the Armed Forces have the right to the same leaves as the rest of women serving in the Public Administration, being these leaves adapted to the specific structure and tasks of the Armed Forces. (Parental leave, reduction of working day for childcare, breastfeeding leave, extended leave of absence for childbirth or to look after a relative).

- **Uniforms.**- The integration of women into the Armed Forces has required female uniforms to be regulated. Now, in order to simplify the regulations of each of the Services on this issue, and to standardize the common basic principles, the Ministry of

Defence has endorsed a Ministerial Order regulating uniforms for pregnant women in the three Services and in the legal, finance and medical corps.

- MEASURES. -

- Steps taken with the Spanish Institute for Women.- Both the Minister of Defence and the Minister of Employment and Social Affairs have established a cooperation and assistance framework with the purpose of promoting several activities to boost the integration of women into the Armed Forces.

- Personnel Advisory Boards.- Spain has recently created and set up Personnel Advisory Boards, which are collegial bodies whose task is to analyse and assess the proposals and suggestions submitted by military professionals on issues concerning the personnel regulation policy and the military status. These boards are a new channel for military of all ranks and hierarchy levels to present their proposals or suggestions, preserving the independence of their criterion and freedom of speech, since they are integrated in a body that does not belong to the hierarchical structure. There is one Personnel Advisory Board for each Service and another one for the Legal, Finance and Medical Corps of the Armed Forces.

As for its composition, it is made up by at least one member of each sex for each category of Officers, NCOs and Professional Soldiers and Sailors.

Madrid, April 20, 2005

SERVICEWOMEN IN THE SPANISH ARMED FORCES

(SUMMARY)

	COMMAND POSTS			PROFESSIONAL SOLDIERS & SAILORS	TOTAL
	Officers	NCOs	Students		
<u>Army</u>	133	85	122	7.579	7.919
Navy	32	12	21	1.778	1.843
Air Force	102	54	57	2.084	2.297
Common Corps	523	8	51	---	582
TOTAL	790	159	251	11.441	12.641

Source: DIGENPER

Data: April 2005

PERCENTAGE OF WOMEN OF THE TOTAL STRENGTH IN THE ARMED FORCES

	PERCENTAGE
ARMY	10.8 %
NAVY	9.5 %
AIR FORCE	10.8 %
COMMON CORPS	15.0 %
TOTAL	10.7 %

PERCENTAGE OF WOMEN OF THE TOTAL COMMAND POSTS

	PERCENTAGE
ARMY	0.9 %
NAVY	0.6 %
AIR FORCE	1.6 %
COMMON CORPS	15.0 %
TOTAL	2.0 %

**PERCENTAGE OF WOMEN OF THE TOTAL OF
PROFESSIONAL SOLDIERS AND SAILORS**

	PERCENTAGES
ARMY	16.1 %
NAVY	15.7 %
AIR FORCE	19.0 %
TOTAL	16.5 %

**PERCENTAGE OF STUDENTS OF THE TOTAL
COMMAND POSTS STUDENTS OF THE SPANISH ARMED FORCES**

	TOTAL STUDENTS C.M.	WOMEN	PERCENTAGE
ARMY	580	122	21.0 %
NAVY	146	21	14.4 %
AIR FORCE	222	57	25.7 %
COMMON CORPS	82	51	62.2 %
TOTAL	1.030	251	24.4 %