

**SPAIN'S ANNUAL REPORT FOR THE
COMMITTEE OF WOMEN IN NATO FORCES
(2006-2007).**

I.- The accession of the woman to the Spanish Armed Forces has been an important landmark or milestone for attainment of work equality between men and women in our country. It is not up to 1988, when by the Real Decree-law 1/1988, of February 22, it is regulated, for the first time, the incorporation of the Woman to the Armed Forces, on voluntary basis, although with access limitations to certain Corps and posts.

At the present time, the women can already access to the same destinations that the men, included those of tactical or operative type. In fact, the career professional today in day is exactly same for men and women, Therefore, men and military women have the same tasks, formation, responsibilities, wages, and disciplinary regime. Nevertheless, concerning recruitment and employment there are certain measures favouring women or compensating them for their biological differences, mainly pregnancy, childbirth and breastfeeding. For instance.-

- **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.

- **Employment.-** 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.

In this sense, it is important to highlight as an outstanding fact that, in 2007 military women represented a 12% of the total strength of the Spanish Armed Forces (active). There is an annex including significant statistical data of women in the Spanish Armed Forces.

II.- Nevertheless, to achieve the effective equality, different normative initiatives have been made and developed focused to FAVOR THE INCORPORATION AND PERMANENCY OF THE WOMAN IN THE SPANISH ARMED FORCES AND to AVOID ANY TYPE OF DISCRIMINATION FOR GENDER REASONS, during the last year:

-First of all, we have to mention two important laws, the recently approved Organic Law 3/2007, March 22, for the effective equality of women and men and the Project of Law which regulates the Military Career. The last one is a project , at this moment but it could be approved by the Spanish parliament at the end of this year.

The respect of the principle of equality has been regulated in the Armed forces and in the Forces and Bodies of Security, by **the Organic Law 3/2007**¹, mentioned. There are some specific provisions regarding this issue.

By other hand, It is very important to point out that the gender equality has been configured as one of the five main principles in the Military Career Law. The objective is to get a positive gender impact, because this Project of Law contains measures to facilitate the equality of the women's opportunities in the Armed forces.

With the objective of reaching these results, It is regulated in their articulate the following issues: the principles of gender equality, positive actions related with the maternity, this situation is protected

¹ You can find the Law mentioned in the website. www.mde.es. Observatorio de la mujer en las fAS.

in different moments of their military careers (access, ascent, situations, formation teaching and improvement, destinations, etc), the compatibility of the professional, personal and family life of the members of the Armed forces is fomented, and it makes sure the military woman's representation in the evaluation organs.

Apart from those legal rules, I inform you that the following rules have been approved during last year concerning the presence of women in the Spanish Armed Forces

The Real Ordinance 1202/2006, of October 20, that modifies the Regulation of the personnel's military professional destinations, approved by Real Ordinance 431/2002, of May 10, for which the mobility of the military victims of gender violence is regulated.

The protection of the maternity appears regulated in the Real Ordinance 1411/2006, of December 1. According with this Real Ordinance it is possible postponement a training course for reasons of pregnancy, maternity leave, or breast feeding .

The Ministerial Order 121/2006, of October 4, concerning vacations, permits and licenses of the members of the Armed forces that it introduces measures to facilitate the compatibility of the personal, family and working life and regarding the presence of women in the Spanish Armed Forces, (Parental leave, reduction of working day for childcare, breastfeeding leave, extended leave of absence for childbirth or to look after a relative).

-By a Ministerial Order, a Prize "Soldier Mrs. Idoia Rodríguez Buján" has been created with two different objectives, one is to remember Idoia, and the other to recognize the work carried out to facilitate the equality of opportunities and the woman's integration in the Spanish Armed forces.

Idoia Rodríguez Buján, first woman military Spaniard died when she was carrying out one the mission in Afghanistan.

III.- Apart from those legislative initiatives, the following measures have been developed during the last year : :

CENTER OF STUDY ON THE WOMAN'S SITUATION IN THE ARMED FORCES (OBSERVATORY OF THE WOMAN IN THE FAS).

The Observatory is a dependent collegiate organ of the Undersecretary of Defence whose composition and functions are regulated in the Instruction number 123/2005, of July 18, of the Undersecretary of Defence.

As for their composition, it has been attempted, insofar as possible, to reach a balance presence of men and women as well as of feminine representation of different military categories.

The Observatory takes charge, among other functions, of elaborating studies on the gender impact in the work environment castrates you and the analysis on the paper and the woman's contribution in the Armed forces.

Inside the development of these functions, a page web has been created, inside the page of the Spanish Ministry of Defence, with information on the woman in the Armed forces and in general on gender questions and reconciliation of the family and working life.

Also, he/she has put into electronic mail (observatoriomujerfas@oc.mde.es) and telephone (91 3955050), in those that to carry out comments, suggestions, and to request information.

THE PROGRAM FOR THE CREATION OF INFANTILE CENTERS (nurseries)

There is a program for the operation and creation of Infantile Centres (Nurseries) in military Establishment to the

object of facilitating the compatibility of the family life and professional of the members of the Armed forces and of the civil personnel to its service.

This program established more than 20 nurseries distributed in eight Autonomous Communities, and the possibility of going revising the priorities for its creation.

Madrid, Galicia, Andalucía, Castilla-La Mancha, Aragón, Murcia, and Extremadura are already collaborating with this initiative of Defence, through the respective Agreements signed in this respect.

Regarding the situation of the foreseen centres, 2006-2007 are working for this course 10 the nurseries which are located in the Arsenal Ferrol (Coruña), the Guardia REal (El Pardo, Madrid), in the Centre of Supply of Material of Intendency (Madrid), in the Naval Base of Rota (Cádiz), Base Aérea de Torrejón, Cuartel General del Aire, en Base “Coronel Mate” en Colmenar Viejo (Madrid), el Colegio de Huérfanos de la Armada (Madrid), la Base Aérea de Zaragoza, y en el Arsenal de Cartagena .

MEASURES FOR THE ADAPTATION OF THE LODGINGS TO THE CONDITIONS OF LIFE OF THE WOMAN IN THE ARMED FORCES.

In the adaptation of lodgings in the Units of Defence the gender principle is applying. In this sense, it remarks that all these works (lodgings, wardrobes, sport facilities, sociocultural centers, nurseries etc.) they have been planned keeping in mind the gender approach and the specific necessities of the professional women of the FAS.

Other Measures to favour the equality among women and men adopted by the Spanish Ministry of Defence

- The Ministry of Defence carries out the official statistics of disintegration regarding the gender with the biggest possible level.

One of the functions commended to the woman's Observatory in the FAS is in fact the elaboration of statistics on the feminine community that integrates the Armed forces.

-Regarding military personnel's selection, it has been attempted, insofar as possible, that the composition of the tribunals and of the selection commissions for the access is adjusted to the approach of balance among men and women, or, at least, has feminine presence, when it is possible.

-The General Administration of the State will offer the parity between men and women in the composition of its collegiate organs and experts' committees.

This approach has been kept in mind in the composition of the collegiate organs and committees of this Department.

-The Ministry of Defence and the Ministry of Employment and Social Affairs signed a Framework Agreement on September 12, 2006, in order to establish a cooperation and assistance framework between both Departments, with the purpose of promoting several activities to boost the integration of women into the Armed Forces.

Such Agreement sets that both Ministries share the goal of doing everything possible to assure that the integration and consolidation of women in the Armed Forces is carried out without any incidents, eliminating those conditions or circumstances that may negatively affect the non-discrimination sex policy, favouring the full integration of women in this field and the conciliation of their family and professional life.

The specific steps that will be taken every year will be implemented through Specific Agreements.

In conclusion, we can affirm that the woman's presence in Spanish Armed Forces is a consolidated reality, although, it is necessary to continue working to assure the effective equality between men and women in our Armed forces.

May 2007