

**SPAIN'S ANNUAL REPORT (2002/2003) FOR THE  
COMMITTEE ON WOMEN IN THE NATO FORCES.** (Madrid, April 30, 2003)

We wish to inform in advance that Spain has carried out and is implementing different operational initiatives and regulations aimed at favouring the integration and continuance of women in the Armed Forces.

In this sense, it is important to stress that servicewomen represent a 10% of the total strength of the Spanish Armed Forces.

**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.

Later on, the approval of the Law of Military Personnel Policy in July 19, 1989, involved the consolidation of the system since it guaranteed a greater incorporation and integration of women than was regulated in the above-mentioned Royal Decree-Law of 1988.

The idea was to shape only one career model. So women were integrated in the existing Corps and Services, and no Special Corps or Services were created for that purpose, nor was there a ceiling on the percentage of women in each of these. Women were guaranteed the right to reach all military ranks, with no terminological distinction between ranks for men and women. Women were also assured that they would be promoted in the same conditions as their male counterparts, with no other difference than those derived from their physiological conditions for the assignment of certain postings.

The first women joined the Common Corps (Cuerpos Comunes) that year. Later on, in 1990, they joined the rest of the Corps of the Army, Navy and Air Force (General Corps, Engineering Corps, Quartermaster Corps, Corps of Specialists)

The first tests to join the SAF as professional soldiers and sailors were in 1993. 2.210 women out of 12.206 applicants took the tests, and of the 3.000 who passed the tests 82 were women.

However, the equality principle was not entirely applied until Law 17/1999 of the Armed Forces Personnel Policy was endorsed in May 18, 1999. Since then, women can accede to the same assignments as their male counterparts, including tactical and operational posts.

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, servicemen and women have the same tasks, training, responsibilities, benefits, wages, and disciplinary rules.

Today, women form part of the Army, Navy, Air Force and the Common Corps, in the proportion and amount indicated in the statistical table included in the Annex (information available on April 1, 2003).

## **CURRENT DATA ON SPANISH SERVICEWOMAN**

A statistical annex is included on this matter. It also contains the required information on the current amount of women in the Spanish Armed Forces, distributed by services, corps and ranks.

## **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 are less demanding than for men. The General Regulations for Enlistment and Promotion in the Armed Forces specifically state that the tests to verify the necessary psychophysical aptitudes to participate in the respective syllabus may be different for men and women, in order to adjust to their different physical conditions.

Furthermore, specific measures have been taken when the applicant cannot perform the physical tests established in the enlistment call due to pregnancy or childbirth. 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. The candidate will enter the corresponding military training centre with the rest of the people admitted in the enlistment call in which she has eventually passed all the physical tests.

The candidate unable to take the tests, for any reason, in any of the above-mentioned enlistment calls, will lose her right to that post.

## **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, a woman may be assigned - on doctor's orders - to a position appropriate to her condition. However, this will not involve 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.

This position may also be assigned while breastfeeding when the child is under nine months old and when the mother's absence, for one hour a day, is absolutely incompatible with the requirements of the job she was assigned to before being pregnant.

## **MATERNITY PROTECTION AND RECONCILIATION OF THEIR PROFESSIONAL AND FAMILY LIFE.**

Besides what has been previously explained about recruitment and employment, other aspects directly related to maternity and reconciliation of their professional and family life are regulated in the legal code.

Parental leave: In cases of childbirth or adoption of a child, Spanish military personnel are subject to the same regulations as the rest of the personnel serving the Public Administration. Such leave covers a period of sixteen weeks with a full salary. The first six weeks after childbirth must be enjoyed by the mother, however, the remaining ten weeks can either be enjoyed fully or partially by the father and mother simultaneously or one after the other. None of these events will imply the loss of their assignments.

Reduction of working day for childcare. The military, the same as the rest of the civil servants who look after a child under 6, an old person requiring special care or a psychically or

mentally handicapped, are entitled to reduce their working day up to half their working hours, with the proportional reduction of their salary. However, the structure and tasks of the Armed Forces and the prevalence of the special requirements of the service, have led to plan the possibility of certain adjustments within the Armed Forces. Now a Ministerial Order is being drafted specifically regulating this issue for the Armed Forces.

Breastfeeding leave: Servicewomen with children under nine months are entitled to be absent from work one hour a day. However, this hour may be divided into two halves.

Creation of Nursery Schools in the Ministry of Defense. An Agreement was signed on May 13, 2002 with the Government of the Province of Galicia with the purpose of establishing channels of co-operation allowing the creation and functioning of nursery schools in military establishments. In accordance with the afore-mentioned Agreement, a nursery school named “GRUMETE” (Cabin Boy) was opened last January 16 in a Navy establishment.

## **INFRASTRUCTURE**

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. The 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. However such adjustments have almost all been already made.

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

## **UNIFORMS**

The integration of women into the Armed Forces has made it necessary to regulate the uniforms of female personnel. 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 Defense is trying to adopt specific regulating measures for the uniforms of pregnant women.

## **DISCIPLINARY AND CRIMINAL REGULATIONS**

The legal code regulating the military institution imposes disciplinary and criminal sanctions, depending on the nature of the infractions, for those aggressions or behaviours attempting against the sexual freedom of the members of the Armed Forces.

## **OTHER ISSUES**

### **Cooperation with the Spanish Institute for Women**

Both the Minister of Defense and the Minister of Employment and Social Affairs signed a Framework Agreement on December 5, 2001, in order to establish a cooperation and assistance framework between both Departments, with the purpose of promoting several activities in order to develop the integration of women into the Armed Forces.

Such Agreement sets forth that the Institute for Women and the Ministry of Defense share the goal of doing everything possible to assure that the integration 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 reconciliation of their family and professional life.

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

The 2002 Specific Agreement planned to hold a Conference which actually took place last October. The aim of this Conference was: to analyse the situation of servicewomen in the Armed Forces and highlight those issues that must still be solved.

During the Conference, the participants reviewed the current situation of servicewomen as regards to their integration and professional career, reconciliation of their family and professional life, and all in all, of the possible impact of the presence of women in the military institution itself, which historically has only been integrated by men.

At the same time, this year's Specific Agreement was signed last April 29 with the following goals:

- Develop information and educational campaigns on issues related to personnel regulations and rules of discipline and the rights for the reconciliation of the family and professional life of the members of the Armed Forces.

- Study and analyse the situation and concerns of women in the Armed Forces, in order to continue promoting their full integration in this field.

- Promote ideas aimed at informing of the equality policies of men and women within 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 provide an opening 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 it is 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 Common Corps of the SAF.

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

### **CONCLUSIONS**

We may conclude saying that in Spain there is a clear increasing tendency towards the integration and continuance of women in the Armed Forces.

As this report has clearly stated, all the policies and activities that are being carried out start from the complete equality between men and women. The regulation framework guarantees equal opportunities for women, without sexual discrimination, as regards to their integration and personnel policy. However, as has been explained before, there are certain measures, which in order to compensate biological differences such as pregnancy, childbirth and breastfeeding, are basically favouring women

**SERVICEWOMEN IN THE ARMED FORCES**

**(SUMMARY)**

	COMMAND POSTS			PROFESSIONAL SOLDIERS SAILORS	TOTAL
	Officers	NCO S	Stude nts		
<u>Army</u>	93	53	101	7.003	<b>7.250</b>
Navy	31	5	10	2.045	<b>2.091</b>
Air Force	83	37	43	2.055	<b>2.218</b>
Common Corps	492	8	29	---	<b>529</b>
<b>TOTAL</b>	<b>699</b>	<b>103</b>	<b>183</b>	<b>11.103</b>	<b>12.088</b>

**PERCENTAGE OF WOMEN OF THE TOTAL STRENGTH**

**IN THE ARMED FORCES**

	TROOPS	WOMEN	PERCENTAGE
ARMY	71.854	7.149	9,9 %
NAVY	21.188	2.081	9,8 %
AIR FORCE	21.822	2.175	10,0 %
COMMON CORPS	3.796	500	13,2 %
<b>TOTAL</b>	<b>118.660</b>	<b>11.905</b>	<b>10,0 %</b>

**COMMAND POSTS**

	<b>TROOPS</b>	<b>WOMEN</b>	<b>PERCENTAGE</b>
<b>ARMY</b>	25.886	146	0,6 %
<b>NAVY</b>	8.252	36	0,4 %
<b>AIR FORCE</b>	9.814	120	1,2 %
<b>COMMON CORPS</b>	3.796	500	13,2 %
<b>TOTAL</b>	<b>47.738</b>	<b>802</b>	<b>1,7 %</b>

**PROFESSIONAL SOLDIERS AND SAILORS**

	<b>TROOPS</b>	<b>WOMEN</b>	<b>PERCENTAGES</b>
<b>ARMY</b>	45.968	7.003	15,2 %
<b>NAVY</b>	12.936	2.045	15,8 %
<b>AIR FORCE</b>	12.018	2.055	17,1 %
<b>TOTAL</b>	<b>70.922</b>	<b>11.103</b>	<b>15,7 %</b>

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

	<b>TOTAL STUDENTS C.M.</b>	<b>WOMEN</b>	<b>PERCENTAGE</b>
<b>ARMY</b>	530	101	19,1 %
<b>NAVY</b>	146	10	6,8 %
<b>AIR FORCE</b>	177	43	24,3 %
<b>COMMON CORPS</b>	60	29	48,3 %
<b>TOTAL</b>	<b>913</b>	<b>183</b>	<b>20,0 %</b>