

Women in the Spanish Armed Forces



Mrs. CABALLUD, Belen
ESP MOD/Observatory for women – Gender Advisor

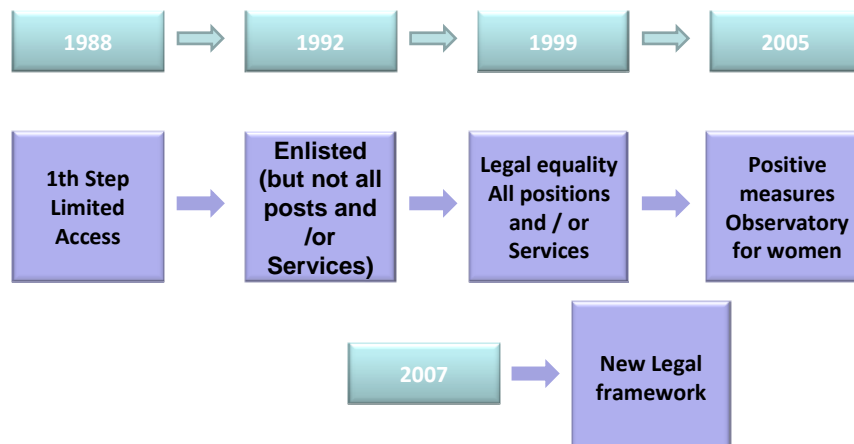
Introduction



CONTEXT

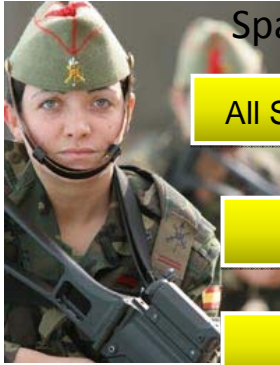
- INCORPORATION
- LEGAL EQUALITY
- EQUALITY

Historical Evolution



Current legal framework

Spanish way of integration



All Services and units in all ranks / positions

No specific female corps

No maximum percentage

The Military Career Law (Nov 2007)



Gender Mainstreaming

Affirmative actions regarding maternity

Reconciliation of career development and family life

Representation of women in evaluation boards

Priority for assignments to gender-violence victims

Agreements of the Spanish Council of Ministers (2005 and 2006)



Observatory for women in the ESP Armed Forces

Adaptation of military facilities

Women in collegiate bodies and evaluation boards



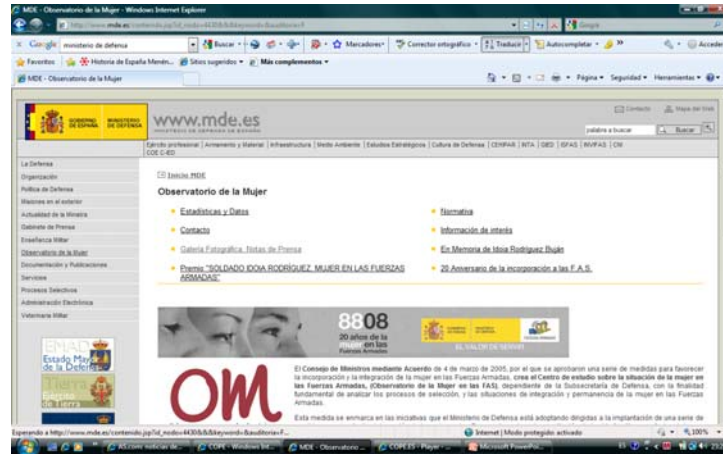
Child-care centers

MAIN TASKS

The Observatory for Women

- Analyze the impact on women of the process of recruitment, formation, integration and other
- Produce reports related to gender impact in the Armed Forces
- Analyze statistics and reports provided by the Services, related to the situation of the women
- Promote, analyze and spread information about women contribution and integration
- Any other significant issue which contributes to improve incorporation and integration
- Composition and legal framework
- Legal framework

Observatory for Women web page

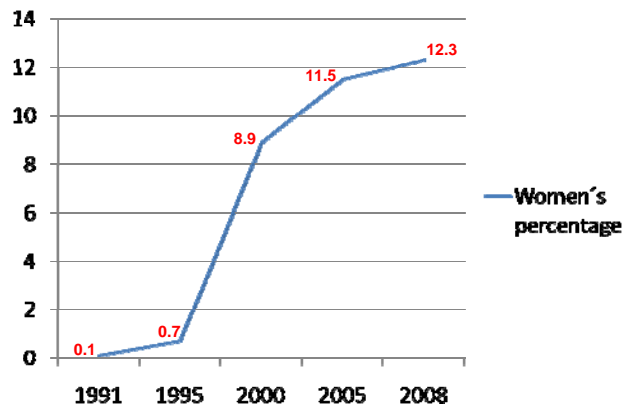


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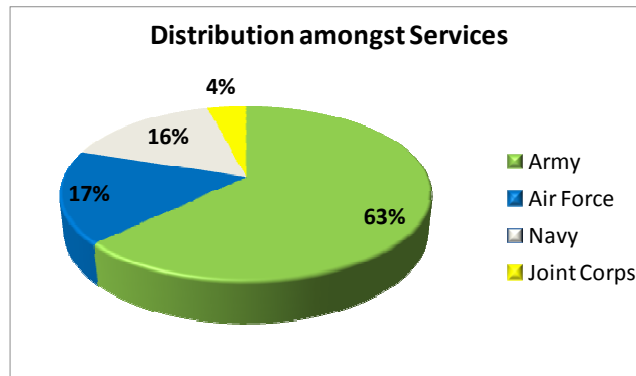
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Statistics for women in the Armed Forces



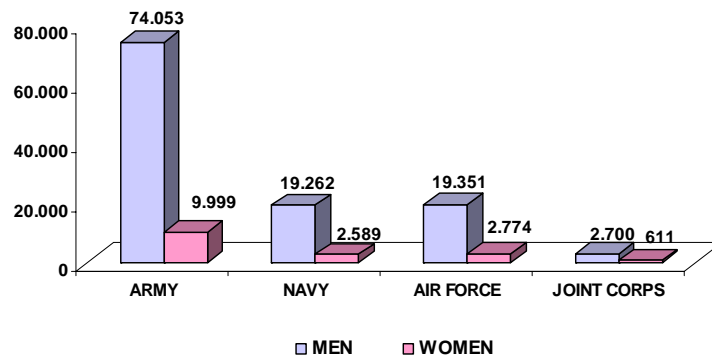
Statistics for women in the Armed Forces



Statistics for women in the Armed Forces

Total number of military personnel

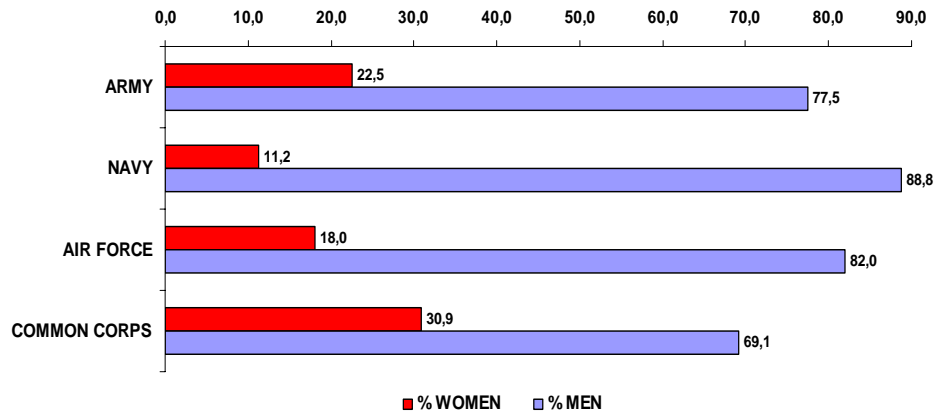
	MEN	WOMEN	% MEN	% WOMEN
ARMY	74.053	9.999	88,1	11,9
NAVY	19.262	2.589	88,2	11,8
AIR FORCE	19.351	2.774	17,5	12,5
JOINT CORPS	2.700	611	75,7	34,3
TOTAL	115.366	15.973	87,8	12,2



HIGHEST RANK ACHIEVED AMONG MILITARY CATEGORIES

	% WOMEN	HIGHEST RANK ACHIEVED	
OFFICERS	5,9%	MAJOR	172
NON-COMMISIONED OFFICERS	1,5%	WARRANT OFFICER 2th CLASS	3
		STAFF SERGEANT	34
PROFESSIONAL SOLDIERS	18%	OR-5	1
		FULL CORPORAL	867

Volunteer Reserve Forces: Men and Women percentage in the Armies and Common Corps



Foreigners: Men and Women percentage in the Armies and Common Corps

	WOMEN	% WOMEN
ARMY	704	16,7%
NAVY	281	22,3%
AIR FORCE	52	17,2%
TOTAL	1.037	17,9%

MOST USUAL ORIGIN	WOMEN	TOTAL
COLOMBIA	483	2.133
ECUADOR	367	1.778

MISSIONS ABROAD

	% WOMEN
ARMY	7,6%
NAVY	16,6%
AIR FORCE	6,9%
TOTAL	9,5%

PLAN OF ACTION OF SPANISH GOVERNMENT ON THE RESOLUTION 1325/2000, OF THE SECURITY COUNCIL OF THE UNITED NATIONS



Approved in 2007









Participation: 7 Ministries



Application of the principle of gender mainstreaming

OBJECTIVES OF THE PLAN OF ACTION OF THE SPANISH GOVERNMENT ON THE RESOLUTION 1325

-  Encourage the participation of women
-  Incorporation of the gender perspective
-  Training and dissemination of Resolution 1325/2000
-  Protecting the rights of women and girls and to promote empowerment
-  Equal treatment between women and men in the DDR
-  Participation of civil society Resolution 1325/2000

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MONITORING AND EVALUATION

-  Promoting women's participation.
-  Including gender
-  Training and dissemination of Resolution 1325/2000
-  Protecting human rights of women and girls and to promote empowerment.
-  Equal treatment between women and men in the DDR.
-  Participation of civil society.

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Conclusions (I)

Spanish Ministry of Defense policy (Short term):

- Develop **Military career Law** considering **gender policy**
- Reinforce the **Observatory for Women**
- Additional **nursery school** in **military facilities**
- Increase participation in **NCGP**
- Apply **UNSC Res 1325** in **gender-sensitive training**

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