

The 1325 Scorecard

Spain

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
I. National Importance/ Political Will					
	<p>There is strong political support at the highest levels to integrate gender perspectives in the nation’s foreign and defense policies.</p> <p>The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) and 2022 (2013)]—also known as the Women, Peace and Security (WPS) agenda —are fully integrated and mainstreamed in foreign and national security policies.</p> <p>Foreign and defense officials recognize the importance of:</p> <ul style="list-style-type: none"> • Participation of women at all levels of decision-making; • Protection of women and girls from sexual and gender-based violence; • Prevention of violence against women through the promotion of women’s rights; • Mainstreaming of gender perspectives in foreign and defense policies. <p>The Department/Ministry of Defense (D/MoD) is a principle and integral player in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p>	I.1 - Are the principles of WPS/UNSCR 1325 mentioned in the major foreign policy or national security documents?	YES ¹		
		I.2 - Does the nation have a National Action Plan (NAP) in support of WPS/UNSCR 1325?	YES		
		I.3 - Does the NAP mention the Department/ Ministry of Defense (D/MoD) as a principle actor?	YES		
		I.4 - Does the D/MoD have its own action/implementation plan in order to meet its NAP objectives?		NO	
	Specific resources and positions for the implementation of the NAP have been allocated for the D/MoD.	I.5 – Has a budget been allocated for NAP implementation?		NO	
		I.6 – Has a budget been allocated for the D/MoD NAP implementation?		NO	
II. Institutional Policy and Practice					
II.A. Strategy, Plans and Policy	<p>Gender perspectives have been integrated in the major directives and guidance documents related to doctrine, planning, policy, and operations. A gender perspective is introduced in all phases of military operations and missions, and adapted to specific operational contexts.</p>	II.A.1 - Are the principles of WPS/UNSCR 1325 referred to in key documents related to military strategy, plans, and policy?	N/A*	N/A*	
		II.A.2 - Are the principles of WPS/UNSCR 1325 integrated into exercises, operations, and other military activities?	N/A*	N/A*	

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	Moreover relevant documents highlight the importance of recognizing that women, girls and boys are more vulnerable to sexual and gender-based violence and sexual exploitation and abuse during conflict. Attention is given to provide protection and uphold the freedom of movement of women and girls.	II.A.3 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?	N/A*	N/A*	
	Gender Advisors (GENAD) have been identified, assigned and trained to ensure that a gender perspective is an integrated part of exercises, operations and other military activities. GENADs are deployed as part of the Commander staff at both a strategic and operational level.	II.A.4 - Has a full time gender advisor (GENAD) been appointed in accordance with NATO Bi-SC Directive 40-1?		NO	
		II.A.5 - Is the GENAD assigned as a member of the commander's staff?		NO	
		II.A.6 - Has the GENAD received training?	YES ²		
	Gender Focal Points (GFP) have been identified and assigned to work at the operational and tactical levels to ensure that a gender perspective is fully integrated into the daily activities of the operation.	II.A.7 - Are there Gender Focal Points (GFP) assigned throughout the organization?	YES ³		
II.B. Training, education and exercises	WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and trainings include: gender and cultural/social awareness; overview of UNSCR 1325; how UNSCR 1325 relates to operational effectiveness; and sexual violence, including sexual exploitation and abuse. (NATO Bi-SC Directive 40-1, paragraph d, page 9).	II.B.1 - Are the principles of WPS/UNSCR 1325 integrated into the education and training for military personnel at the junior-level (NATO military ranks OF 1-2; OR 2-4)?	YES ⁵		
		II.B.2 - Are the principles of WPS/UNSCR 1325 integrated into the education and training for military personnel at the mid-level (NATO military ranks OF 3, OR 5-7)?	YES ⁶		
		II.B.3 - Are the principles of WPS /UNSCR 1325 integrated into the education and training for military personnel at the senior-level (NATO military ranks OF 4+, OR 8+)?	YES ⁷		
		II.B.4 - Are the principles of WPS/UNSCR 1325 integrated into any other training of staff?	YES ⁸		
		II.B.5 - Do military personnel receive special training on the protection of vulnerable persons from sexual violence in conflict?	N/A*	N/A*	
		II.B.6 - Are the principles of WPS /UNSCR 1325 included in pre-deployment training?	N/A*	N/A*	
	Prior to new operations and missions, appropriate training in the principles of WPS/UNSCR 1325 and how to apply a gender perspective have been conducted as	II.B.7 - As a minimum, does pre-deployment training include the following areas in accordance with NATO Bi-SCD 40-1:	N/A*		

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	prerequisites to successful mission accomplishment. Pre-deployment training includes, at a minimum, each of the elements mentioned in NATO Bi-SCD 40-1.	- the importance of protection, rights and needs of women, men, girls, and boys?	N/A*	N/A*	
		- information on how to engage with and increase the participation of local women and how to exchange information with women?	N/A*	N/A*	
		- cultural awareness training based on an analysis of gender relation in the area of operations (AO)?	N/A*	N/A*	
		- how integrating a gender perspective can serve as a force enabler and increase operational effectiveness of the mission?	N/A*	N/A*	
		- an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during armed conflict?	N/A*	N/A*	
		- specific gender training focused on the AO?	N/A*	N/A*	
II.C. Gender in the Ranks	Women's equal participation and integration is actively sought and promoted in the national armed forces. Women serve at all ranks and in all disciplines. Women are also deployed in all ranks and disciplines. Countries with a low percentage of women serving have established targets.	II.C.1 - How many women (%) serve on active duty in the military?	12,4% ⁹		
		II.C.2 - How many women (%) are deployed in military operations abroad?	7.74% ¹⁰		
		II.C.3 - Are all positions in the armed forces open to women?	YES		
		II.C.4 - Do women serve as flag officers (NATO OF 6 or above)?		NO ¹¹	
		II.C.5 - Are there target numbers (%) to increase the number of women in the military?		NO	
II.D. Work Environment	The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave and other related family policies have been put into place to improve the quality of life for military personnel and enhance recruitment. In addition, there are programs that create a positive climate and environment of trust and respect for all. There is a policy of zero tolerance with regard to sexual harassment, and exploitation and abuse (SEA) either within the services, within missions or against civilians in host nations. Both internal and external sexual exploitation and abuse is addressed.	II.D.1 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies?	YES ¹²¹³		
		II.D.2 - Is there a sexual harassment and sexual exploitation and abuse (SEA) program for protection of military personnel "within" the nation?	N/A*	N/A*	
		II.D.3 - Is there a sexual harassment and sexual exploitation and abuse (SEA) prevention program to address SEA of military personnel of another nation or civilians of the host nation (e.g. one military person from a nation sexually assaulting a military person from another nation, or a civilian from the host nation)?	N/A*	N/A*	
		II.D.4 - Is there gender-specific individual equipment?	N/A*	N/A*	

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III. Monitoring, Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the nation's implementation efforts of UNSCR 1325 so as to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES ¹⁴		
		III.2 - Are there specific reporting requirements for D/MoD?		NO	
		III.3 - Are sex-disaggregated data and lessons learned collected within the D/MoD context?		NO ¹⁵	
		III.4 - Is there involvement of civil society in the NAP review?	YES ¹⁶		

SCORE TOTAL ____ (Total Possible Points: 171)

*NOTE: Some questions remain unanswered, data for them could not be found.

¹ Ministerio de Asuntos Exteriores y de Cooperación. *Estrategia de "Género en Desarrollo" de la Cooperación Española*. [Strategy of "Gender and Development" of the Spanish Cooperation] N.p.: n.p., 2007. http://www.cooperacionspanola.es/sites/default/files/genero_en_desarrollo_1.pdf (accessed October 22, 2015). Ministerio de Asuntos Exteriores y de Cooperación, Secretaría de Estado de Cooperación Internacional Dirección General de Planificación y Evaluación de Políticas para el Desarrollo. *Plan de Acción: Mujeres y Construcción de la Paz de la Cooperación Española*. [Action Plan: Women and Peacebuilding in Spanish Cooperation.] N.p.: n.p., 2009. <http://www.aecid.es/Centro-Documentacion/Documentos/Acci%C3%B3n%20Humanitaria/PLANEACCIONmujeresypaz.pdf> (accessed October 22, 2015). Agencia Española De Cooperación Internacional Para El Desarrollo, ed. *Plan de Actuación Sectorial de Género y Desarrollo*. [Sectorial Plan of Action on Gender and Development] N.p.: n.p., 2011. http://www.cooperacionspanola.es/sites/default/files/pas_narrativo_genero_0.pdf (accessed October 22, 2015). "Igualdad. Dossier." [Equality. Dossier.] Senado de España. Last modified October 14, 2015.

http://www.senado.es/web/conocersenado/biblioteca/dossieresareastematicas/detalledossier/index.html?jsessionid=RW1FVdIJB3q29tTzplJndbZp0p15HQkvg1vnnLIQVczpbjQpk2v!-576824769?id=DOSSIER_IGUALDAD&parte=IGUALDAD_PLANES (accessed October 22, 2015). The website of the Spanish Cooperation explains the different components of gender equality that incorporate UNSCR 1325 in 3 documents: *Estrategia de "Género en Desarrollo" de la Cooperación Española* (2007), *Plan de Acción: Mujeres y Construcción de la Paz de la Cooperación Española* (2009), the *Plan de Actuación Sectorial de Género y Desarrollo* (2011). The Senate website provides links to the NAP and a civil society report.

² Ministry of Foreign Affairs, Inter-Ministerial Committee for Human Rights, General Directorate for Political and Security Affairs. "Italy Second National Action Plan for 2014 -2016 (English)" Section 5, pages 45-46. Released February 2014. <http://www.cidu.esteri.it/NR/rdonlyres/469DB412-E452-4905-AB23-CCE7245C0D35/37617/PianoNazionaleDPS1.pdf> (accessed October 22, 2015). French Ministry of Foreign Affairs and International Development. "Invitation to Apply for the ESCD Course - A Comprehensive Approach to Gender in Operations." France Diplomatie. http://www.diplomatie.gouv.fr/fr/IMG/pdf/Invitation_-_A_Comprehensive_Approach_to_Gender_in_Operations_2_6_June_2014_cle063d73.pdf (accessed October 22, 2015). Gobierno de España Ministerio de Defensa. "Mando de Adiestramiento y Doctrina" [Training and Command Doctrine]. Ejército de Tierra. Last modified November 24, 2014. http://www.ejercito.mde.es/unidades/Granada/madoc/Noticias/2014/253.html?_locale=es (accessed October 22, 2015). Ministry of Defense organizes the course

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"Gender Advisor in Operations" (listed above under "Mando del Adiestramiento y Doctrino"). In the most recent 2014 edition, there were 22 participants from the Authority for Training and Doctrine (MADOC), military personnel and personnel from the Ministry of Defense. Together the Spanish and Dutch Ministries of Foreign Affairs, and Dutch Defense have developed the above course "Invitation to Apply for the ESCD Course - A Comprehensive Approach to Gender in Operations" which trains international and national military and civilian personnel as Gender Advisors. This course is selected as core training also for Italian personnel.

³ Ministerio de Defensa y Ministerio del Interior. "Plan de Acción del Gobierno de España para la Aplicación de la Resolución 1325 del Consejo de Seguridad de las Naciones Unidas (2000), Sobre Mujeres, Paz Y Seguridad. III y IV Informe De Seguimiento." [Action Plan of the Government of Spain for the Implementation of Resolution 1325 of the United Nations Security Council (2000) on Women, Peace and Security. III and IV Monitoring Report.] Published February 6, 2014. <http://www.igualdadeneempresa.es/novedades/noticias/docs/28-03-14-III-y-IV-Informe-de-Seguimiento-PA-Res-1325.pdf> (accessed October 23, 2015). There is no clear data on GFPs. The III and IV Implementation report mention a GFP deployed in Baghdad since 2011 in the Provincial Reconstruction Team of the Spanish Contingent.

⁴ Ibid, p. 29-34. Three are the courses specifically organized by the Ministry of Defense for Gender experts. However, they refer to the position of Gender advisor and do not target specifically the position of GFPs.

⁵ Ibid, p. 28-29. No specific information is given regarding these positions. It is only mentioned that the training hours vary according to the level of participant.

⁶ Ibid, p. 28-29. Several are the courses targeting OF 3 position. No details are provided for OR 5-7 positions.

⁷ Ibid, p. 28-29. The document explicitly mentions courses for OF 4+ only. No specific information is given regarding OR 8+ positions. It is only mentioned that the training hours vary according to the level of participant.

⁸ Ibid, p. 28-29. Several are the trainings organized for the army and the Common Corps.

⁹ Data from the last report (January 2, 2015) of the [Military Observatory on Equality between Women and Men in Armed Forces](#) 15,111 women are part of the military. Of that number, officers comprise 7.9%, non-commissioned officers comprise 3.9%, and Troop and Navy comprise 16.7%.

¹⁰ *Action Plan of the Government of Spain... III and IV Monitoring Report* p. 25. Between October 2010 and December 2013, more than 400 women were deployed in international missions. The III and IV Implementation Report states "in some moments the percentage reached 7.4%." No general or current data is provided.

¹¹ The highest position held by women is OF 4, 47 persons. See: <http://www.defensa.gob.es/Galerias/areasTematicas/observatorio/fichero/estadisticas/datos-hombres-mujeres-FAS-Dic-2014.pdf>

¹² *Action Plan of the Government of Spain... III and IV Monitoring Report*, pp. 5-9. See the section on the legal framework.

¹³ Ibid, pp. 5-9. See the section on the legal framework.

¹⁴ Ibid. The Inter-ministerial group created ad hoc is in charge of producing follow-ups, ensuring coordination and coherence of objectives and activities for both national and international fields of action, disseminating the activities connected to 1325, coordinating with civil society to exchange relevant information and submit annual reports. Up to date (May, 21, 2015), 4 reports have been issued. The first two were issued together only in 2010 and could not be found. The third and fourth are gathered in one document issued in February 2014 and cited here in footnote iii as "Plan de Acción del Gobierno de España para la Aplicación de la Resolución 1325 del Consejo de Seguridad de las Naciones Unidas (2000), Sobre Mujeres, Paz Y Seguridad. III y IV Informe De Seguimiento." [Action Plan of the Government of Spain for the Implementation of Resolution 1325 of the United Nations Security Council (2000) on Women, Peace and Security. III and IV Monitoring Report.]

¹⁵ Ibid, p. 19-24, Section on "Perspectiva de género en la política española de cooperación internacional para el desarrollo" [Gender Perspective in Spanish Policy of International Cooperation for Development].

¹⁶ Ibid, pp. 50-51; Also "Plan de Acción: Mujeres y Construcción de la Paz de la Cooperación Española. [Action Plan: Women and Peacebuilding in Spanish Cooperation]," p.13 According to the Action Plan, one of the functions of the Inter-ministerial group in charge of monitoring and evaluation is "to include (...) mechanisms of coordination with civil society to exchange information on actions taken in relation to the Resolution 1325" (p. 13). The last section of the III and IV Implementation Report provides a list of the recommendations made by the civil society (pp. 50-51), but no specific reference is given to the actors involved or to the actual role of the civil society within the process of NAP implementation.