

Portugal – National Report

Introduction

Women have been serving in the Portuguese Armed Forces, on a voluntary and regular basis, since 1992, integrated into mixed corps and allowed by law to serve in all specialities, with some restrictions in the Navy.

Nowadays, the military organisation is under review with the goal of reaching fully professional Armed Forces until 18 of November 2004. In accordance with that purpose, the majority of the military legislation is being changed.

In Portugal, the military are ruled by special statutory legislation, but in specific subjects, as maternity, they follow civilian rules, although chiefs of staff rule specific maternity aspects concerning military service.

Policies

In September 1999, a new Military Service Law was passed in Parliament establishing the transition from a conscript to an all-volunteer professional organization, exclusively based on career and short-term contract personnel. Nevertheless, in case of exceptional necessity, citizens – both men and women – can be called up to serve as conscripts.

Since 6 of April 2002, with the XV Constitutional Government, we have two Civilian Commissions one for the Equity and Women Rights inserted in the Ministry for the Presidency and the other for the Equity in Labour and Employment depending on the Ministry for the Presidency and the Ministry for Social Security and Work.

Following the priorities of the Government in the area of equality of rights and opportunities among men and women, the II National Plan for Equality was elaborated. At this level the two Commissions mentioned above have the responsibility to dynamize and follow closely the accomplishment of the measures, which are part of the Plan. We must emphasize that, as far as the Armed Forces are concerned, including the Ministry Of National Defence, the adopted measures where the following:

Promoting campaigns for the recruitment of women;

Integrating in a gender perspective and promoting a greater participation of women in the processes of prevention, negotiation and solution of armed conflicts and in the reconstruction of societies in post-conflict periods;

Going through with a study surveying the number of women and men integrating the forces taking part in these processes and the role performed by the former in peace maintenance;

Performing training programs addressed to those in charge or participating in these processes in order to improve their awareness to a gender perspective.

The national legislation protecting maternity and paternity, which, as mentioned, is the same for both civilian workers and military personnel, was changed, in August 1999, mainly to enlarge the rights of parental absence to assist young children, such as the possibility of a three-month leave or part-time work during six months. In 13th of April the Plan “100 commitments for family policy” was approved, in which the evaluation of the present regime of maternity protection is considered, concerning length, nature of the supports and diversification of maternity leave.

The statutory legislation establishes the principle of conciliation, whenever possible, between personal and work conveniences, regarding transfer and posting, especially of military couples.

Organization

There are three Services in the Portuguese Armed Forces: Navy, Army and Air Force.

Personnel on active duty are divided into two groups: career personnel and complementary personnel. Only career personnel can reach the higher ranks: OF-10 for officers, in some specialities, and OR-9 for non-officer personnel. As regards the complementary personnel, the higher rank is OF-1 (lieutenant) for officers and OR-6 for non-officer personnel.

The internal organization of the Services is similar. However, it is possible to find different rules (not based in sex) for example in the recruitment of complementary and career personnel.

Current numbers of total Force by Service

The following chart provides the overall numbers, in April 2004 in each Service, divided by gender (active duty, trainees excluded):

	TOTAL	# MEN	% MEN	# WOMEN	% WOMEN
NAVY	10.759	10.238	95,2	521	4,8
ARMY	17.751	16.306	91,9	1.445	8,1
AIR FORCE	6.523	5.561	85,3	962	14,7
TOTAL	35.747	32.759	91,6	2.988	8,4

The following charts show a breakdown of rank structure by service and types of position:

Service	Year	Representation by Occupational Groups				
NAVY	2004					
OFFICERS						
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	712	47,6	708	99,4	4	0,6
<i>Logistics</i>	143	9,6	138	96,5	5	3,5
<i>Engineering/Comm</i>	298	19,9	293	98,3	5	1,7
<i>Support (Admin/Personnel)</i>	161	10,8	110	68,3	51	31,7
<i>Medical/Dental</i>	150	10,0	115	76,7	35	23,3

<i>Professional (Legal)</i>	29	1,9	21	72,4	8	27,6
<i>Other (Finance)</i>	4	0,3	4	100	0	0
TOTAL	1.497	100	1.389	92,8	108	7,2

Service	Year	Representation by Occupational Groups				
NAVY	2004					
<i>NCOs/Troops (Non-conscript)</i>						
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	4.131	44,6	4.071	98,5	60	1,5
<i>Logistics</i>	1.130	12,2	1.043	92,3	87	7,7
<i>Engineering/Comm</i>	2.146	23,2	2.043	95,2	103	4,8
<i>Support (Admin/Personnel)</i>	887	9,6	785	88,5	102	11,5
<i>Medical/Dental</i>	217	2,3	200	92,2	17	7,8
<i>Professional (Legal)</i>	0	0	0	0	0	0
<i>Other (Finance)</i>	751	8,1	707	94,1	44	5,9
TOTAL	9.262	100	8.849	95,5	413	4,5

Service	Year	Rank Distribution				
NAVY	2004					
<i>OFFICERS</i>						
Rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
Admiral	35	2,1	35	100	0	0
<i>Captain (OF5)</i>	115	6,7	115	100	0	0
<i>Commander (OF4)</i>	221	13,0	221	100	0	0
Lt. Commander (OF3)	309	18,1	307	99,4	2	0,6

Lieutenant (OF2)	654	38,4	585	89,4	69	10,6
Sub- Lieutenant (OF1)	163	9,6	126	77,3	37	22,7
Officer Cadets	207	12,1	156	75,4	51	24,6
TOTAL	1.704	100	1.545	90,7	159	9,3

Service	Year	Rank distribution				
NAVY	2004					
<i>NCOs/Troops (Non-conscript)</i>						
Rank	TOTAL	%	# MEN	% MEN	#	% WOMEN
	#				WOMEN	
<i>(OR8)</i>	223	2,4	223	100	0	0
<i>(OR7)</i>	455	4,9	455	100	0	0
<i>(OR6)</i>	1.586	17,1	1.569	98,9	17	1,1
<i>(OR5)</i>	458	4,9	434	94,8	24	5,2
<i>(OR4)</i>	2.548	27,5	2.533	99,4	15	0,6
<i>(OR3)</i>	1.500	16,2	1.374	91,6	126	8,4
<i>(OR2)</i>	1.768	19,1	1.586	89,7	182	10,3
<i>(OR1)</i>	724	7,8	675	93,2	49	6,8
TOTAL	9.262	100	8.849	95,5	413	4,5

Service	Year	Representation by Occupational Groups				
ARMY	2004					
<i>OFFICERS</i>						
Function	TOTAL	%	# MEN	% MEN	#	% WOMEN
	#				WOMEN	
<i>Operations (Combat Arms)</i>	1.589	48,6	1.563	98,4	26	1,7
<i>Logistics</i>	293	9,0	244	83,3	49	16,7
<i>Engineering/Comm</i>	574	17,6	554	96,5	20	3,5

<i>Support (Admin/Personnel)</i>	534	16,3	480	90,0	54	10,0
<i>Medical/Dental</i>	188	5,8	164	87,2	24	12,8
<i>Professional (Legal)</i>	32	1,0	18	56,2	14	43,7
<i>Other (Finance)</i>	57	1,7	47	82,4	10	17,5
TOTAL	3.267	100	3.070	94,0	197	6,0

Service ARMY	Year 2004	Representation by Occupational Groups				
<i>NCOs/Troops (Non-conscript)</i>						
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	6.555	43,3	6.353	96,9	202	3,1
<i>Logistics</i>	2.437	16,1	2.199	90,2	238	9,8
<i>Engineering/Comm</i>	3.496	23,1	3.203	91,6	293	8,4
<i>Support (Admin/Personnel)</i>	1.454	9,6	1.180	81,1	274	18,9
<i>Medical/Dental</i>	921	6,1	631	68,5	290	31,5
<i>Professional (Legal)</i>	0	0	0	0	0	0
<i>Other (Finance)</i>	275	1,8	264	96,0	11	4,0
TOTAL	15.138	100	13.830	91,3	1.308	8,7

Service ARMY	Year 2004	Rank Distribution				
<i>OFFICERS</i>						
Function	TOTAL	%	# MEN	% MEN	#	% WOMEN

	#				WOMEN	
<i>General/Flag Officer</i>	64	1,9	64	100	0	0
<i>Colonel (OF5)</i>	253	7,6	253	100	0	0
<i>Lt Colonel (OF4)</i>	540	16,2	540	100	0	0
<i>Major (OF3)</i>	652	19,6	643	98,6	9	1,4
<i>Captain (OF2)</i>	760	22,8	743	97,8	17	2,2
<i>Lieutenant (OF1)</i>	654	18,6	558	85,3	96	14,7
<i>Officer Cadets</i>	404	12,1	329	81,4	75	18,6
TOTAL	3.327	100	3.130	94,1	197	5,9

Service	Year	Rank Distribution				
ARMY	2004					
		<i>NCOs/Troops (Non-conscript)</i>				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>(OR8)</i>	546	3,6	546	100	0	0
<i>(OR7)</i>	1.429	9,4	1.429	100	0	0
<i>(OR6)</i>	2.598	17,2	2.424	93,3	151	5,8
<i>(OR5)</i>	1.177	7,8	933	79,3	256	21,8
<i>(OR4)</i>	2.599	17,2	2.198	84,6	431	16,6
<i>(OR3)</i>	554	3,7	508	91,7	52	9,4
<i>(OR2)</i>	5.440	35,9	4.990	91,7	450	8,3
<i>(OR1)</i>	795	5,3	675	84,9	120	15,1
TOTAL	15.138	100	13.703	90,5	1.460	9,6

Service	Year	Representation by Occupational Groups				
AIR FORCE	2004					
OFFICERS						
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	770	37,5	728	94,5	42	5,5
<i>Logistics</i>	395	19,2	360	91,1	35	8,9
<i>Engineering/Comm</i>	302	14,7	275	91,1	27	8,9
<i>Support (Admin/Personnel)</i>	360	17,5	265	73,6	95	26,4
<i>Medical/Dental</i>	109	5,3	74	67,9	35	32,1
<i>Professional (Legal)</i>	20	1,0	18	90,0	2	10,0
<i>Other (Finance)</i>	100	4,9	94	94,0	6	6,0
TOTAL	2.056	100	1.814	88,2	242	11,8

Service	Year	Representation by Occupational Groups				
AIR FORCE	2004					
NCOs/Troops (Non-conscript)						
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	1.518	28,1	1.405	92,6	113	7,4
<i>Logistics</i>	1.437	26,6	1.300	90,5	137	9,5
<i>Engineering/Comm</i>	319	5,9	270	84,6	49	15,4
<i>Support (Admin/Personnel)</i>	843	15,6	494	58,6	349	41,4
<i>Medical/Dental</i>	207	3,8	109	52,7	98	47,3
<i>Professional (Legal)</i>	0	0	0	0	0	0

<i>Other (Finance)</i>	1.084	20,0	931	85,9	153	14,1
TOTAL	5.408	100	4.509	83,4	899	16,6

Service	Year	Rank Distribution				
AIR FORCE	2004					
OFFICERS						
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>General/Flag Officer</i>	34	1,7	34	100	0	0
<i>Colonel (OF5)</i>	101	4,9	101	100	0	0
<i>Lt Colonel (OF4)</i>	225	10,9	225	100	0	0
<i>Major (OF3)</i>	265	12,9	261	98,5	4	1,5
<i>Captain (OF2)</i>	481	23,4	447	92,9	34	7,1
<i>Lieutenant (OF1)</i>	648	31,5	498	76,9	150	23,1
<i>Officer Cadets</i>	302	14,7	248	82,1	54	17,9
TOTAL	2.056	100	1.814	88,2	242	11,8

Service	Year	Rank Distribution				
AIR FORCE	2004					
NCOs/Troops (Non-conscript)						
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>(OR8)</i>	162	3,0	162	100	0	0
<i>(OR7)</i>	369	6,8	369	100	0	0
<i>(OR6)</i>	1.654	30,6	1.640	99,2	14	0,8
<i>(OR5)</i>	246	4,5	187	76,0	59	24,0
<i>(OR4)</i>	778	14,4	539	69,3	239	30,7
<i>(OR3)</i>	1.561	28,9	1.151	73,7	410	26,3

(OR2)	539	10,0	393	72,9	146	27,1
(OR1)	99	1,8	68	68,7	31	31,3
TOTAL	5.408	99	4.509	83,4	899	16,6

Employment

Representation of career service women for professionals remain proportionally lower than that of men, and taking in consideration that women only began to join the Armed Forces in the late 80's, we see that the percentage is increasing for the new generation. For the term careers the percentage of women is now stabilized considering that all existing now have joined after the access to women has been granted.

The following charts show the quantitative expression of that status:

Service NAVY	Year 2004	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	1.320	16,9	1.276	96,7	44	3,3
NCOs/Troops	6.489	83,1	6.362	98,0	127	2,0
TOTAL	7.809	100	7.638	97,8	171	2,2

Service NAVY	Year 2004	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	177	6,0	113	63,8	64	36,2
NCOs/Troops	2.773	94,0	2.487	89,7	286	10,3
TOTAL	2.950	100	2.600	88,1	350	11,9

Service ARMY	Year 2004	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	2.642	37,3	2.597	98,3	45	1,7
NCOs	4.4437	62,7	4.365	98,4	72	1,6
TOTAL	7.079	100	6.962	98,3	117	1,7

Service ARMY	Year 2004	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	685	6,0	533	77,8	152	22,2
NCOs/Troops	10.701	94,0	9.465	88,4	1.236	11,6

TOTAL	11.386	100	9.98	87,8	1.388	12,2
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Service AIR FORCE	Year 2004	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	1.491	38,5	1.403	94,1	88	5,9
NCOs	2.382	61,5	2.329	97,8	53	2,2
TOTAL	3.873	100	3.732	96,4	141	3,6

Service AIR FORCE	Year 2004	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	565	15,7	411	72,7	154	27,3
NCOs/Troops	3.026	84,3	2.180	72,0	846	28,0
TOTAL	3.591	100	2.591	72,2	1.000	27,8

Currently, the Air Force has six female career pilots, one as Alpha-Jet pilot, four female as navigators, and two female as pilots, in both cases in short term contract.

Recruitment

In 1991 the Military Service Law allowed women in the military service, on a voluntary basis and in all functions, being recruitment a responsibility of each Service.

It is possible to verify, however, that the Navy never opened some combatant specialties to female personnel.

The recruitment campaigns usually include advertising on television and newspapers, direct mail to schools, and information on the World Wide Web, showing female officers and non-officer personnel in different roles. Actions of direct contact with the young population are also promoted, especially near schools and in places or during events where a high participation of young people is expected.

Portugal does not have special retention programs, since the number of female applicants is generally high.

In April 2004 the numbers of military personnel undergoing instruction, by Service, were as follows:

Service NAVY	Recruits					
	Total #	%	# Men	% Men	# Women	% Women
Career Personnel	516	66,1	422	81,8	94	18,2
Complementary Personnel	265	33,9	235	88,7	30	11,3

TOTAL	781	100	657	84,1	124	15,9
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Service ARMY	Recruits					
	Total #	%	# Men	% Men	# Women	% Women
Career Personnel	526	73,7	480	91,3	46	8,7
Complementary Personnel	188	26,3	174	92,6	14	7,4
TOTAL	714	100	654	91,6	60	8,4

Service AIR FORCE	Recruits					
	Total #	%	# Men	% Men	# Women	% Women
Career Personnel	579	61,5	480	82,9	99	17,1
Complementary Personnel	362	38,5	282	77,9	80	22,1
TOTAL	941	100	762	81,0	179	19,0

Training

All the personnel in the Armed Forces must face identical requirements when they apply for engagement or to be selected for further training.

During military life, female personnel have the same qualification opportunities as male personnel, except those related with special service, like submarines and combat diving.

Physical fitness is yearly controlled and the standards depend on sex and age.

Deployments

Female personnel, having the right qualifications, can apply or be appointed to participate, without restrictions, in international military operations.

Since 1999, that participation has had the following expression:

	NAVY	ARMY	AIR FORCE	TOTAL
<i>KOSOVO</i>	-	34	2	36
<i>SFOR</i>	-	192	-	192
<i>EAST-TIMOR (INTERFET and UNTAET)</i>	16	138	9	163
<i>ST. TOME AND PRINCIPE COOPERATION</i>	-	-	3	3
<i>AFEGANISTAN (FINGAL)</i>		1	2	3

<i>OPERATION DETERRENCE (Southeast Turkey)</i>	<i>DISPLAY</i>			1	1
TOTAL		16	365	17	398

Career Developments

Within the various personnel groups there are equal opportunities for female and male personnel with regard to career.

Concerning promotion, only professional qualifications, evaluation and service needs are considered, not the applicant's sex.

The complete evaluation concerning promotion is not possible as yet. In fact, the highest rank held by female personnel for officers is OF-3, and for NCOs is OR6 in the three services.

The Armed Forces have not developed gender related programmers for mentoring and leadership.

Special interest items

In the International Woman's Day, the OF2 Madrúga Matos, aeronautical engineer, was decorated by the President of the Republic, with the Order of Merit (Officers class), for her investigation in the area of fluids mechanics.

Conclusion

Each year slow but steady steps are being taken towards a full integration of women in the Portuguese Society and Armed Forces.

The increasing number of women in the ranks and, consequently, their assignment to almost all functions, based strictly on competence, are, slowly but surely, assuring an essential mission role for women in the Armed Forces.

It is expected that the priority of government action in promoting equality of opportunities among women at all levels and areas, will further reduce the differences that still exist between male and female personnel and will obtain effective gender equity.