

## **PORTUGAL NATIONAL REPORT**

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### **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.

Since 18 of November 2004 we reached the goal of fully professional Armed Forces. Portuguese Armed Forces are 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.

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

### **POLICIES**

Regarding gender equity 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 Work and Social Security.

After the elections held last February 20th, the new Portuguese Government is formed by the Socialist Party. The Government programme relates a gender equity policy through the Beijing Platform principles, following the 1995 United Nations Four World Conference on Women.

The national legislation protecting maternity and paternity, which, as mentioned, is the same for both civilian workers and military personnel, was changed, in August 2004. This change mainly reinforces the European Community policy about social rights. One of the measures is the option to enlarge the maternity leave one more month (a total of five).

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 on sex) for example in the recruitment of complementary and career personnel.

The following chart provides the overall numbers, in April 2005 in each Service, divided by gender (active duty, trainees excluded):

	<b>TOTAL</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
NAVY	10.704	10.094	94,3	610	5,7
ARMY	19.975	17.745	88,84	2.230	11,16
AIR FORCE	6.416	5.440	84,79	976	15,21
<b>TOTAL</b>	<b>37.095</b>	<b>33.279</b>	<b>89,71</b>	<b>3.816</b>	<b>10,29</b>

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

<b>Service NAVY</b>	<b>Year 2005</b>	<b>Representation by Occupational Groups Officers</b>				
<b>Function</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>Operations (Combat Arms)</i>	706	45,8	699	99	7	1
<i>Logistics</i>	143	9,3	137	95,8	6	4,2
<i>Engineering/Comm</i>	323	20,9	310	96	13	4
<i>Support (Admin/Personnel)</i>	179	11,6	110	61,5	69	38,5
<i>Medical/Dental</i>	158	10,2	112	70,9	46	29,1
<i>Professional (Legal)</i>	30	1,9	14	46,7	16	53,3
<i>Other (Finance)</i>	4	0,3	4	100	0	0
<b>TOTAL</b>	<b>1.543</b>	<b>100</b>	<b>1.386</b>	<b>89,8</b>	<b>157</b>	<b>10,2</b>

<b>Service NAVY</b>	<b>Year 2005</b>	<b>Representation by Occupational Groups NCOs/Troops (Non-conscript)</b>				
<b>Function</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>Operations (Combat Arms)</i>	4.634	48,2	4.560	98,4	74	1,6
<i>Logistics</i>	1.175	12,2	1.081	92	94	8
<i>Engineering/Comm</i>	2.139	22,3	2.027	94,8	112	5,2
<i>Support (Admin/Personnel)</i>	913	9,5	809	88,6	104	11,4
<i>Medical/Dental</i>	208	2,2	191	91,8	17	8,2
<i>Professional (Legal)</i>	0	0	0	0	0	0
<i>Other (Finance)</i>	543	5,6	491	90,4	52	9,6
<b>TOTAL</b>	<b>9.612</b>	<b>100</b>	<b>9.159</b>	<b>95,3</b>	<b>453</b>	<b>4,7</b>

<b>Service NAVY</b>	<b>Year 2005</b>	<b>Rank Distribution Officers</b>				
<b>Rank</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
Admiral	34	1,9	34	100	0	0
<i>Captain (OF5)</i>	118	6,7	118	100	0	0
<i>Commander (OF4)</i>	224	12,6	224	100	0	0
Lt. Commander (OF3)	302	17,0	300	99,3	2	0,7
Lieutenant (OF2)	356	20,1	348	97,8	8	2,2
Sub- Lieutenant (OF1)	509	28,7	362	71,1	147	28,9
Officer Cadets	230	13	173	75,2	57	24,8
<b>TOTAL</b>	<b>1.773</b>	<b>100</b>	<b>1.559</b>	<b>87,9</b>	<b>214</b>	<b>12,1</b>

<b>Service NAVY</b>	<b>Year 2005</b>	<b>Rank distribution NCOs/Troops (Non-conscript)</b>				
<b>Rank</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>(OR8)</i>	224	2,4	224	100	0	0
<i>(OR7)</i>	467	5,1	467	100	0	0
<i>(OR6)</i>	1.596	17,4	1.579	98,9	17	1,1
<i>(OR5)</i>	423	4,6	398	94,1	25	5,9
<i>(OR4)</i>	2.525	27,6	2.506	99,2	19	0,8
<i>(OR3)</i>	1.570	17,2	1.430	91,1	140	8,9
<i>(OR2)</i>	1.409	15,4	1.256	89,1	153	10,9
<i>(OR1)</i>	936	10,2	837	89,4	99	10,6
<b>TOTAL</b>	<b>9.150</b>	<b>100</b>	<b>8697</b>	<b>95</b>	<b>453</b>	<b>5</b>

<b>Service ARMY</b>	<b>Year 2005</b>	<b>Representation by Occupational Groups Officers</b>				
<b>Function</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>Operations (Combat Arms)</i>	1.514	47,1	1.479	97,7	35	2,3
<i>Logistics</i>	279	8,7	231	82,8	48	17,2
<i>Engineering/Comm</i>	569	17,7	547	96,1	22	3,9
<i>Support (Admin/Personnel)</i>	504	15,7	443	87,9	61	12,1
<i>Medical/Dental</i>	188	5,8	166	88,3	22	11,7
<i>Professional (Legal)</i>	43	1,3	20	0	23	0
<i>Other (Finance)</i>	120	3,7	111	92,5	9	7,5
<b>TOTAL</b>	<b>3.217</b>	<b>100</b>	<b>2.997</b>	<b>93,2</b>	<b>220</b>	<b>6,8</b>

<b>Service ARMY</b>	<b>Year 2005</b>	<b>Representation by Occupational Groups NCOs/Troops (Non-conscript)</b>				
<b>Function</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>Operations (Combat Arms)</i>	7.226	41,8	6.794	94	432	6
<i>Logistics</i>	3.085	17,9	2.640	85,6	445	14,4
<i>Engineering/Comm</i>	3.788	21,9	3.401	89,8	387	10,2
<i>Support (Admin/Personnel)</i>	1.585	9,2	1.209	76,3	376	23,7
<i>Medical/Dental</i>	945	5,5	606	64,1	339	35,9
<i>Professional (Legal)</i>	0	0	0	0,0	0	0
<i>Other (Finance)</i>	642	3,7	609	94,9	33	5,1
<b>TOTAL</b>	<b>17.271</b>	<b>100</b>	<b>15.259</b>	<b>88,4</b>	<b>2.012</b>	<b>11,6</b>

<b>Service ARMY</b>	<b>Year 2005</b>	<b>Rank Distribution Officers</b>				
<b>Function</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>General/Flag Officer</i>	63	1,9	63	100	0	0
<i>Colonel (OF5)</i>	234	7,2	234	100	0	0
<i>Lt Colonel (OF4)</i>	539	16,6	538	99,8	1	0
<i>Major (OF3)</i>	628	19,4	618	98,4	10	1,6
<i>Captain (OF2)</i>	742	22,9	724	97,6	18	2,4
<i>Lieutenant (OF1)</i>	683	21,1	573	83,9	110	16,1
<i>Officer Cadets</i>	350	10,8	265	75,7	85	24,3
<b>TOTAL</b>	<b>3.239</b>	<b>100</b>	<b>3.015</b>	<b>93,1</b>	<b>224</b>	<b>6,9</b>

<b>Service ARMY</b>	<b>Year 2005</b>	<b>Rank Distribution NCOs/Troops (Non-conscript)</b>				
<b>Function</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>(OR8)</i>	211	1	211	100	0	0
<i>(OR7)</i>	1.806	8,9	1.806	100	0	0
<i>(OR6)</i>	2.275	11,2	2.162	95	113	5
<i>(OR5)</i>	701	3,5	548	78,2	153	21,8
<i>(OR4)</i>	582	2,9	432	74,2	150	25,8
<i>(OR3)</i>	1.322	6,5	1.052	79,6	270	20,4
<i>(OR2)</i>	2.879	14,2	2.458	85,4	421	14,6
<i>(OR1)</i>	10.489	51,8	8.871	84,6	1.618	15,4
<b>TOTAL</b>	<b>20.265</b>	<b>100</b>	<b>17.540</b>	<b>86,6</b>	<b>2.725</b>	<b>13,4</b>

<b>Service AIR FORCE</b>	<b>Year 2005</b>	<b>Representation by Occupational Groups Officers</b>				
<b>Function</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>Operations (Combat Arms)</i>	775	6,9	729	94,1	46	5,9
<i>Logistics</i>	391	18,6	350	89,5	41	10,5
<i>Engineering/Comm</i>	15	15,0	285	90,5	30	9,5
<i>Support (Admin/Personnel)</i>	384	18,3	264	68,8	120	31,3
<i>Medical/Dental</i>	116	5,5	78	67,2	38	32,8
<i>Professional (Legal)</i>	21	1,0	18	85,7	3	14,3
<i>Other (Finance)</i>	99	4,7	96	97,0	3	3,0
<b>TOTAL</b>	<b>2.101</b>	<b>100</b>	<b>1.820</b>	<b>86,6</b>	<b>281</b>	<b>13,4</b>

<b>Service AIR FORCE</b>	<b>Year 2005</b>	<b>Representation by Occupational Groups</b>				
	<b><i>NCOs/Troops (Non-conscript)</i></b>					
<b>Function</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>Operations (Combat Arms)</i>	1.502	28,1	1.398	93,1	104	6,9
<i>Logistics</i>	1.447	27,0	1.301	89,9	146	10,1
<i>Engineering/Comm</i>	321	6,0	267	83,2	54	16,8
<i>Support (Admin/Personnel)</i>	841	15,7	486	57,8	355	42,2
<i>Medical/Dental</i>	220	4,1	109	49,5	111	50,5
<i>Professional (Legal)</i>	0	0	0	0	0	0
<i>Other (Finance)</i>	1.021	19,1	884	86,6	137	13,4
<b>TOTAL</b>	<b>5.352</b>	<b>100</b>	<b>4.445</b>	<b>83,1</b>	<b>907</b>	<b>16,9</b>

<b>Service AIR FORCE</b>	<b>Year 2005</b>	<b>Rank Distribution Officers</b>				
<b>Function</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>General/Flag Officer</i>	33	1,6	33	100	0	0
<i>Colonel (OF5)</i>	108	5,1	108	100	0	0
<i>Lt Colonel (OF4)</i>	235	11,2	235	100	0	0
<i>Major (OF3)</i>	256	12,2	250	97,7	6	2,3
<i>Captain (OF2)</i>	474	22,6	432	91,1	42	8,9
<i>Lieutenant (OF1)</i>	658	31,3	496	75,4	162	24,6
<i>Officer Cadets</i>	337	16,0	266	78,9	71	21,1
<b>TOTAL</b>	<b>2.101</b>	<b>100</b>	<b>1.820</b>	<b>86,6</b>	<b>281</b>	<b>13,4</b>

<b>Service AIR FORCE</b>	<b>Year 2005</b>	<b>Rank Distribution NCOs/Troops (Non-conscript)</b>				
<b>Function</b>	<b>TOTAL #</b>	<b>%</b>	<b># MEN</b>	<b>% MEN</b>	<b># WOMEN</b>	<b>% WOMEN</b>
<i>(OR8)</i>	178	3,3	178	100	0	0
<i>(OR7)</i>	388	7,2	388	100	0	0
<i>(OR6)</i>	1.565	29,2	1536	98,1	29	1,9
<i>(OR5)</i>	295	5,5	228	77,3	67	22,7
<i>(OR4)</i>	1.212	22,6	849	70	363	30
<i>(OR3)</i>	1.148	21,4	838	73	310	27
<i>(OR2)</i>	328	6,1	243	74,1	85	25,9
<i>(OR1)</i>	238	4,4	185	77,7	53	22,3
<b>TOTAL</b>	<b>5.352</b>	<b>100</b>	<b>4.445</b>	<b>83,1</b>	<b>907</b>	<b>16,9</b>

## **EMPLOYMENT**

Representation of career service women for professionals remains proportionally lower than that of men, and taking in consideration that just a few women only began to join the Armed Forces Academies 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 was granted.

The following charts show the quantitative expression of that status:

Service NAVY	Year 2005	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	1.313	16,9	1.257	95,7	56	4,3
NCOs/Troops	6.464	83,1	6.316	97,7	148	2,3
<b>TOTAL</b>	<b>7.777</b>	<b>100</b>	<b>7.573</b>	<b>97,4</b>	<b>204</b>	<b>2,6</b>

Service NAVY	Year 2005	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	230	7,9	129	56,1	101	43,9
NCOs/Troops	2.697	92,1	2.392	88,7	305	11,3
<b>TOTAL</b>	<b>2.927</b>	<b>100</b>	<b>2.521</b>	<b>86,1</b>	<b>406</b>	<b>13,9</b>

Service ARMY	Year 2005	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	2.570	37,1	2.522	98,1	48	1,9
NCOs	4.351	62,9	4.279	98,3	72	1,7
<b>TOTAL</b>	<b>6.921</b>	<b>100</b>	<b>6.801</b>	<b>98,3</b>	<b>120</b>	<b>1,7</b>

Service ARMY	Year 2005	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	652	4,7	475	72,9	177	27,1
NCOs/Troops	13.225	95,3	11.611	87,8	1.614	12,2
<b>TOTAL</b>	<b>13.877</b>	<b>100</b>	<b>12.086</b>	<b>87,1</b>	<b>1.791</b>	<b>12,9</b>

Service AIR FORCE	Year 2005	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	1.530	39,0	1.431	93,5	99	6,5
NCOs	2.397	61,0	2.315	96,6	82	3,4
<b>TOTAL</b>	<b>3.927</b>	<b>100</b>	<b>3.746</b>	<b>95,4</b>	<b>181</b>	<b>4,6</b>

Service AIR FORCE	Year 2005	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	571	16,2	389	68,1	182	31,9
NCOs/Troops	2.955	83,8	2.130	72,1	825	27,9
<b>TOTAL</b>	<b>3.526</b>	<b>100</b>	<b>2.519</b>	<b>71,4</b>	<b>1007</b>	<b>28,6</b>

Currently, the Air Force has seven female career pilots, four female as navigators, and two female as pilots, in both cases in short term contract.

In the Navy, for the first time, a woman in uniform got her specialization as helicopter pilot.

## **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.

However some practical restrictions to the employment of women in the Marine Corps still remain.

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 2005 the numbers of military personnel undergoing instruction, by Service, were as follows:

<b>Service NAVY</b>	<b>Recruits</b>					
	<b>Total #</b>	<b>%</b>	<b># Men</b>	<b>% Men</b>	<b># Women</b>	<b>% Women</b>
Career Personnel	233	34,5	176	75,5	57	24,5
Complementary Personnel	443	65,5	383	86,5	60	13,5
<b>TOTAL</b>	<b>676</b>	<b>100</b>	<b>559</b>	<b>82,7</b>	<b>117</b>	<b>17,3</b>
<b>Service ARMY</b>	<b>Recruits</b>					
	<b>Total #</b>	<b>%</b>	<b># Men</b>	<b>% Men</b>	<b># Women</b>	<b>% Women</b>
Career Personnel	772	39,2	682	88,3	90	11,7
Complementary Personnel	1.198	60,8	877	73,2	321	26,8
<b>TOTAL</b>	<b>1.970</b>	<b>100</b>	<b>1.559</b>	<b>79,1</b>	<b>411</b>	<b>20,9</b>
<b>Service AIR FORCE</b>	<b>Recruits</b>					
	<b>Total #</b>	<b>%</b>	<b># Men</b>	<b>% Men</b>	<b># Women</b>	<b>% Women</b>
Career Personnel	598	57,7	498	83,3	100	16,7
Complementary Personnel	439	42,3	327	74,5	112	25,5
<b>TOTAL</b>	<b>1.037</b>	<b>100</b>	<b>825</b>	<b>79,6</b>	<b>212</b>	<b>20,4</b>

## **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, such as marines, 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:

	<b>NAVY</b>	<b>ARMY</b>	<b>AIR FORCE</b>	<b>TOTAL</b>
<b>KOSOVO FORCE</b>	-	34	2	36
<b>SFOR</b>	-	215	-	215
<b>EAST-TIMOR (INTERFET and (UNTAET)</b>	16	159	11	186
<b>ST. TOME AND PRINCIPE COOPERATION</b>	-	-	3	3
<b>AFGHANISTAN (FINGAL and ENDURING FREEDOM)</b>		1	2	3
<b>OPERATION DISPLAY DETERRENCE (Southeast Turkey)</b>	-	-	1	1
<b>INTERNATIONAL SECURITY ASSISTANCE FORCE (Afghanistan)</b>	-	-	1	1
<b>JOINT GUARDIAN OPERATIONS (Aviano)</b>	-	-	1	1
<b>TOTAL</b>	<b>16</b>	<b>409</b>	<b>21</b>	<b>446</b>

## **CAREER DEVELOPMENT**

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 has not been possible as yet. In fact, the highest rank held by female personnel for officers is OF-4 in the Army OF-3 in the other services and for NCOs is OR6 in the three services. The Armed Forces have not yet developed gender related programmes for mentoring and leadership.

## **CONCLUSION**

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

Women are still wishing to join the Armed Forces and slowly getting more stable positions within the structure and a fair representation in power positions inside the military organization.

The woman assignments to almost all functions, based strictly on competence, are, slowly but surely, assuring an essential mission role for women in the Armed Forces.