



PORTUGAL



National Report

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INTRODUCTION

Regular recruitment opened to women, on a voluntary basis for non-permanent staff in 1992.

The military service was obliged to the male citizens till 2004.

Between 1999 and 2004 we have passed to a transitory period, and in 2004 ended the regime based on conscription and began a new one, based, in peacetime, on a voluntary basis for full career or contract, to all citizens. Nevertheless, in case of exceptional necessity, citizens – both men and women – can be called up to serve as conscripts.

Since 19 November 2004 we reached the goal of fully professional Armed Forces.

In Portugal, the military personnel 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

The II Plan for Equality between women and men, approved in 2003, presents structuring measures destined to the Public Administration, that includes all ministries, and measures by large areas of intervention, that includes all social agents and have as an intervention area the professional activity and familiar life; education, formation and information; citizenship and social inclusion and co-operation with the CPLP countries.

Among the structuring measures of the II Plan for equality it's important to emphasize the creation, in the MOD, of an interdepartmental team that includes representants of the Armed Forces and that is responsible for the coordination, dynamization, accompaniment and evaluation of the integration of the gender equality in all the policies and programmes in the ambit of this Ministry.

The Government Programme, approved in 2005, is based in a policy of gender equality that stands in the governmental principles of Pequim Platform, and the Platform for Action, adopted in Beijing, in 1999. This Programme elects as priorities areas, where a transversality of gender equality may make an important qualitative difference, the education, the qualification and employment, the health and science.

Another important measure, about gender equality, is the special statutory legislation that 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 2006 in each Service, divided by gender (active duty, trainees excluded):

	TOTAL	# MEN	% MEN	# WOMEN	% WOMEN
NAVY	10.175	9.500	93.4	675	6.6
ARMY	20.058	17.343	86.46	2.715	13.54
AIR FORCE	6.284	5.275	83,9	1.009	16,0
TOTAL	36517	32118	88,0	4399	12,0

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

Service NAVY	Year 2006	Representation by Occupational Groups Officers				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	682	48,3	668	97,9	14	2,1
<i>Logistics</i>	170	12,0	160	94,1	10	5,9
<i>Engineering/Comm</i>	329	23,3	313	95,1	16	4,9
<i>Support (Admin/Personnel)</i>	143	10,1	72	50,3	71	49,7
<i>Medical/Dental</i>	56	4,0	10	17,9	46	82,1
<i>Professional (Legal)</i>	30	2,1	17	56,7	13	43,3
<i>Other (Finance)</i>	3	0,2	3	100,0	0	0,0
TOTAL	1.413	100	1.243	88,0	170	12,0

Service NAVY	Year 2006	Representation by Occupational Groups <i>NCOs/Troops (Non-conscript)</i>				
		Function	TOTAL #	%	# MEN	% MEN
<i>Operations (Combat Arms)</i>	3.760	43,4	3.685	98,0	75	2,0
<i>Logistics</i>	1.045	12,1	956	91,5	89	8,5
<i>Engineering/Comm</i>	1.909	22,0	1.806	94,6	103	5,4
<i>Support (Admin/Personnel)</i>	723	8,9	674	87,2	99	12,8
<i>Medical/Dental</i>	205	2,4	181	88,3	24	11,7
<i>Professional (Legal)</i>	0	0,0	0	0,0	0	0,0
<i>Other (Finance)</i>	970	11,2	855	88,1	115	11,9
TOTAL	8.662	100	8.157	94,2	505	5,8

Service NAVY	Year 2006	Rank Distribution Officers				
		Rank	TOTAL #	%	# MEN	% MEN
Admiral	32	1,8	32	100,0	0	0
<i>Captain (OF5)</i>	119	6,7	119	100,0	0	0
<i>Commander (OF4)</i>	220	12,4	220	100,0	0	0
Lt. Commander (OF3)	285	16,1	281	98,6	4	1,4
Lieutenant (OF2)	298	16,9	291	97,7	7	2,3
Sub- Lieutenant (OF1)	559	31,6	400	71,6	159	28,4
Officer Cadets	255	14,4	200	78,4	55	21,6
TOTAL	1.768	100	1.534	87,3	225	12,7

Service NAVY	Year 2006	Rank distribution <i>NCOs/Troops (Non-conscript)</i>						
		Rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
		(OR8)	202	2,3	202	100,0	0	0
		(OR7)	536	6,2	536	100,0	0	0
		(OR6)	1.284	14,8	1.267	98,7	17	1,3
		(OR5)	432	5,0	395	91,4	37	8,6
		(OR4)	2.397	27,7	2.359	98,4	38	1,6
		(OR3)	1.354	15,6	1.222	90,3	132	9,7
		(OR2)	1.453	16,8	1.293	89,0	160	11,0
		(OR1)	1.004	11,6	883	87,9	121	12,1
		TOTAL	8.662	100	8.157	94,2	505	5,8

Service ARMY	Year 2006	Representation by Occupational Groups Officers						
		Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
		<i>Operations (Combat Arms)</i>	1.483	47,9	1.440	97,1	43	2,9
		<i>Logistics</i>	283	9,1	231	81,6	52	18,4
		<i>Engineering/Comm</i>	556	18,0	531	95,5	25	4,5
		<i>Support (Admin/Personnel)</i>	562	18,2	462	82,2	100	17,8
		<i>Medical/Dental</i>	200	6,5	173	86,5	27	13,5
		<i>Professional (Legal)</i>	0	0,0	0	0,0	0	0,0
		<i>Other (Finance)</i>	12	0,4	10	83,3	2	16,7
		TOTAL	3.096	100,0	2.847	92,0	249	8,0

Service ARMY	Year 2006	Representation by Occupational Groups NCOs/Troops (Non-conscript)				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	8.607	42,8	7.854	91,3	753	8,8
<i>Logistics</i>	3.594	17,9	2.925	81,4	669	18,6
<i>Engineering/Comm</i>	4.147	20,6	3.499	84,4	648	15,6
<i>Support (Admin/Personnel)</i>	2.414	12,0	2.031	84,1	383	15,9
<i>Medical/Dental</i>	888	4,4	549	61,8	339	38,1
<i>Professional (Legal)</i>	0	0,0	0	0,0	0	0,0
<i>Other (Finance)</i>	446	2,2	421	94,4	25	5,6
TOTAL	20.096	100,0	17.279	86,0	2.817	14,0

Service ARMY	Year 2006	Rank Distribution Officers				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>General/Flag Officer</i>	37	1,2	37	100	0	0,0
<i>Colonel (OF5)</i>	168	5,4	168	100	0	0,0
<i>Lt Colonel (OF4)</i>	398	12,9	396	99,5	2	0,5
<i>Major (OF3)</i>	542	17,5	533	98,3	9	1,7
<i>Captain (OF2)</i>	674	21,8	655	97,2	19	2,8
<i>Lieutenant (OF1)</i>	632	20,4	533	84,3	99	15,7
<i>Officer Cadets</i>	597	20,8	520	85,3	77	14,7
TOTAL	3.048	100,	2.42	92,8	206	7,2

Service ARMY	Year 2006	Rank Distribution NCOs/Troops (Non-conscript)				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>(OR8)</i>	398	2,0	398	100	0	0
<i>(OR7)</i>	1.332	6,6	1.332	100	0	0
<i>(OR6)</i>	2.130	10,6	2.020	94,8	110	5,2
<i>(OR5)</i>	1.108	5,5	843	76,0	265	23,9
<i>(OR4)</i>	2.417	12,0	2.073	85,7	344	14,2
<i>(OR3)</i>	785	3,9	695	88,5	90	11,5
<i>(OR2)</i>	10.713	53,3	8.978	83,8	1.735	16,2
<i>(OR1)</i>	1.213	6,0	927	76,4	286	23,6
TOTAL	20.096	100	17.266	86,0	2.830	14,0

Service AIR FORCE	Year 2006	Representation by Occupational Groups Officers				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	821	37,8	768	93,5	53	6,5
<i>Logistics</i>	413	19,0	372	90,1	41	9,9
<i>Engineering/Comm</i>	317	14,6	284	89,6	33	10,4
<i>Support (Admin/Personnel)</i>	382	17,6	254	66,5	128	33,5
<i>Medical/Dental</i>	117	5,4	76	65,0	41	35,0
<i>Professional (Legal)</i>	21	1,0	17	81,0	4	19,0
<i>Other (Finance)</i>	101	4,7	98	97,0	3	3,0
TOTAL	2.172	100	1.869	86,0	303	14,0

Service AIR FORCE	Year	Representation by Occupational Groups				
	2006	<i>NCOs/Troops (Non-conscript)</i>				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	1.541	28,7	1.429	92,7	112	7,3
<i>Logistics</i>	1.442	26,9	1.297	89,9	145	10,1
<i>Engineering/Comm</i>	314	5,9	258	82,2	56	17,8
<i>Support (Admin/Personnel)</i>	842	15,7	483	57,4	359	42,6
<i>Medical/Dental</i>	230	4,3	110	47,8	120	52,2
<i>Professional (Legal)</i>	0	0,0	0	0,0	0	0,0
<i>Other (Finance)</i>	997	18,6	852	85,5	145	14,5
TOTAL	5.366	100	4.429	82,5	937	17,5

Service AIR FORCE	Year	Rank Distribution Officers				
	2006					
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>General/Flag Officer</i>	35	1,6	35	100,0	0	0,0
<i>Colonel (OF5)</i>	100	4,6	100	100,0	0	0,0
<i>Lt Colonel (OF4)</i>	236	10,9	236	100,0	0	0,0
<i>Major (OF3)</i>	299	13,8	293	98,0	6	2,0
<i>Captain (OF2)</i>	398	18,3	351	88,2	47	11,8
<i>Lieutenant (OF1)</i>	732	33,7	524	71,6	208	28,4
<i>Officer Cadets</i>	372	17,1	330	88,7	42	11,3
TOTAL	2.172	100	1.869	86,0	303	14,0

Service AIR FORCE	Year 2006	Rank Distribution NCOs/Troops (Non-conscript)					
		Function	TOTAL #	%	# MEN	% MEN	# WOMEN
	(OR8)	178	3,3	178	100,0	0	0,0
	(OR7)	755	14,1	755	100,0	0	0,0
	(OR6)	1.151	21,4	1.111	96,5	40	3,5
	(OR5)	336	6,3	262	78,0	74	22,0
	(OR4)	1.245	23,2	867	69,6	378	30,4
	(OR3)	1.019	19,0	735	72,1	284	27,9
	(OR2)	483	9,1	388	79,5	100	20,5
	(OR1)	194	3,6	132	68,0	62	32,0
TOTAL		5.366	97	4.428	82,5	938	17,5

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 has been increasing gradually.

The following charts show the quantitative expression of that status:

Service NAVY	Year 2006	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	1.269	18,0	1.201	94,6	68	5,4
NCOs/Troops	5.786	82,0	5.619	97,1	167	2,9
TOTAL	7.055	100	6.820	96,7	235	3,3

Service NAVY	Year 2006	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	244	7,8	142	58,2	102	41,8
NCOs/Troops	2.876	92,2	2.538	88,2	338	11,8
TOTAL	3.120	100	2.680	85,9	440	14,1

Service ARMY	Year 2006	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	2.199	36,4	2.147	97,6	52	2,4
NCOs	3.836	63,6	3.770	98,3	66	1,7
TOTAL	6.035	100,0	5.917	98,0	118	2,0

Service ARMY	Year 2006	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	606	4,3	452	74,6	154	25,4
NCOs/Troops	13.417	95,7	10.974	81,8	2.443	18,2
TOTAL	14.023	100,0	11.426	81,5	2.597	18,5

Service AIR FORCE	Year 2006	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	1.539	39,0	1.429	92,9	110	7,1
NCOs	2.409	61,0	2.301	95,5	108	4,5
TOTAL	3.948	100	3.730	94,5	218	5,5

Service AIR FORCE	Year 2006	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	633	17,6	440	69,5	193	30,5
NCOs/Troops	2.957	82,4	2.127	71,9	830	28,1
TOTAL	3.590	100	2.567	71,5	1.023	28,5

RECRUITMENT

In 1992 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 and combat divers 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.

With the voluntary regime, new forms of service and a National Defence Day have been created. The major finality of the National Defence Day is to sensitize the young people to the matter of national defence and to spread the role of the Armed Forces. The divulgation actions of this day are done by teams constituted by female and male military, what ends to constitute an important form of recruitment, still that indirect, to the career personnel.

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

In April 2006 the numbers of military personnel undergoing instruction, by Service, were as follows:

Service NAVY		Recruits				
	Total #	%	# Men	% Men	# Women	% Women
Career Personnel	40	7,8	36	90,0	4	10,0
Complementary Personnel	473	92,2	422	89,2	51	10,8
TOTAL	513	100	458	89,3	55	10,7
Service ARMY		Recruits				
	Total #	%	# Men	% Men	# Women	% Women
Career Personnel	217	14,5	195	89,9	22	10,1
Complementary Personnel	1.280	85,5	995	77,7	285	22,3
TOTAL	1.497	100,0	1.190	79,5	307	20,5
Service AIR FORCE		Recruits				
	Total #	%	# Men	% Men	# Women	% Women
Career Personnel	673	53,7	571	84,8	102	15,2
Complementary Personnel	581	46,3	452	77,8	129	22,2
TOTAL	1.254	100	1.023	81,6	231	18,4

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 divers, in the Navy and commandos in the Army.

In the Army women can apply to the specialty of Special Operations, but due to very exigent physical selecting tests, that are equal to men and women, still no woman has that specialty.

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.

The participation of women in international missions has a larger expression in the Army, having already constituted 10% of its mission force.

Since 1999, that participation has had the following expression:

	NAVY	ARMY	AIR FORCE	TOTAL
KOSOVO FORCE		44	2	46
SFOR		162		162
EAST-TIMOR (INTERFET and UNTAET)	16	83	11	99
ST. TOME AND PRINCIPE COOPERATION			4	4
AFGHANISTAN (FINGAL and ENDURING FREEDOM)			2	2
OPERATION DISPLAY DETERRENCE (Southeast)			1	1
INTERNATIONAL SECURITY ASSISTANCE FORCE (Afghanistan)		1	5	6
JOINT GUARDIAN OPERATIONS			1	1
PAKISTAN	2			
TOTAL	18	290	26	334

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.

SPECIAL INTEREST ITEMS

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.

The Navy has a female helicopter pilot since 2004 and this year, for the first time, a woman in uniform got the command off a ship.

For the first time in the Army NCOs School, a women of infantry as been classified as the best student, having received 3 school prizes and having left behind 75 comrades.

CONCLUSION

Every year the female participation in the Portuguese Armed Forces has been increasing in all career fields contributing in an effective way to its mission. To this fact have contributed the government policy and the actions adopted, that have as goal an effective gender equality of opportunities to all military personnel.

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 year by year, 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.