



PORTUGAL



National Report

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INTRODUCTION

Regular recruitment opened to women in 1991 to the Army and the Air Force and in 1992 to the Navy.

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 and 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, initiated in 2003, has been concluded in 2006.

In that Plan structuring measures were foreseen to the Public Administration, that includes all ministries and all social agents. As intervention areas were elected the professional activity and familiar life, education, formation and information, citizenship and social inclusion and co-operation with the CPLP countries. Its evaluation, in what concerns the Armed Forces, was rather positive.

In this Plan 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 this Ministry.

The project of the III Plan for Equality (2007-2010), was recently elaborated by the Government and is being submitted to public discussion. Last March have been approved the guidelines that are the project base. The III Plan for Equality is expected to enter into force soon.

The Government Programme, is based in a policy of gender equality that stands in the governmental principles of Beijing 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.

Finally, it's important to emphasize that in the European Year of Equal Opportunities for All, designated in 2007, it's foreseen to take place, among others, a Conference concerning the Equality of Opportunities in the Armed Forces, that will take place next 27 June, and will count with the participation of national and foreign experts.

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 specialties, 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 2007 in each Service, divided by gender (active duty, trainees excluded):

	TOTAL	# MEN	% MEN	# WOMEN	% WOMEN
NAVY	10.186	9.434	92,6	752	7,4
ARMY	21.347	18.205	85,3	3.142	14,7
AIR FORCE	6.343	5.292	83,4	1.051	16,6
TOTAL					

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

Service NAVY	Year 2007	Representation by Occupational Groups Officers						
		Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
		<i>Operations (Combat Arms)</i>	690	44,4	672	97,4	18	2,6
		<i>Logistics</i>	143	9,2	127	88,8	16	11,2
		<i>Engineering/Comm</i>	352	22,7	332	94,3	20	5,7

<i>Support</i>						
<i>(Admin/Personnel)</i>	197	12,7	103	52,3	94	47,7
<i>Medical/Dental</i>	145	9,3	99	68,3	46	31,7
<i>Professional (Legal)</i>	25	1,6	15	60,0	10	40,0
<i>Other (Finance)</i>	2	0,1	2	100,0	0	0,0
TOTAL	1.554	100,0	1.350	86,9	204	13,1

Service NAVY	Year 2007	Representation by Occupational Groups NCOs/Troops (Non-conscript)					
		Function	TOTAL #	%	# MEN	% MEN	# WOMEN
<i>Operations (Combat Arms)</i>		3.906	45,3	3.796	97,2	110	2,8
<i>Logistics</i>		1.117	12,9	1.013	90,7	104	9,3
<i>Engineering/Comm</i>		1.910	22,1	1.795	94,0	115	6,0
<i>Support (Admin/Personnel)</i>		821	9,5	707	86,1	114	13,9
<i>Medical/Dental</i>		200	2,3	173	86,5	27	13,5
<i>Professional (Legal)</i>		0	0,0	0	0,0	0	0,0
<i>Other (Finance)</i>		678	7,9	600	88,5	78	11,5
TOTAL		8.632	100,0	8.084	93,7	548	6,3

Service NAVY	Year 2007	Rank Distribution Officers					
		Rank	TOTAL #	%	# MEN	% MEN	# WOMEN
General/Flag Officer		26	1,5	26	100,0	0	0,0

<i>Colonel (OF5)</i>	129	7,3	129	100,0	0	0,0
<i>Lt Colonel (OF4)</i>	224	12,6	224	100,0	0	0,0
Major (OF3)	293	16,5	289	98,6	4	1,4
Captain (OF2)	291	16,4	270	92,8	21	7,2
Lieutenant (OF1)	591	33,3	412	69,7	179	30,3
Officer Cadets	220	12,4	177	80,5	43	19,5
TOTAL	1.774	100,0	1.527	86,1	247	13,9

Service NAVY	Year 2007	Rank distribution <i>NCOs/Troops (Non-conscript)</i>						
		Rank	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
		<i>(OR8) SCH/SMOR</i>	220	2,5	220	100,0	0	0,0
		<i>(OR7) SAJ</i>	525	6,1	525	100,0	0	0,0
		<i>(OR6) 1SAR</i>	1.235	14,3	1.206	97,7	29	2,3
		<i>(OR5) 2SAR</i>	481	5,6	448	93,1	33	6,9
		<i>(OR4) CAB</i>	2.461	28,5	2.410	97,9	51	2,1
		<i>(OR3) 1MAR</i>	1.319	15,3	1.174	89,0	145	11,0
		<i>(OR2) 2MAR</i>	1.211	14,0	1.063	87,8	148	12,2
		<i>(OR1) GR</i>	1.180	13,7	1.038	88,0	142	12,0
		TOTAL	8.632	100,0	8.084	93,7	548	6,3

Service ARMY	Year 2007	Representation by Occupational Groups Officers						
		Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
		<i>Operations (Combat Arms)</i>	1.533	49,2	1.483	96,7	50	2,3

<i>Logistics</i>	258	8,3	207	80,2	51	19,8
<i>Engineering/Comm</i>	560	18,0	534	95,4	26	4,6
<i>Support</i> <i>(Admin/Personnel)</i>	455	14,6	382	84,0	73	16,0
<i>Medical/Dental</i>	226	7,3	184	81,4	42	18,6
<i>Professional (Legal)</i>	44	1,4	23	0,0	21	0,0
<i>Other (Finance)</i>	38	1,2	38	100,0	0	0,0
TOTAL	3.114	100,0	2.788	91,4	263	8,6

Service ARMY	Year 2007	Representation by Occupational Groups NCOs/Troops (Non-conscript)				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	8.087	44,4	7.288	90,1	799	9,9
<i>Logistics</i>	3.305	18,1	2.615	79,1	690	20,9
<i>Engineering/Comm</i>	4.080	22,4	3.403	83,4	677	16,6
<i>Support (Admin/Personnel)</i>	1.430	7,8	1.107	77,4	323	22,6
<i>Medical/Dental</i>	854	4,7	503	58,9	351	41,1
<i>Professional (Legal)</i>	0	0,0	0	0,0	0	0,0
<i>Other (Finance)</i>	477	2,6	270	56,6	207	43,4
TOTAL	18.233	100,0	15.186	83,3	3.047	16,7

Service ARMY	Year 2007	Rank Distribution Officers				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>General/Flag Officer</i>	63	2,0	63	100,0	0	0,0
<i>Colonel (OF5)</i>	230	7,4	230	100,0	0	0,0

<i>Lt Colonel (OF4)</i>	535	17,2	529	98,9	6	1,1
<i>Major (OF3)</i>	612	19,7	609	99,5	3	0,5
<i>Captain (OF2)</i>	648	20,8	621	95,8	27	4,2
<i>Lieutenant (OF1)</i>	973	31,3	770	24,7	203	20,9
<i>Officer Cadets</i>	53	1,7	29	54,7	24	45,3
TOTAL	3.114	100,0	2.851	91,6	263	8,5

Service ARMY	Year 2007	Rank Distribution NCOs/Troops (Non-conscript)				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>(OR8)</i>	630	3,5	630	100,0	0	0,0
<i>(OR7)</i>	1.418	7,8	1.418	100,0	0	0,0
<i>(OR6)</i>	2.632	14,4	2.318	88,0	314	11,9
<i>(OR5)</i>	635	3,5	459	72,3	176	27,7
<i>(OR4)</i>	1.080	5,9	904	83,7	176	16,3
<i>(OR3)</i>	1.475	8,1	1.326	89,9	149	10,1
<i>(OR2)</i>	1.493	8,2	1.281	85,8	212	14,2
<i>(OR1)</i>	8.870	48,7	7.018	79,1	1.852	20,9
TOTAL	18.233	100,0	15.186	83,3	3.047	16,7

Service AIR FORCE	Year 2007	Representation by Occupational Groups Officers				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	828	37,9	771	93,1	57	6,9

<i>Logistics</i>	410	18,8	366	89,3	44	10,7
<i>Engineering/Comm</i>	319	14,6	286	89,7	33	10,3
<i>Support (Admin/Personnel)</i>	385	17,6	255	66,2	130	33,8
<i>Medical/Dental</i>	112	5,1	71	63,4	41	36,6
<i>Professional (Legal)</i>	21	1,0	17	81,0	4	19,0
<i>Other (Finance)</i>	107	4,9	101	94,4	6	5,6
TOTAL	2.182	100,0	1.867	85,6	315	14,4

Service AIR FORCE	Year	Representation by Occupational Groups				
	2007					
	<i>NCOs/Troops (Non-conscript)</i>					
Function	TOTAL	%	# MEN	% MEN	#	% WOMEN
	#				WOMEN	
<i>Operations (Combat Arms)</i>	1.521	28,5	1.401	92,1	120	7,9
<i>Logistics</i>	1.435	26,9	1.286	89,6	149	10,4
<i>Engineering/Comm</i>	315	5,9	260	82,5	55	17,5
<i>Support (Admin/Personnel)</i>	842	15,8	468	55,6	374	44,4
<i>Medical/Dental</i>	218	4,1	110	50,5	108	49,5
<i>Professional (Legal)</i>	0	0,0	0	0,0	0	0,0
<i>Other (Finance)</i>	1.011	18,9	862	85,3	149	14,7
TOTAL	5.342	100,0	4.387	82,1	955	17,9

Service AIR FORCE	Year	Rank Distribution Officers				
	2007					
Function	TOTAL	%	# MEN	% MEN	#	% WOMEN
	#				WOMEN	

<i>General/Flag Officer</i>	26	1,2	26	100,0	0	0,0
<i>Colonel (OF5)</i>	108	4,9	108	100,0	0	0,0
<i>Lt Colonel (OF4)</i>	226	10,4	225	99,6	1	0,4
<i>Major (OF3)</i>	303	13,9	297	98,0	6	2,0
<i>Captain (OF2)</i>	370	17,0	326	88,1	44	11,9
<i>Lieutenant (OF1)</i>	779	35,7	562	72,1	217	27,9
<i>Officer Cadets</i>	370	17,0	323	87,3	47	12,7
TOTAL	2.182	100,0	1.867	85,6	315	14,4

Service AIR FORCE	Year 2007	Rank Distribution NCOs/Troops (Non- conscript)				
Function	TOTAL #	%	# MEN	% MEN	# WOMEN	% WOMEN
<i>(OR8)</i>	186	3,5	186	100,0	0	0,0
<i>(OR7)</i>	742	13,9	742	100,0	0	0,0
<i>(OR6)</i>	1.169	21,9	1.109	94,9	60	5,1
<i>(OR5)</i>	346	6,5	267	77,2	79	22,8
<i>(OR4)</i>	1.187	22,2	823	69,3	364	30,7
<i>(OR3)</i>	1.014	19,0	760	75,0	254	25,0
<i>(OR2)</i>	568	10,6	400	70,4	168	29,6
<i>(OR1)</i>	130	2,4	99	76,2	31	23,8
TOTAL	5.342	97,0	4.386	82,1	956	17,9

EMPLOYMENT

Representation of women in career personnel remains proportionally lower than that of men, but taking in consideration that 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.

In complementary personnel, 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 2007	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	1.282	17,5	1.199	93,5	83	6,5
NCOs/Troops	6.043	82,5	5.808	96,1	235	3,9
TOTAL	7.325	100,0	7.007	95,7	318	4,3

Service NAVY	Year 2007	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	272	9,5	151	55,5	121	44,5
NCOs/Troops	2.589	90,5	2.276	87,9	313	12,1
TOTAL	2.861	100,0	2.427	84,8	434	15,2

Service ARMY	Year 2007	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	2.476	38,4	2.411	97,4	65	2,6
NCOs	3.965	61,6	3.880	97,9	85	2,1
TOTAL	6.441	100,0	6.291	97,7	150	2,3

Service ARMY	Year 2007	Representation of complementary personnel				
		Total #	%	# Men	% Men	# Women
Officers	638	4,3	440	69,0	198	31,0
NCOs/Troops	14.268	95,7	11.474	80,4	2.794	19,6
TOTAL	14.906	100,0	11.914	79,9	2.992	20,0

Service AIR FORCE	Year 2007	Representation of career personnel				
		Total #	%	# Men	% Men	# Women
Officers	1.551	38,9	1.428	92,1	123	7,9
NCOs	2.433	61,1	2.302	94,6	131	5,4
TOTAL	3.984	100,0	3.730	93,6	254	6,4

Service AIR FORCE	Year 2007	Representation of complementary personnel				
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	Total #	%	# Men	% Men	# Women	% Women
Officers	631	17,8	439	69,6	192	30,4
NCOs/Troops	2.909	82,2	2.084	71,6	825	28,4
TOTAL	3.540	100,0	2.523	71,3	1.017	28,7

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 male and 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 Defense Day have been created. The major finality of this day is to **bring** young people to the matter of national defense and to spread the role of the Armed Forces. The divulgation actions are done by teams constituted by female and male military, what ends to be an important form of recruitment, still that indirect, to the career personnel.

Portugal has no special retention programs, since the number of female applicants is generally high.

In April 2007 the numbers of military personnel undergoing instruction, by Service, were as follows:

Service NAVY	Recruits					
	Total #	%	# Men	% Men	# Women	% Women
Career Personnel	41	10,4	35	85,4	6	14,6
Complementary Personnel	354	89,6	297	83,9	57	16,1
TOTAL	395	100,0	332	84,1	63	15,9
Service ARMY	Recruits					
	Total #	%	# Men	% Men	# Women	% Women
Career Personnel	184	23,7	158	85,9	26	14,1
Complementary Personnel	594	76,3	481	81,0	113	19,0
TOTAL	778	100,0	639	82,1	139	17,9
Service AIR FORCE	Recruits					
	Total #	%	# Men	% Men	#	% Women

					Women	
Career Personnel	665	56,3	567	85,3	98	14,7
Complementary Personnel	516	43,7	395	76,6	121	23,4
TOTAL	1.181	100,0	962	81,5	219	18,5

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.

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

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		70	2	72
SFOR		196		196
EAST-TIMOR (INTERFET and UNTAET)	16	83	11	110
ST. TOME AND PRINCIPE COOPERATION			4	4
AFGHANISTAN (FINGAL and ENDURING FREEDOM)			2	8
OPERATION DISPLAY DETERRENCE (Southeast Turkey)			1	1
INTERNATIONAL SECURITY ASSISTANCE FORCE (Afghanistan)		6	5	11
JOINT GUARDIAN OPERATIONS			1	1

PAKISTAN	2			2
UNIFIL (Liban)		15		15
TACP ISAF (Kabul – Afghanistan)			1	1
TOTAL	18	370	27	421

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 officers is OF-4 in Army and in Air Force, and OF-3 in Navy, and for female NCOs is OR6 in all services. The Armed Forces have not yet developed gender related programmes for mentoring and leadership.

SPECIAL INTEREST ITEMS

Currently, the Air Force has three female career pilots, two female as career navigators, and in short term contract one female as pilot, and one female as navigator.

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

For the first time, in the Army Military Academy, a woman of medicin has been classified as the best student, having received five school prizes.

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.