



PORTUGAL



National Report

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INTRODUCTION

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

Military service was mandatory for male citizens until 2004.

Between 2000 and 2004, we went through a transition period, and in 2004 the regime based on conscription ended and a new one began. It is based, in peacetime, on a voluntary basis for full career or contract personnel, for all citizens. Nevertheless, in case of extreme necessity, citizens – both men and women – can be called upon to serve as conscripts.

Since 19 November 2004, we have reached the goal of having 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 the civilian law, although chiefs of staff rule specific maternity aspects concerning the military service.

POLICIES

The III National Plan for Equality and the III National Plan Against Domestic Violence (2007-2010) were approved by the Government on 22 June 2007. In these Plans structuring measures were foreseen for the Public Administration. They included all ministries and all social agents. As intervention areas the professional activity and family life, education, training and information, citizenship and social inclusion and co-operation with the CPLP countries were elected. The evaluation of these Plans, in what concerns the Armed Forces, was rather positive.

In these Plans, it is important to emphasize the creation of a Gender Observatory in order to do the monitoring and evaluation of the integration of the gender equality (gender mainstreaming) in all areas of political activity and social reality.

The Government Program is based on a policy of gender equality that stands in the governmental principles of the Beijing Platform, and the Platform for Action, adopted in Beijing, in 1999. This Program elects priority areas where gender equality may make an important qualitative difference: education; qualification and employment; health and science.

Another important measure, on gender equality, is the special statutory legislation that establishes the principle of conciliation, whenever possible, between personal and work conveniences, regarding transfers 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 short-term personnel. Only career personnel can reach the higher ranks: OF-10 for officers, in some specialties, and OR-9 for non-officer personnel. Regarding short-term personnel, the highest 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 gender) for example in the recruitment of short-term and career personnel.

The following chart provides the percentages of military female which compose the total force, by service, in April 2009 (active duty, trainees excluded):

	Total % of female soldiers	% of female flag officers	% of female senior officers	% of female junior officers	% of female NCO	% of female soldiers lower rank than NCO	0% of female soldiers participating in military operations
Navy	8,73%	0%	0,62%	26,34%	3,51%	9,05%	11,11%
Army	16,13%	0%	1,04%	22,97%	8,87%	21,59%	13,39%
Air Force	16,93%	0%	2,79%	24,15%	7,22%	28,85%	4,69%
Total	14,12%	0%	1,34%	22,45%	7,09%	18,44%	11,61%

EMPLOYMENT

Representation of women in career personnel still 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 short-term personnel, the percentage of women is now stabilized considering that all the existing elements joined after access to women was granted.

RECRUITMENT

In 1992, the Military Service Law allowed women in the military service, on a voluntary basis and in all functions, recruitment being a responsibility of each Service.

With the decision of the Ministry of Defence, of 6 June, which determines that admission in the Armed Forces must obey the principles of gender equality in the access to all classes, services and specialties,

any restrictive practices were abolished, as far as access of women to the Marines and Navy Divers.

The most popular areas chosen by female applicants in military academies of all services are administration and medicine.

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 objective of this day is to bring young people to the issues of national defense and to raise awareness to the role of the Armed Forces. The advertising actions are done by teams made up of female and male military personnel, which ends to be an important form of recruitment, although indirect, to the career personnel.

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

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 the military life, female personnel have the same qualification opportunities as male.

In the Army and in the Navy, women can apply for specialties such as Special Operations, Commandos, Marines, Submarines and Combat Divers, but due to very demanding physical selection tests, that are equal for men and women, no woman has yet attained these specialties.

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

DEPLOYMENTS

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

The Army is the service in the Portuguese Armed Forces that has the highest participation of women in international missions.

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 gender.

The complete evaluation concerning promotion has not been possible yet. In fact, the highest rank in all services, held by female

officers, is OF-4 and by female NCOs is OR-6. The Armed Forces have not yet developed gender related program for mentoring and leadership.

SPECIAL INTEREST ITEMS

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

The Navy has had a female helicopter pilot since 2004 and three women in uniform commanding ships.

In the Army, applications of women for combat services, has significantly increased.

Regarding maternity law, the Portuguese military follow the common law without any limitation

In this area, the Air Force and Navy have created a set of rules regarding duty rosters and (in the Navy) also regarding service on-board for parents with children under 12.

CONCLUSION

Every year, 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 contributed the government policy and the actions adopted, that have as a goal the effective gender equality of opportunities for 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 are getting more stable positions within the structure and a fair representation in key positions inside the military organization.

Woman assignments to almost all functions, based strictly on competence, are, slowly but surely, guaranteeing a relevant mission role for women in the Armed Forces.

The three branches of the Armed Forces have implemented measures in the sense of combining personal and Professional life, through protocols with day nurseries, schools, colleges, homes and institutions of household service for elderly people.

Finally, it should be mentioned that conferences and awareness sessions have been carried out, at the Services' level, to raise awareness on the main issues relating to family and gender equality.