

COMMITTEE ON WOMEN IN THE NATO FORCES
ANNUAL MEETING 2003
PORTUGUESE REPORT

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1. 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 specialties, with some restrictions in the Navy.

Nowadays, the military organization is under review with the goal of reaching fully professional Armed Forces until 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 specific maternity aspects concerning military service are ruled by chiefs of staff.

2. POLICY CHANGES

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. The coming into force of the mentioned law is still dependent on the approval of regulatory legislation. Since 6 April 2002, with the XV Constitutional Government, we have the two Civilian Commissions on 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.

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. A change in the statutory legislation, deserving also a good mark, established the principle of conciliation, whenever possible, between personal and work conveniences, regarding transfer and posting, especially of military couples.

3. ORGANIZATION

There are three Services in the Portuguese Armed Forces: Navy, Army and Air Force. Personnel on active duty are divided in 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 inside 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.

The following chart provides the overall numbers, in April 2003 in each Service, divided by gender (active duty, cadets excluded):

	TOTAL	#MEN	%MEN	#WOMEN	%WOMEN
NAVY	10354	9899	95,61	455	4,39
ARMY	17721	16190	91,36	1531	8,64
AIR FORCE	6545	5637	86,13	908	13,87
TOTAL	34620	31726	91,64	2894	8,36

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

Service NAVY	Year 2003	Representation by Occupational Groups				
<i>OFFICERS</i>						
Function	TOTAL#	%	#MEN	%MEN	#WOMEN	%WOMEN
<i>Operations (Combat Arms)</i>	718	47,64	716	47,51	2	0,13
<i>Logistics</i>	145	9,62	141	9,36	4	0,27
<i>Engineering/Comm</i>	285	18,91	279	18,51	6	0,40
<i>Support (Admin/Personnel)</i>	166	11,02	130	8,63	36	2,39
<i>Medical/Dental</i>	146	9,69	122	8,10	24	1,59
<i>Professional(Legal)</i>	30	1,99	14	0,93	16	1,06
<i>Other (Finance)</i>	17	1,13	11	0,73	6	0,40
TOTAL	1507	100,00	1413	93,76	94	6,24

Service NAVY	Year 2003	Representation by Occupational Groups				
<i>NCOs/Troops (Non-conscript)</i>						
Function	TOTAL#	%	#MEN	%MEN	#WOMEN	%WOMEN
<i>Operations (Combat Arms)</i>	4086	46,19	4024	45,48	62	0,70
<i>Logistics</i>	1120	12,66	1035	11,70	85	0,96
<i>Engineering/Comm</i>	2094	23,67	2023	22,87	71	0,80
<i>Support (Admin/Personnel)</i>	871	9,85	772	8,73	99	1,12
<i>Medical/Dental</i>	223	2,52	206	2,33	17	0,19
<i>Professional(Legal)</i>	0	0,00	0	0,00	0	0,00
<i>Other (Finance)</i>	453	5,12	426	4,82	27	0,31
TOTAL	8847	100,00	8486	95,92	361	4,08

Service NAVY	Year 2003	Rank Distribution				
<i>OFFICERS</i>						
Rank	TOTAL#	%	#MEN	%MEN	#WOMEN	%WOMEN
<i>Admiral</i>	36	2,11	36	2,11	0	0
<i>Captain (OF5)</i>	123	7,20	123	7,20	0	0
<i>Commander (OF4)</i>	226	13,23	226	13,23	0	0
<i>Lt. Commander (OF3)</i>	299	17,51	299	17,51	0	0
<i>Lieutenant (OF2)</i>	414	24,24	407	23,83	7	0,41
<i>SubOLieutenant (OF1)</i>	366	21,43	292	17,10	74	4,33

<i>Officer Cadets</i>	244	14,29	186	10,89	58	3,40
TOTAL	1708	100,00	1569	91,86	139	8,14

Service NAVY	Year 2003	Representation by Occupational Groups				
<i>NCOs/Troops (Non-conscript)</i>						
Rank	TOTAL#	%	#MEN	%MEN	#WOMEN	%WOMEN
<i>(Or8)</i>	224	2,53	224	2,53	0	0
<i>(OR7)</i>	437	4,94	437	4,94	0	0
<i>(OR6)</i>	1689	19,09	1679	18,98	10	0,11
<i>(OR5)</i>	474	5,36	455	5,14	19	0,21
<i>(OR4)</i>	2539	28,70	2531	28,61	8	0,09
<i>(OR3)</i>	1434	16,21	1324	14,97	110	1,24
<i>(OR2)</i>	1505	17,01	1330	15,03	175	1,98
<i>(OR1)</i>	545	6,16	506	5,72	39	0,44
TOTAL	8847	100,00	8486	95,92	361	4,08

Service ARMY	Year 2003	Representation by Occupational Groups				
<i>OFFICERS</i>						
Function	TOTAL#	%	#MEN	%MEN	#WOMEN	%WOMEN
<i>Operations (Combat Arms)</i>	1612	47,73	1589	98,57	23	1,43
<i>Logistics</i>	301	8,91	250	83,06	51	16,94
<i>Engineering/Comm</i>	511	15,13	491	96,09	20	3,91
<i>Support (Admin/Personnel)</i>	617	18,27	551	89,30	66	10,70
<i>Medical/Dental</i>	184	5,45	160	86,96	24	13,04
<i>Professional(Legal)</i>	0	0,00	0	0,00	0	0,00
<i>Other (Finance)</i>	152	4,50	138	90,79	14	9,21
TOTAL	3377	100,00	3179	94,14	198	5,86

Service ARMY	Year 2003	Representation by Occupational Groups				
<i>NCOs/Troops (Non-conscript)</i>						
Function	TOTAL#	%	#MEN	%MEN	#WOMEN	%WOMEN
<i>Operations (Combat Arms)</i>	5967	41,79	5767	96,65	200	3,35
<i>Logistics</i>	2289	16,03	2022	88,34	267	11,66
<i>Engineering/Comm</i>	3071	21,51	2834	92,28	237	7,72
<i>Support (Admin/Personnel)</i>	1369	9,59	1069	78,09	300	21,91
<i>Medical/Dental</i>	957	6,70	662	69,17	295	30,83
<i>Professional(Legal)</i>	0	0,00	0	0,00	0	0,00
<i>Other (Finance)</i>	626	4,38	592	94,57	34	5,43
TOTAL	14279	100,00	12946	90,66	1333	9,34

Service ARMY	Year 2003	Rank Distribution				
<i>OFFICERS</i>						
Rank	TOTAL#	%	#MEN	%MEN	#WOMEN	% WOMEN
<i>General/Flag Officer</i>	65	1,89	65	100,00	0	0,00
<i>Colonel (OF5)</i>	267	7,76	267	100,00	0	0,00
<i>Lt Colonel(OF4)</i>	526	15,28	526	100,00	0	0,00
<i>Major (OF3)</i>	673	19,55	666	98,96	7	1,04
<i>Captain (OF2)</i>	784	22,78	772	98,47	12	1,53
<i>Lieutenant (OF1)</i>	623	18,09	548	87,96	75	12,04
<i>Officer Cadets</i>	504	14,64	400	79,37	104	20,63
TOTAL	3442	100,00	3244	94,25	198	5,75

Service ARMY	Year 2003	Representation by Occupational Groups				
<i>NCOs/Troops (Non-conscript)</i>						
Rank	TOTAL#	%	#MEN	%MEN	#WOMEN	% WOMEN
<i>(Or8)</i>	533	3,45	533	100,00	0	0,00
<i>(OR7)</i>	1450	9,62	1450	100,00	0	0,00
<i>(OR6)</i>	2626	17,42	2475	94,25	151	5,75
<i>(OR5)</i>	1211	8,03	955	78,86	256	21,14
<i>(OR4)</i>	2906	19,28	2475	85,17	431	14,83
<i>(OR3)</i>	536	3,55	484	90,30	52	9,70
<i>(OR2)</i>	5017	33,29	4574	91,17	443	8,83
<i>(OR1)</i>	788	5,23	696	88,32	92	11,68
TOTAL	15067	100,00	13642	90,54	1425	9,46

Service AIR FORCE	Year 2003	Representation by Occupational Groups				
<i>OFFICERS</i>						
Function	TOTAL#	%	#MEN	%MEN	#WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	773	38,4	738	95,4	35	4,6
<i>Logistics</i>	384	19,1	356	92,7	28	7,2
<i>Engineering/Comm</i>	292	14,5	267	91,4	25	8,6
<i>Support (Admin/Personnel)</i>	343	17,0	261	76,1	82	23,9
<i>Medical/Dental</i>	101	5,0	70	69,3	31	30,7
<i>Professional(Legal)</i>	20	1,0	18	90,0	2	10,0
<i>Other (Finance)</i>	99	4,9	94	94,9	5	5,1
TOTAL	2012	100,00	1804	89,7	208	10,3

Service AIR FORCE	Year 2003	Representation by Occupational Groups				
<i>NCOs/Troops (Non-conscript)</i>						
Function	TOTAL#	%	#MEN	%MEN	#WOMEN	% WOMEN
<i>Operations (Combat Arms)</i>	1148	21,3	1051	91,6	97	8,5
<i>Logistics</i>	1757	32,6	1606	91,4	151	8,6
<i>Engineering/Comm</i>	330	6,1	277	83,9	53	16,1
<i>Support (Admin/Personnel)</i>	813	15,1	502	61,8	311	38,3
<i>Medical/Dental</i>	178	3,3	99	55,6	79	44,4
<i>Professional(Legal)</i>	0	0	0	0	0	0
<i>Other (Finance)</i>	1164	21,6	998	85,7	166	14,3
TOTAL	5390	100,00	4533	84,1	857	15,9

Service AIR FORCE	Year 2003	Rank Distribution				
<i>OFFICERS</i>						
Rank	TOTAL#	%	#MEN	%MEN	#WOMEN	% WOMEN
<i>General/Flag Officer</i>	33	1,6	33	100	0	0
<i>Colonel (OF5)</i>	93	4,6	93	100	0	0
<i>Lt Colonel(OF4)</i>	218	10,8	218	100	0	0
<i>Major (OF3)</i>	276	13,7	273	98,9	3	1,1
<i>Captain (OF2)</i>	498	24,8	470	94,4	28	5,6
<i>Lieutenant (OF1)</i>	600	29,8	466	77,7	134	22,3
<i>Officer Cadets</i>	294	14,6	251	85,4	43	14,6
TOTAL	2012	100,00	1804	89,7	208	10,3

Service AIR FORCE	Year 2003	Representation by Occupational Groups				
<i>NCOs/Troops (Non-conscript)</i>						
Rank	TOTAL#	%	#MEN	%MEN	#WOMEN	% WOMEN
<i>(Or8)</i>	158	2,9	158	100	0	0
<i>(OR7)</i>	372	6,9	372	100	0	0
<i>(OR6)</i>	1727	32,0	1719	99,5	8	0,5
<i>(OR5)</i>	177	3,3	125	70,6	52	29,4
<i>(OR4)</i>	565	10,5	407	72,0	158	28,0
<i>(OR3)</i>	1802	33,4	1316	73,0	486	27,0
<i>(OR2)</i>	487	9,0	358	73,5	129	26,5
<i>(OR1)</i>	102	1,9	78	76,5	24	23,5
TOTAL	5390	100,00	4533	84,0	857	16,0

4. EMPLOYMENT

Representation of career service women for professionals remain proportionally lower that that of men, having in considerations that women only in the late 80's began to join the

Armed Forces, we see that the percentage is increasing for the new generation. For short term careers the percentage of women is now stabilized considering that all existing now have joined after the access to women have been granted. The following charts show the quantitative expression of that status:

Service NAVY	Year 2003	Representation of career personnel				
		Total#	%	#Men	%Men	#Women
Officers	1342	17,11	1309	16,69	33	0,42
NCOs/Troops	6502	82,89	6403	81,63	99	1,26
Total	7844	100,00	7712	98,32	1332	1,68

Service NAVY	Year 2003	Representation of complementary personnel				
		Total#	%	#Men	%Men	#Women
Officers	165	6,57	104	4,14	61	2,43
NCOs/Troops	2345	93,43	2083	82,99	262	10,44
Total	2510	100,00	2187	87,13	323	12,87

Service ARMY	Year 2003	Representation of career personnel				
		Total#	%	#Men	%Men	#Women
Officers	2669	37,32	2631	98,58	38	1,42
NCOs	4483	62,68	4415	98,48	68	1,52
Total	7152	100,00	7046	98,52	106	1,48

Service ARMY	Year 2003	Representation of complementary personnel				
		Total#	%	#Men	%Men	#Women
Officers	773	7,31	613	79,30	160	20,70
NCOs/Troops	9796	92,69	8531	87,09	1265	12,91
Total	10569	100,00	9144	86,52	1425	13,48

Service AIR FORCE	Year 2003	Representation of career personnel				
		Total#	%	#Men	%Men	#Women
Officers	1480	38,4	1401	94,7	79	5,3
NCOs	2375	61,6	2338	98,4	37	1,6
Total	3855	100,00	3739	97,0	116	3,0

Service AIR FORCE	Year 2003	Representation of complementary personnel				
		Total#	%	#Men	%Men	#Women
Officers	532	15,0	403	75,8	129	24,3
NCOs/Troops	3015	85,0	2195	72,8	820	27,2
Total	3547	100,00	2598	73,2	949	26,8

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 contracts.

5. 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. Since last year the Army opened to women the recruitment to all specialties, including the ones involving direct combat.

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 has not a special policy to recruit female personnel into the Armed Forces, nor special campaign or retention programmes, since the number of female applicants is generally high.

In April 2003 the numbers of military personnel undergoing instruction, by Service, were as follows:

Service NAVY	Recruits					
	TOTAL#	%	#MEN	%MEN	#WOMEN	%WOMEN
Career Personnel	736	83,45	652	73,92	84	9,52
Complementary Personnel	146	16,55	126	14,29	20	2,27
Total	882	100,00	778	88,21	104	11,79

Service ARMY	Recruits					
	TOTAL#	%	#MEN	%MEN	#WOMEN	%WOMEN
Career Personnel	647	82,11	589	91,04	58	8,98
Complementary Personnel	141	17,89	107	75,89	34	24,11
Total	788	100,00	696	88,32	92	11,68

Service AIR FORCE	Recruits					
	TOTAL#	%	#MEN	%MEN	#WOMEN	%WOMEN
Career Personnel	506	59,0	417	82,4	89	17,6
Complementary Personnel	351	41,0	283	80,6	68	19,4
Total	857	100,00	700	81,7	157	18,3

6. 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 that 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.

7. 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	ARM Y	AIR FORCE	TOTAL
KOSOVO	-	33	2	35
SFOR	-	162	-	162
EAST-TIMOR (INTERFET)	16	83	-	99
ST. TOME AND PRINCIPE COOPERATION	-	-	2	2
EAST-TIMOR (UNTAET)			7	7
AFEGANISTAN (FINGAL)		1	1	2
OPERATION DISPLAY DETERRENCE (southeast Turkey)			1	1
TOTAL	16	279	13	308

8. 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 is not possible as yet. In fact, the highest rank held by female personnel is lieutenant (OF-2), in the Navy, and major (OF-3), in the Army and Air Force. As NCO are in the Navy, in the Army and OR6 in the Air Force.

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

9. CONCLUSION

Each year slow but steady steps are being taken towards a full integration of women in the Portuguese Armed Forces. Female personnel is moving to senior positions and seek to increase the representation of women in more specialties and ranks.

It is expected that the new legislation concerning the full professionalization of the Portuguese Armed Forces, as much as the increased need for better qualified personnel, will further reduce the differences that still exist between male and female personnel, which are more the result of mentality and concepts which are difficult to subside than lack of adequate legislation which, in reality, has promoted, although not always obtained, as effective gender equality.