

BULGARIAN NATIONAL REPORT

TO

NATO COMMITTEE ON GENDER PERSPECTIVES

1. Policies related to gender

a. On national level, the Republic of Bulgaria has elaborated a National Strategy for Promotion of Gender Equality for the Period 2009-2015. The National Strategy outlines the specific objectives which have to be achieved in order to eradicate all obstacles for achieving actual equality of women and men in the country. The Council of Ministers adopts an Annual National Action Plan for Promotion of Gender Equality each year. Monitoring and assessment of the implementation of the objectives set out in the Strategy and the Annual Action Plan are carried out by the National Council on Equal Opportunities of Women and Men with the Council of Ministers, of which Deputy Defence Minister is member.

Ministry of Defence has an Action Plan of implementation of United Nations Security Council Resolution (UNSCR) 1325 and related resolutions. As a result of pursuing consistently this policy Bulgaria represented gender perspective issues to the attention of South-eastern Europe Defence Ministerial (SEDM) process¹ and developed the idea for a project within SEDM framework. "Female Leaders in Security and Defence" (FLSD) project was adopted by the Ministers of Defence at their annual meeting in October 2011 in Antalya, Turkey.

In 2012, the focus of the Ministry of Defence (MoD) of the Republic of Bulgaria was to represent 1.12 "Female leaders in Security and Defence" (FLSD) project and its concept. FLSD project became one of the projects in Tier 1 of NATO Smart Defence initiative. The value of the FLSD project is that NATO countries and NATO partners are unified about the concept of the project. FLSD Participating countries are: NATO members: Bulgaria, Croatia, Denmark, France, Luxemburg, Netherlands, Norway, Turkey, USA, Poland and NATO partners: Bosnia and Herzegovina, Former Yugoslav Republic of Macedonia², Serbia and Montenegro. There is interest from other NATO members and partners as: Spain, Great Britain, Italy, Sweden, Lithuania, Austria, Belgium, Canada, Czech Republic, Romania, Greece, Slovenia and Finland. Bulgaria as a lead nation hosted Sofia Conference 2012 titled "Female Leaders in Security and Defence - a Roadmap to turn potential into capabilities" and a workshop named "Human Resources Diversity and Usability: Challenges and Best Practices". FLSD project summarised information is updated by NATO SACT in Smart Defence monthly report. In 2012 as a result of Sofia Conference an Analysis Report was issued. You can find it following the link bellow: http://flsd.mod.bg/docs/20120917_FLSD_Bulgaria_Report.pdf

¹ SEDM process is regional initiative promoting regional cooperation and good neighbourly relations, strengthening regional **defence capabilities** as well as cooperation through collective efforts and last but not least, establishing links facilitating integration into Euro-Atlantic institutions.

² Turkey recognises the Republic of Macedonia with its constitutional name.

b. The effort was primarily focused on removing restrictions existing with regard to women occupying certain positions; on opening to women all degree programmes offered by military higher education institutions, as well as on the explication and implementation of UNSCR 1325 on Women, Peace and Security. In 2012 for the very first time a woman was selected for the National Guards Unit. It is a new practice for the Bulgarian Armed Forces.

c. Ministry of Defence was part of “Improve capacity of the public administration to implement gender mainstreaming approach in national policies and programmes” joint governmental project. It has been implemented together with all ministries, members of the Council of the Ministers and financed by European program for building capacity at governmental institutions.

d. FLSD project general aim is to emphasise the improvement of capabilities by using all human potential and integrating gender perspectives in the strategic planning, capabilities development and force preparedness with a view to reinforcing and enhancing the strategic and operational effectiveness of NATO and its Allies and Partners.

2. Female personnel in the national Armed Forces

Current percentage (data 31 December 2012) of the total number of women members of the Bulgarian Armed Forces

Only active duty military personnel	Total % of female military	% of OF-6 and higher officers	% of OF-3 to OF-5 senior officers	% of OF-1 to OF-2 junior officers	% of OR-5 to OR-9 NCOs	% of OR-1 to OR-4 soldiers and sailors
Land Forces	14,32%	-	0,73%	3,74%	10,11%	18,8%
Air Force	15,82%	-	1,83%	6,84%	10,59%	26,92%
Navy	8,98%	-	0,15%	1,03%	1,85%	5,95%
JFC ³	15,63%	-	1,68%	7,0%	12,7%	26,0%
Total	14,41%	-	0,09%	0,73%	3,0%	10,59%

Current percentage (data as of 2012) of the total number of women members of the Bulgarian Armed Forces participating in operations.

Only active duty military personnel	Total %	% of OF-6 and higher	% of OF-3 to OF-5	% of OF-1 to OF-2	% of OR-5 to OR-9	% of OR-1- to OR-4
Army	5,92	-	7,09	6,25	15,90	2,63
Air Force	15,00	-	14,29		33,33	
Navy		-				
TOTAL	6,01	-	7,35	5,88	16,15	2,63

³ Joint Force Command

NATO operations

Only active duty military personnel	Total %	% of OF-6 and higher	% of OF-3 to OF-5	% of OF-1 to OF-2	% of OR-5 to OR-9	% of OR-1 - to OR-4
Army	5,78	-	8,33	5,92	16,87	1,94
Air Force	7,14	-	20,00			
Navy		-				
TOTAL	5,77	-	8,85	5,63	16,53	1,94

EU operations

Only active duty military personnel	Total %	% of OF-6 and higher	% of OF-3 to OF-5	% of OF-1 to OF-2	% of OR-5 to OR-9	% of OR-1 - to OR-4
Army	6,82	-	-	8,33	10,0	6,57
Air Force	33,33	-	-		100,0	
Navy		-	-			
TOTAL	7,39	-	-	7,41	13,95	6,57

3. Gender in Operations

a. The Ministry of Defence would like to build up gender advisors capabilities in the context of developing the FLSD project. The Minister of Defence has endorsed duties to be carried out by a servicewoman who will be responsible for the continuous interaction with international organizations and governmental institutions formulating and implementing gender policies at Ministry of Defence level.

She received education and training practices during “A Comprehensive approach to Gender in Operations” course, organised in cooperation by the Kingdoms of Spain and Netherlands under auspices of EU College for Security and Defence.

b. Operational planning process is a main task on national and international level in context of FLSD project priorities.

4. Education and Training with relation to UNSCR 1325 and related resolutions

Taking into account NATO documents and the recommendations issued by NATO Committee on Gender Perspectives, the Ministry of Defence has developed policies to open new possibilities for specific changes to be made in the education and training plans for the units of the Bulgarian Armed Forces and the military educational institutions.

The personnel to be deployed to missions and operations are to get familiar with UNSCR 1325 and 1820 and Bi-SC Directive 40-1 of NATO's Strategic Commands, SHAPE and ACT.

5. Conclusion

In 2012, the Ministry of Defence engaged the institution of President of the Republic of Bulgaria to support the Sofia Conference 2012 on "FLSD: a roadmap to turn potential into capabilities". The consistent policy with regard to implementation of national and international gender perspective documents will continue to be pursued in 2013. Bulgaria recognises that more concrete steps are needed for better understanding of gender perspectives at a national and international level. Looking for progress Bulgaria would like to summarise the future multinational objectives into multinational FLSD project which will work closely with NCGP. New innovative milestones would transform national and international mindset and culture. FLSD project emphasises the improvement of capabilities using talent and integrating gender perspectives in the strategic planning, capabilities development and force preparedness. NATO and its Allies and Partners should seek for enhancing the strategic and operational effectiveness of modern national and advanced NATO forces.