

NATO COMMITTEE ON GENDER PERSPECTIVES**2013 NATIONAL REPORT – BULGARIA****1. Policies Related to Gender.****a. New Policies or Initiatives Concerning the Implementation of Gender in the Armed Forces.**

On a national level the body for consultations, cooperation and coordination among the governmental and Non-Governmental Bodies in the elaboration and realization of the National Policy on Gender Equality is the National Council on Gender Equality under the Council of Ministers. The Deputy Defence Minister is a member of National Council on Gender Equality. The Council of Ministers adopted an Annual National Action Plan for Promotion of Gender Equality for 2013. The Plan followed the objectives, set out in the Strategy for Promotion of Gender Equality for the period 2009 – 2015.

As a result of a series of activities organised within the framework of the NATO Smart Defence project 1.12 “Female Leaders in Security and Defence”, with Bulgaria as a lead nation, and based on FLSD Analysis Report from the Sofia Conference 2012, in 2013 the FLSD White Paper and Roadmap has been elaborated by all participating and interested countries. This project is about approaching capability development from the perspective of human capital diversity. In addition, Bulgaria hosted “Human Resources Diversity and Usability: Challenges and Best Practices” workshop in March 2013. Participants from more than 12 NATO members and 5 partners countries participated in the event in Sofia together with representatives from NATO HQ, NATO SACT, KFOR, UNDP/SEESAC and Southeastern Europe Defence Ministerial Process (SEDM) Chairmanship.

As a result of joint work between non-governmental organisation “Bulgarian Armed Forces Women Association” and the leadership of MoD, a new amendment of the Defence and Armed Forces Act was proposed in the last quarter of 2013. The National Assembly approved this additional change in the Defence and Armed Forces Act by extending the category of military personnel which can take advantage of the parents’ leave to improve the work-life balance and diversity, with a special focus on paternity leave.

b. National Trends and Service Observations on Recruitment, Employment and Retention of Women in the Armed Forces.**(1) New Initiatives**

1.1. A Doctrine for human resources management in MoD was adopted in 2013. One of the general principles is for equality in gender, race, ethnicity and belief which is incorporated in the human resources management system.

1.2. The MoD conducted Survey to identify the way as how the active duty military personnel evaluate their social status and to what extent their career development, motivation, inclusion and evaluations correspond to the level of achievement of the goals of the Armed Forces. A need for diversity monitoring and reporting was identified and this is one of the recommendations from the Survey.

(2) Number of Recruits by Service.

Admission to military service and all degree programmes offered by the military higher education institutions was carried out in compliance with the principle of non-discrimination.

(3) Positions Available.

All positions for all military ranks and educational programs for future officers are open to men and women, regardless of race, ethnicity or beliefs.

(4) Main Areas of Employment Where Women Serve.

Women serve in Army, Air Force, Navy and all structures subordinated to the Minister of Defence, as Military Police, Military Medical Academy and Military Educational Institutions, mainly at the low level positions, for example OR-1 to OR-4.

(5) Retention Programmes.

New model for career development is under consideration by the MoD leadership.

(6) Attrition Rates and Causes.

Nothing to add

c. Progress on Developing the Necessary National Gender-Related Competences in the Armed Forces.

The Ministry of Defence has endorsed duties of a gender advisor to be carried out by a servicewoman, who is trained and who is responsible for interaction with international organisations and governmental institutions formulating and implementing gender policies at MoD level.

There is a process of discussions to develop national capacity for gender advisors, certified by NATO and EU.

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2. Personnel in the National Armed Forces.¹

Percentages and numbers of male and female personnel in the National Armed Forces. Figures should reflect the situation on **31 Dec 13**. TOTAL (1) + TOTAL (2) should always add 100%

Rows can be filled or added in accordance with national Services. Ranks in accordance with STANAG 2116, 2010 (Edition 6²).

National Armed Forces.

MALE ACTIVE DUTY MILITARY PERSONNEL (full-time occupation as part of a military force)												
	Total %	Total number	% of OF-6 and higher	Number of OF-6 and higher	% of OF-3 to OF-5	Number of OF-3 to OF-5	% of OF-1 to OF-2	Number of OF-1 to OF-2	% of OR-5 to OR-9	Number of OR-5 to OR-9	% of OR-1 to OR-4	Number of OR-1 to OR-4
Army	38,60		21,74		18,89		42,03		32,02		45,54	
Air Force	18,90		17,39		20,09		23,79		24,87		13,60	
Navy	10,31		13,04		9,79		6,84		12,97		9,56	
JFC	7,45		13,04		11,22		8,41		10,39		4,62	
SSMD³	9,16		4,35		25,73		11,89		8,53		5,92	
MoD	1,03		30,43		11,69		0,00		0,00		0,00	
TOTAL	85,45		100,00		97,41		92,96		88,77		79,23	

FEMALE ACTIVE DUTY MILITARY PERSONNEL (full-time occupation as part of a military force)												
	Total %	Total number	% of OF-6 and higher	Number of OF-6 and higher	% of OF-3 to OF-5	Number of OF-3 to OF-5	% of OF-1 to OF-2	Number of OF-1 to OF-2	% of OR-5 to OR-9	Number of OR-5 to OR-9	% of OR-1 to OR-4	Number of OR-1 to OR-4
Army	6,94		0		0,28		1,76		3,96		11,38	
Air Force	3,84		0		0,37		2,22		3,17		5,30	
Navy	1,07		0		0,23		1,04		0,73		1,45	
JFC	1,39		0		0,37		0,46		1,52		1,73	
SSMD	1,27		0		0,79		1,56		1,85		0,91	
MoD	0,05		0		0,55		0,00		0,00		0,00	
TOTAL	14,55		0		2,59		7,04		11,23		20,77	

¹ According to Classified Information Protection Act in Bulgaria total numbers are classified information

² BGR ratified and implemented Edition 6 of the STANAG 2116 in 2010.

³ **SSMD** – STRUCTURES SUBORDINATED TO THE MINISTER OF DEFENCE (Military Police, Military Medical Academy, Military Educational Institutions etc.)

MALE MILITARY RESERVE FORCE PERSONNEL (those who combine a military role with a civilian career)												
	Total %	Total number	% of OF-6 and higher	Number of OF-6 and higher	% of OF-3 to OF-5	Number of OF-3 to OF-5	% of OF-1 to OF-2	Number of OF-1 to OF-2	% of OR-5 to OR-9	Number of OR-5 to OR-9	% of OR-1 to OR-4	Number of OR-1 to OR-4
Army	66,11		0		0,00		68,85		50,55		72,62	
Air Force	29,38		0		28,57		29,51		40,66		25,48	
Navy	4,03		0		42,86		1,64		8,79		1,90	
JFC	0,00		0		0,00		0,00		0,00		0,00	
SSMD	0,47		0		28,57		0,00		0,00		0,00	
MoD	0,00		0		0,00		0,00		0,00		0,00	
TOTAL	100		0		100,00		100,00		100,00		100,00	

FEMALE MILITARY RESERVE FORCE PERSONNEL (those who combine a military role with a civilian career)												
	Total %	Total number	% of OF-6 and higher	Number of OF-6 and higher	% of OF-3 to OF-5	Number of OF-3 to OF-5	% of OF-1 to OF-2	Number of OF-1 to OF-2	% of OR-5 to OR-9	Number of OR-5 to OR-9	% of OR-1 to OR-4	Number of OR-1 to OR-4
Army	58,00		0		0		0		25,00		60,87	
Air Force	30,00		0		0		0		50,00		28,26	
Navy	12,00		0		0		0		25,00		10,87	
JFC	0,00		0		0		0		0,00		0,00	
SSMD	0,00		0		0		0		0,00		0,00	
MoD	0,00		0		0		0		0,00		0,00	
TOTAL	100		0		0		0		100,00		100,00	

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Out of the above figures, **percentages and numbers** of male and female personnel deployed in Operations (3 months or longer), be it NATO, UN or EU Operations. Figures should reflect the situation on **31 Dec 13**.

All Operations.

MALE ACTIVE DUTY MILITARY PERSONNEL (full-time occupation as part of a military force)												
	Total %	Total number	% of OF-6 and higher	Number of OF-6 and higher	% of OF-3 to OF-5	Number of OF-3 to OF-5	% of OF-1 to OF-2	Number of OF-1 to OF-2	% of OR-5 to OR-9	Number of OR-5 to OR-9	% of OR-1 to OR-4	Number of OR-1 to OR-4
Army	79,1				2,8		8,0		10,9		57,3	
Air Force	1,2				0,5		0,3		0,4			
Navy	0,9				0,5		0,2				0,2	
JFC	2,4				1,0		0,5		0,6		0,2	
MoD	1,7				1,4		0,2		0,2			
SSMD	9,1				2,9		1,8		4,4			
TOTAL	94,4				9,1		11,0		16,5		57,7	

FEMALE ACTIVE DUTY MILITARY PERSONNEL (full-time occupation as part of a military force)												
	Total %	Total number	% of OF-6 and higher	Number of OF-6 and higher	% of OF-3 to OF-5	Number of OF-3 to OF-5	% of OF-1 to OF-2	Number of OF-1 to OF-2	% of OR-5 to OR-9	Number of OR-5 to OR-9	% of OR-1 to OR-4	Number of OR-1 to OR-4
Army	2,7				0,1		0,3		1,0		1,4	
Air Force	0,2						0,1		0,1			
Navy	0,1						0,1					
JFC	0,3								0,2		0,1	
MoD	0,2				0,1				0,1			
SSMD	2,2				0,5		0,1		1,5			
TOTAL	5,6				0,7		0,5		2,9		1,4	

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NATO Operations.

MALE ACTIVE DUTY MILITARY PERSONNEL (full-time occupation as part of a military force)												
	Total %	Total number	% of OF-6 and higher	Number of	% of OF-3 to OF-5	Number of	% of OF-1 to OF-2	Number	% of OR-5 to OR-9	Number of OR-5 to OR-9	% of OR-1 to OR-4	Number of OR-1 to OR-4
				OF-6 and higher		OF-3 to OF-5		of OF-1 to OF-2				
Army	81,8				2,7		8,2		11,4		59,5	
Air Force	0,9				0,3		0,3		0,4			
Navy	0,6				0,3		0,1				0,2	
JFC	2,1				0,7		0,6		0,7		0,2	
MoD	1,6				1,2		0,2		0,2			
SSMD	8,1				2,2		1,6		4,3			
TOTAL	95,0				7,3		10,9		16,9		59,9	

FEMALE ACTIVE DUTY MILITARY PERSONNEL (full-time occupation as part of a military force)												
	Total %	Total number	% of OF-6 and higher	Number of	% of OF-3 to OF-5	Number of	% of OF-1 to OF-2	Number	% of OR-5 to OR-9	Number of OR-5 to OR-9	% of OR-1 to OR-4	Number of OR-1 to OR-4
				OF-6 and higher		OF-3 to OF-5		of OF-1 to OF-2				
Army	2,7				0,1		0,3		0,9		1,4	
Air Force	0,1						0,1					
Navy												
JFC	0,3								0,2		0,1	
MoD	0,1						0,1					
SSMD	1,8				0,5		0,1		1,2			
TOTAL	5,0				0,6		0,6		2,3		1,5	

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EU Operations (As Appropriate).

MALE ACTIVE DUTY MILITARY PERSONNEL (full-time occupation as part of a military force)												
	Total %	Total number	% of OF-6 and higher	Number of	% of OF-3 to OF-5	Number of	% of OF-1 to OF-2	Number	% of OR-5 to OR-9	Number of	% of OR-1- to OR-4	Number
				OF-6 and higher		OF-3 to OF-5		of OF-1 to OF-2		of OR-5 to OR-9		of OR-1 to OR-4
Army	10,3				5,1		5,1					
Air Force	5,1				5,1		0,0					
Navy	10,3				7,7		2,6					
JFC	10,3				10,3		0,0					
MoD	5,1				5,1		0,0					
SSMD	38,5				23,1		7,7		7,7			
TOTAL	79,5				56,4		15,4		7,7			

FEMALE ACTIVE DUTY MILITARY PERSONNEL (full-time occupation as part of a military force)												
	Total %	Total number	% of OF-6 and higher	Number of	% of OF-3 to OF-5	Number of	% of OF-1 to OF-2	Number	% of OR-5 to OR-9	Number of	% of OR-1- to OR-4	Number
				OF-6 and higher		OF-3 to OF-5		of OF-1 to OF-2		of OR-5 to OR-9		of OR-1 to OR-4
Army	2,6								2,6			
Air Force	2,6								2,6			
Navy												
JFC												
MoD	2,6				2,6							
SSMD	12,8				2,6				10,3			
TOTAL	20,5				5,1				15,4			

NATO UNCLASSIFIED RELEASABLE TO THE PUBLIC

UN Operations (As Appropriate).

MALE ACTIVE DUTY MILITARY PERSONNEL (full-time occupation as part of a military force)												
	Total %	Total number	% of OF-6 and higher	Number of OF-6 and higher	% of OF-3 to OF-5	Number of OF-3 to OF-5	% of OF-1 to OF-2	Number of OF-1 to OF-2	% of OR-5 to OR-9	Number of OR-5 to OR-9	% of OR-1 to OR-4	Number of OR-1 to OR-4
Army												
Air Force	50				50							
Navy												
JFC												
MoD												
SSMD												
TOTAL	50				50							

FEMALE ACTIVE DUTY MILITARY PERSONNEL (full-time occupation as part of a military force)												
	Total %	Total number	% of OF-6 and higher	Number of OF-6 and higher	% of OF-3 to OF-5	Number of OF-3 to OF-5	% of OF-1 to OF-2	Number of OF-1 to OF-2	% of OR-5 to OR-9	Number of OR-5 to OR-9	% of OR-1 to OR-4	Number of OR-1 to OR-4
Army												
Air Force												
Navy	50				50							
JFC												
MoD												
SSMD												
TOTAL	50				50							

3. **Gender in Operations.**

a. Any initiatives or programmes implemented based on the following areas:

(1) Operational Planning.

There is a clear understanding of gender issues and awareness in the process of Operational Planning. Gender is taken into consideration during the decision-making process.

(2) Education and Training.

Within the framework of pre-deployment training for missions and operations abroad, military and civilian personnel are equally trained. Gender documents are part of educational programmes, particularly international laws and documents section. There is no separate practical gender training.

(3) Evaluation.

The MoD conducted a Survey to identify the way as to how active duty military personnel evaluate their social status and to what extent their career development, motivation, inclusion and evaluations correspond to the level of achievement of the goals of the Armed Forces.

A need for diversity monitoring and reporting was identified and this is one of the recommendations from the Survey.

Ref. http://www.nato.int/issues/women_nato/cwinf_guidance.pdf

b. Please answer the following questions:

(1) Does the Armed Forces have trained gender advisers?

The Ministry of Defence has endorsed duties of a gender expert to be carried out by a servicewoman, who is trained and who is responsible for interaction with international organisations and governmental institutions formulating and implementing gender policies at MoD level.

There is a process of discussions to develop national capacity for gender experts, certified by NATO and EU.

If 'yes':

(2) How many?

Nothing to add

- (3) Male/Female ratio?

Nothing to add

- (4) What training have they received?

The European Security and Defence College (ESDC) Course “A Comprehensive Approach to Gender in Operations”. This international course is certified by ESDC and organised by the Spanish and Dutch Ministries of Defence and Foreign Affairs.

- (5) Report on the ones who deployed during 2013 and in which capacity.

Nothing to add

If ‘no’:

- (2) What is the reason?

Nothing to add

- (3) Are there any plans to have Gender Advisers?

The leadership of the Ministry of Defence is committed to implementing NATO documents and recommendations and is working towards finding tools for incorporating gender experts in the Armed Forces.

- (4) Is there any advisor or personal dealing with Gender in a different capacity or using a different role title?

At national level gender expert or gender coordinator is preferable term
http://www.mod.bg/en/documents_gender.html

- c. Is gender a topic in the Operational Planning Process and included in Pre-Deployment Training and/or Exercises?

Nothing to add

- d. Are there lessons identified/lessons learned on gender?

The personnel to be deployed to missions and operations are to get familiar with UNSCR 1325, relevant resolutions and Bi-SC Directive 40-1.

4. National Education and Training Related to Gender or UNSCR 1325 and Related Resolutions.

Please insert details in the table below (add more lines if necessary).

Number	Training/ Education Provided	Short Description/ Main Topics of the Training/Education Provided	Target Groups (Personnel who received the Training/ Education)	Phase (When was the Training/ Education Provided)

5. Additional Information.

Nothing to add

6. Conclusions.

In 2013 the Ministry of Defence continued the constant policy with regard to implementation of national and international gender perspective documents. The steps taken towards improving the work-life balance and diversity, the recognised need diversity monitoring, reporting and evaluation give the Ministry of Defence the opportunity to assess the progress in this area as well as to drive towards the diversity agenda with the aim of further strengthening the diversity policy and thus the Bulgarian Armed Forces effectiveness and efficiency.