



# **BULGARIAN ARMED FORCES WOMEN'S ASSOCIATION - BUAFWA**

## **CONFERENCE a FEMALE LEADERS IN SECURITY AND DEFENCE° SARAJEVO, BOSNA AND HERZEGOVINA 11 - 12 November 2019**

*Lieutenant Mariya Krashevska*

*Commander's office Joint Force Command*

*Chairman of the Board of Directors of the BUAFWA*



# BULGARIAN ARMED FORCES WOMEN'S ASSOCIATION - BUAFWA

## THE BULGARIAN EXPERIENCE

## GENDER EQUALITY IMPLEMENTATION





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**“The world of humanity has two wings -  
one is women and the other men. Should one  
wing remain weak, flight is impossible<sup>o</sup>**

**BAHA'I WRITINGS**





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## IMPLICATIONS FOR SOCIETY

The equality of women and men is a facet of human reality and not just a condition to be achieved for the common good. The search for meaning, for purpose, for community; the capacity to love, to create, to persevere, has no gender. This has profound implications for the organization of every aspect of human society.







# BULGARIAN ARMED FORCES WOMEN'S ASSOCIATION - BUAFWA

## BULGARIAN EXPERIENCE

### THE NATIONAL PLAN ABOUT IMPLEMENTATION OF UN Security Council RESOLUTION 1325 in Ministry of Defence in Bulgaria ± 2011

The plan for the implementation of Resolution 1325 of the UN Security Council in the Ministry of Defence will send a strong political signal to the Bulgarian and international community about the priorities of the management of the Ministry of Defense and Armed Forces to the implementation of the Euro-Atlantic policies in this area.





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**THE NATIONAL PLAN ABOUT IMPLEMENTATION OF UN Security Council RESOLUTION 1325  
in Ministry of Defence in Bulgaria ± 2011**



**Preparation and standards of behavior:** To develop materials (manuals, lectures, promotional materials, standards of conduct / ethics, etc.) for the implementation of Resolution 1325 in order to integrate the Policy of equality at all levels of the Armed Forces.



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## **NEW POLICIES OR INITIATIVES CONCERNING THE GENDER IMPLEMENTATION IN THE BULGARIAN ARMED FORCES BULGARIAN ARMED FORCES WOMEN'S ASSOCIATION**

**BUAFWA- created in 2006**



**MISSION:** TO PROMOTE AND ENDORSE THE PRESTIGE  
AND SOCIAL STATUS OF WOMEN IN THE ARMED FORCES







# **BULGARIAN ARMED FORCES WOMEN'S ASSOCIATION - BUAFWA**

## **EDUCATION OF GENDER ISSUES IN THE BULGARIAN MILITARY ACADEMIES**

**Based on the Package of training and education tools  
SACT, NATO**

The aim is to support the increased awareness on gender perspective in military operations and to assist NATO Allies and Partners to build their gender capacity and capabilities.



**VASIL LEVSKI  
NATIONAL MILITARY UNIVERSITY  
AND NAVAL ACADEMY  
LEADERSHIP PROGRAMME  
- NEW CURRICULAS**







# **BULGARIAN ARMED FORCES WOMEN'S ASSOCIATION - BUAFWA**



## **EDUCATION OF GENDER ISSUES IN THE BULGARIAN MILITARY ACADEMIES VASSIL LEVSKI NATIONAL MILITARY UNIVERSITY**

### **LEADERSHIP Training Module I ± IV part:**

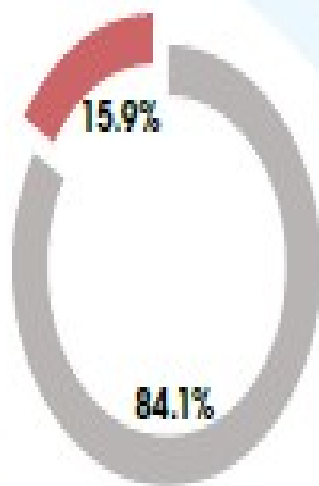
- <sup>a</sup> The essence of Gender Equality Policies. International framework and documents. "- lecture; workshop and exercise;
- "National framework and policies of the implementation of gender equality" ± lecture and workshop;
- "Integration of Gender Equality Policies in the planning, implementation and evaluation of military operations and missions." ± lecture and exercise.



# BULGARIAN ARMED FORCES WOMEN'S ASSOCIATION - BUAFWA

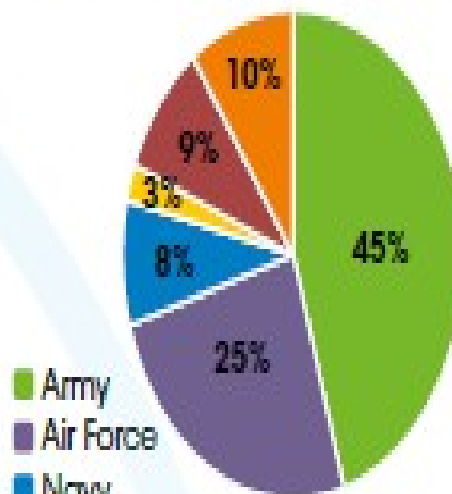
**There is NO QUOTA system for men or women in the BAF**

**Figure 1:**  
% of men and women from all active duty military personnel



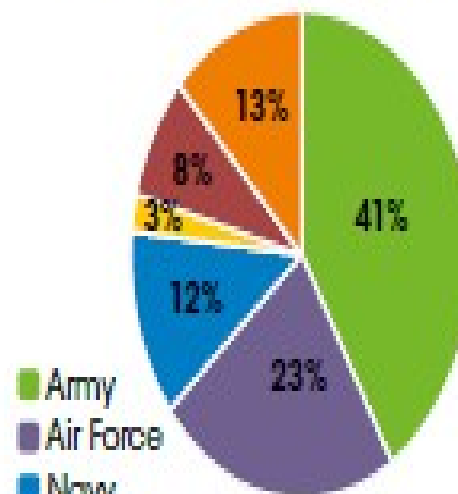
■ Men ■ Women

**Figure 2a:**  
Distribution of female personnel by services



■ Army  
■ Air Force  
■ Navy  
■ SOF\*  
■ JFC\*\*  
■ MoD

**Figure 2b:**  
Distribution of male personnel by services



■ Army  
■ Air Force  
■ Navy  
■ SOF\*  
■ JFC\*\*  
■ MoD



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## BULGARIA

### **Reserves, National Guard and Other Military Services**



There are policies to support entry into the Reserves or National Guard, or other military structures, as a civilian employee. The Reserves are organized on a voluntary basis. Reservists' contracts cannot be terminated by their employer solely because of interference between their civilian job and the Reservists' obligations when called to active



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## BULGARIA

### Enlistment Requirements



Enlistment requirements for the physical fitness tests are different for men and women for those who apply for military college, military university and military academy. They are described in the Armed Forces' Unified Test laid out in the Ministry of Defence's 2010 Order. Requirements differ according to age. The different physiological characteristics of men and women are taken into consideration in strength, speed and physical resistance tests.





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## **BULGARIA** **Retention Policies**



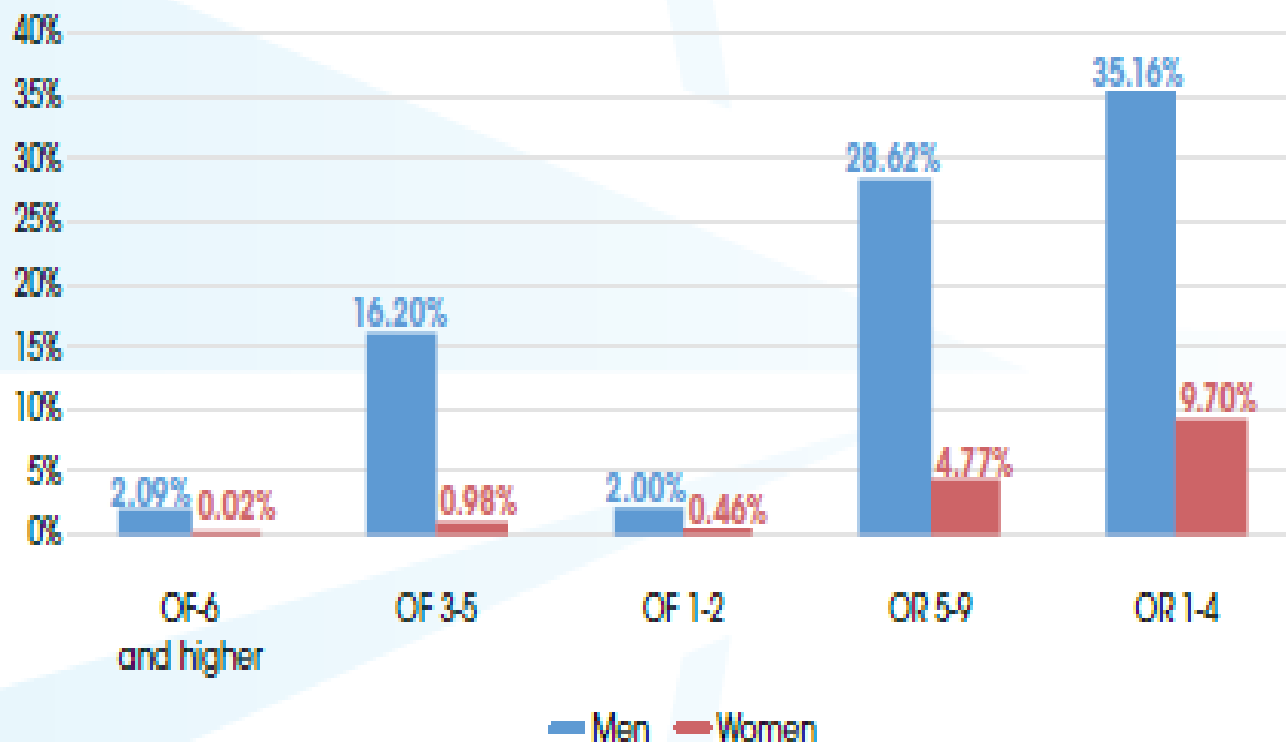
The Bulgarian Armed Forces have retention policies which consist of an additional monthly payment for confirmed or assigned class specialty; a salary increase and a rise in the minimum wage for military personnel and the development of new regulations on a national level; career opportunities with a developed career model; social benefits with additional leave days, free medical care, medical checks and recreation incentives depending on the number of years of service.



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## Bulgarian Armed Forces

Figure 4b: Distribution of men and women by rank





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## BULGARIA Gender Advisors

The Armed Forces have gender advisors and focal point experts.

The gender advisors have received training from the Nordic Centre for Gender in Military Operations (NCGM) and attended the European Security Course 'A Comprehensive Approach to Gender in Operations' at the European Security and Defence College (ESDC).



Colonel Miteva - MoD



Col. Assoc. prof. Atanasova-Krasteva, PhD  
National Military University



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**THANK YOU FOR THE ATTENTION!**

