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GENDER MAINSTREAMING ROLE OF WOMEN IN SECURITY AND DEFENCE – CHALLENGES AND OBSTACLES

41st Meeting
of the Implementation Group

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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”

BAHA'I WRITINGS

“The equality of women and men is not a condition whose effects will be limited to half of the world's population.

Its operationalization will revolutionize all facets of human society.”



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IMPLICATIONS FOR THE 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. That which makes human beings human - their dignity and nobility - is neither male nor female.

The search for meaning, for purpose, for community; the capacity to love, to create,..... **has no gender**. This has profound implications for the organization of every aspect of human society.



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GENDER EQUALITY in the ARMED FORCES

In the context of the Armed Forces, where the working environment is sexually – mixed, it is particularly important that both women and men feel engaged in gender issues and be convinced of the benefits for the society as a whole of efficient gender equality policies.

The following play an important role for the change:

- Gender stereotypes in the society;
- **Education;**
- Media;
- Government, etc....



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Representation of Men and Women in the Armed Forces -2017

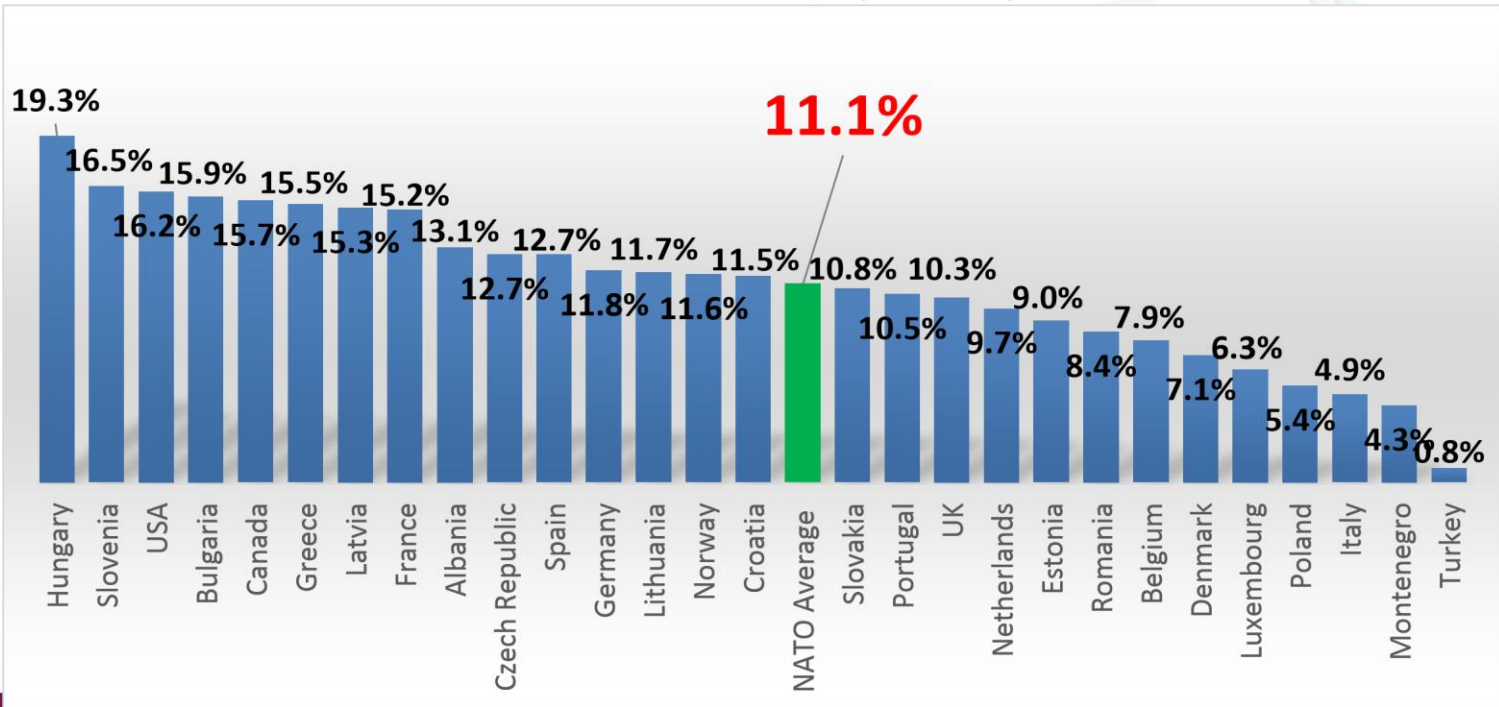


NATO Committee on Gender Perspectives



2017 Summary of National Reports of NATO Member and Partner Nations to NCGP

Figure 1: Women Active Duty military personnel in the armed forces of NATO member states in 2017, by country



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Percentage of Men and Women by Services

Figure 20a:

Distribution of male personnel by service for NATO member states in 2016

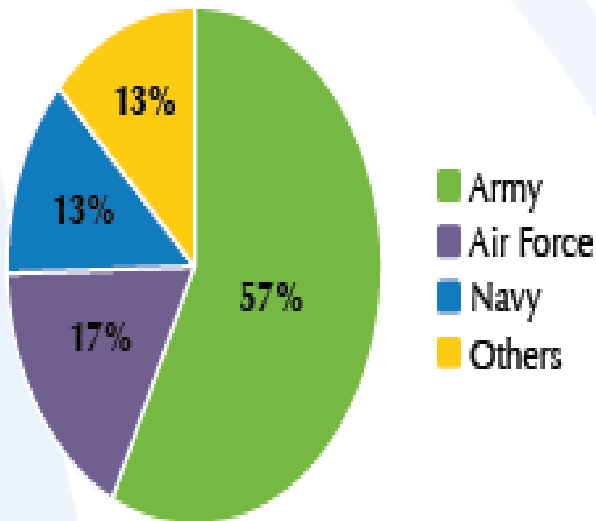
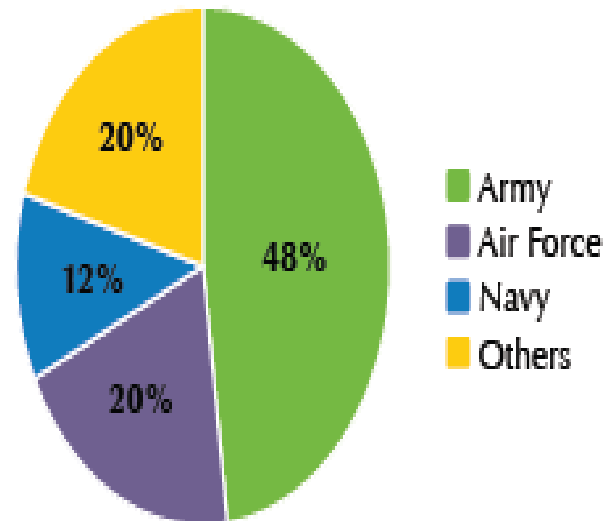


Figure 20b:

Distribution of female personnel by service for NATO member states in 2016



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THE BEGINNING OF THE GENDER TOPIC

United Nations

S/RES/1325 (2000)



Security Council

Distr.: General
31 October 2000

Resolution 1325 (2000)

**Adopted by the Security Council at its 4213th meeting, on
31 October 2000**

The Security Council,

Recalling its resolutions 1261 (1999) of 25 August 1999, 1265 (1999) of 17 September 1999, 1296 (2000) of 19 April 2000 and 1314 (2000) of 11 August 2000, as well as relevant statements of its President, and recalling also the statement of its

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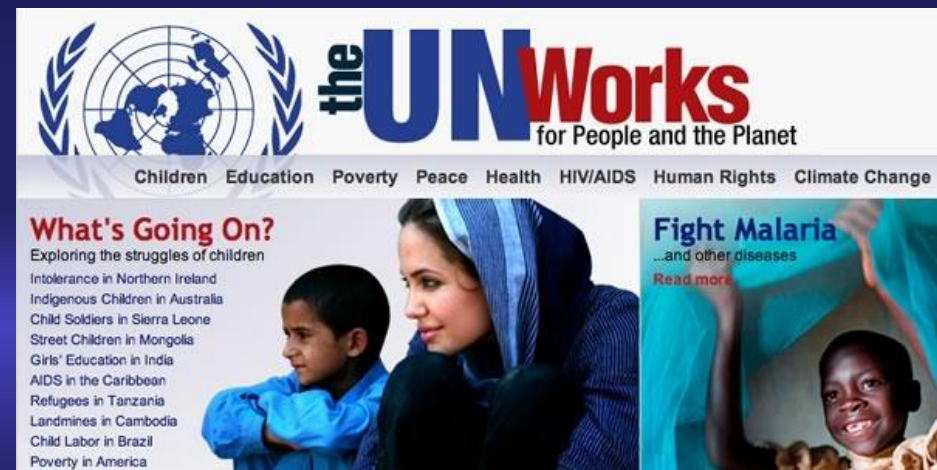
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The importance of U.N. Security Council Resolution 1325

Resolution 1325 has changed the way the international community thinks about peace and security.

The importance of Resolution 1325 through its impact on:

- ◎ International Law;
- ◎ Women's Empowerment;
- ◎ Military;
- ◎ Global Security.



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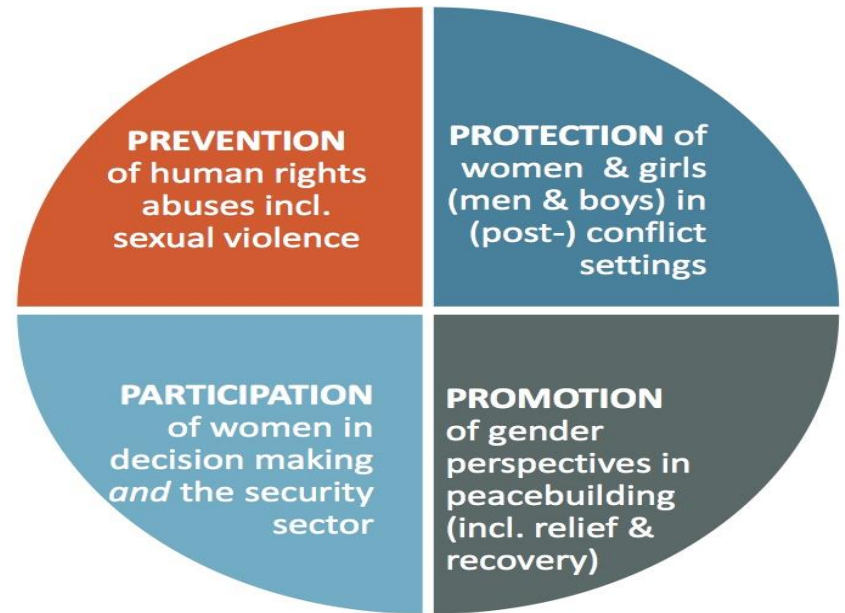
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The importance of U.N. Security Council Resolution 1325

UN Security Council Resolution 1325 (2000) on Women, Peace and Security



- Prevention
- Protection
- Participation
- Promotion



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THE CHALLENGE –

NATIONAL PLAN FOR IMPLEMENTATION OF UN Security Council RESOLUTION 1325 in the **Ministry of Defence and in the AF**

- Coordination of activities from main ministries, security agencies and civil society organizations involved in WPS agenda
- 74 countries and International Organizations have issued NAP's



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THE PERSPECTIVE

New policies or initiatives concerning the implementation
of gender in the Armed Forces

GENDER EQUALITY IN
THE SECURITY
SECTOR
INSTITUTIONS

**GENDER BALANCE
AND DIVERSITY**

GENDER PERSPECTIVE
IN OPERATIONS

National Action Plan (NAP) Commitments

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THE REALITY....



Questions....



- ❖ How to achieve gender balance?
- ❖ How to implement gender in the Armed Forces?
- ❖ How to cope with gender mainstreaming?
- ❖ How to integrate better female professionals in military work environment?
- ❖ How to retain female professionals, officers and managers within the industry, connected to the security and defence?
- ❖ How to overcome the society stereotypes?
- ❖ How to attract, motivate and prepare the young generations for the future threats and to believe that they will protect us?

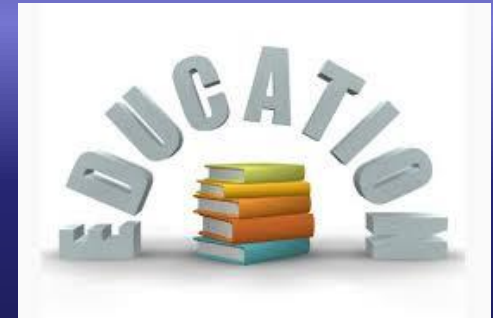
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THE PERSPECTIVE



The answers....



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**The National plan about implementation
of UN Security Council Resolution 1325
in Ministry of Defence**

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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The National plan about implementation of UN Security Council Resolution 1325 in Ministry of Defence

Purpose and direction: Removal of the informal restrictions for women in professional fields, majors, specializations, degrees and forms of education in applying for acquisition of "Bachelor" degree in "Military field" with professional qualification - "Officer".



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**Good policy of the implementation of gender
in the Bulgarian Armed Forces**

BULGARIAN ARMED FORCES WOMEN'S ASSOCIATION



BUAFWA

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



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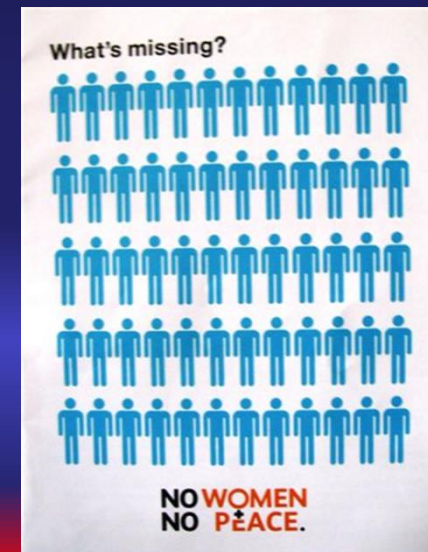
EDUCATION OF GENDER ISSUES IN THE BULGARIAN MILITARY ACADEMIES

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.

VASSIL LEVSKI
NATIONAL MILITARY UNIVERSITY
LEADERSHIP PROGRAMME
- NEW CURRICULAS



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EDUCATION OF GENDER ISSUES IN THE BULGARIAN MILITARY ACADEMIES



VASSIL LEVSKI NATIONAL MILITARY UNIVERSITY

LEADERSHIP Training Module I – IV part:

- “ 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.



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FEMALE ACTIVE DUTY MILITARY PERSONNEL



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THE RESULTS AND THE CHALLENGES

The measures taken by the Ministry of Defence of Bulgaria to remove the legal and organizational barriers to implement gender equality paying off.

The problem is gradually to overcome the prejudices and stereotypes in people's minds.

This is a process which will require targeted policy, systematic work and education.



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**MORE DEVELOPED QUALITIES
 IN MEN AND WOMEN**

MAN



WOMAN

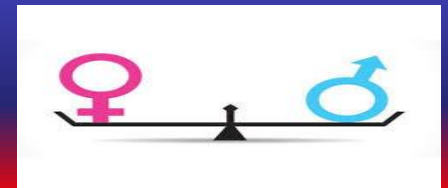
Logic	Intuition
Summary	Analysis
General perception	Attention to detail
Binge abstractions	Concreteness
Orientation in time and space	Agility and precision of hands
Technical focus	Humanities
Motive-success	Motive- relation to others
Striving for Leadership	Ability to obey
Binge innovation	Following the rules

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THE WAY AHEAD.... LoD 10 Gender Mainstreaming

- Collecting information from the European military academies concerning the presence or not of the gender topics in the cadet's education and the possibility of the including gender related issues in different academic disciplines;
- Preparing recommendations to the military academies to train specialists and academic staff for gender equality training using the ESDC courses;
- Searching for opportunities to prepare the common projects regarding gender equality education and researches in the different military institutions;
- Using IG events and meetings to increase sensitivity to gender topic in the Armed Forces and to attract more participants in LoD10.



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**Small steps in the right and
desired direction!**



THANK YOU FOR YOUR ATTENTION