



European Initiative for the exchange of Military Young Officers Inspired by Erasmus



GENDER EQUALITY IMPLEMENTATION IN THE EUROPEAN MILITARY UNIVERSITIES

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



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BULGARIA



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To achieve **equality between men and women**, all activities and policies in the fields of legislation, education and all areas of human rights should be promoted and facilitated.

“Young people expect their countries to provide them with **opportunities to develop their abilities and talents**, to help their personal and professional realization so that they are prepared for adequate participation in all areas of life.’



*Report on the implementation of Recommendation
CM/Rec (2007)13 by member States*



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In order for men and women to develop their full potential, it is particularly important during the time of their maturing and training **not to limit their capabilities by imposing gender-based obstacles.**

**Good
example**

The presence of female military officers at various positions in the Armed Forces is a growing trend that requires up-to-date analyses and a consistent **gender equality training policy** to create a harmonious military working environment and professional relationships based on competencies and abilities, rather than gender.



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LoD10 Gender mainstreaming - <http://www.emilyo.eu/node/1445>

- collecting information from the European military academies concerning **the presence or absence of gender topics in the cadet education** and the possibility to incorporate gender related issues in different academic disciplines;
- preparing recommendations to the military academies **to train specialists and academic staff** for gender equality training by using the ESDC courses;
- searching for opportunities to prepare the **common projects** regarding gender equality education and research 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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Gender mainstreaming questionnaire



LoD 10 - GENDER MAINSTREAMING QUESTIONNAIRE

DEAR COLLEAGUES,

To enable us to collect information concerning gender equality education in your institutions (ministry, academy, university, college etc.), please provide the information requested below. The data will be used to analyse the current state of gender education in different countries in order to identify good practices and mechanisms for its implementation, for exchanges of ideas, preparation of projects, etc.



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Gender mainstreaming questionnaire

In the **Theresian Military Academy - Austria** the gender equality education is offered to the cadets and students on a regular basis and for the NCOs and officers as a part of their career courses at the Academy`:

- module Physical Education (theoretical and practical sports);
- module Leadership Training CMO/PSO;
- common Module Cultural Awareness.

There aren't **any differences** regarding the entrance exams for the military academy and there are not any quotas. The only **one difference** is that females have easier sport limits.



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Gender mainstreaming questionnaire

In the **Spanish Army Military Academy (AGM)** in Zaragoza there is gender education by means of both subjects of the curricula and several seminars and lectures:

- in the first academic year the gender education is included as part of the “Basic Military Formation” - I and II part;
- in the third academic year the gender topic is part of the “Logistic focused on Defence”;
- in the fourth academic year the gender content is connected to the “Law”.

Each academic year AGM organizes series of conferences named Cervantes Chair, and meetings about the gender mainstreaming have been included in the last years of training.



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Gender mainstreaming questionnaire

Military University of Technology in Warsaw, Poland

The education is equal despite the gender but Military University of Technology (MUT) does not provide gender education and the University does not have lecturers, specialists and gender advisors.

MUT provides **gender equal policy**. Only the physical fitness entrance test is different for males and females. During the education period, physical fitness requirements and tests are different depending on gender. The requirements are standardized within the whole Polish Armed Forces.



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Gender mainstreaming questionnaire

The **French Air Force Academy in Salon-de-Provence**, France doesn't offer gender equality education to the students, cadets, NCOs and officers.

The only difference between males and females is the scale for the sports entrance exam. During the military preparation the sports education and the tests are the same, but the scale is different for males and females.

- The French MoD has just launched a program on gender mix in the armies, to assure the gender equality in the ministry and to facilitate the recruitment, the loyalty and the evolution of the military females in the ministry.



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Gender mainstreaming questionnaire

The **Bulgarian Armed Forces** are actively working on the actual implementation of gender equality policies. These activities include conducting military research, training and certification of gender equality, advisors in international courses, networking with non-governmental organizations in European armies, inclusion of gender equality issues in military academies and universities curricula and syllabi.

The **National Military University** in Veliko Tarnovo, Bulgaria, offers gender-issue education which is included as separate topics in the Leadership training modules.



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Gender mainstreaming questionnaire

The **Hellenic Army Academy** provides education regarding the gender equality via the sociology subject which takes place every week at the Academy's classrooms.

The academy has lecturers prepared to provide this kind of educations but when the speeches in the amphitheater are taking place , we invite civilian academic experts to provide their advices.

The planned lectures in the amphitheater are taking place about 4 times per year.

The females have different physical fitness requirements.



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Gender mainstreaming WAY AHEAD.....

- collect information from ALL military Academies ,Universities and institutions using the questionnaire ;
- participation in the common projects including research, scientific conferences, cadets seminars, train of trainers course etc....;
-
- work on preparing of new common module – “Gender perspectives” .



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Gender mainstreaming WAY AHEAD.....

Conclusion: All states and defence ministries should respond adequately to the demands of the modern environment in military academies and universities and offer trainees attractive and interesting educational modules.





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LoD 10 Gender mainstreaming



Draft Conclusions

To achieve the Goal The LoD 10 subgroup decided:

- To organize train of trainers course;
- To create a common module “Gender mainstreaming” with a potential support from ESDC E-learning;
- To prepare “Gender equality implementation questionnaire” in order to research the cadet’s opinion concerning gender issues in EU military academies.



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LoD 10 Gender mainstreaming WAY AHEAD.....



Draft Conclusions

The LoD 10 subgroup proposed:

- To organize next LoD 10 meeting in Estonia Military Academy – **TBC?**
- To organize train of trainers seminars - **TBD** in the next IG Meeting in Bucharest- December 2019
- - The group will meet 6 times per year (4 IG Meetings, iMAF and LoD 10 meeting)



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LoD 10 Gender mainstreaming WAY AHEAD.....

Draft Conclusions

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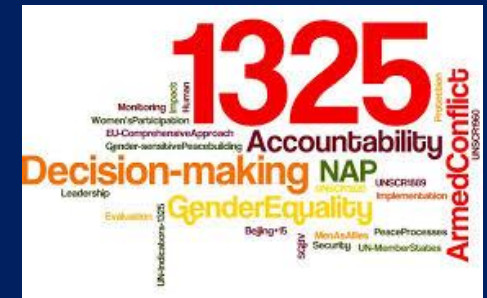
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LoD 10 Gender mainstreaming WAY AHEAD.....



Draft Conclusions

The LoD 10 subgroup agreed on the following goals:

Each graduate from the Basic military officer education institutions needs to know why women should serve in the Armed Forces.

Reasons:

- UN SC Resolution 13 25 – Woman, peace and security;
- EU Council Conclusions



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OUTCOME OF PROCEEDINGS

From: General Secretariat of the Council

To: Delegations

No. prev. doc.: 14943/18

Subject: Women, Peace and Security

- Council conclusions (10 December 2018)



“The Council reaffirms that the WPS Agenda aims to ensure that the rights, agency, and protection of women and girls are always observed and upheld before, during and after conflict. It will also be achieved by implementing specific measures, **including training of military and police forces**, aimed at gender equality and the empowerment of women and girls.”



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**Thank you
for your attention!**

