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Quality in Gender<sup>+</sup> Equality Policies

State of the art and mapping  
of competences report:  
Bulgaria



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#### ABOUT QUING

QUING is a 54-month long international research project that aims to address issues of gender and citizenship in the European Union and to provide innovative knowledge for inclusive gender and equality policies in present (and future) EU member states. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy-making? What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey, and is divided into five building blocks (LARG, WHY, STRIQ, OPERA, FRAGEN; [www.quing.eu](http://www.quing.eu)). The project runs from October 2006 – February 2011. QUING involves twelve project partners across Europe and is coordinated by the Institute for Human Sciences (Institute für die Wissenschaften vom Menschen) in Vienna, Austria.

The Center for Policy Studies at Central European University (Budapest, Hungary) is responsible for coordinating LARG research tasks and covering the following countries within the research project: Bulgaria, Hungary, Latvia, Lithuania, Poland, Romania.

#### ABOUT THE PAPER

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different building blocks of the QUING project (LARG, WHY and STRIQ). Added to this, some information is included that facilitates the preparation of the activities in FRAGEN.

This report is structured the following way: In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy-related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the gender equality aspects of policies relating to these issues. The four sections themselves have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centers specialized in gender equality policies on national level.

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## Table of Contents

|  |    |
|--|----|
| I. Introduction.....                                 | 1  |
| II. Annotated Bibliography .....                     | 4  |
| 1. General Gender Equality Policy .....              | 4  |
| 1.1. Bulgarian sources.....                          | 4  |
| 1.1.1. <i>Comparative studies</i> .....              | 7  |
| 1.2. English sources .....                           | 7  |
| 1.2.1. <i>Comparative studies</i> .....              | 9  |
| 2. Non-employment .....                              | 11 |
| 2.1. Bulgarian sources.....                          | 11 |
| 2.1.1. <i>Comparative studies</i> .....              | 14 |
| 2.2. English sources .....                           | 15 |
| 2.2.1. Comparative Studies .....                     | 18 |
| 3. Intimate citizenship .....                        | 20 |
| 3.1. Bulgarian sources.....                          | 20 |
| 3.2. English sources .....                           | 25 |
| 3.2.1. <i>Comparative Studies</i> .....              | 26 |
| 4. Gender-based Violence.....                        | 28 |
| 4.1. Bulgarian sources.....                          | 28 |
| 4.2 English sources .....                            | 30 |
| 4.2.1. <i>Comparative studies</i> .....              | 31 |
| III. Mapping of Competences .....                    | 34 |
| 1. OPERA – Gender Training Books and Manuals .....   | 34 |
| 2. FRAGEN – Archives and Documentation Centers ..... | 38 |
| 3. OPERA – Gender Training.....                      | 40 |

## I. Introduction

At the end of the 1990s, a few non-governmental organizations (NGOs) began to work actively in the field of gender equality in Bulgaria. With funding made available from various international organizations, a large number of policy analyses of gender issues were published.

In academia, meanwhile, scholars working in different areas began to integrate gender into their research, particularly in the fields of economics, demography, and sociology.

A great deal of work by NGOs and academics has been about the need for improved legislation on gender equality and the importance of creating new institutional mechanisms to ensure the implementation of newly adopted laws. In light of EU Accession, comparative reports appeared, looking at the state of gender equality policy and legislation in Bulgaria and in EU countries. In this regard, many relevant studies were written during debates on and the adoption of the Law on Protection against Discrimination, of 2004, and the Draft Act on Equal Opportunities for Women and Men of 2005 in Bulgaria. There are earlier works that are of relevance, too, appearing during debates on proposed and rejected equal opportunities legislation (e.g. a Bill on Equal Opportunities for Women and Men, elaborated in 2000 and submitted to the National Assembly in 2001, and rejected on the grounds that a comprehensive anti-discrimination law was on its way to be drafted). During the process of harmonizing gender equality legislation in Bulgaria and the EU, more attention is paid to building the institutional mechanisms needed for effective policies.

Studies on gender equality policies in general rarely deal with intersections of gender and other socially excluded categories, such as disability, ethnicity, and sexual orientation. Nevertheless, as part of their projects and programs, some Bulgarian NGOs have produced, reports on gender and ethnicity. Among these, reports on Roma women are prevalent.

### *Non-employment*

Little research has been conducted on non-employment. One large body of studies on unemployment take gender into account as they look at "at-risk" or "vulnerable" groups, like women. In such studies, often, the labor market is set directly and unreflectively against the private domain. Other studies integrate gender in analyses of the ongoing processes of post-socialist transition and the feminization of poverty, of European integration and gender equality in the labor market, or of globalization and its impacts. Poverty and ethnic minorities are often discussed together, as are poverty and multi-child families. However, rarely is the unpaid work many women perform at home is a subject of research. Most studies use quantitative methods; few incorporate a range of different points of view or social attitudes. Overall, among publications reviewed for this report, studies on women's participation in the labor market dominate and represent the dominant, official discourse in policymaking.

### *Intimate citizenship*

Issues of intimate citizenship receive limited attention, reconfirming a common perception that the private domain is "invisible." Policy-related issues and problems related to partnerships focus almost solely on the changing family and demographic data. There is a sufficient number of publications along these lines, but most focus on general trends, and do not integrate gender into the issue presentation or analysis. The ageing population and low birthrates have caused great concern among policymakers in Bulgarian about a demographic crisis. Meanwhile, many studies about partnerships and parental and reproductive rights (conducted by state institutions and

academic institutions) pay specific attention to women and “fertility age,” and on the threat of “lost values” with the disappearance of the so-called traditional family.

The demographic crisis itself created a space for public debate about ethnicity, as Roma and Turkish minority groups in Bulgaria did not experience a drop in birthrates. To date, a significant independent study about these issues has not been conducted.

Migration is an important part of the official demographic discourse, and gender aspects of migration receive consideration. The negative label of migration processes as a “brain drain” is often re-framed as an “oval drain.”

Sexual orientation and same-sex marriages receive very little research attention. Very few NGOs, including those working on gender issues, deal with these issues. When studied, they are approached from a human rights perspective.

### *Gender-based violence*

The issue of gender-based violence brings to attention the sanctity of the private realm in Bulgarian society. There is still a high level of tolerance of gender-based violence and particularly, of domestic violence: some studies show that 50% of the population considers domestic violence to be “private matter,” and not an issue of public policy concern. Although there are NGOs at the national and local levels that assist women who have experienced physical, sexual, and psychological violence and publish practical guides and training materials, very few analytical works are dedicated to the violence against women. In recent years, some scholarly, sociological studies on gender-based violence have been completed but, as academic works, they have received limited public attention and have had little impact on policymaking.

## II. Annotated Bibliography

### 1. General Gender Equality Policy

#### 1.1. Bulgarian sources

1) Tisheva, Genoveva, Irina Mouleshkova, Iliana Stoycheva, Jordan Politov, Teodora Tzanovska, and Desislava Gotzkova. 2006. Анализ на текущото състояние на равнопоставеността на половете в Република България и оценка на законодателството относно спазването на принципите на равнопоставеност на жените и мъжете [Analysis of the contemporary state of gender equality in the Republic of Bulgaria and assessment of the legislation concerning principles of gender equality]. Sofia: ORKP Thought.

**Keywords:** policy analysis, legislation overview, gender equality, Bulgaria

The aim of this report is to provide an overview of all the aspects of the state of equal opportunities of men and women in Bulgaria. It presents the existing institutional mechanisms, policies, and programs for encouraging the gender equality, and points out their shortcomings. Findings show a general lack of awareness among men and women about how gender inequalities influence their everyday life. The report also shows an absence of political will to put into effect existing national and European policies regarding gender equality. Recommendations include the need to adopt special legislation on the equal treatment of men and women, and the importance of developing and guaranteeing funding for a National Strategy on Gender Equality. Other recommendations concern mechanisms for monitoring policies, such as the value of setting indicators and conducting annual analyses of relevant programs.

2) Пиева, Gergana, and Magdanela Delinesheva. 2005. Равни възможности за жените и мъжете: Мониторинг на законодателството и практиката в новите страни-членки и кандидат-членките на Европейския съюз: Доклад България [Equal Opportunities for Women and Men: Monitoring law and practice in Bulgaria]. In: Equal Opportunities for Women and Men: Monitoring law and practice in new member states and accession countries of the European Union. Budapest: Open Society Institute.

[http://www.cwsp.bg/upload/docs/Monitoring\\_Report\\_2005.pdf](http://www.cwsp.bg/upload/docs/Monitoring_Report_2005.pdf) (accessed March 17, 2009).<sup>1</sup>

**Keywords:** policy analysis, legislation overview, gender equality, Bulgaria-EU

This report presents an assessment of the status of equal opportunities for men and women in different spheres in Bulgaria, *de jure* and *de facto*, prior to the country's accession to the EU. The EU Directives on equal opportunities provide the framework for monitoring and analyzing corresponding legislation, mechanisms, and policies and programs. The authors identify a general lack of information among men and women about gender inequalities, as well as an absence of political will to implement Bulgarian and European gender equality policies. It shows several weak points in existing anti-discrimination legislation and the actions for its implementation and offers recommendations for improvement related to legislative measures, institutional mechanisms, policies and programs, and research. Key recommendations include a call for governments to establish regular monitoring of how equal pay principles are practiced

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<sup>1</sup> The English-language version can be found at:

[http://www.soros.org/initiatives/women/articles\\_publications/publications/equal\\_20050502/eowmbulgaria\\_2005.pdf](http://www.soros.org/initiatives/women/articles_publications/publications/equal_20050502/eowmbulgaria_2005.pdf)

in both the public and private sectors and making these monitoring results public; they urge the governments in Bulgaria, Hungary, and Poland to adopt official gender equality strategies; and appeal to all governments to collect gender disaggregated statistical data, without which gender equality policies can hardly be successful.

3) Stoyanova, Karika, and Alla Kirova. 2004. Концептуална рамка за равнопоставеност на жените в България [Conceptual framework for equal treatment of women in Bulgaria]. Sofia: Center for Women's Studies and Policies.

**Keywords:** policy analysis, women's economic and political rights, Bulgaria

This study analyzes the issue of equal treatment in the context of the Millennium Goals for Bulgaria (2003), focusing on the elimination of the gender pay gap and ensuring the women's participation in the governance. The study shows that it is difficult to provide an overall picture of the various aspects of the problem as all statistical data need to be gathered and processed on the basis of sex criteria and require specific gender indicators to be introduced. Cases of direct or indirect discrimination of women are often found in the areas of labor, social security, and access to resources although the principle of gender equality is already part of the current Bulgarian law. The authors illustrate how the powers and authorities of the institutions presently existing are relatively limited and are consultative rather than controlling. They suggest that a specific state body is needed for the preparation and development of policies, measures, and mechanisms to encourage equality between women and men as well as for control over their implementation by all national and local authorities, employers, unions, and NGOs.

4) Rasheva, Albena, and Elina Alexandrova, eds. 2003. Равнопоставеност на половете и институцията Омбудсман: Механизми за защита правата на жените [Gender equality and Ombudsman institution]. Center for the Study of Democracy.  
<http://www.csd.bg/artShow.php?id=1047> (accessed February 23, 2009).

**Keywords:** policy analysis, gender equality, ombudsman, women's rights, Bulgaria-EU

This handbook presents the mechanisms for protecting women's rights in Bulgaria and in Europe, focusing on the role of the ombudsman institution in the sphere of gender equality and offering an updated review of both the common and the specific characteristics of the experience of the European countries. The publication includes useful information about women's networks and centers in Bulgaria, useful web sites and international events in the field of women's rights protection.<sup>2</sup>

5) Bulgarian Gender Research Foundation. 2002. Законодателство и политика на равнопоставеност на половете на дневен ред на българския парламент през 2001 – 2002 г. Сътрудничеството между гражданския сектор и държавните институции [Legislation and policy of gender equality in parliamentary agenda in Bulgaria. 2001 – 2002. Cooperation between civil society and state institutions]. Sofia: Bulgarian Gender Research Foundation.

**Keywords:** policy analysis, gender equality, Bulgaria-EU

Underscoring the need for a policy for ensuring gender equality, this policy analysis reviews gender equality legislation in Bulgaria and in different European countries. It also exposes (mis)understandings of gender equality in state institutions, and the

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<sup>2</sup> Taken from book abstract.

(un)willingness of policymakers to build mechanisms that ensure equal rights for men and women. Drawing from significant research, it looks at a range of views regarding women's participation in social and political life, and manifestations of unequal treatment. The publication presents the working program of the Committee on Women's Rights and Gender Equality in the European Parliament (2000-2005).

6) Women's Alliance for Development Foundation. 2002. Проект "Паритет България". Държавни мъже и работни пчелички. Нашата мъжка демокрация [Project "Parity Bulgaria". State men and working bees. Our men's democracy]. Sofia: Women's Alliance for Development Foundation. <http://www.women-bg.org/docs/Men.pdf> (accessed February 23, 2009)

**Keywords:** women's political rights, women's participation in politics, local government, Bulgaria

The project on which this report reflects, "Parity Bulgaria," was a campaign to enhance women's participation in local elections in Bulgaria in 1999. This report provides a great amount of data on and in-depth analyses of women's participation in Bulgaria. It exposes the extremely low level of women in decision-making bodies at all levels: in Parliament, 12%; in, local parliaments, 23.5%; and among mayors, 9%.

7) Bulgarian Gender Research Foundation. 2000. Равни права и равни възможности на жените за участие в политическия живот в България: Заключителен доклад от изследване, проведено май-юли 2000 от ФБДИ [Equal rights and equal opportunities of women for participation in the political life in Bulgaria]. Sofia: Vulkan 4.

**Keywords:** policy analysis, sociological study, women's political rights, Bulgaria-Beijing Platform for Action

Devoted to the Fourth World Conference on Women-Beijing, this publication brings together a mixed team of lawyers, sociologists, and historians to analyze the problem of women's participation in political life and decision-making in Bulgaria. The publication offers a historical perspective on contemporary trends, analyzes contemporary policies, presents the results of a sociological investigation into the political elite in the country. The study concludes that women's political rights in Bulgaria are merely "imaginary." This is because legislation is inadequate, stereotypes are pervasive, and measures that encourage women's political participating are lacking.

8) Daskalova, Krasimira. 1999. Феминизъм и равноправие в българския XX век [Feminism and equality in the 20th century in Bulgaria]. В: *Майки и дъщери. Поколения и посоки в българския феминизъм* [In: *Mothers and daughters. Generations and directions in Bulgarian feminism*]. ed, Ralitz Muharska. Sofia: POLIS.

**Keywords:** feminist movement, historical analysis, policy analysis, Bulgaria

This article is part of a collection of studies by feminist scholars. Leaving the "margins" of academia, Daskalova critically analyzes policies advocated and employed by governmental and non-governmental actors in Bulgaria. She reflects on different stages of the search for a feminist identity, as far as it is considered to be a membership in a discursive community, a collective ability to express and interpret collective demands. She condemns recent sociological and demographic studies that employ "motherisms" that play into state demographic policy and reaffirm rigidly dichotomous gender roles.



### 1.1.1. Comparative studies

9) Ilieva, Irena. 2004. Правата на жените като права на човека и системата на ООН. [The rights of women as human rights and the United Nations system] In: Yearbook of the Institute for Legal Studies 1.<sup>3</sup>

**Keywords:** legislative analysis, women's rights, international law, United Nations

This study focuses on women's human rights in international public law in general and the role of the United Nations system in affecting this field. The author begins by reviewing the history of women rights, especially after World War II. She pays attention to the Charter of the United Nations, the Universal Declaration on the Human Rights (1948), and the conventions related to women's rights as the rights of the married woman, marital rights, and women's political rights. An important stage in the process of promoting women's rights as human rights was with the adoption of the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (1966). The progression of international instruments show increasing attention paid to women's rights as human rights in international public law in the middle of the 20th century.

### 1.2. English sources

10) Daskalova, Krasimira and Pavlina Filipova. 2004. Citizenship and women's political participation in Bulgaria. Bulgarian country report for the Network for European Women's Rights. <http://www.newr.bham.ac.uk/pdfs/Political/Bulgaria.pol.pdf> (accessed February 23, 2009)

**Keywords:** domestic labor, labor market, general overview of women's NGOs, women's political participation, Bulgaria

This paper presents a general overview of gender equality in Bulgaria in different social spheres: work, civil society, politics, and education. The unequal distribution of household work and domestic tasks between men and women at home are shown to harm the latter. Discrimination on the labor market is pervasive. Young women have fewer chances than young men to work in a profession for which they are educationally qualified. Employers show an explicit preference for hiring men. In part, this is made possible because Bulgarian labor laws include no provisions against gender discrimination, and society in general is not sensitive to this issue. Old stereotypes about "male" and "female" professions also persist, leading to differential treatment in employing men versus women. In general, women are pushed toward occupations that involve manual, monotonous, and undesirable and low paid work; they tend to hold positions lower in the hierarchy or positions that offer few opportunities for advancement. The paper also analyzes the role of Bulgarian NGOs that deal with gender issues. The results show that women's groups and organizations represent a relatively small part of civil society – around 10% of registered NGOs. Women's political participation is also gendered: men and women are differently involved in international, national, and local politics. The authors argue that there is a need to build up an active

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<sup>3</sup> The source is currently not available online. The webpage of the Institute for Legal Studies can be found at: <http://www.ipn-bg.org> (accessed March 17, 2009).

and gender-sensitive lobby for women in Parliament. The study also explores the lack of women and gender-sensitive materials in Bulgarian schools and particularly, in civic education.

11) Moulechkova, Irina, Plamenka Markova, and Genoveva Tisheva. 2004. *The enlarged EU and its agenda for a wider Europe: What considerations for gender equality? EU candidate countries*. WIDE Information Sheet <http://www.wide-network.org/index.jsp?id=365> (accessed February 23, 2009)

**Keywords:** policy analysis, gender equality, Bulgaria-EU

This brief report argues that the projects and actions made by the government are not enough to promote an integral strategy on equality and equal opportunities for women and men. In order to guarantee proper implementation of the new standards, further strengthening of the capacities of labor administration is needed, particularly a mechanism for labor inspection and a properly functioning and effective legal system. The article makes recommendations for three main policy changes. First, to the EU institutions, the authors recommend monitoring closely the implementation of newly adopted standards on gender equality and exerting pressure on the government in the region to adopt a consistent gender equality policy and gender mainstreaming approach. Second, to the national governments, the authors advocate establishing institutional mechanisms for gender equality, with guarantees for the effectiveness of already existing public bodies and supported by appropriate and sufficient personal and financial resources. Finally, additional budgetary resources should be allocated to monitor the effects of liberalization and EU accession on gender equality.

12) Ganeva, Svetlana, and Genoveva Tisheva, 2003. (The Lack of) Institutional Mechanisms for Gender Equality in Bulgaria in the Context of EU Accession. Gender Equality EWLA Congress Helsinki 2003. [www.ewla.org/wf\\_dl/Paper\\_Ganeva.doc](http://www.ewla.org/wf_dl/Paper_Ganeva.doc) (accessed February 23, 2009)

**Keywords:** legislation, gender equality machinery, Bulgaria

This report describes the establishment of gender equality machinery in Bulgaria as a "slow and painful" process. This is due to several factors, including the inheritance of the concept of formal equality from the socialist period. The report emphasizes the need for more pressure from EU institutions during the EU accession process to ensure gender equality. Despite the fact that gender equality was identified as one of the "problem areas" in European Commission accession progress reports, no specific recommendation were addressed to the Bulgarian government. The report also praises NGOs, which have worked toward gender equality and often without recognition. To support gender equality, research, education, information, and awareness-raising, counseling services and legal assistance, especially in cases of gender discrimination, should be encouraged.

13) Stoilova, Rumiana, Georgi Fotev, Valentina Zlatanova, and Nikolai Tilkidjiev. 2000. Bulgarian women in the period of transition: inequalities, risks, social costs. SOCO Project Paper No. 78. Viena: Institute for Human Sciences. <http://www.iwm.at/publ-spp/soco78pp.pdf> (accessed February 23, 2009)

**Keywords:** sociological study, social transformation, inter-gender relations, women's rights, disadvantaged groups, in-depth interviews, focus groups, expert assessments, the genealogical method, secondary analysis of quantitative data

This report presents findings from a study, which aimed to define political, economic and socio-cultural change in Bulgaria in terms of the values, group status, and participation of women. The study focuses on groups of women whose status has either declined or risen during the transition period. The factors determining both directions of mobility have been taken into account. The risks of change have been diagnosed with reference to inter-gender relations, and the social cost to disadvantaged groups is emphasized. Group-specific strategies for women's realization during the change are discussed. Finally, the authors have formulated a number of strategies involving both state intervention and the intervention of civil society for achieving practical equality between men and women.<sup>4</sup>

### 1.2.1. Comparative studies

14) Kuzmanovic, Tatjana Djuric, Mirjana Dokmanovic, and Genoveva Tisheva. 2005. Gender budgeting initiatives in Serbia and Bulgaria: experiences and challenges. *Globalizacija.com Journal for Political Theory and Research on Globalization, Development and Gender Issues*. [http://www.globalizacija.com/doc\\_en/e0073rob.htm](http://www.globalizacija.com/doc_en/e0073rob.htm) (accessed February 23, 2009)

**Keywords:** conference paper, policy analysis, gender budgeting, Bulgaria, Serbia

As this report argues, there are ways enabling the organization of functioning and socially effective mechanisms of financing NGOs in their work against family violence. The choice should be based on well-studied needs in order to find the relevant, justified solutions. The authors suggest that currently, the most suitable solution is applying a fund structure. This allows the state to retain its position as a policy designer within the field, acting simultaneously as a main guarantor for its successful functioning. Ministries and institutions will be in charge for (among other things) the support of large-scale national activities and campaigns combating violence within the family. At the same time, this mechanism will make possible the decentralization process in funds utilization and the employment of democratic principles of distribution and supervision, a relatively autonomous development of NGO sector dealing with domestic violence and its structural stability and financial sustainability.<sup>5</sup>

15) Open Society Institute. 2005. Equal Opportunities for Women and Men: Monitoring law and practice in Bulgaria. In: *Equal Opportunities for Women and Men: Monitoring law and practice in new member states and accession countries of the European Union*. Budapest: Open Society Institute. [http://www.soros.org/initiatives/women/articles\\_publications/publications/equal\\_20050502/eowmbulgaria\\_2005.pdf](http://www.soros.org/initiatives/women/articles_publications/publications/equal_20050502/eowmbulgaria_2005.pdf) (accessed February 23, 2009).

**Keywords:** policy analysis, assessment of the legislative developments, institutional mechanisms, policies, programs and research, country reports, Bulgaria, the Czech Republic, Estonia, Hungary, Lithuania, Poland, Romania, Slovakia, Turkey, Romani women

This report, part of a major comparative project, presents an assessment of the status of equal opportunities for men and women in different spheres in Bulgaria, *de jure* and *de facto*, prior to the country's accession to the EU. The EU Directives on equal

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<sup>4</sup> Adapted from report abstract.

<sup>5</sup> Adapted from report abstract. This article was first presented the European Chapter of the International Association for Feminist Economics (IAFFE) Conference on Central and Eastern Europe: A Feminist Economic Dialogue on Transition and EU Enlargement, January 21 - 22, 2005, Budapest, Hungary.

opportunities provide the framework for monitoring and analyzing corresponding legislation, mechanisms, and policies and programs. The authors identify a general lack of information among men and women about gender inequalities, as well as an absence of political will to implement Bulgarian and European gender equality policies. It shows several weak points in existing anti-discrimination legislation and the actions for its implementation and offers recommendations for improvement related to legislative measures, institutional mechanisms, policies and programs, and research. Key recommendations include a call for governments to establish regular monitoring of how equal pay principles are practiced in both the public and private sectors and making these monitoring results public; they urge the governments of Bulgaria, Hungary, and Poland to adopt official gender equality strategies; and appeal to all governments to collect gender-disaggregated statistical data, upon which successful gender equality policies rely.

16) International Helsinki Federation. 2000. Bulgaria. In: Women 2000 - An investigation into the status of women's rights in Central and South-Eastern Europe and the Newly Independent States, 101-119. [http://www.ihf-hr.org/documents/doc\\_summary.php?sec\\_id=3&d\\_id=1458](http://www.ihf-hr.org/documents/doc_summary.php?sec_id=3&d_id=1458) (accessed February 24, 2009).

**Keywords:** country study, gender equality, women's rights, quantitative and qualitative data analysis, CSEE countries

This through report looks at the status of women's rights across several areas. First, the report lays out the legal and institutional framework on women's rights and equal opportunities, as well as *de jure* and *de facto* discrimination. Second, the report turns to social and economic rights. The authors look at women and education, the labor market, property rights, the family, and reproductive rights and access to the healthcare system. Among other issues, these sections consider balancing work and family life, gendered obligations in the family and childcare, non-traditional families, and abortion. Third, the report turns to women's political rights and participation in public life, exploring at women and the Parliament, central and local government, the business sector, and civil society, and in the judiciary and academia. Fourth, the report looks at violence against women, focusing on domestic violence, sexual abuse and harassment, and women and sexual exploitation (prostitution and trafficking). Fifth, the report focuses on women's status within so-called distinctive groups, presenting women and sexual orientation, women in prison, and women within ethnic and religious minorities. Finally, the report looks at women and armed conflict.

17) UNICEF. 1999. *Women in Transition*. The MONEE Project CEE/CIS/ Baltics, Regional Monitoring Report No. 6 1999. UNICEF. <http://www.unicef-irc.org/cgi-bin/unicef/Lunga.sql?ProductID=36> (accessed February 24, 2009)

**Keywords:** women's rights, human rights, gender equality, poverty, transition,

This report focuses on the experiences of girls and women during the transition, highlighting their role in regional progress and the obstacles they face. The Report covers a broad range of issues, including women's participation in the emerging market economy and democratic governments, female access to health and education, trends in family formation and violence against women and girls. The Report calls for the full implementation of existing human rights agreements and emphasizes the importance and benefits of integrating gender equality into the foundations of these new societies. The MONEE project Regional Monitoring Report of UNICEF's International Child Development Centre is a unique source of information on the social side of the transition

taking place in Central and Eastern Europe and the Commonwealth of Independent States. Each year's Report contains an update on the social and economic trends affecting children and families in the region, in-depth analysis of a particular theme and a detailed Statistical Annex.<sup>6</sup>

## 2. Non-employment

### 2.1. Bulgarian sources

1) Dimova, Lilia and Polina Radeva. 2006. *Жените в неформалната икономика на България* [*Women in the Informal Economy in Bulgaria*]. Sofia: Women's Alliance for Development, Agency for Social Analyses. <http://www.women-bg.org/docs/jenite%20i%20neformalnata%20ik.pdf> (accessed 20 March, 2007)

**Keywords:** sociological case study, informal labor, women's economics rights, desk survey, secondary analysis of data, qualitative research, women from different socio-demographic profiles, Bulgaria

This report analyzes the present situation of women in the informal labor market in Bulgaria and calls for developing a gender-sensitive strategy to ensure women's economic rights. The report argues that the informal economy gives women opportunities to survive and maintain a decent standard of living that are both real and illusory. It also deprives them of prospects and social security in the future.

2) Kirova, Alla and Карка Стоянова. 2005. Джендър измерения на пазара на труда, заетостта и социалното осигуряване [Gender dimensions of the labor market, employment, and social security] *Икономическа мисъл* [*Economic Thought*] 3: 24-41. <http://www.cceol.com/aspx/publicationdetails.aspx?publicationid=87f06bfd-1556-494b-b049-2f78fbb787ec> (accessed February 25, 2009).

**Keywords:** economic study, policy analysis, gender inequality, labor market, Bulgaria

This study explores the gender dimensions of the labor market, employment, and social security, focusing on (in)equalities between men and women. The specific job-seeking behavior of women and men is analyzed, as well as factors that affect women and women's participation in the labor market. The gender dimensions of employment are presented as indicators of the quality of policies that aim at promoting equal access to the labor market. The report also looks at acts of gender-based discrimination. Horizontal and vertical employment segregation by gender is analyzed. Issues related to equal treatment in the pension security system in Bulgaria are discussed.

3) Vladimirova, Katya. 2005. Заетостта и работното време. Джендърни аспекти [Employment and working time. Gender aspects]. *Население* [*Population*] 1-2:102-113. <http://www.cceol.com/aspx/issuedetails.aspx?issueid=aba26e4c-e167-4ee3-a4e9-98a12751c80b&articleId=ef6b7560-7579-486f-ae0f-611bd521cfac> (accessed February 24, 2009).

**Keywords:** economic study, unpaid work, aggregate work time, women's overloading, Bulgaria

<sup>6</sup>

Adapted from report abstract.

In order to evaluate and measure the degree of equality and achievements made regarding equal opportunities for women and men on the labor market, Vladimirova argues, it is necessary to take into consideration the volume and structure of aggregate work time for both sexes and their share in paid and unpaid work. In what concerns work time, studies show that since childhood, men's life is structured mainly around professional work. Family responsibilities of women have increased in recent years since they are requested to dedicate more time to their professional work. Extended working hours per week, on the job and at home, have harmful effects on women. Women struggle with feelings of stress, anxiety, and tiredness. They also struggle to obtain qualifications that would help them enter or re-enter the labor market after childbirth, and have difficulties in finding and keeping a job. Vladimirova argues that these experiences have negative consequences for the labor market and on families. This state of affairs should be acknowledged and dealt with by the government – and by society in general – to understand the fluctuations in the market, the demographic crisis, or migration processes.

4) Dechev, Teodor, Gladicheva, Rumiana, and Rumiana Zheleva. 2004. БЪЛГАРСКИТЕ РАБОТОДАТЕЛИ И ЖЕНИТЕ В ТРУДА [Bulgarian employers and women in labor market]. Sofia: Center for Women's Studies and Policies.

**Keywords:** women, labor market, employment, gender discrimination, gender equality, qualitative survey, sociological study, Bulgaria

This sociological survey aims to investigate employers' attitudes toward the issues of gender equality on the labor market. The study outlines causes of inequality, and draws attention to how existing legislation in Bulgaria allows inequalities to persist. The typical gender stereotypes of employers are analyzed and the visible and invisible forms of discrimination based on gender are revealed.

5) Mihova, Genoveva. 2004. УСЛОВИЯТА НА ТРУД И ЗАЕТОСТ И ЗАКРИЛАТА НА ЖЕНСКИЯ ТРУД [Labor conditions, employment and women's labor protection]. *Население [Population]* 1-2: 93-105. <http://www.cceol.com/aspx/issuedetails.aspx?issueID=aba26e4c-e167-4ee3-a4e9-98a12751c80b&tabID=0> (accessed February 24, 2009).

**Keywords:** economic study, policy analysis, labor regulation policy, Bulgaria

Based on results from the research project, “Working time, Labor conditions, Demographic behavior”, carried out by The Center for Population Studies – Bulgarian Academy of Sciences and The Agency of employment in 2003, this article presents the contemporary situation of the work environment in Bulgaria in the context of on-going demographic transfer. Data about the characteristics of work places are presented. Mihova presents evidence for a number of factors that negatively affect the health and safety of employees, from hazardous environments, to sociological and psychological influences. Mihova analyzes women's reasons for working in these dangerous conditions. She examines stress, caused by working condition and interpersonal relations at work, and its effects on women. Conclusions with respect to the realization of social rights, labor rights, and motherhood are presented.

6) Stoyanova, Karpa and Alla Kirova. 2004. Социално-икономическа инфраструктура и гаранции за равнопоставеност на жените в България [Social and economic infrastructure and guarantees for equal treatment of women in Bulgaria]. Sofia: Center for Women's Studies and Policies.

**Keywords:** sociological study, policy analysis, state institutions, women in the labor market, Bulgaria

This study aims to analyze women's unequal opportunities on the labor market and to define concrete recommendations for new or improved approaches, policies, and mechanisms for gender equality. It focuses on working-age women who found themselves disadvantaged on the job market, due to poorly enforced or designed policies and legislation. The study presents several barriers and motivations women encounter in the labor market, and discusses what these barriers and motivations say about the state of gender equality in Bulgaria.

7) Nikolova, Maria. 2003. Домашният труд – сфера на разделение и неравнопоставеност. [Domestic work – a sphere of division and inequality]. *Население [Population]* 1-2: 150-163. <http://www.cceol.com/asp/issuedetails.aspx?issueID=aba26e4c-e167-4ee3-a4e9-98a12751c80b&tabID=0> (accessed February 24, 2009).

**Keywords:** women, domestic work, professional work, unemployment, Bulgaria

This article examines the place of domestic labor, or household work, within the structure of everyday activities of working men and women in Bulgaria, on the basis of empirical results from a representative survey, carried out in 2003 by The Center for Population Studies – Bulgarian Academy of Sciences. While a tendency of increase of the time for domestic labor is estimated for women, for men the tendency is opposite – it is of greater discharge from domestic labor and shortening the time for it. As a result, the distance in the time allotted by men and women for domestic work progressively grows. A great deal of attention is paid to the amount of time devoted to childcare and upbringing. Other types of domestic labor are also considered, as well as its division in the family according to age, education and place of living of men and women. Nikolova also draws some comparison between the situation in Bulgaria and time spent on household work in other countries (Russia, USA) has been made.

8) Mihova, Genoveva. 2003. Безработицата при рисковите групи в България. [Unemployment of groups of risk in Bulgaria]. Sofia: Prof. Marin Drinov Publishing House.

**Keywords:** sociological study, policy analysis, unemployment, marital and reproductive behavior, labor migration, qualitative survey, groups of risk, Bulgaria

Exposing the need to disaggregate data by different social criteria, Mihova shows that the high rate of unemployment rate is coupled with a high rate of at-risk groups in precarious positions on the labor market. Mihova shows several groups that are disadvantaged on the labor market: persons with serious physical and sensory impairments; individuals from multi-children or single-parent families; single mothers or women who are the sole financial providers for their families; youth; ethnic minorities, and individuals with low-levels of education. Mihova attends to behavioral trends related to unemployment and entrepreneurship. Another focus is on the impact of unemployment on marital and reproductive patterns. In conclusion, Mihova recommends developing approaches towards at-risk groups in terms of both theory and practice in order to address their specific problems; she also advocates raising public awareness about the needs and specificities of at-risk groups/.

9) Vladimirova, Katya. 2003. Работното време и заетостта по пол. Социални и икономически предизвикателства [Working time and employment by gender. Social and economic challenges]. *Население* [Population] 1-2: 136-149. <http://www.cceol.com/asp/issuedetails.aspx?issueid=7b88b817-31ca-4105-8f6c-48095a255c94> (accessed February 24, 2009).

**Keywords:** economic study, gender inequality, working time redistribution, women's professional employment, Bulgaria

This article looks at gender dimensions of work in and out of the home, highlighting gender injustices in Bulgaria. Vladimirova argues for the redistribution of time in general, and work time in particular. Doing so would create opportunities for greater gender justice and for addressing economic, social, and demographic issues. There are inequalities between men and women in terms of time given to income-earning work, to household chores, to homestead farming, and to caring for children, ill, or elderly family members. While an increasingly number of women were employed in the 1960s and 1970s, and by the 1980s, rates of employment between men and women were almost equal, women continued to bear a heavier burden in terms of household work. For many women, their time for rest, leisure, or professional improvement diminished. In the current market economy, women struggle to assert their economic independence and continue to struggle to balance work in and out of the home. Suggesting that there is "untapped potential" in to increase employment, especially professional employment for women, Vladimirova calls for the reorganization of work and time in a way that would shift gender imbalances and proposes several policy recommendations along these lines,

10) Kirova, Alla and Карка Stoyanova. 2001. Оценка на нормативната уредба и политики за равнопоставеност на жената-майка в семейството и професията [Evaluation of the Normative Order and Policies for Equaling the Woman-Mother in the Family and Profession]. *Икономическа мисъл* [Economic Thought] 6: 56-74. <http://www.cceol.com/asp/publicationdetails.aspx?publicationid=87f06bfd-1556-494b-b049-2f78fbb787ec> (accessed

**Keywords:** economic study, policy analysis, women-mother employment, child-care, Bulgaria

This article forces on current problems that face working mothers. With the aim to harmonize relevant legislation in Bulgaria with that of the European Union, the authors critically analyze existing legislation with special attention given to the then-draft law on equal opportunities for men and women. Concrete suggestions for improvements are made. The authors also look at policies related to motherhood from the viewpoint of children. The article argues that, as a priority, policy changes must be made to support the ability of mothers to participate in the labor market and improve the provision of childcare services.

### **2.1.1. Comparative studies**

11) Dimova, Lilia, ed. 2003. Женни, труд и глобализация [Women, Labor, and Globalization]. Sofia: Women's Alliance for Development, Agency for Social Analyses. <http://www.women-bg.org/docs/publication.pdf> (accessed February 25, 2009)



**Keywords:** sociological study, processes of globalization, poverty, optimism, activity indexes, discriminatory practice, women on the labor market, distribution of household labor, national representative survey, individual face-to-face standardized interview, Bulgaria, countries in transition

This report presents findings from a regional research project entitled "Women, Labor, Globalization," conducted in Bulgaria, Kazakhstan and Hungary by the Women's Alliance for Development (WAD) and the Agency for Social Analysis (ASA) and supported by UNIFEM, with the overall aim to improve women's access to the market and to current and future employment opportunities in the countries of Central and Eastern Europe and the CIS. The research looked at the influence of the economic and social reforms, privatization and globalization processes on the quality of life, and employment and life choices of citizens, as well as expectations, attitudes, and new roles of women at work and in the family regarding the dynamics of the global transformations in all spheres of public life in Bulgaria. The report shows that the process of the massive impoverishment of the population continues, and the main problem is not only the growing poverty, but also the reduced opportunities to improve the quality of life. Further, women are more vulnerable to poverty because they often earn less and face more difficulties finding work than men. The research also shows that women perform a very large amount of "unpaid household work." Last, the report shows that, without significant measures and strategies for overcoming poverty, there is a real risk that a "second poor generation" will form, and with current poverty trends becoming more firmly entrenched. The report concludes with concrete recommendations to the government and particular ministries. In general, the development and implementation of gender mainstreaming as a strategic approach in all spheres and levels of decision-making should be a top priority of the current political agenda in the country.

- 12) Dimitrova, Dimitrina. 1998. Трудът на жените: международна сравнителна перспектива. [Women's work: an international comparative perspective]. Sofia: LIK

**Keywords:** social inequalities, labor, transition processes, women's economic rights, comparative study, Bulgaria, developed countries

This report presents findings from comparative research on gender-based social inequalities on the labor market (excluding unpaid work at home). Using statistical data taken primarily from UN and EU sources, the report presents risks and new opportunities for women in Bulgaria in a comparative perspective. Comparison is made between a selection of so-called developed and transitioning countries in Europe, North America, and Asia. Some of countries were chosen because of historical and cultural similarities and on-going EU integration processes.

## 2.2. English sources

- 13) Dimova, Ralitzia and Ira N. Gang, John Landon-Lane. December 2006. Where to work? The role of the household in explaining gender differences in labour market outcomes. Forschungsinstitut zur Zukunft der Arbeit [Institute for the Study of Labor]. <ftp://repec.iza.org/RePEc/Discussionpaper/dp2476.pdf> (accessed February 25, 2009)

**Keywords:** economic study, gender and transition processes, gendered sectoral reallocation of labor, integrated household survey, Bulgaria

With the use of panel data constructed from the 1995 and 1997 Bulgarian Integrated Household Surveys, this paper explores the sectoral reallocation of labor by gender. In Bulgaria, men and women started the transition on an almost equal standing, allowing us to concentrate our attention on the impact of individual and household characteristics in explaining gender differences in the labor market. We find that household characteristics, rather than alternative explanations such as differences in individual characteristics or pure gender discrimination, better explain the observed gender differences in labor market outcomes.<sup>7</sup>

- 14) Kalchev, Jordan, Vesselin Mintchev, Stefka Blajeva, Rossitsa Rangelova, Venelin Boshnakov, and Katya Vladimirova. 2006. Gender dimension of the Bulgaria's new migration: Policy implications. *Economic Studies* [Икономически изследвания] 1:43-66. <http://www.cceol.org/asp/issuedetails.aspx?issueid=178dfa62-6a7e-4d61-beb8-4a037c556262> (accessed February 25, 2009).

**Keywords:** gender studies, migration process, mobility, qualitative survey, Bulgaria-EU

This article presents the main findings of papers presented at a workshop with the same title (Gender dimension of the Bulgaria's new migration: Policy implications). The aim of the workshop was to increase gender awareness and open channels of discussion on the new migration from Bulgaria by gender. The authors delivered papers on gender dimension issues of the emigration process in Bulgaria since 1989 onwards and discussed them with representatives of the official (executive) institutions and relevant NGOs. Data from the National Statistical Institute – in particular, the last Population Census (2001) and a sample survey in 2003 – are used to shed light on patterns of people's mobility in gender perspective in the last 15 years and in the years to come. In addition to gender, data were disaggregated by age, reason for migration, education, ethnic group, geographical destination of the Bulgarian migrants, and so on. Gender aspects of external migration statistics, labor market performance and policy and social consequences are considered. In conclusion, implications are given in two aspects: concerning improvement of migration statistics by gender and concerning building an adequate national policy towards the ongoing migration processes, in particular in view of the soon integration of Bulgaria into the EU.<sup>8</sup>

- 15) Koley, Alexander. 2003. Joblessness and precarious work in Bulgaria: addressing the multiple aspects of vulnerability in the labour market. Social Protection Discussion Paper Series No. 0303. Social Protection Unit, Human Development Network, The World Bank. <http://siteresources.worldbank.org/SOCIALPROTECTION/Resources/SP-Discussion-papers/Labor-Market-DP/0303.pdf> (accessed February 25, 2009)

**Keywords:** qualitative household survey, social exclusion, unemployed, poverty, groups of risk, Bulgaria

This paper uses data from the Bulgarian Integrated Household Surveys and the International Social Survey Program (ISSP) to examine the multiple aspects of vulnerability in the labor market in Bulgaria in the late 1990s. The paper starts by examining the links between poverty and labor market outcomes, drawing a particular attention to the heterogeneity of jobs and the multiple aspects of poverty. It then identifies those groups at risk of one or more poor labor market outcomes, revealing the

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<sup>7</sup> Adapted from report abstract.

<sup>8</sup> Adapted from report abstract.

existence of particularly vulnerable groups who cumulate a high risk of being unemployed, of remaining longer in unemployment, and if employed, of being low-paid, and working under precarious conditions.<sup>9</sup>

16) Marinova, Jivka, and Mariya Gencheva, eds. 2003. Gender assessment of the impact of EU accession on the status of women in the labour market in CEE. National study: Bulgaria. Sofia: Karat Coalition.

**Keywords:** policy analysis, gender equality, legislation for equal opportunities, reallocation of labor, gender pay gap, social services, Bulgaria

This report provides an overview of the harmonization of Bulgarian legislation to EU requirements, an analysis of women's access to jobs and equal wages, an examination of the relationship between social services and employment. The report outlines that the development of the institutional mechanisms and specific programs promoting gender equality in Bulgaria was hampered by the rejection of the Draft Act on Equal Opportunities in 2002.<sup>10</sup>

17) Jolliffe, Dean. 2002. The gender wage gap in Bulgaria: A semiparametric estimation of discrimination. *Journal of Comparative Economics* 30 (2):276-295.

**Keywords:** human capital, wage differentials, gender discrimination, sample selection model, semi-parametric estimation, Bulgaria

Bulgaria's transition to a market economy has coincided with a large increase in wage inequality. This increase may be due to managers rewarding more productive workers or it may be the result of rewarding non-economic characteristics such as sex. Data from the 1995 Bulgaria Integrated Household Survey reject the hypothesis of no sex discrimination. Using separate wage regression estimates for men and women, analysis shows that men's wages are 24% higher than women's wages. Further, 86% to 105% of this differential is due to differences in how men and women are rewarded for the same characteristics.<sup>11</sup>

18) Kovacheva, Siyka. 2002. Work flexibilisation and its impact on family relationship in Bulgaria. *Sociological Problems* [Социологически проблеми] 34:196-211. <http://www.cceol.org/asp/publicationdetails.aspx?publicationId=2502790e-b506-4a0f-a77f-a16e517225fc> (accessed February 25, 2009).

**Keywords:** sociology, globalization, informal labor, flexible labor, Bulgaria

Increasingly flexible work, or the "flexibilization" of work, is one of the major social trends in the process of globalization. Various patterns of flexible labor are found at the core and the margins of global economy, providing opportunities for greater autonomy and self-reliability, as well as risks of insecurity and impoverishment. While in many western countries, part-time work has become the dominant form of flexible work, in post-communist countries, the "informalization" of labor is the norm. Flexible employment in Bulgaria develops in line with the general social liberalization resulting in less formal regulation, more insecurity and greater diversity of work. While there is a great

<sup>9</sup> Taken directly from paper abstract.

<sup>10</sup> The report and related materials are available on the Karat Coalition for Gender Equality website: <http://www.karat.org/> (accessed February 25, 2009).

<sup>11</sup> Taken directly from article abstract.

multiplicity of emerging forms and revived traditions, this paper focuses on three main aspects of work restructuring in the country: flexibility of time, place and conditions. How does this trend affect family relationships? In what ways do family members of different generations and genders combine paid and unpaid work, both outside and within the home? This paper is an attempt to answer those questions in the context of post-communist Bulgaria on the basis of a representative survey, carried out in 2001.

19) International Labor Organization. 1998. *Bulgaria: Women in Poverty: An Assessment of the Bulgarian Anti-poverty Policies and Strategies*. Geneva: International Labor Organization/United Nations Development Programme.

**Keywords:** feminization of poverty, women's rights, unemployed, minority groups, quantitative survey, Bulgaria

The survey conducted under the project provided abundant information to analyze the extent and causes of poverty among women in Bulgaria and the identification of the most affected groups. The overall review of the programs and existing anti-poverty policies for women revealed that, in general, they had not succeeded in their major objective: to enable women to “overcome” the threshold of poverty. [...] Poverty among women is particularly common in female headed households where general adversity and gender specific factors combine to produce long term poverty. [...] One of the conclusions of the survey was that the social assistance system in Bulgaria tends to encourage and foster welfare dependency and habitual helplessness among poor groups. One of the main problems identified by the survey is the inadequate utilization of the women's potential. [...] An effective social policy in respect of the poor and disadvantaged women must be based on a positive attitude by society as regards equality of treatment and opportunity for men and women.<sup>12</sup>

### 2.2.1. Comparative Studies

20) Fagan, Colette, and Gail Hebson, eds. 2006. ‘Making work pay’ debates from a gender perspective: a comparative review of some recent policy reforms in thirty European countries. European Commission Directorate-General for Employment, Social Affairs and Equal Opportunities. European Commission. Luxembourg: Office for Official Publications of the European Communities  
[http://ec.europa.eu/employment\\_social/gender\\_equality/docs/exp\\_group\\_report\\_en.pdf](http://ec.europa.eu/employment_social/gender_equality/docs/exp_group_report_en.pdf)  
(accessed February 25, 2009).

**Keywords:** policy analysis, comparative study, tax/benefit reform, care facilities, work-family reconciliation, gender mainstreaming, 30 European countries

This report aims to develop the gender perspective to labor supply debates in the European Commission through a review of some key recent national policy reforms to social protection systems and related labor market program, and a focus on focus on policies in relation to parenthood and women’s employment. The primary policy context for this report is the EC Communication, "Modernizing Social Protection for More and Better Jobs – a comprehensive approach to making work pay" (COM[2003], 842 final). This Communication was developed in relation to the Broad Economic Policy Guidelines (2003-05) Guideline 8: "making work pay through incentives to enhance work

<sup>12</sup>

Taken from report summary, pp vii-ix.

attachment." The key challenge identified by this Communication is how to promote more effective work incentives while maintaining the goal of providing a high level of social protection. The various elements to the 'making work pay' agenda for modernizing social protection systems are distilled into seven related recommendations made to Member States, which are summarized in the report. The discussion in the report focuses on four of these recommendations, which together identify the need to remove financial disincentives and barriers in social protection systems, the relevance of addressing certain non-financial incentives, and the importance of examining the articulation of different policy areas.

21) UNIFEM. 2006. The story behind the numbers: women and employment in Central and Eastern Europe and the Western Commonwealth of Independent States. Bratislava: UNIFEM Central and Eastern European Regional Office. [http://www.unifem.org/resources/item\\_detail.php?ProductID=66](http://www.unifem.org/resources/item_detail.php?ProductID=66) (accessed February 25, 2009).

**Keywords:** statistical data analysis, women's employment, unemployed women, economic transformations, employment and family life, informal economy, labor migration, trafficking, CEE and Western Commonwealth of Independent States (CIS) countries

This report examines women's labor market situation in the countries of Central and Eastern Europe (CEE) and the Western Commonwealth of Independent States (CIS) in the context of the social and economic transformations in the region in the past 15 years. Using statistical data from the UNECE Gender Statistics Database, the report analyses trends in women's and men's labor force participation during the transition to a market-oriented economy in 18 countries in Eastern Europe and assesses their implications for the economic security of both women and men. By framing the analysis within the social, political and economic context of this transition, the study highlights several questions to which the available statistics cannot by themselves provide answers, including changes in the status and wage levels of public sector vs. private sector jobs, the increase in different forms of informal employment, and the distribution of women and men across them. [...] The study also suggests specific policy measures that need to be taken to improve the disadvantaged position of women in the labor market. Three are highlighted: improving women's access to decent paid work; allowing women and men to better balance work and family life through the use of various tax-benefit schemes; and adopting transparent job evaluation and wage setting mechanisms that help create standards for equal pay for comparable work.<sup>13</sup>

22) European Foundation for the Improvement of Living and Working Conditions. 2005. Working Conditions and Gender in an Enlarged Europe. Luxembourg: Office for Official Publications of the European Communities. <http://www.eurofound.europa.eu/publications/htmlfiles/ef04138.htm> (accessed February 25, 2009).

**Keywords:** working conditions, labor market, gender segregation, gender equality policies, work and family, comparative study, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia, Slovenia, Bulgaria, Romania

This report presents a comparative study of working conditions for women in 10 central eastern European countries (CEECs): eight new Member States (NMS) of the European Union (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and

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<sup>13</sup> Taken from report summary.

Slovenia) and two candidate countries (Bulgaria and Romania). This report aims to evaluate the European Foundation's 2001 working conditions survey in acceding and candidate countries and provide original analysis of data gathered by 10 national research teams. The national reports provide a wealth of material analyzing key dimensions of the labor market and work situation for women during a period of economic transition. This report puts these findings in context, and synthesizes and analyses them at a comparative level, in addition to examining the Foundation's survey in greater depth. The report's purpose is threefold: to bring together the findings of the national reports; to explore in greater detail the Foundation data in terms of comparison between its 2001 survey of the acceding and candidate countries and 2000 survey of the EU15; and to use the national reports to evaluate the Foundation findings. In addition to the national reports, other data and literature are drawn upon to check or extend analysis. A particular feature of the report, and one considered essential for transition analysis, is its historical dimension. The aim of the national reports and this consolidated one is to provide not only up-to-date information on the situation of the NMS and candidate countries in order to evaluate convergence towards the EU, but to explore the trajectory of change.

23) Emigh, Rebecca Jean and Iván Szelényi. 2001. *Poverty, Ethnicity, and Gender in Eastern Europe During the Market Transition*. Praeger/Greenwood,

**Keywords:** poverty, gender, ethnicity, market transition, Bulgaria, Hungary, Poland, Romania, Slovakia

This volume offers an extensive examination of the nature of poverty and its relationship to gender and ethnicity in five post-communist societies. In this comprehensive analysis of the interaction between poverty, ethnicity, and gender in East European transitional societies, the contributors thoughtfully address the relevant issues and relationships and conclude that poverty has become deeper and increasingly long-term in Eastern European nations. Although it is clear that poverty increased in Eastern Europe during the market transition, the extent and nature of the changes have not yet been illuminated. Covering Bulgaria, Hungary, Poland, Romania, and Slovakia, the contributors analyze the interaction between poverty, ethnicity, and gender in an effort to explain the changing nature of poverty and the formation of an underclass in these countries. Roma (Gypsies) arise as the most likely candidates for membership in the new underclass, as they were always economically disadvantaged and the targets of discriminatory practices. On the other hand, however because they were often better educated than men during socialism, women may have been relatively advantaged, at least temporarily, during the market transition. Thus, while poverty may be "racialized" during the transformation, it may not yet be "feminized." In this comparative assessment of social trends in this region, the contributors consider what they mean for the countries where they occur.<sup>14</sup>

### 3. Intimate citizenship

#### 3.1. Bulgarian sources

1) Angelova, Vyara, and Marina Liakova. 2005. Сексуалното различие като проблем пред българските печатни медии (в-к *Дневник*, март 2001–май 2005 г.). [The Issue of Sexual Diversity as Dealt with in the Bulgarian Newspaper, *Dnevnik Daily*, March 2001 – May 2005]. *Социологически проблеми* [Sociological Problems] 3-4:165-186.

<sup>14</sup>

Taken from abstract.

<http://www.ceeol.org/aspx/issuedetails.aspx?issueid=86d7c134-47fd-4df8-b626-9dd3d2b66865>  
(accessed February 25, 2009).

**Keywords:** discourse analysis, media representation, homosexuality, sexual diversity, Bulgaria

This article looks at the question how the Bulgarian media treat the problem of homosexuality. Based on an analysis of articles in *Dnevnik Daily*, as well as the readers' opinion in the internet forum of the newspaper, it draws the forms of how Bulgarians look at the sexual difference. The ways of understanding the homosexual difference in the Bulgarian media are looked at in the context of the attitude to the sexual in general and in the more universal problem of reference to the discrepancies that fill in the world of the contemporary Bulgaria..

2) Todorova, Irina and Tatyana Kotzeva. 2005. Социалното конструиране на безплодието в българското общество. [Social Construction of Infertility in the Bulgarian Society]. *Социологически проблеми* [Sociological Problems] 3-4: 215-243. <http://www.ceeol.org/aspx/issuedetails.aspx?issueid=86d7c134-47fd-4df8-b626-9dd3d2b66865> (accessed February 25, 2009).

**Keywords:** sociological study, public discourse of infertility, sterility, medical discourse on gender, women's identity, discourse analysis, Bulgaria

This article presents discourses of childlessness as a social and personal issue in Bulgarian society. The authors begin with the diversity of definitions and terms, underscoring the transition from the socially stigmatizing concept "sterility" to the more neutral and biologically undetermined concepts of "infertility" and "childlessness." On the basis of a thematic analysis of articles in magazines and newspapers, websites of professional and patient organizations, and legislative documents, the major themes of the public discourse of infertility are extracted. Infertility is constructed as a problem of the nation, contributing to the demographic crisis, and as a problem needing legislative regulation. There is an emphasis on localizing the reasons and responsibility for infertility of men and women, as well as on its medical and psychological aspects. In the second part of the paper the authors describe the personal discourses of infertility, on the basis of interviews with women experiencing this condition. Aspects of women's identity are identified through the analysis of the interviews, such as incompleteness, "defectiveness," internalized stigma, the absence of the man, and a depersonalization of the body through the medical treatment. The authors conclude that the medical discourse has a dominant position in the media coverage of the topic, and the social stigmatization of childlessness is constructed in a context in which biological parenthood is favored, and the main responsibility for children and family is attributed to women. As both a social and personal issue, infertility has great scholarly potential for understanding the topics of wanted and not wanted parenthood, and the roles and identity of men and women in Bulgarian society.<sup>15</sup>

3) Kotzeva, Tatyana, and Dora Kostova. 2004. Начини на живеење, брачно-семејни и сексуални нагласи на младите хора през 90-те години. [Young Adults' Living Arrangements and Attitudes Toward Sex, Family and Marriage in the 1990s in Bulgaria]. *Население* [Population] 1-2:53-66. <http://www.ceeol.org/aspx/issuedetails.aspx?issueid=f4368e60-33ba-4640-aadd-e7f32cd2ddeb> (accessed February 25, 2009).

<sup>15</sup>

Adapted from article abstract.

**Keywords:** sociological study, living conditions, sexual norms, sexual activities, quantitative survey, high school students, university students, Bulgaria

This article outlines some changes in attitudes of young adults in Bulgaria toward sex, family and marriage. These changes are discussed within the framework of the new field of demographic research, i.e. demography of young adults or demography of early adulthood. The main research issues concern living arrangements, leaving parental home (age and causes or motives), cohabitation arrangements, marriages, childbirth and youth. The article presents main trends of socio-demographic development of young people (ages 15-24) in Bulgaria since the beginning of the 1990s – namely, diversifying living arrangements and changing marriage rates. Two main tendencies of living conditions of young adults are outlined: prolonged education, and limited chances in the labor market. Further, the article presents the attitudes of young adults toward sexual norms and sexual activities in the context of approbation of new living arrangements. Attention is paid to differences and similarities in sexual norms and attitudes between generations. The results and conclusions are drawn from the Bulgarian sample of the International Survey on Students (ISS).<sup>16</sup>

4) Dodunekova, Vanya, and Diana Chalakova. 2003. Демографска, социална и социално-икономическа характеристика на най-младите майки. [The youngest mothers in Bulgaria: demographic and social-economic characteristics]. *Население [Population]* 1-2:36-55. <http://www.cceol.org/aspx/issuedetails.aspx?issueid=7b88b817-31ca-4105-8f6c-48095a255c94> (accessed February 25, 2009).

**Keywords:** demography, young mothers, fertility, Roma women, Bulgaria

In this article, the authors focus on the high level of early fertility in Bulgaria as a pronounced demographic, socio-cultural, health, and financial problem for several decades. In 1993, and 1999, 984 mothers below the age of 19 were interviewed using a standardized technique. All mothers had given birth in university obstetric wards as well as regional obstetric-gynecological complexes. The basic demographic and social-economic characteristics of very young mothers are presented. Most: live in small towns or villages; are of Roma origin; have low levels of education; have no particular profession; have low income levels; and are among the poorest strata of Bulgarian society. Further, young mothers have few opportunities to improve their situation.

5) Kotzeva, Tatyana, and Dora Kostova. 2003. Фактори и тенденции в сексуалния дебют на младите хора в България. [Determinants and trends in sexual debut of young people in Bulgaria]. *Население [Population]* 1-2: 68-85. <http://www.cceol.org/aspx/issuedetails.aspx?issueid=7b88b817-31ca-4105-8f6c-48095a255c94> (accessed February 25, 2009).

**Keywords:** sociological study, sexual culture, attitudes toward sex, second year college students, quantitative survey, Bulgaria

The results presented in this article are from the survey "Young adults - friendship and intimate relations," part of a cross-national comparative survey, headed by Francesco Billari from Bocconi University, Italy. The survey was carried out in 2002 and the sample consisted of 1136 first and second year college students from six Bulgarian universities.

<sup>16</sup>

Adapted from article abstract.



The research focuses on changing sexual culture (knowledge) among youth, looking at practices and attitudes toward sex. One of the main findings is a decrease of age at the first sexual intercourse among young generation of 20 years olds in comparison with the data from the previous national surveys. The mean age at the first sexual intercourse is 15.65 for boys and 16.38 for girls. The influence of family, school, spare time and friends on sexual behaviors are considered and the risk of early sexual initiation has been associated with the lower school attainments, having many and closer friends, risky behaviors and resistance to parental constraints. This survey showed greater use of contraceptives and a high level of awareness among girls toward their sexual partners.

- 6) Pamporov, Alexey. 2003. Брачният модел в ромските общности. [Marital pattern in Romany communities]. *Население [Population]* 1-2: 164-178.  
<http://www.cecol.org/aspx/issuedetails.aspx?issueid=7b88b817-31ca-4105-8f6c-48095a255c94> (accessed February 25, 2009).

**Keywords:** Roma families, ethnicity, matrimonial net, Bulgaria

Pamporov addresses specificities of the Roma that deserve attention. In particular, he looks at marital patterns, and selects four traditional strategies that concern ransom, elopement, kidnapping, and agreement. All four strategies center on the celebration of “*tblshaype*,” or the “defloration” of a bride on the first marriage night. Compared to majority (Bulgarian) populations, marital patterns in Romany communities are characterized by: marriage at a very young age and thus, sexual activity commencing at a young age; separation or divorce; serial monogamy; and early fertility. Pamporov also looks at differences within the Roma community, and how sub-ethnic affiliations shape marital patterns.

- 7) Воев, Войко. 2001. Българско и международно законодателство, свързано с хомосексуалните лица [Bulgarian and International Legislation about Homosexuals]. Bulgarian Helsinki Committee. <http://www.bghelsinki.org/index.php?module=resources&id=43> (accessed February 25, 2009).

**Keywords:** policy analysis, homosexuality, human rights, anti-discrimination, Bulgaria

This report begins with a look at the criminal law and the situation of sexual minorities in Bulgaria: the Bulgarian Penal Code makes a distinction between heterosexual and homosexual persons as perpetrators of crimes. It examines discriminatory prohibitions related to sexual minorities, discriminatory police practices, judicial orders that indirectly limit the rights of sexual minorities, discriminatory practices in prisons, and the prosecution of acts motivated by homophobia. Next, it investigates changing legal arrangements related to marriage. This particularity must be kept in mind during any analysis of domestic family law and every attempt to reform family relations. In Bulgaria, as in most countries of the world, marriage is a specific civil contract, concluded before a state organ and available to two persons of the opposite sex. This final requirement makes marriage inaccessible to homosexual couples. As of late August 2001, Bulgarian legislation contains one constitutional provision against discrimination, as well as a few anti-discrimination provisions in other individual laws. Notably, discrimination related to a person's sexual orientation is not explicitly prohibited by law. In other words, victims of discrimination on the basis of sexual orientation have no right to protection.<sup>17</sup>

<sup>17</sup>

Taken from report abstract.

8) Dragova, Sonya. 2001. Самотното майчинство – социални и емоционални аспекти на самотата и родителските стилове на възпитание [Single mothers: social and emotional aspects of loneliness and parental styles] *Психологични изследвания [Psychological Studies]* 2: 109-114.

Keywords: qualitative survey, psychological study, single mothers, parental styles, social and emotional loneliness, Bulgaria

This article deals with two problems facing single mothers: loneliness, and parental behaviors, with the aim to measure the degrees of loneliness, experienced by single mothers, and to explain their parenting styles. Based on research of 135 mothers (single, married and divorced), Dragova employs Weiss' multidimensional conceptualization to explore two types of loneliness – social and emotional – and Baumrind's authoritative, authoritarian, and permissive typologies to analyze parenting behaviors. She concludes that single mothers often use authoritarian practices; they also suffer from social isolation and emotional loneliness. Parenting styles are not a direct function of marital status, however, levels of loneliness play an important role.

9) Yatchkova, Mirolubya. 2001. Отмира ли брачният семеен модел? [Does the marital family model die out?] *Население [Population]* 1-2: 87-101. <http://www.cceol.org/asp/issuedetails.aspx?issueid=9b77c1d0-6660-4b2f-b54c-ecb857eb4ae6> (accessed February 25, 2009).

Keywords: quantitative survey, sociological analysis, family models, partnership, young people, Bulgaria

This article draws upon qualitative and quantitative data on young people's ideas about and attitudes towards marriage life and family forms. Yatchkova suggests that marriage is the predominate form of partnership around which family life and child-rearing are organized. That said, there is a growing tendency in Bulgaria toward the single-parent family, and quite often, mothers are the single parent.

10) Spasovska, Liliana. 2000. *Променящият се брак в България [Transformation of marriage in Bulgaria]*. Sofia: Prof. Marin Drinov Academic Publishing house.

**Keywords:** quantitative survey, demographic study, family state policy, pre-marriage and marriage behavior, Bulgaria

This book discusses the impact of global transformations and changes in Bulgaria during the 1990s (i.e. transition to market economy) on attitudes about marriage and family. These two institutions are viewed in relation to human needs and interests. In/stability in marriage is presented as a crucial issue: an instable marriage can have wide-reaching, destructive effects on the individual, family, and society as a whole. The new forms of partnership that have been emergency will result in negative outcomes, particularly in demographic terms..

11) Tzankova, Tzanka. 2000. Фактическо съпружеско съжителство и българското семейно право. [Non-marital cohabitation and the Bulgarian family law]. Sofia: Feneya.

**Keywords:** legislation analysis, marital relations, unmarried couples, parental rights, Bulgaria

This book responds to the need for in-depth analyses of legislation related to and the practice non-marital cohabitations. The author provides a careful examination of family law in Bulgaria. Different aspects of the law and its applicability to cases of married and unmarried partners, their property and parental rights, are analyzed.

### 3.2. English sources

12) Todorova, Irina L. G. and Tatyana Kotzeva. 2006. Contextual shifts in Bulgarian women's identity in the face of infertility. *Psychology and Health* 21(1):123-141.

**Keywords:** infertility, experience, identity, qualitative, interpretative phenomenological analysis, Bulgaria

This article discusses the experiences of women facing infertility and infertility treatment in Bulgaria with a focus on identity construction. A theoretical framework invoking an understanding of identity as a social and contextual phenomenon, contingent upon local interpersonal relations and cultural meanings, informs our study. The authors use semi-structured interviews, which are analyzed using Interpretative Phenomenological Analysis. Using this method, they identify the following overarching themes: Identity as Incomplete, Absent or Invisible; Identity as Present but Separate; Identity Shifts through Dis/Embodiment; Identity as Nurtured and Nurturing. The study delineates the contextual identity shifts in the social and medical settings and the extent to which the women interviewed experienced themselves as separate, autonomous, and agentic. The authors discuss some of the possible interpretations of these findings, invoking the meanings and metaphors of the individual and the relational available in Bulgarian culture and societal values.<sup>18</sup>

13) Bühler, Christoph and Dimiter Philipov. 2005. Social capital related to fertility: theoretical foundations and empirical evidence from Bulgaria. MPIDR Working Paper WP 2005-016. June 2005. Rostock and Vienna: Max-Planck-Institut für demografische Forschung. <http://www.demogr.mpg.de/Papers/Working/wp-2005-016.pdf> (accessed 20 March, 2007)

**Keywords:** social capital, fertility intentions, exchange theory, reciprocity, Bulgaria

Interpersonal relationships of support have been found to be an important factor in individual fertility intentions in Central and Eastern European countries. The foundations of this positive influence have not been well explored to date, however. This paper presents a theoretical discussion on exchange-based social capital and argues that processes of interpersonal exchange are relevant for reproductive decisions when they provide access to resources that help to reduce the costs of having children and stabilize the economic situation of a household. Data from 2002 on the fertility intentions of 2,016 Bulgarian women support our argument. The availability of important and substantive resources has a positive impact on women's intentions to have a second or third child and their timing of having a first or second child. The embeddedness in kin-based exchange systems of indirect reciprocity shows similar positive effects and highlights especially the significance of parents as a source of intergenerational transfers and support.<sup>19</sup>

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<sup>18</sup> Adapted from article abstract.

<sup>19</sup> Adapted from paper abstract.

14) Боев, Boyko. 2001. Bulgarian and International Legislation about Homosexuals [Българско и международно законодателство, свързано с хомосексуалните лица]. Bulgarian Helsinki Committee. <http://www.bghelsinki.org/index.php?module=resources&lg=en&id=77> (accessed February 25, 2009).

**Keywords:** policy analysis, homosexual people, human rights, Bulgaria

This report begins with a look at the criminal law and the situation of sexual minorities in Bulgaria: the Bulgarian Penal Code makes a distinction between heterosexual and homosexual persons as perpetrators of crimes. It examines discriminatory prohibitions related to sexual minorities, discriminatory police practices, judicial orders that indirectly limit the rights of sexual minorities, discriminatory practices in prisons, and the prosecution of acts motivated by homophobia. Next, it investigates changing legal arrangements related to marriage. This particularity must be kept in mind during any analysis of domestic family law and every attempt to reform family relations. In Bulgaria, as in most countries of the world, marriage is a specific civil contract, concluded before a state organ and available to two persons of the opposite sex. This final requirement makes marriage inaccessible to homosexual couples. As of late August 2001, Bulgarian legislation contains one constitutional provision against discrimination, as well as a few anti-discrimination provisions in other individual laws. Notably, discrimination related to a person's sexual orientation is not explicitly prohibited by law. In other words, victims of discrimination on the basis of sexual orientation have no right to protection.<sup>20</sup>

### **3.2.1. Comparative Studies**

15) Dimitrova, Maria Tsvetomira Danova, and Radosveta Stamenkova. 2006. *Youth's Voices: Report on Sexual and Reproductive Rights in Central and Eastern Europe and Balkan Countries*, ed. Elwira Chrusciel. ASTRA - Central and Eastern European Women's Network for Sexual and Reproductive Health and Rights ([http://www.gert.ngo-bg.org/IMG/pdf/youth\\_report.pdf](http://www.gert.ngo-bg.org/IMG/pdf/youth_report.pdf)) (accessed February 25, 2009)

**Keywords:** young people, sexual and reproductive health issues, marriage, church, homosexuality, quantitative survey, Central and Eastern Europe and the Balkans: Armenia, Bulgaria, Croatia, Cyprus, Georgia, Lithuania, Macedonia, Serbia and Montenegro, Slovakia, Poland

This substantial research project on knowledge and attitudes of youth towards sexual and reproductive health issues in their countries. In addition to country studies, a cross-cultural analysis of the data was applied to provide a more clear picture of commonalities and differences and thus, to bolster opportunities sharing needs, challenges, information, and good practices. Based on research results, the Bulgarian case concludes with several recommendations to governmental agencies, ministries, and social institutions, civil society, media, local communities, families and youth in general. First, there is a need to increase information, knowledge, and life-skills of youth regarding responsible reproductive and sexual health behavior. Second, the researchers recommend mapping, strengthening, and capacity-building for youth-friendly services nationwide, including health, sexuality, and life-skills education in school curriculum of the Ministry of Education. Finally, they recommend more support for and enlargement of existing peer education and training of trainers system in the field of sexual and reproductive health.

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Adapted from report abstract.

16) ASTRA. 2005. *Closing the Gap on Sexual and Reproductive Health and Rights in the Enlarged European Union*. ASTRA - Central and Eastern European Women's Network for Sexual and Reproductive Health and Rights. <http://www.astra.org.pl/articles.php?id=6> (accessed February 25, 2009)

**Keywords:** comparative study, sexual and reproductive health, sexual and reproductive rights, HIV/AIDS, informed choice, EU member states and accession countries

Despite European Union enlargement, there is a significant and growing difference between the status of women's sexual and reproductive health and rights (SRHR) in both new member states of the EU and accession countries, as well as "old" member states. The reproductive health in new member states and accession countries is similar to the situation in other countries of the Central and East Europe (CEE) For instance, in many countries of the CEE region due to limited contraceptive options, abortion is used as the primary method of fertility control. Many women are still denied the access to modern contraceptives methods due to financial inaccessibility, lack of information or because they receive misleading information. Accurate sexuality education as well as access to reproductive health services is also limited as a result of growing influence of conservative forces, including the Catholic Church. Moreover, sexually transmitted infections (STIs) including HIV/AIDS rates have dramatically risen in some of the countries of the region. Experts predict that this crisis is likely to spread to other CEE countries if no effective prevention programs are implemented. This stands in marked contrast to the situation in majority of the "old" EU member-states, where there are significantly lower HIV/AIDS, teen pregnancy and abortion rates. This is a result of accessible sexual and reproductive health services and information, including subsidized contraceptives, accurate and unbiased sexuality education in schools, and information and services aimed at preventing transmission of STIs.<sup>21</sup>

176) International Lesbian and Gay Association (ILGA)-Europe. European Region of the International Lesbian and Gay Association. 2001. Equality for lesbians and gay men. A relevant issue in the EU accession process. Brussels: ILGA <http://ilga-europe.org/content/download/421/1905/file/2001%20Equality%20in%20accession%20process.pdf> (accessed February 25, 2009)

**Keywords:** policy analysis, comparative study, lesbians, gay men, sexual orientation, gender identity, human rights, EU member states, country reports: the Czech Republic, Cyprus, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Romania, Slovakia, Slovenia, Turkey

This study is part of a large report on 13 EU accession and candidate countries on the situation of LGBT people. For structural and thematic integrity of the country reports, a common structure was used in collecting and reporting the information, based on the main issues relevant to the discrimination experienced by LGBT people: the criminal law, antidiscrimination provisions, family and partnership legislation, adoption rights and donor insemination, asylum law, employment, education, the health service, military service, migration and asylum seekers. The authors covered the social factors which clearly mirror the above mentioned legal factors: public opinion, homophobia, the approach of the media, violence against gays and lesbians, and the influence of churches and religions. Positive developments and information on the infrastructure of the LGBT

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<sup>21</sup>

Adapted from report introduction.

community and culture are also reported, together with recommendations for improving the legal and social status of lesbians and gay men. For Bulgaria, in terms of the legal situation, as of 2001, a number of important economic, political, social and legal changes have taken place in Bulgaria in the last 10 years. The transition to a market economy created new social relations, which influenced social stereotypes. Social attitudes towards various groups, such as disabled people, ethnic and sexual minorities are undergoing a slow change in the direction of tolerance, but they are still perceived as “different”. While some minorities enjoy improvements marked both in the legislation and social practice towards them, people of homo/bisexual orientation are neglected and ignored by society. In terms of the social context, the report states that most problems which gay people in Bulgaria encounter are generated by the unfavorable social context which does not tolerate the public visibility of homosexuality. In conclusion, two things are evident from all the studies. First, sexual orientation discrimination and homophobic attitudes are widespread in the accession countries; and secondly, that addressing this discrimination and these attitudes, is both a necessary and legitimate part of the accession process.

## 4. Gender-based Violence

### 4.1. Bulgarian sources

1) Zlatanova, Valentina. 2006. Сексуалното насилие като социален проблем. [Sexual Abuse as a Social Problem]. *Социологически проблеми [Sociological Problems]* 1-2: 325-338. <http://www.cecol.org/asp/issuedetails.aspx?issueid=ffb0d475-a1b3-4d52-b81e-f496ed859df8> (accessed ebruary 25, 2009).

**Keywords:** sociological study, aggression, legitimated gendered violence, sexual abuse, violence against women, Bulgaria

Drawing from theory and empirical findings, this article develops a concept of sexual abuse that integrates an understanding of embedded gender stratification and inequality. Sexual abuse shows a conflict for power between genders, Zlataona argues, as well as a normative distribution of privileged positionings in sexual relations. Sexual aggression represents learned behavior similar to other violent behaviors, while including the acceptance of gendered myths about rape and rape victims and the acceptance of stereotypes about gender roles, both normative and deviant. .

2) Zlatanova, Valentina. 2004. Нелегитимното насилие [Illegitimated Violence] Sofia: Kwazar.

**Keywords:** sociological study, gendered violence, social control, socialization, Bulgaria

Zlatanova proposes that violence is a way of maintaining domination. It is not innate, or an instinctive impulse, or merely a result of frustration. Violence is a model of learned behavior that is considered to be effective in society; families play a primarily role in socializing children about gender roles, power, and violence. Zlatanova also presents her theses on: the connection between “hegemonic masculinity” as a configuration of gender practices, which guarantee the dominant position of men and subordinate position of women; and gendered power inequalities in decision-making processes in society and conflict solving processes in the family.

3) Aleksandrieva, Lilyana ed. 2003. Ромската жена и домашното насилие: Антропологично изследване [The Romani woman and domestic violence: Anthropological study]. Sofia: Tomorrow Foundation.

**Keywords:** Romani women, domestic violence, ethnicity, gender roles, anthropological study, Bulgaria

This text gives a brief presentation of the results from a research on violence in Romani families in Bulgaria at the beginning of the 21st century and the follow-up process of developing suggestions for further action in this area. The project's main goal was to find out whether anything can be done to reduce violence in Romani families and if so, what can that be, who can do it, and how. This had to be achieved with the crucial participation of Roma – both as interviewed and experts regarding the relevance or modification of the services offered by non-for-profit organizations working in support to victims of abuse, and along with that, as inventors of new ideas.

4) National Center for Public Opinion. 2003. Общественото мнение за домашното насилие [Public Opinion on Domestic Violence]. National Center for Public Opinion Polling, March 2003.

**Keywords:** national representative survey, interviews, domestic violence, violence against women, family, partnership, social policy, public institutions

This is a representative survey that covered individuals over 18 years of age in 155 units in 55 residence areas. The survey investigates public attitudes towards different forms of domestic violence. According 50% of respondents, domestic violence is a "private issue." With regards to violence between partners, 66.2% cited violence against women as the predominant form of domestic violence, while 65,3% cited family violence. An overwhelmingly majority cited economic reasons – namely, poverty – as the main cause of violence. Approximately 66% of respondents viewed the police as the primary institution for assistance in cases of violence, while only 10.5% cited non-governmental organizations as a source of support and assistance.

5) Zlatanova, Valentina. 2001. *Домашното насилие* [Domestic violence] Sofia: UniPress.

**Keywords:** qualitative survey, sociological study, gendered violence, family, social work, social adaptation, social control, Bulgaria

The book is dedicated to family abuse, a phenomenon that is often hidden from public discussion with serious physical, psychological, and social consequences for victims. In most cases, victims of this form of violence are women and children. In many cases, violence is direct and physically; in some cases, Zlatanova shows, violence is indirect, involving the threat of physical violence. The harm done by violence is exacerbated by a lack of confidence in the institutions, which are intended to provide security. Analysis shows that tolerance for domestic violence in villages is twice as much in larger urban areas. Zlatanova presents two factors that appear to correlate with domestic violence: on one hand, poverty and unemployment; on the other hand, the unrelenting drive to accumulate money. An effective policy response offer specific support to at-risk groups. The book advocates public discussion on domestic violence and on norms and values in circulation.

6) Chomarova, Marya. 1999. Социални нагласи към жени преживели сексуално насилие. [Social Attitudes towards Women Experienced Sexual Violence]. *Психологични изследвания* [Psychological Studies] 1-2: 41-53.

**Keywords:** psychological study, social attitudes, public opinion, sexual violence, victimization, comparative quantitative survey

This article briefly presents the attitudes towards women who have survived of sexual violence using a means of measurement developed by Colleen Ward ("The Attitudes towards Women Rape Victims Scale").<sup>22</sup> The analysis shows that attitudes regarding women who have endured violence vary by gender. While both men and women cast women how have survived violence as "victims," women are more tolerant towards them than men. Research findings are discussed in detail and in comparison with other analogous surveys.

#### 4.2 English sources

7) Sazonova, Liliya.. 2006. Violence Against Women. Does the Government Care in Bulgaria? Fact Sheet 2006 Violence against Women Monitoring Program of the Open Society Institute. [http://www.stopvaw.org/sites/3f6d15f4-c12d-4515-8544-26b7a3a5a41e/uploads/BULGARIA\\_VAW\\_FACT\\_SHEET\\_2006.pdf](http://www.stopvaw.org/sites/3f6d15f4-c12d-4515-8544-26b7a3a5a41e/uploads/BULGARIA_VAW_FACT_SHEET_2006.pdf) (accessed February 25, 2009).

**Keywords:** policy analysis, violence against women, Bulgaria

This fact sheet provides an overview of the government's approach to ensure gender equality in Bulgaria. Bulgaria is in the process of establishing its state machinery for gender equality. This is being accomplished with the creation of the National Council on Equality between Women and Men (reporting to the Government); the Demographical Policy, Social Investments and Equal Opportunities Directorate of the Ministry of Labor and Social Policy; and the Consultative Commission on Equal Opportunities (reporting to the Minister of Labor). The Commission to Combat Trafficking in Persons has also been established. None of these bodies addresses the issue of violence against women explicitly. There is no program available in the whole country for men with aggressive behavior who perpetrated domestic violence. NGOs have launched several treatment programs for offenders, but due to lack of finance none of them is available at the moment.

8) Minnesota Advocates for Human Rights. 1999. Sex Discrimination and Sexual Harassment in the Workplace in Bulgaria. Minnesota Advocates for Human Rights. . <http://www.mnadvocates.org/sites/608a3887-dd53-4796-8904-997a0131ca54/uploads/sexharas.pdf> (accessed February 25, 2009)

**Keywords:** policy analysis, public institutions, trade unions, sex discrimination, sexual harassment, employment, women's rights, Bulgaria

This report shows that sex-based discrimination and sexual harassment in employment are serious and pervasive problems for women in Bulgaria. Women suffer from

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<sup>22</sup> See; Ward, Colleen. 1988. The Attitudes toward Rape Victims Scale: Construction, Validation, and Cross-Cultural Applicability. *Psychology of Women Quarterly* 12(2) June: 127-147.



discrimination in every phase of the employment process. A woman's fundamental right to employment opportunities as well as to just and favorable working conditions are not protected at any phase of the legal process. Laws that currently exist under Bulgaria's Labor Code that prohibit discrimination against women and protect women's rights in employment are routinely ignored by employers and are not enforced by the government. Other Labor Code provisions restrict certain types of employment opportunities for women who are pregnant or who have young children. Many women have limited resources, impeding their ability to hire an attorney to enforce the existing labor laws through the Bulgarian courts. Even if they could afford an attorney, there is currently no private right of action for women who are victims of sexual harassment. Trade unions do not take seriously their obligation to protect women from sexual harassment or unequal treatment in employment. This report ends with several recommendations to the government.

9) Minnesota Advocates for Human Rights. 1996. Domestic Violence in Bulgaria. Minnesota Advocates for Human Rights. <http://www.mnadvocates.org/sites/608a3887-dd53-4796-8904-997a0131ca54/uploads/bulgaria.PDF> (accessed February 25, 2009).

**Keywords:** policy analysis, women's rights, domestic violence, social services, Bulgaria

This report exposes domestic violence as a serious and pervasive problem in Bulgaria. A women's fundamental right to be free from violence is not protected at any phase of the legal process. Police do not respond appropriately to the problem. Bulgarian law expressly discriminates against victims of domestic assault. The law exempts from state prosecution certain types of assault if committed by a family member, although the state prosecutes the same act if committed by a stranger. The state does not assist in prosecuting crimes of domestic assault unless the woman has been killed or permanently injured. Even when the woman is permanently injured, the state does not always prosecute. The courts do not take seriously their obligation to punish perpetrators of violence against women in the home. In addition, the government does not provide any social services to victims of domestic assault nor does it attempt in any way to prevent these crimes from occurring. By its complete failure to condemn or respond to the serious problem of domestic violence, the Bulgarian government has demonstrated its complicity in widespread violence against women. The government's silence and inaction violate the Bulgarian Constitution and the country's international legal obligations as a member of the United Nations. The Bulgarian government has failed to protect the following rights of domestic violence victims. This report ends with several recommendations that are directed at the Bulgarian government.

#### **4.2.1. Comparative studies**

10) Hagemann-White, Carol with Judith Katenbrink and Heike Rabe. 2006. *Combating violence against women. Stocktaking study on the measures and actions taken in Council of Europe members States.* Strasbourg: Directorate General of Human Rights, Council of Europe. [http://www.coe.int/t/e/human\\_rights/equality/05.\\_violence\\_against\\_women/073\\_CDEG\\_2006\\_3.asp#TopOfPage](http://www.coe.int/t/e/human_rights/equality/05._violence_against_women/073_CDEG_2006_3.asp#TopOfPage) (accessed February 16, 2009)

**Keywords:** monitoring law and policy, violence against women, domestic violence, sexual harassment,

The report looks at the extent and costs of violence against women, as well as sources for assessing progress in Council of Europe (CoE) member states in recent years. It provides information on various measures that have been adopted to protect violence of violence: legal measures; safety measures, services, and support; and perpetrator re-socialization. It also considers intersections of these measures with child protection. The report presents ways to deter and punish violence against women (including sexual harassment and stalking), such as: penalization and prosecution, attrition and diversion; and advocacy. It surveys approaches to linking different legal frameworks; holistic approaches and awareness-raising; and a thorough overview of monitoring progress in CoE member states. It concludes with a summary and recommendations on measures to protect and empower victims; measures to punish and deter violence; and cross-sectoral measures.

11) Surtees, Rebecca. 2005. *Second Annual Report on Victims of Trafficking in South-Eastern Europe*. Geneva: International Organization for Migration (IOM). <http://www.iom.int/jahia/Jahia/cache/offonce/pid/1674?entryId=10161> (accessed February 25, 2009).

**Keywords:** trafficking, assistance framework, victim-centered approach, voice analysis, country reports, Albania, Bosnia- Herzegovina, Bulgaria, Croatia, The Province of Kosovo, The Former Yugoslav Republic of Macedonia, Moldova, The Republic of Montenegro, Romania, Serbia

This report provides a valuable contribution to the information and knowledge about trafficking to, through and from SEE. Importantly, the report covers the various forms of human trafficking occurring in the region, flagging that trafficking occurs for sexual exploitation, labor, begging, delinquency, and adoption. It also provides an analysis of profiles of trafficking victims identified and assisted throughout the region, with particular attention to sites of trafficking vulnerability and assistance needs. The report gives an overview of the existing victim assistance and protection structures currently in place in the region, including gaps and good practices. Furthermore, the report contains evidence of the heightened awareness and realization of the problem's complexity, of the enhanced capacity and effectiveness of victim protection and assistance including for children and of intensified exchange of information. The second annual Regional Clearing Point (RCP) report provides a sound analysis of the current trafficking-in-persons situation in the Balkans and, for the first time, supplies comparable data on victims trafficked from, to and through the countries of the region. Moreover, it draws attention to the fact that traffickers and their accomplices do respond to the counter-measures taken by modifying their modes of operation and their trafficking routes. It goes without saying that these findings will help to improve the efficacy of existing anti-trafficking structures at national and regional levels and serve as a valuable tool in framing future anti-trafficking policies.<sup>23</sup>

12) Limanowska, United Nations Children's Fund (UNICEF), United Nations Office of the High Commissioner for Human Rights (UNOHCHR), and OSCE Office for Democratic Institutions and Human Rights (ODIHR). 2005. *Trafficking in Human Beings in South Eastern Europe. 2004 – Focus on Prevention in Albania, Bosnia and Herzegovina, Bulgaria, Croatia, FYROM, Moldova, Romania, Serbia and Montenegro, UN Administered Province of Kosovo*. Prepared by Report by Barbara Limanowska. [http://www.osce.org/odihhr/item\\_11\\_13771.html](http://www.osce.org/odihhr/item_11_13771.html) (accessed February 25, 2009).

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Adapted from report foreword, p. 3.

**Keywords:** trafficking in human beings, prevention, South Eastern Europe countries

This report provides an overview of activities focused on the prevention of trafficking in human beings in South Eastern Europe (SEE), and is designed to supplement the information and analysis in two earlier joint UNICEF, UNOHCHR and OSCE/ODIHR reports on trafficking in SEE published in 2002 and 2003. The report aims to fill gaps in previous reports by addressing the issue of prevention of trafficking in human beings, including awareness-raising and re-integration processes. The report exposes changing modalities of trafficking in the region and responses from a range of actors. The report shows that, despite assistance from international and local organizations, most returning victims of trafficking still have to face the same difficulties that caused them to be trafficked in the first place: poverty, discrimination, lack of education and few job prospects. Prevention must be understood and analyzed in a broader socio-economic context, as do the responses to it. The change in the understanding of the problem and the broadening of the definition of trafficking to include other groups of victims (such as men trafficked for labor and internally trafficked women) necessitates the development of flexible programs that can react quickly to these changes. Essential to the success of such programs is the cooperation between institutions working on the issue of trafficking and those on development. Also, research on the impact of economic reform and development programs on trafficking in the region and on the demand side of trafficking is needed. The report concludes with the recommendation that prevention – that is, addressing the root causes of trafficking – should become the core of anti-trafficking strategies.

13) Council of Europe. 2004. *Legislation in the Member States of the Council of Europe in the Field of Violence Against Women*, prepared Jill Radford. Strasbourg: Council of Europe (Doc. EG 2004 2). [http://www.coe.int/t/e/human\\_rights/equality/05.\\_violence\\_against\\_women/094\\_EG\(2004\)2.asp#TopOfPage](http://www.coe.int/t/e/human_rights/equality/05._violence_against_women/094_EG(2004)2.asp#TopOfPage) (accessed February 25, 2009).

**Keywords:** Violence against women, Council of Europe, sexual abuse, sexual harassment, prostitution, trafficking, rape

This report details national legislation dealing with violence against women in 38 of the 45 Council of Europe member states. [...]The problem is, however, very difficult to evaluate properly, since violence often takes place in private and is frequently unreported and unrecorded and statistics need to be gathered. Many countries have reported that they have launched awareness-raising campaigns and/or changed their legislation in order to combat violence against women more efficiently. Several countries have introduced the possibility of using a restraining order, i.e. an order that prevents a violent person from contacting a protected person. [...] Another striking development is that a number of countries have recently adopted laws in fields that previously have not been covered by legislation, e.g. sexual harassment in the workplace and some countries have introduced legislation against female genital mutilation. [...] This publication is intended for all those who work towards combating violence against women. The Appendix at the end of Volume II contains some examples of good practice which will be updated later.<sup>24</sup>

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Adapted from report forward, p. 5.

### III. Mapping of Competences

#### 1. OPERA – Gender Training Books and Manuals

1) Gencheva, Mariya. 2005. Gender discrimination and the burden of proof in EU legislation. Comparative review of the legislation in force and the case law. Gender Education, Research and Technologies Foundation.

**Keywords:** gender equality manual

This publication is a part of a project of the Gender Education, Research and Technologies foundation, entitled: "Supporting the Judicial System in the Implementation of the Antidiscrimination Law in Bulgaria through Analysis of existing Policies and Case Law in EU in the field of Gender Equality". The project is implemented within the framework of the Judicial Development Project in Bulgaria (JDP) of the East West Management Institute. The JDP aims to assist Bulgaria in establishing the independence of its judicial system by supporting the democratic processes and the market reforms and also, to assist in the country's accession to the EU. The main components of the JDP are the training of the practitioners within the judicial system and the reform of the judicial administration.

2) Filipova, Pavlina and Vasiana Lyapcheva. 2005. Оценка на ажендър въздействието [Evaluation of the gender influence]. Sofia: Women's Alliance for Development.

**Keywords:** gender equality manual

Evaluation of gender influence must be recognized as indispensable by all policy makers. If some policies are considered as "gender neutral", the opportunities of different social groups of men and women would be ignored. This practical manual is prepared with the financial support of Foreign Affairs Ministry of Norway under the project Incorporating Women's Issues in Local Government Agenda to increase civic participation and policy development on the local level.

3) Videva, Diana and Yovka Pashova, ed. 2005. Заедно в борбата срещу домашното насилие: Знаем..., чуваме за него, виждаме последиците от него!!! [Together fighting domestic violence: we know about it..., hear about it, witness its consequences!!!]. Bourgas: Mecenatizdat.

**Keywords:** gender equality manual, domestic violence

This is a publication of the "Demetra" Association, which works at the local level in defense of victims of domestic violence. The publication includes typical cases of domestic violence developed by the Association and the police in Bourgas to help representatives of NGOs and other professionals.

4) Women's Alliance for Development. 2005. Как да работим на местно ниво за утвърждаване на равенството между половете [How to work on local level for confirming of gender equality]. Sofia: Women's Alliance for Development..

**Keywords:** gender equality manual, local communities

The development of this manual was funded through a program of the Foreign Affairs Ministry of Norway under the project Incorporating Women's Issues in Local Government Agenda. The implementation of this project started in September 2004 when the Women's Alliance for Development (WAD) Foundation started a new partnership project with two organizations: "SOS - Families in Disgrace" Association in Varna and European Compass Society in Silistra.

5) Women's Alliance for Development. 2005. Сборник от закони и нормативни документи за борба с трафика на хора [Collection of legal and normative documents for combating with trafficking of human beings]. Sofia: Women's Alliance for Development.

**Keywords:** gender equality manual, trafficking of human beings

The idea for the book arose from the need expressed by many professionals to have collective of all legislative documents and reliable data related to trafficking of human beings. This manual was published under a project by the Women's Alliance for Development (WAD), "Prevention of Prostitution and Trafficking in Two Bulgarian Municipalities" (September 2004-September 2005). The project was funded by the Democracy Commission of US Embassy in Bulgaria.

6) Stoycheva, Violeta and Daniela Dermendjieva. 2004. Да се учим на ненасилие. [Let's Learn the NonViolence (Educational training to Prevent Violence)]. Veliko Tarnovo: Open Door Resource Centre.

**Keywords:** gender equality training manual

This manual was prepared as part of a Bulgarian-Swiss project, "United Against Violence." It focuses on the recognizing and preventing different forms of violence. The manual is designed for the teachers in their work with children..

7) Stoycheva, Violeta (ed.) 2004. Образование за равни възможности. [Education for Equal Opportunities]. Veliko Tarnovo: The European Informational Center.

**Keywords:** gender equality training manual

This manual gathers materials on equal opportunities and anti-discrimination practices and focuses on understanding gender and promoting tolerance between the sexes in social life.. The materials have been used for teachers and children as young as 3 through high school age.

8) Stoycheva, Violeta, ed. 2004. Практикум по джендър обучение [Practice in gender training: Methodological elaborations]. Veliko Tarnovo: The European Informational Center.

**Keywords:** gender equality training guide

This teachers' guide for gender education was prepared for the project, "European Education Initiative for Equal Opportunities," conducted by the European Information Centre in Veliko Tarnovo. The guide targets teachers and trainers, and offers a variety of interactive methods for developing students' critical thinking, with the aim of breaking down discriminating gender stereotypes. The lessons are suitable for different ages and

several good practices are presented. A variant of full gender education program for high schools is included.

9) Vladimirova, Katya, Zoya Slavova and Tatyana Hadjimitova. 2004. ЖЕНИТЕ В ЕВРОПА [Information Kit for Parliamentarians and Media]. Sofia: Gender Project for Bulgaria Foundation.

**Keywords:** gender equality manual

The Information Kit for women in Parliament and in the media was produced by a network of women's NGOs under the initiative of the Network of East-West Women Polska (NEWW-Polska) with financial support of UNIFEM as part of a project that aimed to take advantage of the forthcoming integration with the European Union to strengthen women's economic rights and gender equality. The Kit was designed to support the socio-economic and gender equality of women from Central and Eastern Europe and to encourage the EU members and the other European countries to cooperate and work together more efficiently. This is a vision of Europe where all citizens are equal regardless of the fact whether they belong to the EU or whether they are male or female. The translation from English and the section about Bulgaria have been prepared by the Gender Project for Bulgaria Foundation. The Bulgarian edition is being published and edited with the financial support of Centre of Women's Studies and Policies in Sofia.

10) Boneva, Bistra, Mariya Neikova, and Teodora Petrova. 2003. ДЖЕНДЪР И МЕДИИ [Gender and Media - gender education methodology]. Gender Project for Bulgaria Foundation. Bul Koreni Publishing House.

**Keywords:** gender equality manual, methodology guide

This manual targets university teachers who interested in gender education and its challenges, though it could be used by a wider audience: journalists, professionals and representatives of institutions whose activities are directly connected with resolving the issues of men and women in Bulgaria. In four sections, the manual covers issues of gender theory, human rights, education, communication, and the media. It also provides tools for evaluation.

11) Gender Project for Bulgaria Foundation. 2003. РОМСКИТЕ ЖЕНИ МОГАТ [Roma Women Can Do It Booklet]. Sofia: Gender Project for Bulgaria Foundation.

**Keywords:** gender equality manual, Roma women

This booklet published in Bulgarian and English, targets Roma women. It covers a range of topics to support their participation in politics and public life.

12) Bulgarian Gender Research Foundation. 2002. ДОБРИ ПРАКТИКИ НА АДВОКАТИ [Good Practices of Lawyers Fighting Domestic Violence].

**Keywords:** gender equality manual, domestic violence

The tool presents the experiences and good practices of lawyers, providing legal assistance to women who have endured violence.

13) Gender Project for Bulgaria Foundation. 1999. РЪКОВОДСТВО ПО ДЖЕНДЪР ОБУЧЕНИЕ. [Gender Education Manual]. Sofia: Gender Project in Bulgaria Foundation.

**Keywords:** gender equality manual, gender education

The methodology in this manual was developed with the support of the Embassy of the Kingdom of the Netherlands in Bulgaria (Matra/KAP Program). It was designed for secondary school teachers and provides model syllabi, articles, and teaching methods related to gender and human rights.

## 2. FRAGEN – Archives and Documentation Centers

There is no archive or documentation centre specialized in gender equality policies at the national level. Non-governmental organizations have archives and on-line resource sections with their own publications:

### **Animus Association Foundation**

85 Ekzarh Yossif str. 1000 Sofia, Bulgaria  
Telephone/Fax: +359 2 983 52 05; 983 53 05; 983 54 05  
e-mail: [animus@animusassociation.org](mailto:animus@animusassociation.org)  
publications: <http://www.animusassociation.org/bg/publications.html>

### **Bulgarian Gender Research Foundation**

5 Evlogi Georgiev Str. 1142 Sofia, Bulgaria  
Tel./Fax: +359 2 963535  
e-mail: [bgrf@fastbg.net](mailto:bgrf@fastbg.net)  
publications: <http://www.bgrf.org/bg/publications/>

### **Center Nadja Foundation**

Address: Benkovski Str 12A - entr A, Sofia 1000, Bulgaria  
tel: (+359 2) 9819300  
fax: (+359 2) 9894174  
e-mail: [nadja@cablebg.net](mailto:nadja@cablebg.net)  
publications: <http://www.centrenadja.hit.bg/library-bg.htm>

### **Center of Women's Studies and Policies**

Triaditca 6 str., fl.1, room 101, Sofia, Bulgaria  
Tel/Fax: +359 2 980 62 65  
e-mail: [cwsp@cwsp.bg](mailto:cwsp@cwsp.bg)  
publications: <http://www.cwsp.bg/htmls/page.php?category=351>

### **Gender Education, Research and Technologies Foundation**

PO box 963, Sofia 1000  
tel. +359 2 988 78 55  
fax +359 2 988 78 56  
e-mail: [marinova@mbox.cit.bg](mailto:marinova@mbox.cit.bg)  
publications: <http://www.gert.ngo-bg.org/rubrique16.html>

### **Gender Project for Bulgaria Foundation**

37 B, Parchevich Str., ap. 4, 1000 Sofia, Bulgaria  
tel. +359 2 986 47 10  
fax +359 2 981 56 04  
e-mail: [gender@fastbg.net](mailto:gender@fastbg.net)  
publications: [http://www.gender-bg.org/\\_bg/izdania.html](http://www.gender-bg.org/_bg/izdania.html)

### **Gender Studies Center**

Sofia University "St. Kliment Ochridski"  
Faculty of Philosophy  
15, Tzar Osvoboditel Blv., 1504 Sofia, Bulgaria  
Phone: +359 2 987-10-46  
publications: <http://www.uni-sofia.bg/resources/gsc/bg/library/index.html>



**National “Violence Against Women” Monitor Program**

publications: <http://www.bulgaria.stopvawmonitors.org/index.php?id=343&cid=1086>

**Women's Alliance for Development**

42 Janko Sakazov Blvd. 1504 Sofia, Bulgaria

tel. +359 2 843 11 76

e-mail: [wad@women-bg.org](mailto:wad@women-bg.org)

publications: [http://www.gender-bg.org/\\_bg/izdania.html](http://www.gender-bg.org/_bg/izdania.html)

### 3. OPERA – Gender Training

The **Consultative Commission on Equal Opportunities for Women and Men**, established within the Ministry of Labor and Social Policy in 2004, is the only public body in charge of developing, coordinating, and implementing the state policy on equal opportunities for men and women. The responsibilities of the Commission are multiple and include developing gender training programs for civil servants and creating focal points in the individual ministries and institutions. Two National Action Plans for Promotion of Gender Equality were adopted in 2005 and 2006, which included the delivery of gender trainings. Ministries and state agencies are responsible carrying out the plans.

Trainings for 2005-2006 included topics like the protection of human rights, equal opportunities for women and men, and methods for the achievement of gender equality. These trainings targeted:

- leaders, experts, employees form the units for development of the human resources in the ministries and organizations;
- employees in the Ministries and organizations, responsible for implementation of gender equality policy;
- members of the national Council for Gender Equality.

Below are the most relevant trainings delivered under this plan. There is no further information which of these preliminary planned training projects was conducted:

1) Training for employees from the local administrations for promotion of the capacity for combating social isolation and integration of groups at risk from poverty.

Responsible party: Ministry of Labor and Social Policy, Regional and Municipality Administration.

2) Preparation of offer to the high schools for inclusion of the problems for gender equality, protection against discrimination, based on gender and "gender" education in the process of training and qualification of teachers.

Responsible party: Ministry of Education and Science

3) Elaboration of a program and conduction of training seminars in the sphere of the strategically planning of regional policy, with a view to achievement of gender equality in the decision making process regarding the regional development.

Responsible party: Ministry of Regional Development and Public Works

4) Conducting periodic trainings of magistrates to raise their awareness and improve their preparedness to execute the legislation in the field of trafficking and domestic violence.

Responsible: Minister of Justice

5) Trainings of employees of Employment Agency, Job Agencies, Agency for Social Support to work with victims of trafficking and domestic violence.

Responsible party: Minister of Labor and Social Policy

At the time of writing, there were no organizations specialized in gender trainings, nor are their specialized websites or publications specifically for trainers.

Non-governmental organizations provide a range of trainings as part of funded projects. These include:

**Gender Project for Bulgaria Foundation**

37 B, Parchevich Str., ap. 4, 1000 Sofia, Bulgaria

tel. +359 2 986 47 10

fax +359 2 981 56 04

e-mail: [gender@fastbg.net](mailto:gender@fastbg.net)

web-page: <http://www.gender-bg.org/>

Provides training for raising the awareness of gender-related issues.

**Training Centre, Women's Alliance for Development (WAD) Foundation**

42 Janko Sakazov Blvd. 1504 Sofia, Bulgaria

tel. +359 2 843 11 76

e-mail: [wad@women-bg.org](mailto:wad@women-bg.org)

web-page: <http://www.gender-bg.org/>

Offers adults training in gender equality.