



Quality in Gender+ Equality Policies

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State of the Art and Mapping of Competences Report: Bulgaria

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: 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. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+ equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at www.quing.eu.

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 parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. 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 itself 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 centres specialized in gender equality policies on national level.

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Introduction

At the end of the 1990s a few non-governmental organisations began to work actively in the field of gender equality in Bulgaria. With the available funding from different international organisations a serious number of general gender equality policy analysis were published.

In the academia, at about the same period, the social scientists working in different areas began to integrate gender perspective into their investigations and part of this personal interest premised the special focus of the studies mainly in economics, demography and sociology.

The studies written mainly by different NGO's and academia experts are about the necessity of legislation on gender equality and establishing new institutional mechanisms ensuring implementation of the newly adopted laws. The comparative literature included the overviews of legislation of EU countries and reports on what was the current situation of gender equality in Bulgaria as an accession country. In this regard, it must be mentioned that the most relevant articles have been written at the time of the debate and the adoption of the gender equality Acts in the country (2004). Some of the earlier published articles are still relevant however because The Bill on Equal Opportunities for Women and Men was twice rejected by the National Assembly in 2002 and 2003 and has not been adopted so far and this remains an actual issue for gender equality policy analyses in Bulgaria. After the gender equality legislation has been partly harmonized with the EU, the issue of building institutional mechanisms for effective policies became one of the main focus of those kind of studies.

The studies on gender equality policies in general still lack the awareness of the different intersections of gender and other socially excluded categories such as disability, ethnicity and sexual orientation, for instance. Nevertheless, due to the efforts of the Bulgarian NGOs, as part of their projects and programs, some reports about gender and ethnicity (specifically Roma women) have been written.

Non-employment

There is an obvious lack of investigations concerning *non-employment*. Often, the studies on unemployment that take into account the gender aspect, approach the issue emphasizing "the groups of risk" in which women are included and thus, the labour market is set directly and unreflectively against the private domain. Other studies analyze the different general ongoing processes of transition and feminisation of poverty in Bulgaria; European integration and gender equality in the labour market, globalisation, etc. The problem of poverty is linked with ethnic minorities and multi-child families issues, but rarely the unpaid work at home is an object of investigation. The surveys use preferably quantitative methods. Few studies investigate the different points of view and social attitudes of other participants in the processes. In the reviewed publications the studies about women's participation in the labor market and women's employment prevail and they reflect the dominant official discourse of policy making in the field.

Intimate citizenship

The analytical approaches toward the issue of *intimate citizenship* confirm the

impression of the invisibility of the private domain since the problems of partnership are studied almost only in the perspective of the family and demographic policies. There is sufficient number of publications, but most of them stress upon the general tendencies and not on the gender dimensions of the problems. It is a fact that demographic crisis has been and still is the priority problem for the Bulgarian state policy. That could be the reason of great importance explaining why the studies about partnership, parental and reproductive rights (conducted by the state institutions and academic organisations) differentiate women by their “fertility age” and are so closely related to the problems of “lost values” of the traditional family. The demographic crisis itself opened a public debate about ethnicity, since the families from Roma and Turkish minorities in Bulgaria as a whole did not experience the drop of birth-rates, but an independent study (outside the governmental agenda) about these processes has not been conducted so far.

The migration processes and their gender aspect are also framed in the official demographic discourse, which turn the negative notion “brain drain” into “oval drain”. The issue of sexual orientation is very little investigated as well as same-sex marriage. Even the NGOs working on gender equality do not consider these issues as part of their activity and these issues are studied occasionally only by human rights perspective. This is the reason why there is insufficient data in the field and Bulgaria as a country is missing from the recent international reports on homosexual rights.

Gender-based violence

The issue of *gender-based violence* also opposes the private and public. There is still a high level of tolerance toward the phenomenon of gender-based violence and particularly domestic violence, that it considered by the half of the society in Bulgaria to be an issue more of a private matter than a public policy concern. Although there are NGOs at the national and local level which have already been working primarily in help of women who have experienced physical, sexual and psychological violence and have published practical guides and training materials, there are limited number of analytical texts dedicated to the issue. In the recent years some sociological studies on gender-based violence have been made, but due to their academic character they lack publicity and the results of researches are not brought down to reflect on policy analysis.

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 the report is to overview all the aspects of the actual state of equal opportunities of men and women in Bulgaria. Comparison is made between legislation from 2002 to 2005. The report presents the existing institutional mechanisms, policies and programmes for encouraging the gender equality, pointing out the shortcomings. The study identifies general lack of awareness among the men and women about the way the inequalities influence their everyday life. The report also indicates absence of political will to put into effect the existing national and European public policies of gender equality. The recommendations in the report are directed to the legislation – a special Law on equal treatment of men and women which should be adopted, the National Strategy on Gender Equality developed and the proper funding guaranteed. Other recommendations are directed to mechanisms for monitoring policies – annual analysis and report of the programs aimed to women must be made and a system for monitoring and investigating purposes of indicators must be elaborated.

2) Ilieva, 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 new member states and sccession countries of the European Union.] Open Society Institute. Center for Women's Studies and Politics
http://www.soros.org/initiatives/women/articles_publications/publications/equal_2005_0502/eowmbulgaria_2005.pdf (accessed 20 March, 2007)

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

The report overviews the aspects of gender equality in different social spheres and presents the current situation of the equal opportunities for men and women in Bulgaria. The policy analysis makes comparison between 2002 and 2005 in order to outline the changes in the national legislation concerning gender equality. The report analyses the existing institutional mechanisms, policies and programmes encouraging the equal opportunities for men and women and pointing out some disadvantages. The survey in the report identifies general lack of information among men and women about gender inequalities as well as absence of political willingness to implement the Bulgarian and European gender equality policies.

3) Stoyanova, Karpa, 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

The article analyses the conceptual framework for equal treatment of women in the context of the adopted engagements in the Millennium Goals for Bulgaria (2003). The two main problems of investigation in the article are the elimination of the gender pay gap and ensuring the women's participation in the governance.

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/bg/ombudsman/fileSrc.php?id=210> (accessed March 20, 2007).

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.¹

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. The cooperation between the civil society and the state institutions.]. Sofia: Bulgarian Gender Research Foundation

Keywords: policy analysis, gender equality, Bulgaria-EU

The publication overviews the gender equality legislation in Bulgaria and in different European countries. It reviews also the necessity of policy ensuring gender equality, the understanding the problem by the state institutions and their own willingness to build mechanisms protecting the rights of both men and women. Policy analysis on perspectives and the role of the women in the social and political life is made. The results of sociological studies and conferences presented in the book outlines the actual problems of equal treatment of women in Bulgaria in general. The publication presents also the working programme 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].

www.women-bg.org/docs/Men.pdf (accessed 20 March, 2007)

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

¹Abstract of the book: <http://www.csd.bg/publications.php?y=2003>

government, Bulgaria

Project "Parity Bulgaria" was a campaign for more women participating in the local elections in Bulgaria in 1999. The publication presents the women's participation in Bulgarian politics. In the book you could find a lot of data and analyses related to situation and limitations of women's political participation. The present representation of women at all levels of decision making is symbolic: Parliament -12%, local parliament- 23,5%, 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

The study is devoted to the Fourth World Conference on Women-Beijing. The problem of women's participation in the political life and decision making in Bulgaria is analysed by lawyers, sociologist and historians. The publication presents historical and policy analyses and the results of the sociological investigation of the political elite in the country. The study concludes that the women's political rights in Bulgaria are just imaginary because of the inadequate legislation, the stereotypes in the society and the lack of encouraging measures for women's political participation.

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*]. edited by Ralitzia Muharska. Sofia: POLIS.

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

The article presents a critical analysis of governmental and non-governmental gender equality policies in Bulgaria. A special attention is paid to some sociological and demographic studies justifying "mothersim" and serving to the governmental agenda for introducing the official State demographic and family policies using politically incorrect terms.

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.

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

The study is focused on the problem of the human rights of women in the general International Public Law and the role of the United Nations system played. The author deals with the following thematic areas. Part I reviews the history of the women rights, especially after the Second World War. The main relevant dispositions are in the Charter of the United Nations, the Universal Declaration on

the Human Rights (1948), and the conventions, developing the fundamental women's rights as the rights of the married woman, the marital rights and the political women's rights. An important stage in the process of the promotion of the women's rights as human rights represents the adoption of the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights (1966). These international instruments reflect the increased attention paid to the problem of the human rights of the women in the international public law in the middle of the 20th century.²

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 20 March, 2007)

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

The paper presents a general overview of the situation of gender equality in Bulgaria in different social spheres. The distribution of household work and domestic tasks at home are shown to be women's burden. The discriminations on labor market is still prominent, 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 analyses the role of the Bulgarian NGOs dealing with gender issues. The results shows that women's groups and organisations represented a relatively small part of the 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 as well as civil society. Women, citizenship and civic education: some considerations. There is a need to build up an active and gender sensitive women's lobby in Parliament, really ready to play an active pro-women role.

11) Moulechkova, Irina, Plamenka Markova, and Genoveva Tisheva. 2004. *Information Sheet: The enlarged EU and its agenda for a wider Europe: What considerations for gender equality? EU candidate countries.* Bulgarian Gender Research Foundation.

http://www.eurosur.org/wide/EU/Enlargement/IS_candidatecountries.htm (accessed 20 March, 2007)

Keywords: policy analysis, gender equality, Bulgaria-EU

²Abstract obtained from Yearbook 2004 (1): http://ipn.bas.bg/Yarbook_IPN.htm

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 labour administration is needed, particularly a mechanism for labour inspection and a properly functioning and effective legal system. The article makes recommendations for policy change: 1) to the EU institutions to monitor closely the implementation of the new adopted standards on gender equality and exert pressure on the government in the region to adopt a consistent gender equality policy and gender mainstreaming approach; 2) to the national governments for establishment institutional mechanisms for gender equality. Guarantees for the effectiveness of already existing public bodies should be given and they should be supported by appropriate and sufficient personal and financial resources; 3) additional budgetary resources should be allocated to monitor the effects of liberalisation 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 (accessed 20 March, 2007)

Keywords: legislation overview, gender equality machinery, Bulgaria

It is obvious from the situation described that the establishment of a gender equality machinery is a slow and painful process in Bulgaria. The reasons for that are both objective and subjective and the formal equality concept inherited from socialist times is one of the main causes. There should be increased pressure from the EU institutions during the negotiation process for establishing the gender equality machinery as part of this process. Despite the fact it has been identified as one of the problem areas in the Progress towards the accession reports of the EU Commission, no specific recommendation was addressed to the Bulgarian government. Last, but not least, the support of the activities of NGOs which made gender issues visible is highly recommended. Women's NGOs stay behind all the initiatives mentioned above and make continuous efforts to make them reality. Research, education, information and awareness raising, counselling services and legal assistance, especially in cases of gender discrimination, should be encouraged³.

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 20 March, 2007)

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

The successful defense of the interests of women as a group confronting the potential risks and conflicts, and the social cost to be paid in this unprecedented transition to democracy and a market economy depends crucially on the development and implementation of social policies for activating and mobilizing

³Abstract taken from the summary of the paper pg. 8: www.ewla.org/wf_dl/Paper_Ganeva.doc

women. The aim of this project is 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 women⁴.

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*. Paper presented at the IAFFE Conference "Central and Eastern Europe: A Feminist Economic Dialogue on Transition and EU Enlargement", January 21 - 22, 2005, Budapest, Hungary.

http://www.globalizacija.com/doc_en/e0073rob.htm (accessed 20 March, 2007)

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

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. In the expert opinion of the authors, currently the most suitable one is applying a fund structure. It will allow for 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.⁵

15) Open Society Institute. 2005. *Equal opportunities for women and men: monitoring law and practice in new member states and accession countries of the European Union*. New York: OSI.

http://www.soros.org/initiatives/women/articles_publications/publications/equal_20050502/ (accessed 20 March, 2007)

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

The findings and recommendations in *Equal Opportunities for Women and Men* are based on monitoring conducted by national gender equality experts and local NGO

⁴Abstract of the paper, pg. 2.

⁵Abstract obtained from the text on web-page: http://www.globalizacija.com/doc_en/e0073rob.htm

representatives in Bulgaria, the Czech Republic, Estonia, Hungary, Lithuania, Poland, Romania, Slovakia, and Turkey. The report describes existing national institutional mechanisms, policies, and programs on gender equality, and highlights several shortcomings. The research identified a general lack of awareness among men and women about how gender inequality affects their daily lives as well as a lack of political will to enforce existing national and EU gender equality policies. The report's 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 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 successful⁶.

16) International Helsinki Federation. 2000. *Women 2000 - An investigation into the status of women's rights in Central and South-Eastern Europe and the Newly Independent States*.

http://www.ihf-hr.org/documents/doc_summary.php?sec_id=3&d_id=1458 (accessed 20 March, 2007)

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

This is an excellent and thorough report critically reviewing the national gender equality legislation and providing an comprehensive information about women's economic, political and social rights. The Bulgarian country report pages:101-119.

17) UNICEF. 1999. *Women in transition*. The MONEE Project CEE (CIS) Baltics, Regional Monitoring Report N6 1999. UNICEF.

<http://www.unicef-icdc.org/cgi-bin/unicef/main.sql?menu=/publications/menu.html&testo=Lunga.sql?ProductID=36> (accessed 20 March, 2007)

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

The 1999 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 Annex⁷.

⁶ An overview form the publication's web-page: http://www.soros.org/initiatives/women/articles_publications/publications/equal_20050502 (accessed 20 March, 2007)

⁷Abstract of the book:

2. Non-employment

2.1. Bulgarian sources

1) Dimova, Lilia, and Polina Radeva. 2006. *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> HYPERLINK "http://www.women-bg.org/docs/jenite i neformalnata ik_en.pdf" _ (accessed 20 March, 2007)

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

This report analyses the present situation of women in the informal labour market in Bulgaria and calls for developing a gender sensitive strategy to ensure the economics right of women. The report argues that the informal economy gives women real or illusory opportunities to survive and maintain a decent standart of living in the present day, but it deprives them of prospects and social security in the future.

2) Kirova, Alla, and Kapka Stoyanova. 2005. *Джендър измерения на пазара на труда, заетостта и социалното осигуряване*. [Gender dimensions of labour market, employment and social security] *Economic Thought* 3: 24-41.

Keywords: economic study, policy analysis, gender inequality, labour market, Bulgaria

The equality level of women and men on the labour market and in the social security field is evaluated. Gender differences in the employment rate and profiles are studied. The specific job-seeking behaviour of women and men is analysed, as well as the impact of universal and gender determined subjective and objective barriers on the labour market. The gender situation in the filed of employment is outlined as an indicator of the quality of relevant policies for equal access to the labour market and the existing acts of gender inequality are identified. The horizontal and vertical gender employment segregation, as well as their combined impact on women's and men's employment positions is analyzed. Issues concerning equal treatment of gender in the pension security system in Bulgaria are discussed.⁸

3) Vladimirova, Katya. 2005. *Заетостта и работното време. Джендърни аспекти* [Employment and working time. Gender aspects] *Population* 1-2:102-113.

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

In order to evaluate and measure the degree of equality, the achievements regarding equal opportunities for women and men on the labour market, it is necessary to take into consideration the volume and structure of aggregate work

<http://www.unicef-icdc.org/cgi-bin/unicef/main.sql?menu=/publications/menu.html&testo=Lunga.sql?ProductID=36> (accessed 20 March, 2007)

⁸ Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=c7f0a5e8-da0e-4fb4-a7d3-0b9b632ce84f&articleId=20b647d1-0086-46b5-9f27-30dd8e84338c> (accessed 20 March, 2007)

time for both sexes and especially their share in paid and unpaid work. In what concerns the working time, studies show that since childhood, men's life is structured mainly around professional work. Family responsibilities of women have increased lately since they are requested to dedicate more time to their professional work. The stress and the fear are a permanent condition. The large weekly working hours extent of women has harmful effects of personal and of social significance: feeling of tiredness, of premature wearing out, difficulties in accessing to complementary qualification or re-conversion, difficulties in finding and keeping a job. In conclusion, there is no doubt that these phenomena can have but deeply negative consequences on the labour market functioning and on the families as well. This state of affairs should be realised by the governing bodies and by the society, if a true wish exists to understand the fluctuations of productivity, the demographic crisis or the migration processes⁹.

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, labour market, employment, gender discrimination, gender equality, qualitative survey, sociological study, Bulgaria

The sociological survey aims to investigate the employers attitudes toward the issues of gender equality on the labour market. The study outlines the causes leading to gender and identifies the prerequisites of such inequalities in the actual labour legislation in Bulgaria. 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]. *Population* 1-2: 93-105.

Keywords: economic study, policy analysis, labour regulation policy, Bulgaria

An accent is put on the problem of gender inequality in the field of labour and employment conditions for some specific requirements about the women's labour protection. The influence of some new circumstances over the state of working environment during the period of transition to a market economy is analyzed. The problem connected with the normative requirements for healthy and safety conditions of work is posed in point of view of their observing in the practice, when a number of infringements are made. Also are examined the special regulations for labour and protection of women, part of them refer to all working women and others, which are intended for protection of pregnant women and mothers.¹⁰

6) Stoyanova, Kapka and Alla Kirova. 2004. *Социално-икономическа*

⁹Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=aba26e4c-e167-4ee3-a4e9-98a12751c80b&articleId=9d690c3a-1ba7-4587-abcb-a92b7c5053ae> (accessed 20 March, 2007)

¹⁰Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=f4368e60-33ba-4640-aadd-e7f32cd2ddeb&articleId=2d5ec130-7e31-4dc2-9899-446f2a010599> (accessed 20 March, 2007)

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 labour market, Bulgaria

Women of active population who found themselves in unequal positions due to the actual legislation and its ineffective enforcement are the target group of the study. The study stresses on the barriers and motivation of women in the labour market and employment. The aim of the study is on the ground of the analysis and on the assessments of women's unequal opportunities to define concrete recommendations for improving the actual policy in gender equality and new approaches, policies and mechanisms for gender equality.

7) Nikolova, Maria. 2003. Домашният труд – сфера на разделение и неравнопоставеност. [Domestic work – a sphere of division and inequality]. *Population* 1-2:150-163.

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

The article reveals basics of the scientific interest in domestic work as specific "domestic" mode of production. The importance of this problem is explained from demographic point of view, as domestic work is connected with normal functioning of the family, and with population reproduction. The study of domestic work, in itself as well as in relation to professional work, leads to the conclusion that there exists a fundamental asymmetry of division of labor by gender, and new models of dominance and subordination in family and society. The hypothesis is stated, that the importance of domestic work for the population increases under the conditions of transition, crisis and mass unemployment, while at the same pressure for women at home rises, limiting her professional and personal realization, and leading to degradation of their health status.¹¹

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 behaviour, labour migration, qualitative survey, groups of risk, Bulgaria

The high unemployment rate in Bulgaria is accompanied by a growing share of groups of risk consisting of person in inequivalent situation on labour market. This survey meets the need to demonstrate a differential approach to specific features of employment and unemployment. In those groups of risks are included persons with heavy physical and sensor damages, individuals from multi-children or one-parent families, women – heads of families, young people, large proportion of people proceeding from ethnic minorities with low qualification and education level living in poverty. Attention of the survey is focused on behaviour models in a situation of unemployment and moods of self-controlled entrepreneurship. Another focus is on the unemployment's impact upon marital and reproductive moods of unemployed.

¹¹ Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=7b88b817-31ca-4105-8f6c-48095a255c94&articleId=62358f41-03ba-43a0-87d0-b85f63c08273> (accessed 20 March, 2007)

The general conclusion recommends differential approach towards groups of risk on theoretical and practical level resolving their problems and creation of public opinion concerning their multiple aspects.

9) Vladimirova, Katya. 2003. Работното време и заетостта по пол. Социални и икономически предизвикателства. [Working time and employment by gender. Social and economic challenges] *Population* 1-2: 136-149.

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

Untapped potential exists to increase employment, especially the professional employment for women. The idea is to redistribute the aggregate time in general and the working time in particular. The social organization and the restructuring of the time for work and the working time and the achievement of greater justice and solidarity in gender perspective and on a group by group basis could offer greater opportunities to Bulgaria's economic, social and demographic policy. There is injustice and inequality between men and women vis a vis the time for work as time of professional employment to earn an income, the time for the reproduction of the family as time to give birth to children and to bring them up, the time for household chores and for tending sick members of the family and the time for homestead farming. While women were increasingly employed in the 1960s and 70s and approximated the levels of male employment in the mid 1980s, this professional employment did not rid them of the work they did in other areas. In the case of women the redistribution of the time for work ate up from their leisure time and left them less time to recover and improve professionally. Today with the market economy environment in place this unchanged social organization poses serious problems concerning the women's access to employment, professional career and economic independence. The article treats these and some other gender dimensions of working time and employment and advances the idea of new time management and organization and a fairer division of the time between the society and the family, between the generations, between men and women. The article concludes with a vision of relevant policies.¹²

10) Kirova, Alla, and Kapka Stoyanova. 2001. Оценка на нормативната уредба и политики за равнопоставеност на жената-майка в семейството и професията. [Evaluation of normative order and policies for equaling the woman - mother in the family and the profession] *Economic Thought* 6: 56-74.

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

The actual and insufficiently solved problems, connected with the equaling the woman - mother in her participation on the labor market, in the profession and in raising the children are examined. In order to achieve harmonizing of the legislation in this area with this of the European Union, a critical analysis is made of the acting legal norms, as well as of project law for the equal opportunities of men and women. On this basis are made concrete suggestions for their improving. Focused is on the policies for the woman-mother from the point of view of the interests of the children.

¹²Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=7b88b817-31ca-4105-8f6c-48095a255c94&articleId=de646d7b-b52c-44e2-b5c5-fb5fab1ef748>

As priorities are defined the policies for her labor employment, in the area of the services for raising the children and stimulating the partnership in the family.¹³

2.1.1. Comparative studies

11) Dimova, Lilia, ed. 2003. *Жени, труд и глобализация*. [Women, labour and globalisation.] Sofia: Women's Alliance for Development, Agency for Social Analyses. <http://www.women-bg.org/docs/publication.pdf> (accessed 20 March, 2007)

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

The national representative survey "Women, Labour, Globalization" was conducted by WAD and ASA, under the UNIFEM regional project for Bulgaria, Hungary and Kazakhstan related to Economic Possibilities and Challenges to Women. The survey gave to professionals from different areas (NGOs, GOs, social observers, etc.) reliable data for women's participation on labour market, for limitations in front of women in all social levels and information about personal life strategies of Bulgarian women from all social and ethnic groups.¹⁴

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

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

The gender-based social inequalities on the labour market based on gender are the main subject of the comparative investigation. The focus of the study is on labor market and paid work and does not include the unpaid work in the households. The study used statistical data taken primely from UN and EU sources. The study analyses the risks and the new opportunities for women in Bulgaria in the context of large international comparative perspective. Such perspective helps the women's problems and chances on the labour market during the transitional period to be better outlined. The comparison is made between "the societies in transition" and the developed countries in Europe, North America and Asia. Some of the countries were chosen because of the historical and cultural similarities as well as because of the ongoing process of European integration.

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 20 March, 2007)

Keywords: economic study, gender and transition processes, gendered sectoral

¹³Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/aspx/?issueID=66b8bf59-b0ea-4e51-966e-c8edc648d2a5>

¹⁴Abstract obtained from: http://www.women-bg.org/index_en.html (accessed 20 March, 2007)

reallocation of labour, 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 labour 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 labour 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 labour market outcomes.¹⁵

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* 1:43-66.

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

The article presents the main findings of the basic paper contributors at the workshop under the above title. The aim was to increase gender awareness and open channels of discussion on the new migration from Bulgaria by gender. The authors have delivered papers on gender dimension issues of the emigration process in Bulgaria since 1989 onwards and have 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 - by age, reason for migration, education, ethnic group, geographical destination of the Bulgarian migrants, etc. Gender aspects of external migration statistics, labour 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 EU¹⁶.

15) Kolev, 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 20 March, 2007)

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 Programme (ISSP) to examine the multiple aspects of vulnerability in the labor market in Bulgaria in the late 1990s. The paper starts by

¹⁵Abstract obtained from: <http://ideas.repec.org/p/iza/izadps/dp2476.html>

¹⁶Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com.aspx/issuedetails.aspx?issueid=178dfa62-6a7e-4d61-beb8-4a037c556262&articleid=782a454c-1c2a-48f9-b8fe-d7afbafb1d73>

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 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.”

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. <http://karat.org/documents/Kniga1.pdf> (accessed 20 March, 2007)

Keywords: policy analysis, gender equality, legislation for equal opportunities, reallocation of labour, 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 programmes promoting gender equality in Bulgaria was hampered by the rejection of the Draft Act on Equal Opportunities in 2002.

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, semiparametric 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 noneconomic 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, an Oaxaca decomposition indicates that men's wages are 24% higher than women's wages and 86 to 105% of this differential is due to differences in how men and women are rewarded for the same characteristics.¹⁷

18) Kovacheva, Siyka. 2002. Work flexibilisation and its impact on family relationship in Bulgaria. *Sociological Problems* 34:196-211

Keywords: sociology, globalization, informalisation of labour, flexible labour, Bulgaria

Flexibilisation of work is one of the major social trends in the process of globalisation. Various patterns of flexible labour are found at the core and the margins of global economy, providing better opportunities for independent and self-fulfilling life, as well as greater risks for precariousness and impoverishment. While in the West part-time work has become the dominant form of flexible work, in post-communist countries informalisation of labour is the norm. Flexible employment in Bulgaria develops in line with the general social liberalisation resulting in less formal regulation, more insecurity and greater diversity of work.

¹⁷Abstract obtained from:

<http://www.sciencedirect.com/science/article/B6WHV-46DSJ2Y-3/2/6e229fbc40362565dd3e3797a1659ffd>

While there is a great 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) UNDP. 1998. *Women in poverty: An assesement of the Bulgarian anti-poverty policies and strategies*. Geneva: ILO.

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

The survey conducted under the project provided abundant information to analyse the extend and causes of poverty among women in Bulgaria and the identification of the most affected groups. The overall review of the programmes 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 needs to be based on a positive attitude by society as regards equality of treatment and opportunity for men and women.¹⁸

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 (accessed 20 March, 2007)

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

In this report a number of recent national policy reforms or debates about tax/benefit reform that relate to the ‘making work pay’ agenda set by the recent Communication ‘Modernising Social Protection for More and Better Jobs – a comprehensive approach to making work pay’ are reviewed. The parental leave and childcare provisions in the 30 countries of this study are compared. The Communication also identifies the important role played by support mechanisms in relation to care responsibilities for ‘making work pay’. The national reports have demonstrated that a potential gender differentiated impact can be identified when a gender

¹⁸Abstract from the book Summary, pg: vii-ix.

mainstreaming perspective is brought to the analysis.

21) UNIFEM. 2006. *The story behind the numbers: women and employment in Central and Eastern Europe and the Western Commonwealth of Independent States*. <http://www.unifem.sk/uploads/doc/UNIFEM%20Women%20and%20Employment%20-%20Final.pdf> (accessed 20 March, 2007)

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

This report examines women's labour 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 labour 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 labour 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.¹⁹

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.

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

On the basis of the national reports and Foundation survey analysis, this report presents a comparative study of working conditions for women in 10 central and eastern European countries (CEECs). The evidence shows that, broadly, the situation of women in these countries today is similar to that in western Europe in terms of gender segregation. However, some interesting differences emerge: gender pay gap, rapid increase in private service sector employment for men, gender segregation in pay and in occupational categories – women are under-represented in high level managerial positions. Because of cultural expectations as well as financial constraints less than 1% of the cases fathers choose to take childcare or parental leave. Other social policy factors, such as unemployment benefits system, and low pay, may make it uneconomic for women to remain in employment. If social benefits maintain gender stereotypes, there is no real intervention to challenge the

¹⁹Abstract of the report obtained from: http://www.unifem.org/resources/item_detail.php?ProductID=66

conservative gender contract in the household.

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

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.²⁰

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 Bulgarian Newspapers Dnevnik Daily, March 2001 – May 2005]. *Sociological Problems* 3-4:165-186.

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

The 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 Bulgarian²¹.

2) Todorova, Irina and Tatyana Kotzeva. 2005. Социалното конструиране на безплодието в българското общество. [Social Construction of Infertility in the Bulgarian Society]. *Sociological Problems*. 3-4: 215-243.

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

²⁰http://books.google.com/books?id=O_tXHTK2kQUC&dq=%22Emigh%22+%22Poverty,+Ethnicity,+and+Gender+in+Eastern+Europe+During+...%22+ (accessed 20 March, 2007).

²¹Abstract of the article:

The paper 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. 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 come to the conclusion 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 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.²²

3) Kotzeva, Tatyana, and Dora Kostova. 2004. Начини на живеене, 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]. *Population* 1-2:53-66.

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), cohabitations, marriages, birth of a child or in general all stages in life course of young adults. The article presents the main trends of socio-demographic development of young people in Bulgaria since the beginning of the 90s. Living arrangements, decrease of marital rate, spread of cohabitations in the age 15-24 have been delineated and explained within the social context of the 90s. 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).²³

²²Abstract obtained from the article at the CEEOL:
<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=86d7c134-47fd-4df8-b626-9dd3d2b66865&articleid=7e576619-0182-4dd7-a67f-5721afa85fac>

²³Abstract obtained from the article at the CEEOL:
<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=f4368e60-33ba-4640-aadd-e7f32cd2ddeb&articleid=0d7c4bec-c777-4d36-ac64-b5202e3c6be4>

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]. *Population* 1-2:36-55.

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

For several decades, the high level of early fertility has been a severe demographic, socio-cultural, health and financial problem in Bulgaria. Nine hundred eighty four mothers aged below 19 years were interviewed in 1993 and 1999, using a standard 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 as follows: The majority live in small towns or villages; They are preferably of gypsy origin; Their education grade is low; They do not have any profession; As a rule, their income is very low; so they belong to the most impoverished subpopulations of the country. Finally, the majority of those mothers are not able to create adequate conditions for building up generation of good quality.²⁴

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]. *Population* 1-2: 68-85.

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", which is part of the 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. The changes in sexual culture (knowledge) of the young adults - new practices and attitudes toward sex are the object of this research. The methods used in data proceeding are χ^2 – test and analysis of variance. 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 register greater use of contraceptives and high level of awareness in the girls toward their sexual contacts.²⁵

6) Рапоров, Алексей. 2003. Брачният модел в ромските общности. [Marital pattern in Romany communities]. *Population* 1-2:164-178.

²⁴Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=7b88b817-31ca-4105-8f6c-48095a255c94&articleId=45745543-c5d5-4f3a-b2cf-6df151b9a834>

²⁵Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=7b88b817-31ca-4105-8f6c-48095a255c94&articleId=02371253-dbaf-4945-bedc-caf3ae51fb57>

Keywords: Roma families, ethnicity, matrimonial net, Bulgaria

The article treats of the problem that there are several specifics in Romany cultural pattern, which does official statistical data irrelevant for analysis. Important and legitimate are four traditional marital strategies: a ransom, an elopement, a kidnap and an agreement. All four are centered on the celebration of “tchshaype” (defloration in the first marriage night). The marital pattern in Romany communities is characterized by early beginning of sexual life (in fact, because of “tchshaype”, that is early beginning of matrimony) – 58% up to age of 16 and 87% up to age of 18. Also main characteristics are a high rate of separation and divorce among cohabitants and spouses; a high rate of serial monogamy; an early fertility. Furthermore there are two types of matrimonial nets. A part of subgroups (tinsmiths, coppersmiths) are strictly tribal endogamous, but other part are more integrated in society (so called “erlides” – natives) and rather they maintain local areas.²⁶

7) Боев, Воуко. 2001. Българско и международно законодателство, свързано с хомосексуалните лица. [Bulgarian and international legislation about homosexuals] A Study of the Bulgarian Helsinki Committee with Financial Support of St. Fonds de Trut. <http://www.bghelsinki.org/index.php?module=resources&lg=en&id=77> (accessed 20 March, 2007)

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

The first part of the report studies the criminal law situation of sexual minorities in Bulgaria and 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 prosecution of acts motivated by homophobia. The second part investigate the changed 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. There is no special law for equal opportunity or against discrimination. Sexual orientation is left out of the list of social characteristics on whose basis discrimination is legally prohibited. In other words, victims of discrimination on the basis of sexual orientation have no right to protection.²⁷

8) Драгова, Соня. 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] *Psychological Studies* 2: 109-114.

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

²⁶Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=7b88b817-31ca-4105-8f6c-48095a255c94&articleId=02371253-dbaf-4945-bedc-caf3ae51fb57>

²⁷Overview obtained from: <http://www.bghelsinki.org/index.php?module=resources&lg=bg&id=43>

Object of this research is two problems which single mothers are confronted with: loneliness and using parental styles. According to the multidimensional conceptualisation of Weiss there are two types of loneliness – social and emotional one. The analysis of parenting behaviour is based on Baumrind's authoritative, authoritarian and permissive typologies. The aim is to measure the degree of social and emotional loneliness, experienced by single mothers and to reveal models of parenting styles, which they apply. In the research took part 135 mothers (single, married and divorced). The conclusion, based on the results, is that single mothers more often use authoritarian practices; they also suffer from social isolation and emotional loneliness. It was established that parenting styles are not a direct function from marital status because the level of loneliness affects them.

9) Yatchkova, Mirolyuba. 2001. Отмира ли брачният семеен модел? [Does the marital family model die out?] *Population* 1-2: 87-101.

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

On the basis of some sociological and statistical data the young people's attitudes towards and the notions of life in the marriage as well parallel family types are examined. An opinion is given that marital family continues to be the most preferred form of mutual life and raising children. In Bulgaria a real substitute for this is the incomplete family and there is a growing tendency within it to a model in which there is only one (lonely) parent, and usually that is the mother.²⁸

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 behaviour, Bulgaria

The impact of global transformations and the recent change in Bulgaria taking place in the last decade, related to the transition to market economy on the marital attitudes are discussed in the book. The marriage and family are viewed as in the relation to the realisation of basic human needs and interests. The problem of stability/instability of marriage is seen as central and the impact of marriage destabilization on the person, the family and the society is revealed. The tendencies of establishing new forms of partnership will result, according to the author, in unfavourable outcomes for the important public needs such as reproduction.

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 necessity of legislation analysis and practice of the almost unstudied phenomenon of the non-marital cohabitations. The author investigates cases, classifications and characteristics of the family law. Different aspects of the

²⁸Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/exports/google/getarticles.aspx?issueID=9b77c1d0-6660-4b2f-b54c-ecb857eb4ae6>

law and its applicability concerning cases of married and unmarried partners, their property and parental rights are analyzed and compared.

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

The 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. We use semi-structured interviews, which are analyzed using Interpretative Phenomenological Analysis. Using this method, we have identified 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 we interviewed experienced themselves as separate, autonomous and agentic. We 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.²⁹

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. We present a theoretical discussion on exchange-based social capital and argue 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.³⁰

²⁹Abstract obtained from: <http://taylorandfrancis.metapress.com/content/t5t1023w1686w453/>

³⁰Abstract of the study (pg. 2).

3.2.1. Comparative Studies

14) ASTRA. 2006. *Youth's voices: report on sexual and reproductive rights in Central and Eastern Europe and Balkan countries*. Edited by Elwira Chrusciel from ASTRA. http://www.gert.ngo-bg.org/IMG/pdf/youth_report.pdf (accessed 20 March, 2007)

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

The research focussed on the knowledge and attitudes of Youth towards Sexual and Reproductive Health issues in their countries. In addition, a cross cultural analysis of the data provided a clear picture of the commonalities and differences in attitudes and needs, giving the opportunity to share best practices and materials amongst participating countries. This experience will lead to strengthened ties in the field of SRHR as a secondary output. There are still too many young people who cannot exercise their right to reliable sexuality education, to information, which would allow them to have a safe sexual life free of wide-spread dangerous diseases so easy to avoid. The governments should introduce policies and programs which address more effectively the needs of young people.³¹

15) ASTRA. 2005. *Closing the Gap on Sexual and Reproductive Health and Rights in the Enlarged European Union*. <http://www.astra.org.pl/articles.php?id=6> (accessed 20 March, 2007)

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

Despite the European Union (EU) 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

³¹Abstract made by Christina Haralanova, obtained from: <http://www.gert.ngo-bg.org/article173.html>

information and services aimed at preventing transmission of STIs.³²

16) 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 20 March, 2007)

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

All 13 accession countries are represented with individual reports. Further report presents the European Union's legislation and policies that are relevant to the rights of lesbians and gays in the accession countries, policies which have developed very significantly in the recent past. Fundamentally, there is little will on the part of the existing EU Member States and institutions to make the treatment of LGBT persons an integral part of the enlargement process. It is difficult for the European Union to put real pressure on the applicant states to improve their treatment of LGBT persons when the legal situation in some of the existing Member States is comparable, if not worse, to that in some of the applicant states. Whilst recognising this point, it is essential that this does on gender identity, sexual orientation and enlargement should be regarded as an opportunity for both the Union requires of applicants in their treatment current and applicant states to re-examine the treatment of LGBT persons in their national legal systems.³³

4. Gender-based Violence

4.1. Bulgarian sources

1) Zlatanova, Valentina. 2006. Сексуалното насилие като социален проблем. [Sexual Abuse as a Social Problem] *Sociological Problems* 1-2: 325-338.

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

Original sociological concept of sexual abuse is developed on the basis of theoretical framework and empirical findings in the context of gender stratification and subordination viewed as conflict for power between genders, and the normative distribution of privileges in sexual relation. The main thesis is, that sexual aggression represents learned behavior as any another violent behavior, including acceptance of myths about rape, the degree of acceptance of stereotypes about gender roles in the sexual relation as hostile in the context of legitimating violence because of: 1. Transformation of the normative control of a woman in a sexual relation into deviant behavior by man; 2. Justification of aggression by men in sexual relation in order to restore „right“ domination in the relation; 3. Justification by

³²Obtained from Introduction of the study at the ASTRA web-site:
<http://www.astra.org.pl/articles.php?id=18>

³³Introduction, pg. 7-8.

representing the victim as deserving and enjoying violence.³⁴

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

Keywords: sociological study, gendered violence, social control, socialisation, Bulgaria

The basic thesis in the study is that violence is a way of maintaining domination. It is neither innate, nor is it an instinctive impulse, nor a result of frustration. Violence is a model of learned behaviour that is considered effective in society. A concept of the basic supporting points of the family influence on inadequate socialization in the norms and values connected with use of violence has been developed. Author's theses on the connection between "hegemonic masculinity" as a configuration of gender practices, which guarantee dominant position of men and subordinate position of women; and the reflection on power inequalities in the decision making process in society and conflict solving process in the family have formulated.

3) Tomorrow Foundation. 2003. Ромската жена и домашното насилие: Антропологично изследване. [The Romani woman and domestic violence: Anthropological study]. edited by Lilyana Aleksandrieva. Sofia.
<http://www.free.bol.bg/romaniwoman/> (accessed 20 March, 2007)

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 organisations working in support to victims of abuse, and along with that, as inventors of new ideas.³⁵

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 of the population over 18 years of age, 155 units in 55 residence areas. It investigates the public attitudes towards different forms of domestic violence. According to the half of the population, domestic violence is a private issue. With regards to violence between partners physical violence against women comes first with 66,2%, followed closely by family rows – 65,3%. The main

³⁴Abstract obtained from the article at the CEEOL:

<http://www.ceeol.com/aspx/issuedetails.aspx?issueid=ffb0d475-a1b3-4d52-b81e-f496ed859df8&articleId=b8562de6-6e69-4501-a224-9f85c5323a09> (accessed 20 March, 2007)

³⁵ A brief introduction of the publication: <http://www.free.bol.bg/romaniwoman/> (accessed 20 March, 2007)

reasons for domestic violence the respondents see in financial issues (poverty). The police is seen as the institution that people will usually advise victims of violence to go to (66,5%) and only 10,6% from all think that the assistance of the NGO's should be sought.

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, the phenomenon that often remains hidden even more worrying because of the serious physical, psychological and social consequences for victims, who in most cases are women and/or their children. The widespread resort to violence happened *directly* – through the use of force and *indirectly* – through threats of using force, for which both the sense of fear and helplessness and the lack of confidence in the institutions, which are said to provide security, play an important role. Analyses show that the *tolerance for domestic violence* in villages is twice as much as the one in towns. There are two basic forms of influence on women's vulnerability to domestic violence connected with poverty and unemployment and connected with privatization and accumulating money. The social policy toward the domestic violence must identify the most vulnerable and helpless groups objects of violence. Author insist on the fact that the public discussion about the factors causing domestic violence, as well as the role of values' and normative system for developing a deviant personal identity remains open.

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

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

The article briefly presents the problem about the attitudes towards women survivals of sexual violence. Main part concerns the research of these attitudes in Bulgaria by means of “The Attitudes towards Women Rape Victims Scale” by Colleen Ward. The analysis shows that the traditional attitudes victimizing the raped women dominate in Bulgarian community. Measurements of attitudes registre significant gender differences. Women are more tolerant towards victims than men. The results are presented in detail and discussed in comparison with other analogous surveys.

4.2. English sources

7) Open Society Institute. 2006. *Violence Against Women. Does the Government Care in Bulgaria? Fact Sheet 2006*.
http://www.stopvaw.org/sites/3f6d15f4-c12d-4515-8544-26b7a3a5a41e/uploads/BULGARIA_VAW_FACT_SHEET_2006.pdf (accessed 20 March, 2007)

Keywords: policy analysis, violence against women, 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*.

<http://www.mnadvocates.org/sites/608a3887-dd53-4796-8904-997a0131ca54/uploads/sexharas.PDF> (accessed 20 March, 2007)

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

Laws that currently exist under Bulgaria's Labour Code that prohibit discrimination against women and protect women's rights in employment are routinely ignored by employers and are not enforced by the Bulgarian Government. Other Labour 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.³⁶

9) Minnesota Advocates for Human Rights. 1996. *Domestic Violence in Bulgaria*.

<http://www.mnadvocates.org/sites/608a3887-dd53-4796-8904-997a0131ca54/uploads/bulgaria.PDF> (accessed 20 March, 2007)

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

Domestic violence is 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

³⁶Summary of findings on pages 7-8 of the report.

violence against women. The Bulgarian government's silence and inaction violate the Bulgarian Constitution and the country's international legal obligations as a member of the United Nations.³⁷

4.2.1. Comparative studies

10) Council of Europe. 2006. *Combating violence against women. Stocktaking study on the measures and actions taken in Council of Europe member States*. prepared by Prof. Dr. Carol Hagemann-White with the assistance of Judith Katenbrink and Heike Rabe. Strasbourg: Equality Division. Directorate General of Human Rights. [http://www.coe.int/T/E/Human_Rights/Equality/PDF_CDEG\(2006\)3_E.pdf](http://www.coe.int/T/E/Human_Rights/Equality/PDF_CDEG(2006)3_E.pdf) (accessed 20 March, 2007)

Keywords: violence against women, domestic violence, human rights, policy analysis, comparative study, Europe

Overall, the CDEG survey of legislation on domestic violence and the more recent information from the monitoring framework show that a large proportion of member states have recognised domestic violence as a grave problem which has to be dealt with on a solid legal foundation. There is an overall trend towards broadening legal protection measures and establishing both a protective and punitive path of dealing with the problem. Recent changes in legislation on domestic violence seem to focus on providing physical distance between victim and perpetrator, mainly by the legal provision of non-molestation, occupation orders and police barring orders.³⁸

11) International Organization for Migration. 2005. *Second Annual Report on Victims of Trafficking in South-Eastern Europe*. Prepared by Rebecca Surtees http://www.old.iom.int//DOCUMENTS/PUBLICATION/EN/Second_Annual_RCP_Report.pdf (accessed 20 March, 2007)

Keywords: trafficking, assistance framework, victim-centred 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

The 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, labour, 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. And 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 realisation 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 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

³⁷Obtained from Summary of findings on page 5 of the report.

³⁸Obtained from Part 7. Summary and recommendations, page 38 of the report.

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.³⁹

12) UNICEF, UNOHCHR, OSCE/ODIHR, March 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.*

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

This is a comprehensive report covering the issues of trafficking in human beings, awareness raising and reintegration processes in South Eastern Europe from 2003 until April 2004. The report provides a framework for the prevention of trafficking in human beings, examines the current approaches to prevention, and analyzes the trends and challenges in the region.⁴⁰

13) Council of Europe's Steering Committee for Equality Between Men and Women. 2004. *Legislation in the Member States of the Council of Europe in the Field of Violence Against Women*, prepared in part by Jill Radford, United Kingdom, for the Council of Europe's Steering Committee for Equality Between Men and Women, March 2004 (Doc. EG 2004 2).

Keywords:

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.⁴¹

³⁹Part of foreword written by Helga Konrad, OSCE Special Representative on page 3.

⁴⁰Abstract of the report: obtained from:

<http://www.stopvaw.org/Research and Reports Bulgaria.html>

⁴¹Abstract obtained from the report (see page 5).

5. 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 джендър 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. The efforts of the partner's organization were aimed towards increasing civil 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 "Demetra" Association working at the local level in defense of the victims of domestic violence. The publication includes typical cases of domestic violence worked out together by the Association and the police in Bourgas in help of people working in 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: WAD.

Keywords: gender equality manual, local communities

The manual is 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 WAD Foundation started new partnership project with two organizations from NNEO - "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].

Keywords: gender equality manual, trafficking of human beings

The idea for the book raised from the necessity in many professionals to have on one place all legislative documents and reliable data related to combating with trafficking of human beings. This issue was published under the WAD's project "Prevention of Prostitution and Trafficking in Two Bulgarian Municipalities" which started at September 2004 and finished in September 2005 through the Democracy Commission of US Embassy in Bulgaria. Trafficking in Human Beings - The Bulgarian Reply.

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

The material is prepared as part of the Bulgarian-Swiss project *United Against Violence*. The focus is on the recognising and prevention of different forms of violence by the children. It is aimed to assists the teachers in gender education.

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

Keywords: gender equality training manual

Collected materials for gender education teaching anti-discrimination practices. The focus is on tolerance between the sexes in social life. The team of the project "Open Door to Equality" gave trainings to 15 teachers and 200 high school students. The good results encouraged the team to test the training for equal opportunities among the ages (3-19 years old). The publication is the result of efforts of all the participants in the project – teachers, students, experts and trainers.

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 is prepared by the team of the project "European Education Initiative for Equal Opportunities" conducted by the the European Information Centre (Veliko Tarnovo). The guide is targeted to teachers, and trainers and offers variety of interactive methods developing students' critical thinking to overcome the discriminating gender stereotypes. The lessons are suitable for different ages and descriptions of good practices are made. 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 is produced by CEE women's NGOs by the initiative of Network of East-West Women Polska (NEWW-Polska) and with the financial support of UNIFEM. It applies to women parliamentarians. The main vision of the project is to take advantage of the forthcoming integration with the European Union to strengthen women's economic rights and gender equality. The main objective is 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. *Джентър и медиум*. [*Gender and Media - gender education methodology*.] Gender Project for Bulgaria Foundation. Bul Koreni Publishing House.

Keywords: gender equality manual, methodology guide

Produced and written by the Gender Project for Bulgaria Foundation and edited by the Bul Koreni Publishing House in 2003 with the kind support of the Embassy of the Kingdom of the Netherlands in Bulgaria (Matra/ KAP Program). The Gender and Media methodology aims at university teachers who would like to devote to gender education and its challenges. On the other hand, 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. The edition covers in four chapters the issues of gender theory, human rights - gender aspects, education, communication, media and evaluation tests.

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

The booklet is a bilingual edition - published in Bulgarian and English and aims at Roma women. The main topics covered are: politics - woman's way, language is power, techniques of domination, communication and problems solving, stress overcoming, techniques of communication and discussion, creative way of problem resolving, political campaigns and initiatives.

12) Bulgarian Gender Research Foundation. 2002. *Добри практики на адвокати* [*Good Practices of Lawyers Fighting Domestic Violence*.]

Keywords: gender equality manual, domestic violence

The book presents the experience and good practices of lawyers, working on program for juridical help of women victims of 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 is elaborated with the support of the Embassy of the Kingdom of the Netherlands in Bulgaria (Matra/ KAP Program). In this Manual, addressed to teachers, there are model syllabic for teaching and programs for gender education for students in classes IV - XI. The edition includes articles and methods submitted by the American NGO Protector of Human Rights adjusted to the Bulgarian reality as well as the Bulgarian teachers' experience who have experimented successfully the course.

6. FRAGEN

There is no archive or documentation centre specialized in gender equality policies at the national level. Non-governmental organisations 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
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
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
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
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
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
publications: <http://www.gender-bg.org/bg/izdania.html>

Gender Studies Center

Sofia University "St. Kliment Ochridski"
Faculty of Philosophy
15, Tzar Osoboditel 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 distributes information about researches and reports on violence against women:

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

publications: <http://www.gender-bg.org/bg/izdania.html>