

From: The Law on Protection against Discrimination Promulgated, the State Gazette, No. 86 of 30 September 2003, entry into force 1 January 2005

Article 38

The state and public bodies and the bodies of local self-government shall conduct a policy to encourage the balanced participation of women and men, as well as for the representative participation of persons belonging to ethnic, religious or language minorities in the governance and the decision-making.

Article 39

(1) If the candidates for a position in the administration are equivalent in view of the requirements for occupying the position, the state and public bodies and the bodies of local self-government shall employ the candidate of the under represented sex until the achievement of a 40% representation in the respective administrative units.

(2) Paragraph 1 shall apply also in the selection of participants or board members, expert working groups, governing, counsellor or other bodies, unless those participants are determined by means of election.

From: the United Nations Millennium Development Goals Goal 3: Promote Gender Equality and Empower Women

The second specific adapted target for Bulgaria for Goal 3: Promote Gender Equality and Empower Women, is: Ensure the participation of women in governance. The indicator is "Women share in the number of parliamentarians in the National Assembly and in Municipal Councils by 2015 to be 40%.

From: The Beijing Platform For Action, adopted by the Fourth World Conference On Women, 15 September 1995, signed by the Government of the Republic of Bulgaria

181. The Universal Declaration of Human Rights states that everyone has the right to take part in the Government of his/her country. The empowerment and autonomy of women and the

improvement of women's social, economic and political status is essential for the achievement of both transparent and accountable government and administration and sustainable development in all areas of life. (...) Achieving the goal of equal participation of women and men in decision-making will provide a balance that more accurately reflects the composition of society and is needed in order to strengthen democracy and promote its proper functioning. (...)

Actions to be taken

190. By Governments:

(a) Commit themselves to establishing the goal of gender balance in governmental bodies and committees, as well as in public administrative entities, and in the judiciary, including, inter alia, setting specific targets and implementing measures to substantially increase the number of women with a view to achieving equal representation of women and men, if necessary through positive action, in all governmental and public administration positions;

(b) Take measures, including where appropriate, in electoral systems that encourage political parties to integrate women in elective and non-elective public positions in the same proportion and levels as men.; (...)

(e) Monitor and evaluate progress on the representation of women through the regular collection, analysis and dissemination of quantitative and qualitative data on women and men at all levels in various decision-making positions in the public and private sectors, and disseminate data on the number of women and men employed at various levels in Governments on a yearly basis; ensure that women and men have equal access to the full range of public appointments and set up mechanisms within governmental structures for monitoring progress in this field; (...)

191. By political parties:

(a) Consider examining party structures and procedures to remove all barriers that directly or indirectly discriminate against the participation of women;

(b) Consider developing initiatives that allow women to participate fully in all internal policy making structures and appointive and electoral nominating processes;

(c) Consider incorporating gender issues in their political

agenda taking measures to ensure that women can participate in the leadership of political parties on an equal basis with men.

192. By Governments, national bodies, the private sector, political parties, trade unions, employers' organizations, research and academic institutions, sub-regional and regional bodies, and non-governmental and international organizations:

(a) Take positive action to build a critical mass of women leaders, executives and managers in strategic decision-making positions;

(b) Create or strengthen, as appropriate, mechanisms to monitor women's access to senior levels of decision-making;

(c) Review the criteria for recruitment and appointment to advisory and decision-making bodies and promotion to senior positions to ensure that such criteria are relevant and do not discriminate against women; (...)

(e) Develop communications strategies to promote public debate on the new roles of men and women in society and in the family (as defined in paragraph 30); (...)

(g) Develop career advancement programmes for women of all ages that include career planning, tracking, mentoring, coaching, training and retraining; (...)

Notes: The main sources of information for the data and the pictures, used in this publication, are the official web sites of the presented institutions, where available. The publishers cannot accept responsibility for errors or omissions. All details are, to the best of our knowledge, true and correct as of 1 December 2005, except in the data given below. The data for the parliamentary represented political parties and coalitions is according to the decisions for registration for participation in the elections for 40 National Assembly of the Central Electoral Commission. The data for the municipal councilors is from the publication "Local Authorities in the Republic of Bulgaria", 2004 of the National Statistical Institute. The data for the judiciary is from the report "Judicial Reform Index in Bulgaria, April 2004", developed by the American Bar Association's Central European and Eurasian Law Initiative (ABA/CEELI). The symbol * indicates missing information for the relevant structures, which is not reflected in the proportions.