

# **The current situation of gender equality in Bulgaria – Country Profile**

## **2013**



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## Foreword

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Dear Reader,

We are happy that we have raised your interest in the EU-Initiative EQUALITY PAYS OFF. The initiative supports large companies in successfully adapting to upcoming labour market challenges: Due to demographic change as well as a stronger focus on service and knowledge intensive industries, Europe will face a significant shortage of (qualified) skills in the next decades.

To secure qualified labour, it will be of vital importance for large companies to diversify the pool of (potential) employees by gaining better access to the female labour force. The initiative supports companies in Europe to increase female participation, to support employees that involuntarily work part-time due to family obligations, to motivate students to enter atypical fields of education and to reduce horizontal<sup>1</sup> as well as vertical segregation<sup>2</sup>. Consequently, the initiative contributes to a reduction of the gender pay gap in Europe.

The initiative covers all EU-28<sup>3</sup> countries plus Turkey, Former Yugoslav Republic of Macedonia (FYROM), Serbia, Norway, Iceland and Liechtenstein – in total 34 countries. This country report serves as background material for workshops taking place in each country in the context of EQUALITY PAYS OFF.<sup>4</sup> These workshops shall enhance knowledge exchange between business leaders and key decision-makers of participating companies. The quick and country-specific overview of the status quo will serve as a basis to explore starting points for each company to tap the female talent pool in a better way.

The country report is structured into four parts: After the management summary, Part 1 describes the status quo of gender equality in the Bulgarian labour market. Part 2 describes our recommended strategic approach to gain better access to female talent in the labour market and within a company. Part 3 lists initiatives of the public and private sector in Bulgaria that support companies in their ambition to enhance gender equality.

Further information on the EU-Initiative and its respective activities as well as on involved stakeholders can be found at <http://ec.europa.eu/justice/equality-pays-off>.

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<sup>1</sup> Horizontal segregation refers to the under-/overrepresentation of women and men in occupations or sectors

<sup>2</sup> Vertical segregation refers to the under-/overrepresentation of women and men in hierarchical levels

<sup>3</sup> For statistical comparability and completeness, EU-27 data is used for all statistical indicators as EU-28 data is not available yet

<sup>4</sup> The information on the website has been summarized in this country report. Detailed information can be found on the website: <http://ec.europa.eu/justice/equality-pays-off>

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## Management Summary

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Demographic change as well as a stronger focus on service and knowledge intensive industries will lead to a significant shortage of (qualified) skills in Europe. While trying to fill the upcoming gap between labour demand and labour supply, companies can benefit from improving their access to the full talent pool by ensuring equality.

Currently, Bulgarian companies do not make full use of the existing female labour force potential. Five groups of indicators show the status quo in Bulgaria:

- The **employment rate** of Bulgarian women is at 56.3%, which is close to the EU-27 average (58.6%) – however, the female employment rate is still 5.0 percentage points (pp) below the male employment rate in Bulgaria (61.3%).<sup>5</sup>
- With only 2.5%, the rate of Bulgarian **women working part-time** is far below the EU-27 average (32.1%) – the female average part-time weekly working hours are nearly as high in Bulgaria (20.0 hours) as on EU-27 average (20.2 hours).<sup>6</sup>
- **Secondary education** attainment of Bulgarian women (77.1%) is considerably above the EU-27 average (70.9%). Further, college/university (**tertiary education**) attainment of women has increased to 25.2% and is now close to the EU-27 average (25.8%).<sup>7</sup>
- Compared to the EU-27, the under-/overrepresentation of women and men (**horizontal segregation**) is less pronounced regarding sectors but equally pronounced regarding occupations. Therefore, it is still necessary to motivate graduates to enter gender atypical occupations and to encourage especially men to enter "typically female" economic sectors.<sup>8</sup>
- The under-/overrepresentation of women and men on hierarchical levels (**vertical segregation**) is more pronounced in Bulgaria than in the EU-27. 12.0% of board positions (EU-27: 16%) and 31.0% of management positions are held by women (EU-27: 33%).<sup>9</sup>

**The gender pay gap** – the overall difference in income between women and men - lies at 13.0% in Bulgaria and is thereby below the EU-27 average (16.2%). Between 2010 and 2011, the gender pay gap in Bulgaria decreased by 2.7 pp.<sup>10</sup>

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<sup>5</sup> Eurostat Labour Force Survey (LFS) 2013 (data from 2012)

<sup>6</sup> Eurostat Labour Force Survey (LFS) 2013 (data from 2011 and 2012)

<sup>7</sup> Eurostat Labour Force Survey (LFS) 2013 (data from 2012)

<sup>8</sup> Eurostat Labour Force Survey (LFS) 2013 (data from 2009 and 2012), calculations: weighted average difference of employment per sector and by occupation by gender

<sup>9</sup> EC DG Justice; Horizontal and vertical segregation - Meta-analysis of gender and science research (2012)

<sup>10</sup> Source: Eurostat LFS 2013 (data from 2011)

# 1. How Bulgarian companies access the talent pool

In the following, we give a brief overview of the current situation of employment of women and men in Bulgaria in comparison to the overall EU-27 average.

## 1.1 General participation of women in the labour market in 2012<sup>11</sup>

Female participation in the labour market is on the rise in Bulgaria and in some aspects has reached EU-27 level. In 2012, the employment rate of women in Bulgaria (56.3%) was close to the EU-27 average (58.6%). It increased by 8.8 pp between 2002 and 2012. However, women still do not participate in the Bulgarian labour market to the same degree as men. The difference between the male and female employment rate was 5.0 pp in 2012.

Female unemployment in Bulgaria (10.9%) was slightly above the EU-27 average (10.6%) in 2012. The unemployment rate for men (13.7%) was higher than for women. In addition to that, it is noteworthy that the situation considerably improved for both genders since 2002: unemployment rates decreased by 6.6% for women and by 5.3% for men.

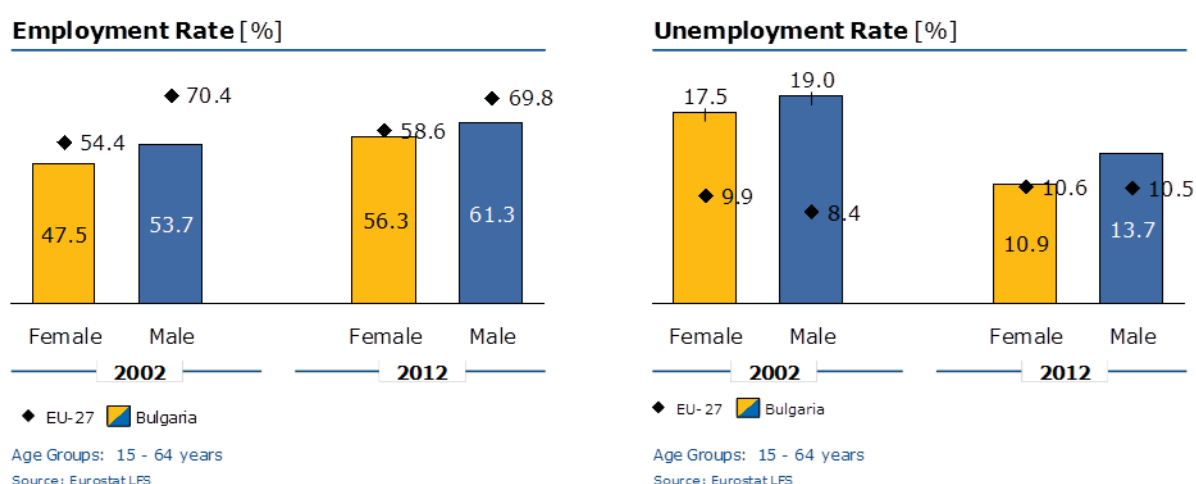


Figure 1: Labour market participation of women and men in Bulgaria in comparison to the EU-27

Overall, the general participation rate (employment rate + unemployment rate) of Bulgarian women in the labour market has increased by 9.8 pp since 2002 and was at 67.2% in 2012. Despite the fact that this development outperformed the progress that was made in the EU-27 in the same period of time, the general participation rate in Bulgaria is still below the EU-average (69.5%).

In conclusion though the outlined developments on the Bulgarian labour market suggest that changes in the Bulgarian economy brought about by the EU accession in 2007 (e.g. orientation towards knowledge based industry and service sector<sup>12</sup>) yielded desirable results.

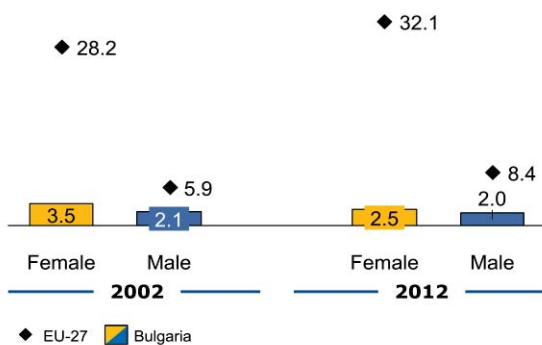
<sup>11</sup> Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (LFS) 2013 (data from 2012)

<sup>12</sup> Source: <http://www.worldbank.org/>

## 1.2 Part-time segregation<sup>13</sup>

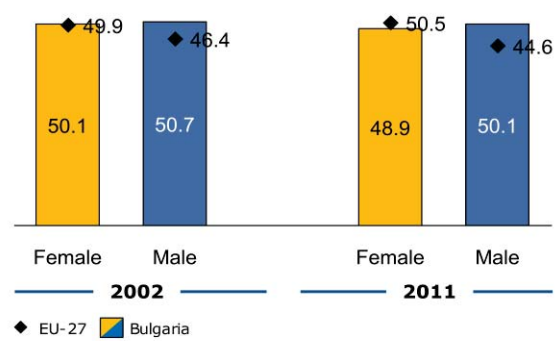
Part-time employment only plays a minor role in the Bulgarian labour market. No more than 2.5% of Bulgaria's female employees worked part-time in 2012. This is the lowest female part-time rate in the EU-27 and thus ranks substantially below the EU-27 average of 32.1%. Also, there is no significant gender gap between women and men when it comes to part-time employment (0.5 pp). On average, female part-time employees in 2012 worked 20.0 hours per week (48.9% share of full-time working hours), while female full-time employees worked 41 hours per week. This is close to the numbers for male employees in Bulgaria: Part-time male employees worked 20.7 hours in average, full-time male employees 41.5 hours. For both genders part-time working hours as share of full-time working hours are comparable to the respective figures for the EU-27, where female employees worked 20.2 hours per week and male employees 19.0 hours per week. In conclusion it can be said that women tend to work full-time or not at all.

**Part-Time Rate [%]**



Age Groups: 15 - 64 years  
Source: Eurostat LFS

**Part-time working hours as share of full-time working hours [%]**



Age Groups: 15 - 64 years  
Source: Eurostat LFS

Figure 2: Part-time segregation in Bulgaria in comparison to the overall EU-27

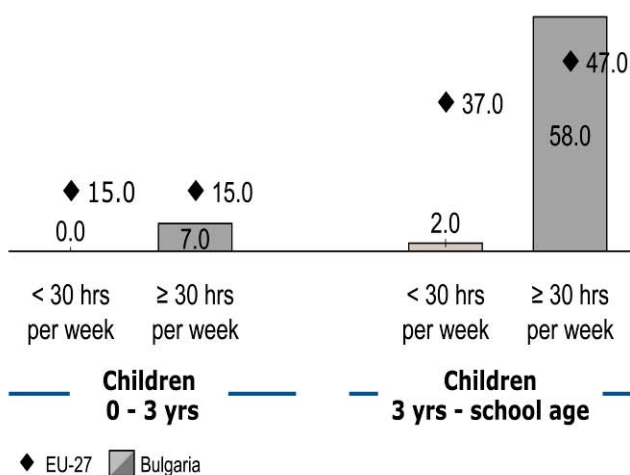
<sup>13</sup> Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (LFS) 2013 (data from 2011 and 2012)

These dynamics on the Bulgarian labour market are also reflected in the usage of childcare services. In the age group from zero to three years childcare is basically non-existent. A small proportion of children (7%) receives childcare of 30 hours or more per week. Thus, the rate of childcare-usage is far below the EU-average (15% for both age categories).

In the age group "three years to school age" children are far more likely to be enrolled in childcare services: 58% of children receive 30 hours or more of childcare (vs. EU-27: 47%). Again childcare services of up to 30 hours are hardly in place (2%).

The numbers underline the predominant model of full-time work. The rare use of childcare services in the age group of up to three years can largely be explained by structural incentives set by the government. For example, both mother and father have the opportunity to take a leave from their work and stay at home for a total of 410 calendar days.<sup>14</sup> Additionally, mothers and fathers can take parental leave until their child turns two, receiving the average minimum wage. Consequently, part-time arrangements are not necessary for the alignment of work and family obligations in that age.

#### Children in childcare [%] 2011



Source: Eurostat

Figure 3: Childcare arrangements in Bulgaria in comparison to the EU-27

<sup>14</sup> Source: [http://europa.eu/familyalliance/countries/index\\_en.htm](http://europa.eu/familyalliance/countries/index_en.htm)

### 1.3 Qualification level and choice of education<sup>15</sup>

Secondary school (secondary education) and college/university (tertiary education) attainment of Bulgarian men and women rose in the last decade. Particularly in secondary education, women (77.1%) as well as men (77.0%) exceeded the EU-27 averages (70.9% and 70.8%) in 2012. With regards to tertiary education, however, the data suggest that Bulgarian men lag behind in the rapid growth of attainment rates in Europe. While Bulgarian women in 2012 (25.2%) were almost as likely to attain tertiary education as their female peers in the EU-27 (25.8% EU-27 average), only 16.1% of men attained tertiary education – this is 7.0 pp less than on EU-27 average.

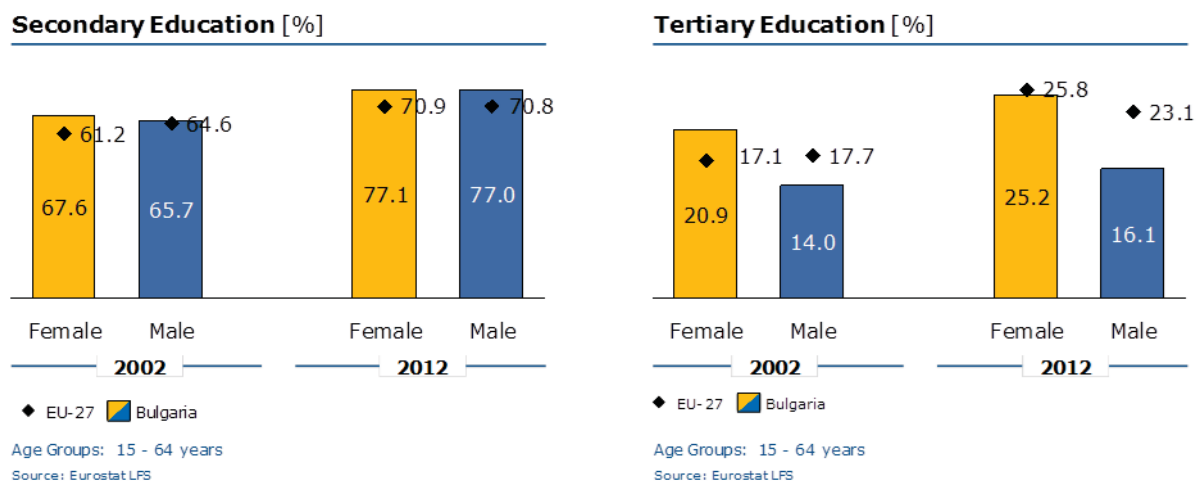


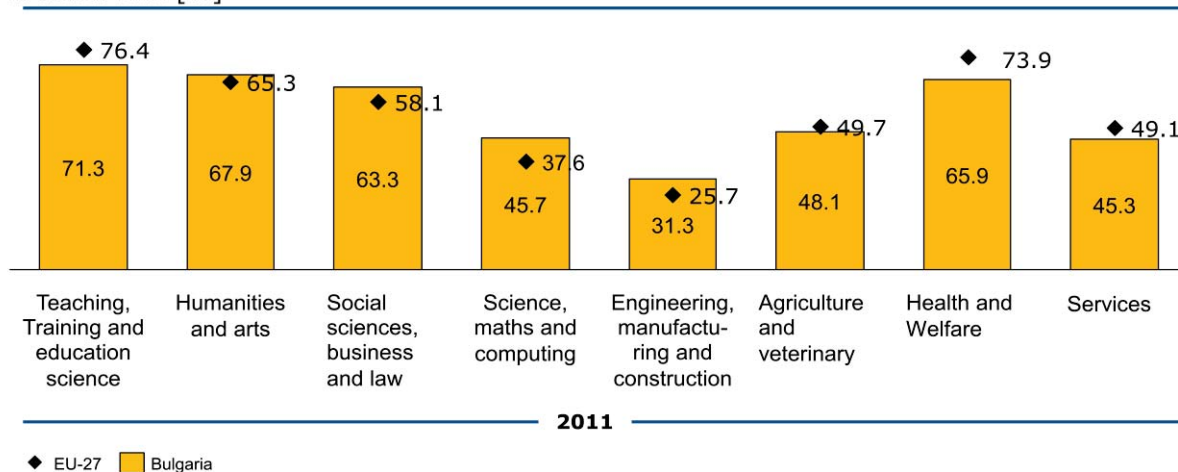
Figure 4: Education attainment in Bulgaria in comparison to the EU-27

<sup>15</sup> Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (LFS) 2013 (data from 2012)



With regard to women's fields of study in Bulgaria, the trend for typical female fields of studies follows the European trend: Women in Bulgaria make up for the majority in fields of studies, such as "Teaching, Training and education science" (71.3%) and "Humanities and arts" (67.9%). Nevertheless, the trend for typical male fields of studies shows a different picture: Compared to the EU-27, a higher share of women in Bulgaria pursue typical male fields of study, such as "Science, maths and computing" (45.7% compared to an EU-27 average of 37.6%) and "Engineering, manufacturing and construction" (31.3% compared to an EU-27 average of 25.7%).

#### Women in... [%]



Age Groups: 15 - 64 years  
Source: Eurostat

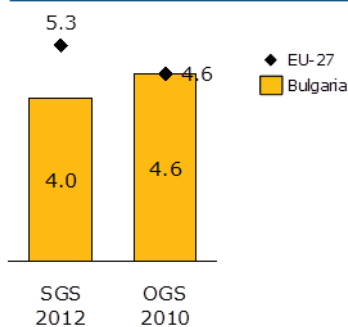
Figure 5: Share of women in different fields of education in Bulgaria in comparison to the EU-27

## 1.4 Under-/overrepresentation of women and men in occupations or sectors – "Horizontal segregation"<sup>16</sup>

Horizontal segregation is less pronounced in Bulgaria than in the EU-27. In order to compare the extent of horizontal segregation in Bulgaria with the overall EU-27 average, two horizontal segregation indicators are calculated: (1) Sectoral Gender Segregation Indicator (SGS)<sup>17</sup>, (2) and the Occupational Gender Segregation Indicator (OGS):

- The extent of sectoral gender segregation (SGS) in Bulgaria (4.0 pp) is lower than the overall SGS of the EU-27 (5.3 pp). This is mainly due to a considerable number of women and men working in manufacturing. However, opening up to the EU's economy, Bulgaria has the opportunity to motivate both men and women to enter gender atypical economic sectors.
- The extent of occupational gender segregation (OGS) in Bulgaria (4.6 pp) is comparable to the EU-27 (4.6 pp). This means that women in Bulgaria are just as likely to be found in gender typical occupations as on EU-27 average.

**Horizontal Gender Segregation Indicators [pp]**



Source: Eurostat LFS, RB Calculations

Figure 6: Horizontal Gender Segregation Indicators

<sup>16</sup> Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (LFS) 2013 (data from 2012)

<sup>17</sup> Comparing the share of female employees that work in one economic sector to the share of male employees that work in the respective economic sector shows the extent of gender segregation in that specific economic sector. For instance, the sector "Education" is marked by a strong gender segregation: 10.9% of Bulgarian female employees work in the sector while only 2.0% of Bulgarian male employees work in the sector (difference in percentage points: 8.9 pp). The Sectoral Gender Segregation Indicator (SGS) reflects the weighted **average difference** in absolute percentage points (share of all male employees in an economic sector [%] minus share of all female employees in resp. economic sector [%]) across all economic sectors.

68.6% of women and 65.0% of men are employed in their respective five most common sectors. The largest group of women (21.8%) as well as men (19.7%) work in manufacturing jobs. "Wholesale and Retail" (20.3% of women and 15.8% of men) is the second most popular sector for both genders. Beyond those two sectors, the genders show a common trend: women tend to work in the service-based industry, men tend to work in "Construction", "Transportation & storage" and "Public administration".

Explaining these numbers one has to take the history of the country into account: The focus on manufacturing is still related to a predominantly industrial past, a relict of the economical integration in the USSR. The higher percentage of women working in the service-based industry is reflecting the current economical developments that come along with the integration into the EU.

<b>% of women employed in</b>	<b>Bulgaria</b>	<b>EU-27</b>	<b>% of men employed in</b>	<b>Bulgaria</b>	<b>EU-27</b>
Manufacturing	21.8	10.2	Manufacturing	19.7	20.4
Wholesale & Retail	20.3	15.1	Wholesale & Retail	15.8	13.1
Education	10.9	11.7	Construction	12.1	12.1
Health & Social Work	8.1	18.2	Transportation & storage	9.1	7.3
Public administration	7.5	7.1	Public administration	8.3	7.0
<b>Accumulated concentration</b>	<b>68.6</b>	<b>62.3</b>	<b>Accumulated concentration</b>	<b>65.0</b>	<b>59.9</b>

Source: Eurostat LFS (2010), RB Calculations

Figure 7: Distribution of Employment in the main NACE-2 digit sectors (2010)

The difference in the choice of occupations, however, displays stronger differences between women and men which are very much in line with the general EU-27 trend. Within the five most popular occupations, there is only one overlap: 10.9% of women and 9.0% of men work as "Personal service workers". The rest of the labour force working in the five most popular occupations is strictly separated by gender. However, the Bulgarian labour market seems to be equally diversified for both genders – 48.9 % of women and 46.7% of men work in the top five occupations.

<b>% of women employed in</b>	<b>Bulgaria</b>	<b>EU-27</b>	<b>% of men employed in</b>	<b>Bulgaria</b>	<b>EU-27</b>
Sales workers	11.0	8.0	Drivers and mobile plant operators	13.7	7.4
Personal service workers	10.9	13.4	Personal service workers	9.0	5.4
Business and administration professionals	10.0	5.6	Metal, machinery and related trades workers	8.8	8.6
Cleaners and helpers	8.6	9.0	Building and related trades workers	8.3	9.9
General and keyboard clerks	8.4	12.7	Labourers in mining and construction	6.9	1.5
<b>Accumulated concentration</b>	<b>48.9</b>	<b>48.7</b>	<b>Accumulated concentration</b>	<b>46.7</b>	<b>32.8</b>

Source: Eurostat LFS (2010), RB Calculations

Figure 7: Distribution of Employment in the main ISCO 3-digit occupations (2010)

## 1.5 Under-/overrepresentation of women and men in hierarchical levels – "Vertical segregation"<sup>18</sup>

Vertical segregation is more pronounced in Bulgaria than in the EU-27.

In 2012 only 12.0% of board positions were held by women, which is 4 pp below the EU-27 average of 16.0%. Additionally, little progress was made in Bulgaria between 2003 and 2012 (increase of 1 pp).

The share of women in (executive) management positions in large companies and SMEs was at 31.0% in 2010 and thus closer to the EU-27 average of 33.0%. Over the past decade this figure increased by 4 pp.

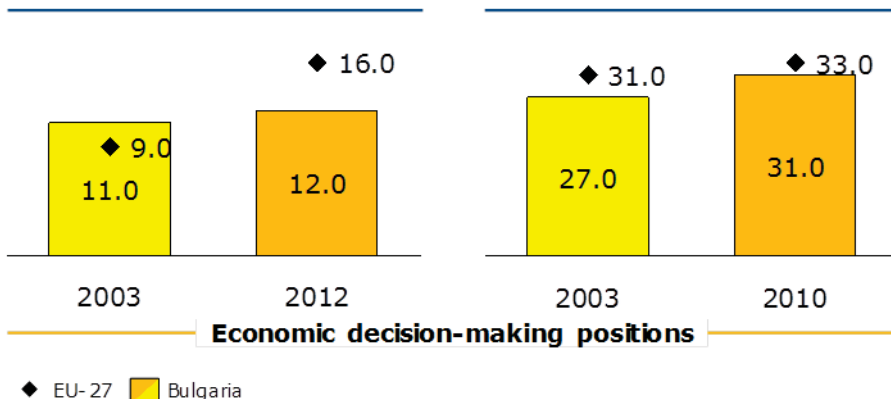
These overall positive developments in Bulgaria are in line with the general EU-27 trend and shall be further developed in the years to come.

### Women in... [%]

#### ... corporate boards

#### ... management positions in large companies and SMEs

12



Source: EC DG Justice, Gender and Science 2012

Figure 9: Women in economic decision-making positions

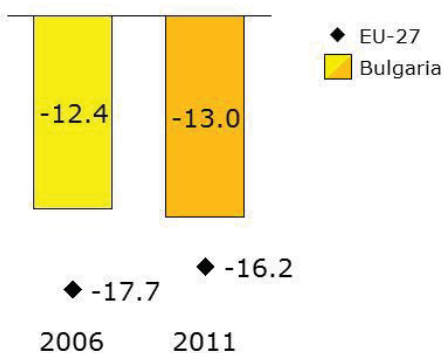
<sup>18</sup> Source for statistical data (unless stated otherwise): EC DG Justice; Horizontal and vertical segregation - Meta-analysis of gender and science research, 2010, 2012

## 1.6 Gender pay gap<sup>19</sup>

The gender pay gap in Bulgaria (13.0%) and is thus smaller than on EU-27 average (16.2%). Thus the average female employee earns 13.0% less than the average male employee.

Looking at the development of the gender pay gap, one can see that Bulgaria is facing a challenge: In the EU-27 the trend suggests that the gender pay gap has decreased between 2006 and 2011, whereas in Bulgaria the gender pay gap opens up (0.6%).

### Unadjusted Gender Pay Gap [%]



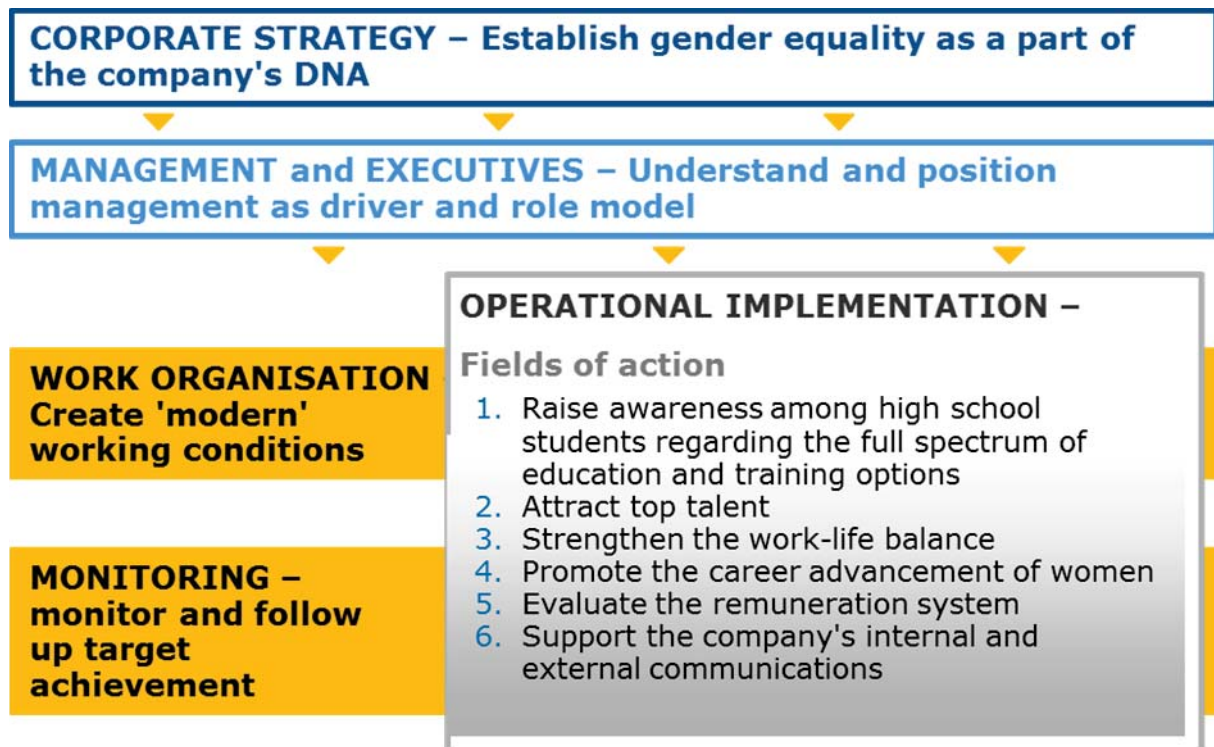
Source: Eurostat LFS 2013 (data from 2011)

Figure 10: Unadjusted gender pay gap

<sup>19</sup> Source: Eurostat LFS 2013 (data from 2011)

## 2. How to gain better access to the talent pool?

More gender equality within the business sector and a reduction of the gender pay gap can only be sustainably realised if companies adopt a comprehensive approach including corporate strategy, management, operational implementation by business units and HR work organisation and monitoring ("strategic pillars"):



Focusing on one pillar will lead to partial improvements only.

### **Corporate Strategy – Establish gender equality as part of the company's DNA**

The corporate strategy sets the framework for doing business and determines the internal work culture. Experience shows that gender equality – in order to be sustainably established – has to be (come) a company rationale: The concept of gender equality has to be an integral part of the overall corporate strategy. This is the foundation for successfully addressing the gender pay gap within a company.

### **Management – Understand and position management as driver and role model**

A management which is convinced of and fully endorses the company's strategy towards gender equality is vital to sustainably establish and live the principles of equality between women and men throughout the company and contribute to a sustainable reduction of the gender pay gap. The management is responsible for the implementation of the corporate strategy. Also, managers act as role models and multipliers within and outside the company.

## **Operational implementation – Business units and HR striving for more gender equality in daily work**

- Business units are responsible for operationalising strategic targets regarding gender equality by actually implementing measures which have been agreed upon in their daily work, e.g. by offering internships. They contribute to a sustainable attraction, retention and development of employees.
- HR – as central point of contact for human resource issues of business units – offers strategic advice on how to sustainably address gender equality and provides instruments and processes to attract, retain and develop top talent, e.g. by designing regular evaluation processes.

### **There are six main fields of action for operational implementation:**

- **Raise awareness among high school graduates regarding the full spectrum of education and training options** - To enlarge the potential talent pool, companies need to sensitise high school graduates regarding the full spectrum of fields of education and hereby motivate them to also consider gender "atypical" fields of specialisation.
- **Attract top talent** – To attract top talent, companies need to build up a relationship with talented graduate students early on and show them how it is to work in their company. Additionally, they need to tap the dormant work force by mobilising women to start working.
- **Strengthen the work-life balance** – To retain the talent pool, companies need to motivate talents to continue working, to return early from leave and to facilitate the career advancement of employees with family care obligations.
- **Promote career advancement of women** - To promote the most qualified female employees, companies need to establish a culture and promotion process that equally honours male and female talent and institutionalise a systematic succession planning.
- **Evaluate the remuneration system** - To attract and retain female employees, companies need to evaluate and – if necessary – adapt their remuneration system to eliminate discriminatory practices.
- **Support the company's internal and external communications** - To maximise the positive impact of their efforts to champion gender equality, companies need to communicate their actions enhancing corporate gender equality internally and externally.

## **Work Organisation – Create 'modern' working conditions**

Often, workflows within the company are organised in a way which does not easily allow for necessary changes towards more gender equality. This especially refers to the flexibility of the working environment. In the context of this project, flexibility comprises working hours, workplace options and work arrangements. It is therefore vital to evaluate the organisation of current business activities and requirements systematically and identify room for change in favour of employees but beneficial for both parties (employers and employees).

### **Monitoring – Monitor and follow-up target achievements**

To ensure that gender equality is taken seriously, companies need to monitor gender equality targets in the same way as financial targets. Monitoring should include indicators that measure company-wide progress regarding corporate efforts to enhance gender equality as well as the success of individual managers in promoting gender equality in their departments/teams. Additionally, it should be part of regular feedback talks with the top management.



### 3. Where companies find support to gain better access to the talent pool - Examples

In order to foster a sustainable change towards accessing the labour force potential of women in a better way, a series of public and private initiatives – with legislative and non-legislative focus - have been implemented in Bulgaria. In the following we give an overview over sample initiatives:

#### 3.1 Legislative initiatives (examples)

Year	Legislation	Website Link
1986 (amended 2011)	Кодекса на труда член 8, параграф 3 (Labour Code Article 8, Paragraph 3)	<a href="http://www.mlsp.government.bg/en/docs/labour/Labour%20code%20consolidated%20en.pdf">http://www.mlsp.government.bg/en/docs/labour/Labour%20code%20consolidated%20en.pdf</a>
2002	ПРАВИЛНИК за прилагане на Закона за насърчаване на заетостта (Employment Promotions Act)	<a href="http://www.az.government.bg/az-text/Legislation/PPZNZ.htm">http://www.az.government.bg/az-text/Legislation/PPZNZ.htm</a>
2003	Закон за защита срещу дискриминацията (Law on Protection against Discrimination)	<a href="http://www.lex.bg/laws/ldoc/2135472223">http://www.lex.bg/laws/ldoc/2135472223</a>

### 3.2 Public non-legislative initiatives (examples)

Name	Sponsor	Target Group	Target	Website Link
<b>Закона за семейни помощи за деца</b> (Social Investments in Children)	Ministry of Labour and Social Policy	· Young families	Transform child allowances in "social investments" through the payment of nursery fees, food from the school canteen, clothes, shoes, text books and stationery, and food products	<a href="http://www.mlsp.government.bg/bg/law/law/ZSPD.doc">www.mlsp.government.bg/bg/law/law/ZSPD.doc</a>
<b>Конвенцията за премахване на всички форми на дискриминация по отношение на жените</b> (Convention on the Elimination of All Forms of Discrimination against Women)	United Nations	· National legislation	Erase violence against women and recommend as well as suggest respective legislative action	<a href="http://www.un.org/womenwatch/daw/cedaw/">http://www.un.org/womenwatch/daw/cedaw/</a>
<b>НАЦИОНАЛЕН ПЛАН ЗА ДЕЙСТВИЕ ПО ЗАЕТОСТТА през 2011</b> (The National Action Plans on Employment)	Ministry of Labour and Social Policy and Council of Ministers	<ul style="list-style-type: none"> <li>· Unemployed people aged under 29 years</li> <li>· Those who have been unemployed for more than six months</li> <li>· Those who are unemployed with few or no qualifications</li> <li>· Unemployed people whose skills are not in demand in the labour market</li> <li>· Jobless people lacking key skills such as computer and language proficiency</li> <li>· Disabled persons</li> <li>· Those who are willing to work, but are inactive for different reasons, such as discouraged jobseekers</li> </ul>	Provide work for 34,600 people with a budget of €37.3 million and create environmentally friendly jobs	<a href="http://www.mlsp.government.bg/bg/docs/NPDZ-2011.pdf">http://www.mlsp.government.bg/bg/docs/NPDZ-2011.pdf</a>

<b>Национален план за равенство между половете</b> (National Plan on Gender Equality)	Ministry of Labour and Social Policy	<ul style="list-style-type: none"> <li>• Society overall</li> </ul>	Encourage equality in decision making, awareness raising and elimination of gender stereotypes for the roles of women and men	<a href="http://www.mlsp.government.bg/equal/publ.asp?id=62">www.mlsp.government.bg/equal/publ.asp?id=62</a>
<b>Национална програма в подкрепа на майчинството</b> (National Programme in Support of Motherhood)	Ministry of Labour and Social Policy	<ul style="list-style-type: none"> <li>• Unemployed</li> <li>• Women</li> </ul>	Support of motherhood to create conditions for improving employment prospects and career development for mothers of young children	<a href="http://europa.eu/familyalliance/practices-that-work/family-practice-user-registry/practices/motherhood-support-national-programme_en.htm#chapter_7">http://europa.eu/familyalliance/practices-that-work/family-practice-user-registry/practices/motherhood-support-national-programme_en.htm#chapter_7</a>

### 3.3 Private initiatives (examples)

Name	Sponsor	Target Group	Target	Website Link
<b>Bringing the EU Home</b>	Open Society Foundation Romania and the Network Women's Program of the Open Society Institute	· National and European players from politics and civil society	Monitor the progress of EU candidate countries and ensure that they meet the Copenhagen political criteria, particularly in relation to minorities' rights	<a href="http://www.opensocietyfoundations.org/sites/default/files/eowmbulgaria_2005_0.pdf">http://www.opensocietyfoundations.org/sites/default/files/eowmbulgaria_2005_0.pdf</a>
<b>Център за изследвания и политики за жените</b> (Center of Women's Studies and Policies (CWSP))	International Labour Organisation European Youth Foundation to the Council of Europe Phare Civil Society Development Programme 2001	· National players from politics and civil society	Advise the executive and integrate equality and gender related issues into the public discussion	<a href="http://www.cwsp.bg/en/htmls/home.php">http://www.cwsp.bg/en/htmls/home.php</a>
<b>Женски алианс за развитие</b> (Women's Alliance for Development)	NOVIB Global Fund for Women Charles Stuart Mott Foundation Westminster Foundation for Democracy	· National players from business, politics and civil society	Work for equal opportunities of women and men in all spheres of life, raise public awareness about gender issues, improve women's access to economic resources	<a href="http://women-bg.org/">http://women-bg.org/</a>
<b>Фондация "Български център за джендър изследвания" БЦДИ</b> (Bulgarian Gender Research Foundation)	Lawyers, academics, experts in advocacy and education	· National players from business, academics and politics	Promote gender equality, reproductive rights and anti-discrimination, prevent domestic violence, elaborate and produce research, analyses and draft laws, conduct campaigns and lobby for legislative changes, provide training	<a href="http://www.bgrf.org/index.php?lang=en">http://www.bgrf.org/index.php?lang=en</a>
<b>Българската асоциация на университетските жени</b> (The Bulgarian Association of University Women)	The International Federation of University Women (IFUW) University Women of Europe (UWE) European Network for women's Studies (ENWS) Network of East-West Women	· Young female academics	Support young female academics and provide gender related research as a basis for public discussion	<a href="http://www.ifuw.org/bulgaria/">http://www.ifuw.org/bulgaria/</a>
<b>Младежка програма 2009 - 2013</b> (Youth Program 2009 - 2013)	The Bulgarian Fund for Women	· Young women and girls, including those of Roma ethnic origin	Provide knowledge, organizational and leadership skills that foster further personal and professional development of girls and women	<a href="http://www.bgfundforwomen.org/en/programs/current-programs/12-mladezhka-programa-2009-2013">http://www.bgfundforwomen.org/en/programs/current-programs/12-mladezhka-programa-2009-2013</a>