



# Investing in Women – Investing in Future

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Council of Women in Business in Bulgaria

Conference Originality of Women,

June 9<sup>th</sup>, 2015, Bled, Slovenia

# Gender Equality in Bulgaria



## EQUALITY

Bulgaria ranks **22nd out of 142 countries** in the 2014 ranking of World Economic Forum on workplace equality between men and women.



## EMPLOYMENT

The **employment rate** of 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 (61.3%).



## PAY GAP

The **gender pay gap** lies at 13.0% and is below the EU-27 average (16.2%) (*Source: Eurostat*)



## INCOME

Women have an **average annual income** of \$13,130, and men - \$19,115 (*Source: World Economic Forum*)

# Gender Equality in Bulgaria



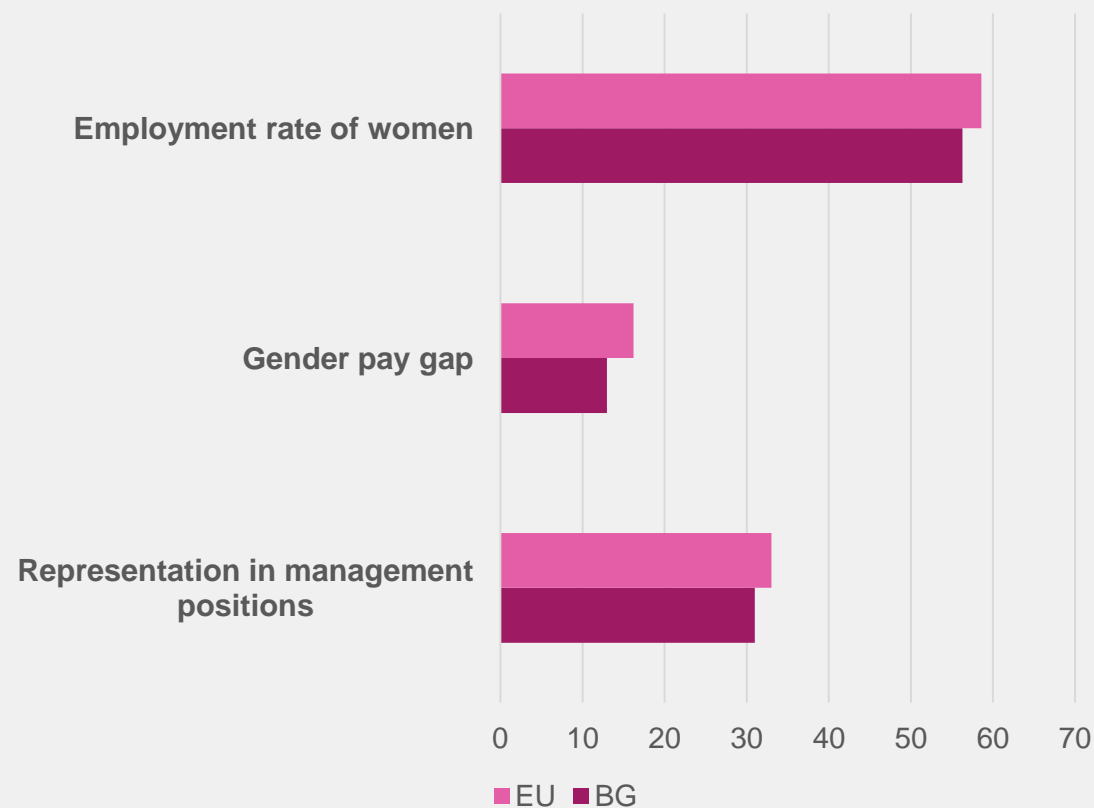
## HORIZONTAL SEGREGATION

Compared to the EU-27, the under-/overrepresentation of women and men (**horizontal segregation**) is less pronounced regarding sectors but equally pronounced regarding occupations.



## VERTICAL SEGREGATION

The under-/overrepresentation of women and men on hierarchical levels (**vertical segregation**) is more pronounced in Bulgaria than in EU-27. 12.0% of board positions (EU-27: 16%) and 31.0% of management positions are held by women (EU-27: 33%).



# Legal framework of gender equality in Bulgaria



## CONSTITUTION

The Constitution of the Republic of Bulgaria guarantees the fundamental human rights and freedoms of the Bulgarian citizens, including non-discrimination on the grounds of sex.



## LAW AGAINST DISCRIMINATION

The Law on Protection against Discrimination, in force since 2004, incorporates the principle of equal pay and prohibition of all kinds of discrimination.



## LABOUR CODE

The Labour Code prohibits all forms of discrimination and restrictions based on gender and introduces the principle of equal pay for women and men.



## LAW ON GENDER EQUALITY

No Law on Gender Equality has been adopted so far.

# Council of Women in Business in Bulgaria



## ORGANIZATION

The Council is a **non-governmental non-profit organization**.



## EXECUTIVE PROFILES

Members are **women on top management positions** – CEOs, CFOs, Members of management boards.



## CORPORATE DIVERSITY

The member companies are active in various fields – industry, energy, banking, insurance, pharmaceutical, IT, hospitality, etc.

# Mission and Vision



## RECOGNITION

Promoting good practices and programs that encourage the professional development of women in small and medium-sized businesses



## PROFESSIONAL DEVELOPMENT

Encouraging women's growth to managing positions



## YOUNG PEOPLE

Supporting young specialists to realize their potential in Bulgaria



# Leadership Academy



## CONCEPT

Free of charge leadership training in 6 one-day modules



## LAUNCH

Started in May 2014



## GOALS

Dedicated to the development of personal and professional “soft skills” of the participants



## CONTENT

The modules cover topics like emotional intelligence, career consulting, team leading skills, etc.



## ALUMNI

40 women on middle-management positions (selected out of 100 applicants) successfully graduated its first edition 2014/2015.



## PRESENT

Another 40 participants were selected out of over 200 applicants for the second edition 2015/2016.



# Mentorship Program



## MENTEES

Aimed at alumni of Leadership Academy.



## MENTORS

Mentors are members of the Council of women in business in Bulgaria.



## GOALS

The goal is to support alumni with advice and networking in their future career growth.



# Legislation initiatives



## LEGAL CHANGES

Collaborating with government officials on a **new Law on equality** between men and women.



## CONSULTING

The Council was officially invited to consult the Ministry of Labour and Social Policy in the preparation of the new gender equality legislation.



## MEASURES

The Council has already made specific proposals to be included in the Law on equality.

# Networking

**Regular meetings** with government officials and representatives of international organizations, including:



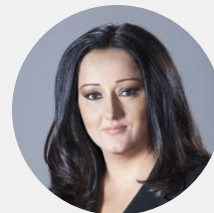
**Yordanka Fandykova**

Mayor of Sofia



**Levon Hampartzoumian**

CEO and Chairman of the MB  
of UniCredit Bulbank



**Lilyana Pavlova**

Minister of Regional  
Development and Public Works



**Kristalina Georgieva**

Vice President of the European  
Commission



**Ekaterina Zaharieva**

Former Bulgarian Deputy PM  
and minister of Regional  
development



**Violina Marinova**

Chairperson of the Management  
Board and Chief Executive  
Officer of DSK Bank



**Eva Paunova**

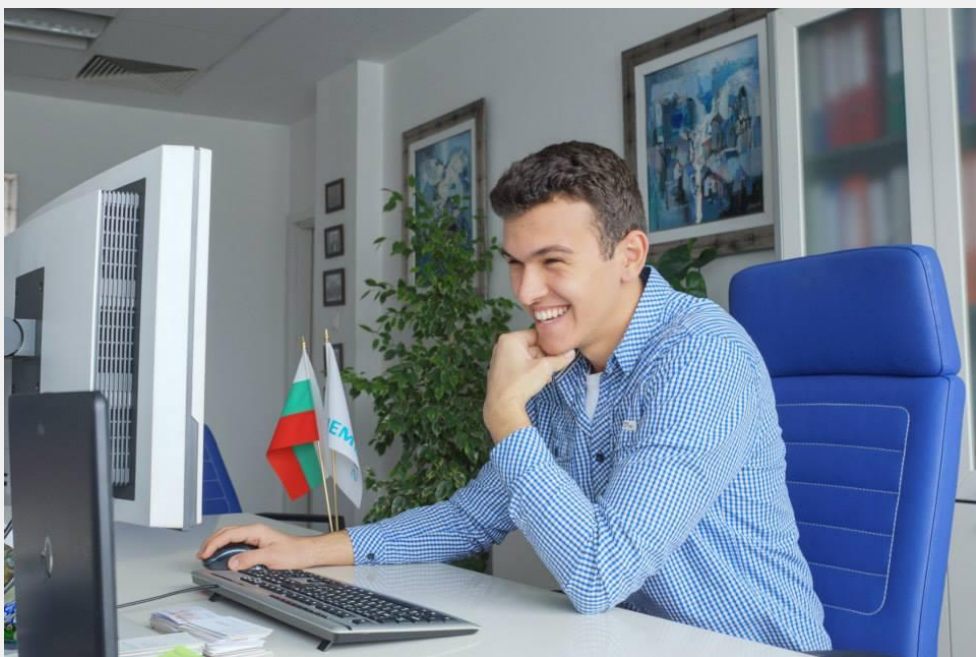
Member of European Parliament



**Irina Bokova**

UNESCO Director-General

# Traineeships



## REACH

National trainee initiative



## SUPPORT

Supported by member companies of the Council which rank **among the most respected companies and organizations** in Bulgaria



## GOALS

Aimed to **facilitate young people**, especially students, to start a career in Bulgaria.

# Annual conference “Women – the gentle power of business”



## INITIATIVE

Organized by **Manager Magazine**



## GOALS

Aimed to **promote good practices and approaches** for increasing the role of women in society and business



## SPEAKERS

Among the speakers and participants are **some of the most successful female managers** in Bulgaria.





**Thank you for attending!**

Questions? Contact Us Below!



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