

# FINAL REPORT

## **BULGARIA: Country Gender Profile**

**October 2004**

**Vitoshka Research**

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Japan International Cooperation Agency



# **Country WID Profile (Bulgaria)**

October 2004

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## **List of Abbreviations**

APL – Annual paid leave

AR - Activity rate

Avg – average

BEL – Bulgarian Euro-Left

CCCASAM – Central Commission for Combating Anti-Social Acts by Minors

CCU - Central Cooperative Union

CLC – Collective Labor Contract

Eop – end of period

ER – Employment rate

EU – European Union

GDP – Gross Domestic Product

LALC – Law on the Amendment of the Labor Code

LC – Labor Code

LF – Labor force

LFS – Labor force survey

MH – Ministry of Health

MLSP – Ministry of Labor and Social Policy

MP – Minimal pension

MRF – Movement for Rights and Freedoms

MSE – Ministry of Science and Education

MW – Minimal wage

NBPS - National Border Police Service

NCEE – National Council for Encouraging Employment

NPS – National Police Service

NSCOC - National Service for Combating Organized Crime

NSI – National Statistical Institute

SACP – State Agency for Child Protection

SIINM – Simeon II National Movement

UDF – United Democratic Forces

UR – Unemployment rate

## 1. Basic Profile

### 1.1. Socio-economic profile

#### MACROECONOMIC INDICATORS

**Table 1**

		1998	1999	2000	2001	2002	2003
<b>GDP</b>							
Current prices	million \$*	12,734.6	12,945.8	12,596.7	13,599.2	15,650.8	19,860.2
Real growth relative to previous year	%	4.0	2.3	5.4	4.1	4.9	4.3
<b>Inflation</b>							
CPI cop	%	1.6	7.0	11.3	4.8	3.8	5.6
CPI avg	%	18.7	2.6	10.3	7.4	5.8	2.3
PPI cop	%	0.4	13.3	14.4	-1.8	6.3	4.3
PPI avg	%	16.6	3.1	17.2	3.6	1.3	4.9
GDP deflator	%	23.7	3.7	6.7	6.7	3.8	2.1
<b>Public Finance</b>							
Cash deficit(-)/ surplus(+) % of GDP	%	1.3	0.2	-0.6	-0.6	-0.6	0.0
<b>External Sector</b>							
Current account	million \$	-61.4	-651.7	-701.6	-887.5	-826.68	-1,666.3
% of GDP	%	-0.5	-5.0	-5.6	-6.5	-5.3	-8.4
Trade balance	million \$	-380.7	-1,081.0	-1,175.5	-1,567.8	-1,594.4	-2,473.7
% of GDP	%	-3.0	-8.4	-9.3	-11.6	-10.2	-12.5
Capital and Financial Account	million \$	266.8	792.7	908.2	1,050.5	1,750.15	1,852.64
Direct investments in reporting economy	million \$	537.3	818.8	1,003.3	678.8	904.7	1,419.41

\*All values are in US dollars

Bulgarian National Bank [www.bnb.bg](http://www.bnb.bg)

#### GROSS DOMESTIC PRODUCT, ABSOLUTE PER-CAPITA

**Table 2**

	1985	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003
GDP per capita \$	1,960	1,922	1,559	1,198	1,251	1,543	1,577	1,542	1,718	1,978	2,538

Main macroeconomic indicators 1991-2001, NSI, 2001.

[www.nsi.bg](http://www.nsi.bg)

#### PUBLIC EXPENDITURES TO SECTORS (% of GDP)

**Table 3**

	2001	2002	2003	2004
Health (excluding reserve expenditures)	4.0	4.4	3.8	4.0
Education	4.0	4.2	3.9	4.1
Social Welfare	13.6	13.4	13.7	13.4
Defense (excluding reserve expenditures)	4.9	5.3	4.9	4.9

[www.minfin.government.bg](http://www.minfin.government.bg)

#### POPULATION OF THE REPUBLIC OF BULGARIA – BASIC INDICATORS

**Table 4**

INDICATORS	1993	1998*	2002	2003**
Population as of December 31 (in thousands)	8,459.8	8,230.4	7,845.8	7,801.3
Sex ratio (number of females per 1000 males)	1,038	1,050	1,056	1,058
Urban/rural population ratio (percentages)	47.9	47.1	43.7	43.4
Average age of population	38.4	39.4	40.6	40.8
Birth rate (promiles)	10.0	7.9	8.5	8.6
Average age of mother at childbirth (years)	23.6	24.4	25.3	25.6
Extramarital births (percentages)	22.2	31.5	42.9	46.1
Mortality (percentages)	12.9	14.3	14.3	14.3
Average life expectancy (years)	71.2	N.A.	71.9	72.1
Average life expectancy for males (years)	67.7	67.6	68.5	68.7
Average life expectancy for females (years)	75.0	74.6	75.4	75.6
Child mortality (per 1000 live births)	15.5	14.4	13.3	12.3
Abortions/births ratio (percentages)	126.4	121.2	75.8	N.A.

\* The data for Average life expectancy on 1998 is not indicated in the Source

\*\*The data on 2003 are preliminary and do not take into account the impact of migration. Source: NSI

Statistical yearbook 1999, NSI, Sofia 2003.

[www.nsi.bg/Population/Population.thm](http://www.nsi.bg/Population/Population.thm)

**POPULATION AGED 15 AND OVER BY VARIOUS DEMOGRAPHIC INDICATORS  
AND BY PLACE OF RESIDENCE (in thousands)**

*Table 5*

	November 1999.		4 <sup>th</sup> quarter 2003	
	Town	Village	Town	Village
<b>SEX</b>				
Male	2,237.6	1,088.8	2,211.1	992.2
Female	2,427.5	1,135.8	2,430.5	1,043.0
<b>EDUCATION</b>				
Higher	614.5	42.5	994.1	99.3
Semi-higher	225.1	39.2	235.7	49.4
Specialized secondary	914.5	176.2	897.2	178.6
General secondary	1,459.4	437.7	1,345.9	421.5
Primary and lower	1,451.5	1,529.0	1,404.3	1,335.8
<b>EMPLOYMENT</b>				
Total	4,665.1	2,224.6	4,641.6	2,035.2
LF – total	2,525.9	862.0	2,450.9	786.1
LF – employed	2,137.4	673.6	2,167.3	658.3
LF – unemployed	388.5	188.4	283.6	127.8
Persons outside LF	2,139.2	1,362.6	2,190.7	1,249.1
AR	54.1	38.7	52.8	38.6
ER	45.8	30.3	46.7	32.3
UR	15.4	21.9	11.6	16.3
<b>MARITAL STATUS</b>				
Single	1,108.5	357.0	1,177.6	355.0
Married	2,970.7	1,496.6	2,795.5	1,317.1
Divorced	196.0	49.3	223.4	54.8
Widowed	389.8	321.7	445.0	308.3

*Employment and Unemployment Journal, NSI, Sofia 1994-2004.*

**POPULATION AGED 15 AND OVER BY SEX AND ECONOMIC ACTIVITY (in thousands)**

*Table 6*

	October 1994			November 1998			4 <sup>th</sup> quarter 2003		
	LF	Employed	Unempl oyed	LF	Employed	Unemploy ed	LF	Employed	Unemploy ed
TOTAL	3,608.9	2,868.7	740.2	3,476.8	2,920.7	556.1	3,237.1	2,825.6	411.4
Male	1,925.0	1,532.4	392.5	1,851.2	1,553.5	297.7	1,720.9	1,497.7	223.2
Female	1,638.9	1,336.3	347.6	1,625.6	1,367.2	258.4	1,516.2	1,327.9	188.3

*Employment and Unemployment Journal, NSI, Sofia, 1994-2004*

**STRUCTURE OF THE EMPLOYED BY OCUPATION CATEGORY AND SEX (%)**

*Table 7*

OCUPATION CATEGORIES	YEARS		November 1998		December 2003	
	Male	Female	Male	Female	Male	Female
Managerial staff	69.9	30.1	70.7	29.3		
Analytical specialists	39.0	61.0	44.0	66.0		
Applied specialists	44.5	55.5	44.1	55.9		
Supporting staff	27.3	72.7	31.1	68.9		
Staff engaged in service delivery to the public, security, and retail	34.2	65.8	34.4	65.6		
Producers in agriculture, forestry, fishing industry, hunters and fishermen	52.6	47.4	58.8	41.2		
Skilled production workers	73.1	26.9	72.1	27.9		
Operators of equipment, machines, and vehicles	74.3	25.7	68.7	31.3		
Low-skilled workers	51.4	48.6	56.8	43.2		

*Employment and Unemployment Journal, NSI, Sofia, 1998-2004.*

**STRUCTURE OF THE EMPLOYED BY SEX AND ECONOMIC SECTOR (%)**
**Table 8**

ECONOMIC SECTORS	YEARS		June 1998		June 2001		4 <sup>th</sup> quarter 2003	
	Male	Female	Male	Female	Male	Female	Male	Female
Agriculture, forestry, and fishing industry	14.9	11.1	12.0	7.1	11.3	7.0		
Industry	39.4	30.0	36.3	28.8	37.8	29.0		
Services	45.5	58.6	51.5	64.0	50.9	64.0		

*Employment and Unemployment Journal, NSI, C. 1998-2004.*

**LABOR INDICATORS AND EMPLOYMENT STATUS BY SEX (%)**
**Table 9**

SEX	AR <sup>1</sup> (%)	ER <sup>2</sup> (%)	UR <sup>3</sup> (%)	EMPLOYMENT STATUS				
				Employers <sup>4</sup>	Self-employed*	Employed by private enterprises	Employed by state-owned enterprises	Unpaid family workers
				(%)	(%)	(%)	(%)	(%)
<b>TOTAL</b>								
September 1993	55.4	43.5	21.4	9.8	-	11.2	77.4	1.4
November 1998	50.4	42.4	16.0	2.4	9.4	30.4	56.2	1.4
December 2001	48.1	38.7	19.5	3.5	8.8	46.6	39.5	1.4
4 <sup>th</sup> quarter 2003	48.5	42.3	12.7	3.6	8.9	51.3	34.1	1.9
<b>MALE</b>								
September 1993	60.5	47.9	20.9	11.9	-	11.8	75.1	1.0
November 1998	55.6	46.6	16.1	3.3	11.1	31.4	53.0	1.0
December 2001	52.4	41.8	20.4	4.7	10.5	47.0	36.5	1.0
4 <sup>th</sup> quarter 2003	53.7	46.8	13.0	5.2	11.1	51.1	31.0	1.3
<b>FEMALE</b>								
September 1993	50.5	39.4	22.0	7.3	-	10.6	80.1	1.9
November 1998	45.6	38.4	15.9	1.3	7.4	29.4	59.8	1.8
December 2001	44.0	35.8	18.5	2.1	6.9	46.2	42.7	1.9
4 <sup>th</sup> quarter 2003	46.3	38.2	12.4	1.8	6.4	51.4	37.6	2.5

*Employment and Unemployment Journal, NSI, Sofia 1994-2004.*

\* For 1993 the category of self-employed does not exist

**EMPLOYED PERSONS BY TYPE OF LABOR CONTRACT AND SEX**
**Table 10**

	Structure (%) December 2000.			Structure (%) 4 <sup>th</sup> quarter 2003		
	Total	Male	Female	Total	Male	Female
<b>TOTAL</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Permanent labor contract	86.8	85.3	88.4	94.2	93.0	95.4
Civil (temporary) contract	7.2	7.5	6.9	1.9	2.0	1.8
Other contract	1.1	1.2	0.9	0.7	0.8	0.6
No contract	4.9	6.0	3.8	3.2	4.2	2.1

*Employment and Unemployment Journal, NSI, C.2000-2004*

<sup>1</sup> AR - Activity rate in percentages

<sup>2</sup> ER –Employment rate in percentages

<sup>3</sup> UR –Unemployment rate in percentages

<sup>4</sup> Total percentage of employers and self-employed (September 1993data)

**JOB SEEKING METHODS BY SEX (%)****Table 11**

SEX	JOB-SEEKING METHOD <sup>5</sup>			
	Registration with state employment office	Direct contact with employer	Seeking assistance from family and friends	Placing or replying to job advertisements
<b>TOTAL</b>				
September 1993	58.2	19.8	42.2	14.3
November 1998	47.7	19.4	54.8	18.8
4 <sup>th</sup> quarter 2003	47.2	34.8	61.6	21.8
<b>MALE</b>				
September 1993	55.9	21.1	43.2	13.8
November 1998	43.4	20.5	56.9	18.7
4 <sup>th</sup> quarter 2003	41.2	37.2	63.3	22.1
<b>FEMALE</b>				
September 1993	60.7	18.5	41.0	14.9
November 1998	52.7	18.1	52.3	18.8
4 <sup>th</sup> quarter 2003	54.3	31.9	59.5	21.4

*Employment and Unemployment Journal, NSI, Sofia 1994-2004.*

**FEMALES AGED 15 AND OVER BY MARITAL STATUS AND ECONOMIC ACTIVITY****Table 12**

SEX MARITAL STATUS	Total (thou.)	Labor force			Persons outside the labor force (thou.)	AR (%)	ER (%)	UR (%)
		Total (thou.)	Employed (thou.)	Unemployed (thou.)				
<b>FEMALES - 1994</b>	<b>3,542.7</b>	<b>1,683.9</b>	<b>1,336.3</b>	<b>347.6</b>	<b>1,858.7</b>	<b>47.5</b>	<b>37.7</b>	<b>20.6</b>
Single	486.8	185.9	118.2	67.7	300.9	38.2	24.3	36.4
Married	2,366.2	1,329.1	1,078.6	250.5	1,037.1	56.2	45.6	18.8
Divorced	146.1	105.8	87.4	18.4	40.3	72.4	59.8	17.4
Widowed	543.6	63.1	52.1	11.0	480.5	11.6	9.6	17.5
<b>FEMALES - 1998</b>	<b>3,563.8</b>	<b>1,625.6</b>	<b>1,367.2</b>	<b>258.4</b>	<b>1,938.1</b>	<b>45.6</b>	<b>38.4</b>	<b>15.9</b>
Single	572.2	214.1	154.5	59.6	358.1	37.4	27.0	27.8
Married	2,265.4	1,240.7	1,068.0	172.7	1,024.7	54.8	47.1	13.9
Divorced	149.5	101.8	84.9	16.9	47.7	68.1	56.8	16.6
Widowed	576.6	69.0	59.8	9.2	507.6	12.0	10.4	13.3
<b>FEMALES - 2003</b>	<b>3,473.5</b>	<b>1,516.2</b>	<b>1,327.9</b>	<b>188.3</b>	<b>1,957.3</b>	<b>43.6</b>	<b>38.2</b>	<b>12.4</b>
Single	638.2	239.2	198.1	41.1	399.0	37.5	31.0	17.2
Married	2,062.0	1,095.4	969.3	126.1	966.7	53.1	47.1	11.5
Divorced	177.0	117.7	103.1	14.6	59.3	66.5	58.3	12.4
Widowed	596.3	63.9	57.4	6.4	532.4	10.7	9.6	10.1

*Employment and Unemployment Journal, NSI, Sofia 1994-2004.*

**PERSONS OUTSIDE THE LABOR FORCE BY REASON FOR INACTIVITY AND SEX****Table 13**

REASONS FOR INACTIVITY	MALE		FEMALE	
	Number (thou.)	Structure (%)	Number (thou.)	Structure (%)
<b>TOTAL - 1994</b>	<b>1,419.0</b>	<b>100</b>	<b>1,858.7</b>	<b>100</b>
Personal and family reasons	15.8	1.1	206.5	11.1
Ill health, disability	132.7	9.4	129.0	6.9
Training	230.2	16.2	255.1	13.7
Advanced age	758.7	53.5	1,107.1	59.6
Discouraged about finding work	97.9	6.9	98.9	5.3
Other	183.7	12.9	62.2	3.3
<b>TOTAL - 1998</b>	<b>1,479.0</b>	<b>100</b>	<b>1,938.1</b>	<b>100</b>
Personal and family reasons	9.7	0.7	176.9	9.1
Ill health, disability	107.4	7.3	101.6	5.2
Training	249.3	16.9	282.5	14.6
Advanced age	766.4	51.8	1,129.7	58.3
Discouraged about finding work	146.4	9.9	149.1	7.7
Other	199.9	13.5	98.3	5.1
<b>TOTAL - 2003</b>	<b>1,482.4</b>	<b>100</b>	<b>1,957.3</b>	<b>100</b>
Personal and family reasons	18.7	1.3	181.1	9.2
Ill health, disability	123.3	8.3	103.9	5.3
Training	280.4	19.0	282.4	14.5
Advanced age	727.0	49.0	1,090.0	55.7
Discouraged about finding work	236.3	15.9	207.1	10.6
Other	-	6.5	-	4.7

*Employment and Unemployment Journal, NSI, Sofia 1994-2004.*

<sup>5</sup> Respondents cited more than one job-seeking method.



**AVERAGE ANNUAL WAGES AND SALARIES OF THE EMPLOYEES UNDER LABOR CONTRACT (Leva)**

*Table 14*

2001			2002		
Total	Public sector	Private sector	Total	Public sector	Private sector
2,880	3,491	2,452	3,091	3,871	2,613

*Statistical Yearbook, NSI, Sofia, 2003*

**TOTAL HOUSEHOLD INCOME (Leva)**

*Table 15*

	1999	2000	2001	2002
Average per household	4,416	4,610	4,532	5,556
Average per capita	1,587	1,664	1,672	2,085

*Statistical Yearbook, NSI, Sofia, 2003*

**HUMAN DEVELOPMENT INDEX**

*Table 16*

1980	1985	1990	1995	2000	2002
0.768	0.788	0.795	0.784	0.791	0.796

[www.undp.org](http://www.undp.org)

**MPs IN 39<sup>TH</sup> NATIONAL ASSEMBLY BY SEX (as of July 2002)**

*Table 17*

	NUMBER	Structure (%)
<b>TOTAL</b>	<b>240</b>	<b>100</b>
Male	179	74.6
Female	61	25.4

*Women and Men in the Republic of Bulgaria, NSI, Sofia 2002, p.86*

**NOMINATED AND ELECTED CANDIDATES FOR MEMBER OF 39<sup>TH</sup> NATIONAL ASSEMBLY**

*Table 18*

PARTY	Total candidates	Females (number)	Females (%)	Female candidates listed in 1 <sup>st</sup> to 6 <sup>th</sup> position (number)	Female list leaders (number)	Elected females (number)	Females (%)
UDF	457	91	20.0	30	6	9	18.0
Gergyovden	344	78	23.0	35	2	-	-
Coalition for Bulgaria	415	80	19.0	28	2	5	10.0
BEL	390	115	29.0	45	4	-	-
SIINM	254	86	34.0	60	12	48	40.0
MRF	367	76	21.0	36	3	1	5.0
Total:	2,227	526	24.0	234	29	63	26.25

*By data of Gender Project in Bulgaria Foundation*

## 1.2. Health profile

**POPULATION PER ONE PHYSICIAN AND DENTIST (number)**

**Table 19**

Physician				Dentist			
2000	2001	2002	2003	2000	2001	2002	2003
296	290	283	277	1,202	1,217	1,277	1,205

NSI [www.nsi.bg](http://www.nsi.bg)

**HEALTH ESTABLISHMENTS AS OF 31.12. (number)**

**Table 20**

ESTABLISHMENTS	2000		2001		2002		2003	
	Number	Beds	Number	Beds	Number	Beds	Number	Beds
Hospitals	249	56,204	244	52,712	251	46,929	249	45,070
Dispensaries	50	4,348	49	4,272	49	4,101	49	4,101
Outpatient establishments	1,003	285	1,190	367	1,423	381	1,455	523
Sanatorial establishments	7	1,435	3	510	2	410	3	910
Other	149	4,726	159	4,720	165	4,206	163	4,250

NSI [www.nsi.bg](http://www.nsi.bg)

**REGISTERED ABORTIONS PERFORMED IN MEDICAL ESTABLISHMENTS BY TYPE (number)**

**Table 21**

Type of abortion	1998	2002
Total	79,842	50,824
On request	66,814	35,805
Spontaneous	10,522	11,039
Medically prescribed	2,455	3,965
Illegal	51	15

Statistical Yearbook 2003, NSI, Sofia 2003, p.73.

**PROPORTION OF PERSONS WITH IMPAIRED HEALTH (%)**

**Table 22**

	1996	2001
Total	33.6	40.2
Male	27.8	35.9
Female	38.8	44.4

Bulgaria – Socio-Economic Development 2001, NSI, Sofia 2002, p.70

**TOBACCO AND ALCOHOL USE BY THE POPULATION (%)**

**Table 23**

INDICATORS	1996		2001	
	SMOKERS	ALCOHOL USERS	SMOKERS	ALCOHOL USERS
<b>TOTAL (persons aged 15 and over)</b>	<b>35.6</b>	<b>64.7</b>	<b>40.5</b>	<b>74.5</b>
Male	49.2	81.5	51.7	81.0
Female	23.8	49.9	29.8	68.0

Bulgaria – Socio-Economic Development 2001, NSI, Sofia 2002.

**HEALTH DISORDERS OF THE POPULATION IN 1999 FROM SELECTED CHRONIC DISEASES (%)**

**Table 24**

DISEASES	BY SEX	
	MALE	FEMALE
Hypertension (high blood pressure)	18.9	<b>26.3</b>
Allergy, asthma	5.1	<b>8.3</b>
Chronic bronchitis	7.0	<b>8.2</b>
Diabetes	2.9	<b>4.2</b>
Thyroid disorders	0.7	<b>3.9</b>
Chronic heart conditions or heart attack	7.2	<b>10.8</b>
Chronic spinal cord injuries	12.6	<b>20.2</b>
Arthritis	5.6	<b>15.1</b>
Brain stroke and its consequences	2.5	<b>1.6</b>
Sinusitis	5.5	<b>7.2</b>
Bladder stones or infection	1.7	<b>6.6</b>
Kidney stones	5.9	<b>8.2</b>
Ulcer	9.3	<b>6.6</b>
Migraine	2.3	<b>9.6</b>
Rheumatism	9.3	<b>15.8</b>
Mental disorders	1.8	<b>2.1</b>

Bulgaria – Socio-Economic Development 1999, NSI, Sofia 2000.

### 1.3. Education profile

**POPULATION AGED 15 AND OVER BY SEX AND EDUCATION LEVEL COMPLETED (in thousands)**

*Table 25*

	October 1994		November 1998		4 <sup>th</sup> quarter 2003	
	Male	Female	Male	Female	Male	Female
Higher	314.1	271.3	327.5	335.9	452.3	641.1
Semi-higher	82.4	187.2	75.3	187.9	89.6	195.5
Secondary	1,346.9	1,311.1	1,484.5	1,419.4	1,469.6	1,373.4
<i>Specialized secondary</i>	<i>545.0</i>	<i>46.8</i>	<i>599.5</i>	<i>495.6</i>	<i>591.4</i>	<i>484.3</i>
<i>General secondary</i>	<i>801.9</i>	<i>849.3</i>	<i>885.0</i>	<i>923.8</i>	<i>878.5</i>	<i>889.1</i>
Primary and lower	1,600.5	1,772.1	1,442.9	1,620.5	1,281.1	1,459.0

*Employment and Unemployment Journal, NSI, Sofia 1994-2004*

**ACADEMICS AND RESEARCHERS AS OF DECEMBER 31 BY TITLE AND DEGREE (number)**

*Table 26*

TITLES AND DEGREES	1995		1998		2002	
	Total	Incl. Females	Total	Incl. Females	Total	Incl. Females
<b>TOTAL</b>	<b>25,557</b>	<b>10,127</b>	<b>25,192</b>	<b>10,023</b>	<b>21,592</b>	<b>9,335</b>
Academicians	16	-	19	-	17	-
Correspondent Members	43	<b>3</b>	47	<b>1</b>	32	<b>1</b>
Professors	1,213	<b>162</b>	1,540	<b>232</b>	1,315	<b>210</b>
Associate Professors	3,480	<b>889</b>	4,317	<b>1,170</b>	4,793	<b>1,547</b>
Senior Research Fellows	3,353	<b>1,140</b>	3,242	<b>1,178</b>	2,839	<b>1,143</b>
Teachers	1,247	<b>745</b>	1,173	<b>699</b>	1,406	<b>891</b>
Assistants	9,899	<b>4,169</b>	9,534	<b>4,138</b>	7,588	<b>3,694</b>
Research Fellows	6,326	<b>3,019</b>	5,320	<b>2,605</b>	3,602	<b>1,849</b>
Doctors of Science	1,388	<b>248</b>	1,673	<b>315</b>	1,439	<b>293</b>
Doctor of Philosophy	10,229	<b>3,867</b>	10,353	<b>3,911</b>	10,147	<b>4,116</b>

*Bulgaria – Socio-Economic Development, NSI, Sofia 1999-2003*

**TEACHERS BY TEACHING LEVEL (number)**

*Table 27*

Teaching levels	1995-1996		2001-2002	
	Total	Incl. Females	Total	Incl. Females
<b>TOTAL</b>	<b>141,427</b>	<b>104,537</b>	<b>126,248</b>	<b>95,874</b>
Pre-school education	23,890	<b>23,846</b>	18,637	<b>18,564</b>
Primary education (grades 1-4)	25,503	<b>22,730</b>	22,208	<b>20,071</b>
Pre-secondary education (grades 5-8)	34,862	<b>26,133</b>	30,181	<b>23,711</b>
Secondary education (grades 9-12)	31,833	<b>21,381</b>	31,162	<b>23,086</b>
Post-secondary vocational education	-	-	172	<b>83</b>
Higher education	25,339	<b>10,447</b>	23,888	<b>10,359</b>
Colleges	3,111	<b>1,579</b>	2,342	<b>1,174</b>
Universities	22,228	<b>8,868</b>	21,546	<b>9,185</b>

*Bulgaria – Socio-Economic Development, NSI, Sofia 1999-2003*

**ACTIVITY RATE OF THE POPULATION AGED 15 AND OVER BY SEX AND EDUCATION LEVEL COMPLETED**

*Table 28*

SEX YEARS	ACTIVITY RATE (%)				
	Higher	Semi-higher	Specialized secondary	General secondary	Primary and lower
<b>TOTAL</b>					
October 1994	78.9	75.6	76.1	65.0	32.7
November 1998	77.4	69.8	73.8	61.5	28.1
4 <sup>th</sup> quarter 2003	72.0	60.2	66.8	60.4	27.9
<b>MALES</b>					
October 1994	76.9	75.8	77.6	69.6	40.0
November 1998	75.0	68.9	76.2	67.0	34.9
4 <sup>th</sup> quarter 2003	72.5	64.2	70.7	67.2	30.0
<b>FEMALES</b>					
October 1994	81.3	75.6	74.2	60.6	26.2
November 1998	79.7	70.2	70.8	56.1	22.0
4 <sup>th</sup> quarter 2003	71.7	58.3	62.1	53.6	19.1

*Employment and Unemployment Journal, NSI, 1994-2004.*

**EMPLOYMENT RATE OF THE POPULATION AGED 15 AND OVER BY SEX AND EDUCATION LEVEL COMPLETED**

**Table 29**

YEARS	SEX	EMPLOYMENT RATE (%)				
		Higher	Semi-higher	Specialized secondary	General secondary	Primary and lower
<b>TOTAL</b>						
October 1994		72.5	69.0	64.0	51.6	22.6
November 1998		72.2	64.9	63.9	51.8	20.7
4 <sup>th</sup> quarter 2003		67.5	55.9	59.2	53.2	18.6
<b>MALES</b>						
October 1994		70.0	67.6	66.0	55.5	28.0
November 1998		70.5	64.4	66.4	56.7	25.9
4 <sup>th</sup> quarter 2003		68.7	60.4	63.2	59.3	22.8
<b>FEMALES</b>						
October 1994		74.3	69.5	61.7	47.8	17.7
November 1998		73.9	65.1	61.0	47.2	16.0
4 <sup>th</sup> quarter 2003		66.6	53.9	54.4	47.3	14.9

*Employment and Unemployment Journal, NSI, 1994-2004.*

**UNEMPLOYMENT RATE OF THE POPULATION AGED 15 AND OVER BY SEX AND EDUCATION LEVEL COMPLETED**

**Table 30**

YEARS	SEX	UNEMPLOYMENT RATE (%)				
		Higher	Semi-higher	Specialized secondary	General secondary	Primary and lower
<b>TOTAL</b>						
October 1994		8.1	8.8	15.8	20.7	31.0
November 1998		6.7	7.0	13.3	15.7	26.4
4 <sup>th</sup> quarter 2003		6.3	7.0	11.3	11.8	30.2
<b>MALES</b>						
October 1994		6.7	10.8	14.9	20.3	29.9
November 1998		6.0	6.4	12.9	15.5	25.6
4 <sup>th</sup> quarter 2003		5.2	5.2	10.6	11.8	31.6
<b>FEMALES</b>						
October 1994		8.6	8.0	16.9	21.1	32.5
November 1998		7.3	7.2	13.9	16.0	27.5
4 <sup>th</sup> quarter 2003		7.1	7.6	12.4	13.5	28.3

*Employment and Unemployment Journal, NSI, 1994-2004.*

## General description

1. *Bulgaria is a parliamentary republic with democratic government and market economy.*
2. *In the past 5 years, the country's basic economic indicators have displayed a tendency towards steady and durable growth.*
3. *The demographic characteristics of the population are alarming – the population is declining and ageing progressively.*

Bulgaria is a parliamentary republic, candidate country for a member of European Union (EU), and NATO member. The main ethnicity in the country is Bulgarian. Other more significantly represented ethnic groups are the Bulgarian Turks, Roma, Armenians, Jews, Russians, Karakachani, and other, considerably less numerous ethnic communities. The official language in the country is Bulgarian. The prevailing religion is Christian Orthodox.

Up to 1989, Bulgaria belonged to the so-called Eastern Bloc of countries gravitating around the USSR, with communist government and part of an integrated economic structure – the Council for Mutual Economic Assistance. With the political changes occurring after November 10, 1989, the country embarked on the path towards democratization of society and market economy. This course of development has been followed unswervingly for the past 15 years with certain differences in the priorities as conditioned by the agendas of the ruling parties and coalitions. Such has also been the policy of the present Government of the country, which concluded Bulgaria's negotiations for EU accession. Bulgaria is expected to join EU on January 1, 2007.

### Socio-economic profile

GDP per capita (USD 2,538 in 2003) has marked a tendency towards gradual increase, not only compared to years immediately following the transition, but also compared to 1985 (*Table 2*). The monthly minimal wage (MW) in 2003 amounted to 120 Leva (75\$ at a rate of 1 BGN = 0.625 USD, or 2.95% of GDP per capita). As of January 1, 2005, it is expected to be increased to 150 Leva (93.75\$ at a rate of 1 BGN = 0.625 USD). Expenditures for social security and assistance in the 2004 budget amount to BGN 5,098.8 billion, excluding the budget reserve (13.4% of GDP) (*Table 3*). These cover pensions, social benefits and compensations, and the costs of supporting the social security agencies. The social pension in Bulgaria in 2004 is 53 Leva, as of January 1, 2005 it is expected to be increased to 60 Leva. The guaranteed minimal income is 40 Leva, the maximum pension (received by a single person) is 420 Leva, and child support benefits are 18 Leva per child, increased by 3 Leva compared to 2003.

In the past ten years, the labor force in Bulgaria has been declining steadily. The employed and the unemployed have been falling in number at the same pace (*Table 6*). This reduction in the size of the economically active population is a consequence of the decreasing size of the population in general, of the ageing of the population, and the large number of emigrants of working age who have been leaving the country ever since the early 1990s.

### Basic demographic indicators of the population

The country's population has been declining and ageing steadily and durably (*Table 4*). By 2003 it had already dropped to under 8 million and the average age was 40.8 years unlike 1993, when it was 38.4 years. The ethnic composition<sup>6</sup> of the population in 2003 was the following: 86.6% identified themselves as Bulgarian; 7.3%, as Turks; 4.9%, as Roma (Gypsies), and 1.1%, as "Other" (Karakachani, Vlachs, Russians, Gagauzi, Macedonians, Armenians, Jews, etc.). The structure of the population by religious affiliation is the following:

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<sup>6</sup> The data are from a national representative survey of the country's adult population conducted by the Agency for Social Analysis (ASA) in 2003 on the subject "The Roma in Bulgaria", director of research Ass. Prof. Dr Lilia Dimova, N=1,069. Published as "The Roma people – other dimension of changes", Partners Bulgaria Foundation, USAID, Sofia 2004

**RELIGIOUS AFFILIATION****Table 31**

<b>To which religious group do you belong??</b>	<b>%</b>
Not religious	7.0
Eastern Orthodox	80.3
Catholic	0.7
Protestant	0.3
Muslim	10.2
Other	1.5

Source: “The Roma people – other dimension of changes”, Partners Bulgaria Foundation, USAID, Sofia 2004

The world tendency for women to make up the larger part of the population is equally observable in Bulgaria – from 1,038 females per 1000 males in 1993, the ratio became 1,058 females per 1000 males in 2003 (*Table 4*). At the same time, the average life expectancy has been increasing for men and women as well, with a more significant increase for the male population. The average life expectancy for women, however, has been higher throughout the period under consideration.

The birth rate is a serious demographic problem to Bulgaria (*Table 4*). Compared to 1993, in 2003 the values were 1.4% lower, however, they marked a slight increase compared to 1998. The mortality rate has been increasing compared to 1993 (12.9‰) but stays flat (14.3‰) for the period 1998-2003. The proportion of people with impaired health has also been increasing for both sexes, with the process being more pronounced among the male population (*Table 22*). Child mortality (number of deceased children under the age of one per 1,000 live births) has been falling continuously in the past ten years up to 12.3%.

The average age of mothers at childbirth has been gradually increasing (*Table 4*). The proportion of young mothers has been falling substantially and the phenomenon of “children having children” has been reduced. However, the rise in the age of first-time mothers is associated with increased health risks to mothers and children. Besides the age of mothers at childbirth, the number of extramarital births has been increasing, as well. It is common for couples to live together without marrying, with the children legally recognized by their fathers. According to data from a national representative survey<sup>8</sup>, 49.1% of the population considers it normal for a man and a woman to live together without marrying. Barely one-third of Bulgarians disagree with this view. It is worth noting that this tendency derived from the typical Bulgarian definition of family such as patriarchal and traditionalistic family.

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<sup>7</sup> National representative survey of the country’s adult population conducted by the Agency for Social Analysis (ASA) in 2003 on the subject “The Roma in Bulgaria”, N=1,069. Published as “The Roma people – other dimension of changes”, Partners Bulgaria Foundation, USAID, Sofia 2004

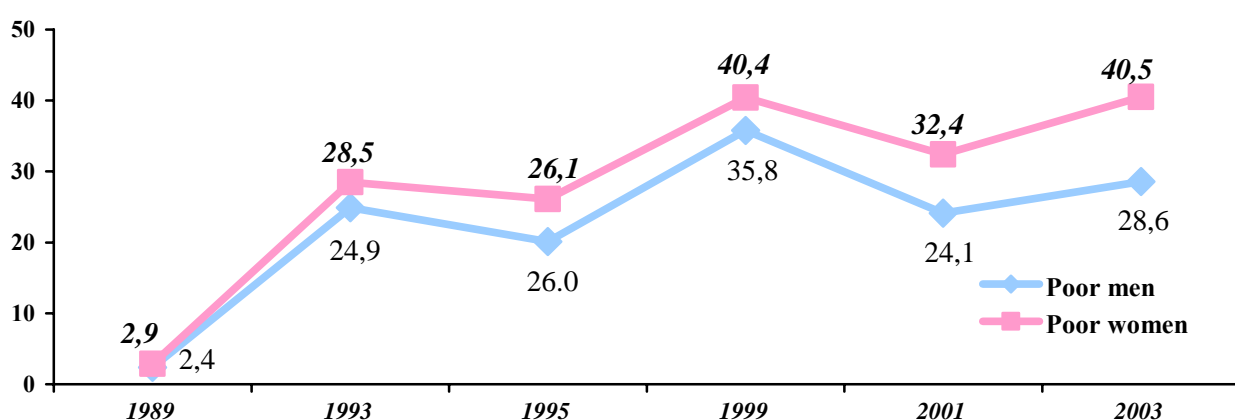
<sup>8</sup> “Women, Labor, Globalization”, national representative survey of the adult population conducted by the Agency for Social Analysis (ASA), commissioned by UNIFEM, N=1,093, two-tier cluster sample. Published as “Women, labour, globalization”, ASA, Sofia 2003.

## 2. General Situation of Women and Governmental Policy

### 2.1. General situation

1. One of the main problems in the present socio-economic situation in Bulgaria is the feminization of poverty.
2. Poverty is a relatively recent social phenomenon, yet it is turning into a way of life for part of the young generation.
3. The share of the “grey economy”<sup>9</sup> in Bulgaria is high and this is a sphere typically employing a large number of women whose labor is hardly legally protected.

Poverty is a problem faced by the entire Bulgarian society, however a number of national representative surveys indicate that there is a reason to speak of feminization of poverty. The widening gap between male and female self-perceived poverty suggests that this problem is one of the main concerns of women and tends to deepen over time (See Figure 1).



**SUBJECTIVE POVERTY<sup>10</sup> BY SEX (% of women and men)**

**Figure 1**

Source: Data from national representative surveys conducted by the Agency for Social Analysis (ASA) in the period 1993-2003

In terms of demographic profile, the households facing poverty are composed mainly of elderly widows, single mothers, divorced and unmarried women. 81% of women who live alone, 65% of women who nourish one child alone and 67% of those who nourish two children assess themselves as poor or very poor. It is worth noting that the risk of poverty starts to reproduce itself in Bulgaria, i.e. putting into practice the theory of Oscar Lewis about the “cultural model of poverty” – poor parents raising poor children to take their place.

A specific peculiarity of the Bulgarian households is the manner in which they cope with the crisis through the so-called “Jar economy” (preparation of home-made cans). A considerable proportion of the population – nearly one-fifth – relies on home canning to get through the winter months. Preparing these preserves is largely a priority of the women in the household.

A large number of the households in Bulgaria have a passive attitude towards economic problems – the share of those inclined to reduce their spending to a minimum has doubled in the period 1993-2003 (Table 32). The readiness to start one’s own business as an alternative to poverty has dropped nearly three times.

<sup>9</sup>**Grey economy:** (“semi-legal”) – include business activities, which are not illegal, but are either not declared or not performed according to the national laws and regulations (firms act without license received, not completely registering their incomes or number of employees, and/or providing to the state institutions incorrect information about their expenditures, profits, turnover etc.).

**Source:** Stoyanova, K., Kirova, K., Kirova, A., *Social challenges of shadow economy*, GorexPress, Sofia, 1999

<sup>10</sup> **Subjective poverty:** ASA agency applies a worldwide used 10-stage scale for subjective self-evaluation, in which “1” means “Rich” and “10” means “Poor”. The text of the question is: “Where would you put yourself and your family in the following scale?”

## INDIVIDUAL STRATEGIES FOR COPING WITH POVERTY

*Table 32*

<b>Individual strategies for coping with the crisis<sup>11</sup></b>	<b>1993</b>	<b>1999</b>	<b>2003</b>
We reduce our spending to a minimum	20.9	43.1	44.3
We seek additional sources of income (do additional work)	29.5	37.1	19.9
We run our own business	9.7	4.1	3.4
We needn't do anything	6.0	3.2	0.7
We don't know what to do	21.6	11.3	3.8
We have a home farm (fruit, vegetables, animals, etc.)	-	-	18.3
We don't do anything	-	-	6.2
Other	3.3	1.0	0.6
<b>Base:</b>	<b>1,198</b>	<b>1,093</b>	<b>1,069</b>

Source: Data from national representative surveys conducted by the Agency for Social Analysis (ASA) in the period 1993-2003

The analysis of female employment can be seen largely in NSI data so-called Labor Force Survey (LFS), which uses indicators comparable to the Eurostat ones. The data for the period under review show that the labor force (LF) in Bulgaria is declining (*Table 6*). The number of the employed marked a slight increase from 1994 to 1998, only to drop again, and in 2003 the employed were fewer than in 1994. The number of the unemployed fell gradually throughout the period between 1994 and 2003, and by 2003 their number had decreased nearly by half.

Overall, the education level in the country rose at the expense of the declining number of those with primary and lower education. This process has been more marked among women than among men (*Table 25*). The basic economic indicators (AR, ER, and UR) confirm that the level of completed education is directly proportional to the employment of the persons – ER of university graduates is about 3 times higher than that of persons with primary and lower education (*Table 29*). UR of those with higher education is more than 4 times lower than that of persons with primary and secondary education throughout the period under review for both sexes (*Table 30*). In 2003, UR of the lowest educated men was higher than that of lowest educated women.

An interesting phenomenon in Bulgaria is the presence of a sizeable “grey economy” giving work to many women. Operating on the fringes of the law or bluntly transgressing its boundaries, many companies (chiefly from the food processing, textile, clothes-making industries, retail trade and services), whose staff is largely made up of women, fail to respect the labor rights of workers as regards working hours, working conditions, and remuneration. This is mainly a problem for the border regions and with high female unemployment (small towns, rural areas, mountain areas), where women have no alternative employment. There are notorious practices in the clothes-making industry where foreign companies (mainly Greek and Italian) do not comply with Bulgarian labor legislation and make the women work for long hours under bad working conditions disregarding their role as mothers and paying them extremely low wages, moreover irregularly.

<sup>11</sup> The Table is based on data from national representative surveys conducted by the Agency for Social Analysis (ASA) in the period 1993-2003.



## 2.2. Government policy on gender/WID

1. *The legal guarantees for equal opportunities of men and women have been provided by the Constitution and specific legislation.*
2. *In terms of the legislation, the rights of working women are protected by the LC and in more specific respects, by the CLC negotiated with the assistance of labor union organizations.*

### Legislation

Special social protection for mothers is provided already by the Constitution of the Republic of Bulgaria, with Article 47, Paragraph 2 providing that: “Mothers shall be the object of special protection on the part of the state and shall be guaranteed prenatal and postnatal leave, free obstetric care, alleviated working conditions and other social assistance.”

Taking into account the special female biological and functional characteristics, legislators have defined the particular legal status of working women through a set of special norms in the labor legislation in force. The legal regulation of female labor is found in Section II of Chapter 15 of the LC, entitled Special Protection of Women. According to its provisions, women are not to engage in hard labor or work with harmful working conditions that can pose a hazard to their health and reproductive functions. In the same section legislators stipulate the obligation of employers with more than 20 female workers to provide washrooms, as well as rest rooms for the pregnant women.

Bulgarian labor legislation is characterized by advanced protection of female labor. There are three groups of protective measures and provisions of the LC: the first concerns all women; the second regards only pregnant women and nursing mothers; and the last is for mothers of young children. More notable among them are the right to take paid and unpaid leave to raise a young child; the right to paid leave for pregnancy and childbirth (Art. 164 and Art. 168); the right to remuneration for leave for pregnancy and childbirth amounting to 90% of the gross salary of the worker or employee for a period of 135 calendar days; the right to get transferred to a more suitable position during pregnancy and breastfeeding (Art.309); the right to work from the home for the same or another employer of mothers with young children until the children turn 6 years old (Art. 312).

Article 333, Paragraph 1 of LC stipulates preliminary protection in the case of dismissal of the mother of a young child under 3 or a pregnant worker or employee on one of the grounds enumerated. The Law places an unconditional ban on night work and overtime work of pregnant workers and employees and mothers of young children under 3, as well as a conditional ban (requiring the mother’s consent) concerning mothers of children aged between 3 and 6 and mothers taking care of disabled children, irrespective of their age. LC bans employers from sending on business trips to other settlements the working mothers of young children under 3.

LC, as the basic labor law in Bulgaria, encourages mothers to work by granting special labor rights and specifically, provides special conditions for using their APL. For instance, working mothers who are under 18 years old and mothers of children under 7 are allowed to use their annual paid leave in the summer, deemed the most suitable holiday season for this category of workers/employees. With Art.166, LC provides the right for a worker/employee breastfeeding her child to take paid time off during working hours for nursing breaks - an hour twice a day until the baby turns eight months (or, with the mother’s consent, 2 hours once a day).

Last but not least should be noted one of the essential benefits of working mothers as regulated by LC - the additional paid leave under Art. 168 of two working days for a female worker/employee with two living children under 18, and for a worker/employee with three or more living children under 18, four days of paid annual leave each calendar year, which however, can only be used if negotiated in the CLC as described above.

Bulgaria has ratified the revised European Social Charter and is bound in particular by the provisions of Article 8 stipulating the right of working women to maternity protection. This involves in the right to take leave for pregnancy and childbirth, the right to protection against dismissal while using leave for pregnancy and childbirth, the right not to do any night work, underground work in mines or any other work that is dangerous or unhealthy.

## **Collective labor negotiations specific for women**

Notwithstanding the disparate economic conditions in the different sectors, industries, and enterprises, the examination of the agreed clauses in the nine sectoral and 50 industry-specific CLC concluded in 2002/2003, reveals a steady tendency to make fuller use of the possibilities offered by the Law on the Amendment of the Labor Code (LALC) on the part of the labor unions in order to achieve positive changes for the workers and for women in particular. Legally, the issues related to CLC are dealt with in Chapter Four of the Labor Code – The Collective Labor Contract. Within the enterprise, CLC is concluded between the employer and the trade union organization and regulates work and social security related matters that are not subject to mandatory legal provisions. According to Art.53 para.3 of the Labor Code, CLC concluded at enterprise and municipal levels must be listed in a special register with the respective Regional Labor Inspection Directorate. Sectoral and industry-specific CLC concluded on a national level are registered with the Chief Labor Inspection Executive Agency.

With these contracts employers and the trade unions have a common goal – on the one hand, to make up for certain negative socio-economic implications for mothers and families with children, and on the other, to foster a mother- and family-friendly working environment. The more notable favorable clauses concerning working women agreed in the current sectoral and industry-specific CLC are the followings:

- ***Negotiating leave (leave for two and more living children and annual paid leave)***

The issues related to the annual paid leave for mothers of children under 18 have been regulated by LC, Art. 168. It stipulates, “If agreed in the CLC, a worker or employee with two living children under 18 is entitled to two working days of paid leave, and a worker or employee with 3 or more living children under 18, to 4 working days of paid leave per calendar year”. Negotiating this type of additional paid leave in the sectoral and industry-specific CLC guarantees its use and ensures a positive impact for working women and mothers.

The negotiating parties have reached agreement on the use of this type of leave in accordance with the LC provisions in eight CLC out of nine sectoral CLC. Agreement on Article 168 has not been reached only in the electronics and electrical equipment sector. Out of 50 industry-specific CLC and agreements, 34 have incorporated these provisions of the Labor Code. An alarming tendency is emerging in certain key sectors employing a female workforce (textile and knitwear industries, transport, and retail) for the parties to agree on fewer working days of leave than laid down in LC for this type of paid leave.

One sectoral and six industry-specific CLC incorporate new, additional clauses. It is worth noting that the good practices in the construction sector and the water-supply industry where the use of more paid leave has been negotiated, in addition to what is laid down in LC: an additional working day for women and mothers of one child; a day off each month without accrual for single parents (mothers and fathers) looking after a child aged under 10; a day off on the occasion of childbirth. Longer paid leave has also been negotiated in the fruit and vegetable processing sector.

Agreement on longer APL than the 20 days of basic APL set down in Art. 155 of LC has been reached in six out of eight sectoral CLC. Only five out of fifty industry-specific CLC have failed to reach explicit agreement concerning the APL;

- ***Negotiating working hours***

A number of sectoral and industry-specific CLC include clauses on the duration of working time, the shifts and breaks, any changes in these, as well as monitoring and control of working hours. Allowing employers to change the duration of the working day by introducing part-time work in case of reduced workload or longer working hours for production needs (LALC) affects female employment and the capacity of working women to harmonize their professional and family obligations. Agreement on the new Article 136, Para. 1 of LALC, introducing longer working hours when called for by production needs and compensation through proportionately shorter working hours on other days, has been reached in three sectoral CLC – agriculture, the electro-technical industry, and mining. The new

provisions in LALC concerning part-time work under reduced workload (Art. 183 Para.2) have been incorporated in three sectoral CLC: agriculture (the labor union has to provide its written consent no later than 10 days after its introduction), in the electro-technical industry (agreement needs to be reached within the Social Partnership Committee with the enterprise), and in transport (subject to on-site negotiations);

- ***Negotiating social benefits and social assistance***

The agreed new and better social benefits and payment of one-time bonuses and/or special financial assistance vary in different industries and sectors of the economy:

--for holidays and recreation, incl. the negotiation of clauses allowing simultaneous use of APL by spouses (agreed on in 24 sectoral and industry-specific CLC)

--to mothers of three and more children, upon childbirth, weddings, special anniversaries (eight sectoral and industry-specific CLC)

--in case of extended illness, occupational injury/disease, permanent or temporary disability, fatalities (more than 20 sectoral and industry-specific CLC)

--for Christmas, New Year's, June 1<sup>st</sup> (including money for children's gifts)

--celebrating a professional holiday (negotiated for workers in construction, the power industry, water supply, food processing, beer production, and others).

Medical care in the workplace however, still fails to get adequate coverage in collective bargaining.

Attempts to make fuller use of possibilities for additional retirement insurance have been made in four sectoral CLC and 24 industry-specific CLC. Risk and life insurance is a new and specific element of additional insurance, which is already becoming popular in collective bargaining (in four sectoral CLC and 25 industry-specific CLC). The availability and the parameters of the additional insurance depend mainly on the production risk factors. Only five industry-specific CLC in sectors with predominantly female workforce (leather, cotton, knitwear, clothes-making, and cellulose and paper industries) include provisions on how employers are to inform the unions and/or the insured about the progress of compulsory insurance in the enterprise.

- ***Negotiating employment, conditions of work, and training***

The high unemployment rate forces many women to accept any work, including jobs that are low-skilled, not matching their level of education, lower-paid, or involving bad working conditions, as well as to put up with violations of the rights in the workplace.

According to the Chief Labor Inspection Executive Agency, 76 violations concerning work standards and norms regulating the protection of working women have been registered for the first quarter of 2003. Typically, the employers allowed overtime work by mothers of children aged up to 3 and up to 6 years old without their written consent, or there were found to be no washrooms, etc.

An agreement has been reached in more than one-third of the sectors (including industries with predominantly female workforce) on annual allocation of jobs for persons such of those with special medical needs, pregnant women, and minors. Only the four CLC in the consumer-goods industry refer to the implementation of the right to professional training throughout one's work life, in line with the decisions of the European Commission and in compliance with the following principles: duration of minimum 2% of annual working time or five working days; provision of a certificate for the training completed.

Retirement insurance in Bulgaria is not discriminatory against women in terms of legal and regulatory framework. On the contrary, it places women in a more favorable position insofar as they can retire at an earlier age and can qualify for retirement with fewer years of work.

## 2.3 Political and civil rights of women

1. *Institutions are being established and gender equality policy is being implemented.*
2. *There is a clearly demonstrated readiness for active inclusion of more women in politics.*
3. *One-fourth of the Members of the 39<sup>th</sup> National Assembly of the Republic of Bulgaria are female.*

Men and women in the Republic of Bulgaria have equal electoral rights in terms of voting and running for office, as well as potential election and active involvement in political life in the country. In the present Bulgarian Parliament women make up 25.4%. The women who ran for office in the latest elections were actually more – the female candidates in the 1<sup>st</sup> to 6<sup>th</sup> position on all party tickets numbered 234, and 29 headed the lists. A total of 63 women were elected Members of Parliament though their number subsequently dropped to 61. In terms of female list leaders and candidates in the first six positions, most women were included in the candidate lists of the governing party SIINM (they ran in coalition with a women's party), and the fewest, in the lists of Coalition for Bulgaria.

In early 2003, a *Consultative Equal Opportunity Commission* was set up with the National Council for Encouraging Employment (NCEE) with the MLSP. It makes proposals and recommendations in the process of drafting and implementing the National Plan for Equal Opportunities of Men and Women. It is headed by the Deputy Minister of Labor and Social Policy. Since the adoption of the Law on Protection against Discrimination, the name and area of activity of the Consultative Commission have come to include the “disadvantaged groups in the labor sphere”. The Commission is an informal consultative body assisting the deputy minister of labor and social policy in policy development and implementation regarding equal opportunities for men and women and the socially disadvantaged by formulating recommendations, suggestions and expert opinions; providing expert assistance in the drafting of Section IV of the National Action Plan on Employment, “Policy for Promoting Equal Opportunities for Men and Women”; providing an expert opinion on the National Action Plan for Reinforcing the Equality of Men and Women in the Labor and Social Spheres; providing expert assistance in equal opportunity policy making and implementation regarding the risk groups in the labor market. It is composed of the heads of Directorates with the MLSP, NGOs working in the area of women's rights, and independent experts in various fields.

In addition to this consultative body, the Commission on Human Rights and Religious Denominations is equally concerned with the problems of equal opportunities and equality between men and women. It was established by a decision of the 39<sup>th</sup> National Assembly as a permanent parliamentary commission and an auxiliary control body of the National Assembly. The Commission deliberates on draft laws in the area of human rights and religious denominations sponsored by MPs or by the Council of Ministers. It also deals with other legislative acts and comes out with opinions on issues related to discrimination, gender equality, children's rights, minority rights, prisoners' rights, refugee rights, religious freedoms, etc. The Commission exercises parliamentary control on behalf of the National Assembly by hearing out ministers and government officials, conducting parliamentary investigations and inquiries.

The Commission organizes round tables and discussion forums on the above issues in collaboration with international institutions and non-governmental organizations. Such events have been held on the problems of equality between men and women, jointly with UNDP, on the Draft Law on Asylum and Refugees, jointly with the United Nations High Commissioner for Refugees, on bio-ethical aspects of the transplantation of organs, tissues and cells, jointly with Konrad Adenauer Foundation, and on the Ombudsman draft laws.

The Commission is composed of 18 members, including a chair person and two deputy chairs. The Chair of the Commission is MP Luchezar Toshev. The sessions of the Commission on Human Rights and Religious Denominations are open to the public.

The Law provides for the establishment of a Commission for Prevention of Discrimination, Protection against Discrimination, and for Ensuring Equal Opportunities. It regulates court procedures concerning protection against discrimination, as well as the forcible administrative measures and penalties. The Commission consists of nine members of whom at least four with a legal background. The National Assembly designates five of the members, including the Chair and Deputy Chair of the Commission, and the President of the Republic of Bulgaria appoints four members. They are appointed for a term of five years and the Chair is to designate permanent panels specializing in the different areas of discrimination, including on the grounds of sex.

The Commission for Protection against Discrimination has as yet not been composed, which however does not affect the operation of the Law on the Protection against Discrimination, which provides for its establishment. Lawsuits under this Law may be initiated in the courts free-of-charge.

### **Violence against women and traffic in people /trafficking**

Domestic violence as a phenomenon of modern society has not bypassed Bulgaria. The data about it and the extent to which it affects Bulgarian women at present are scarce. According to a public opinion poll on domestic violence representative of the population aged 18 and over (commissioned in March 2003 by an MP from the SIINM parliamentary group, Deputy Chair of the Committee on Regional Policy, Local Self-Government and Development (<http://www1.parliament.bg/nciom/2003/16.04/>), this constitutes a problem to society according to 50.8% of those interviewed. The data indicate that the most commonplace form of domestic violence is physical violence against a woman by her husband/partner (66.2%). The main reasons leading to domestic violence are of an economic nature (financial problems/lack of money – 76.1%, and unemployment/economic dependence, 51.2%). Inequality between men and women within the family<sup>12</sup> was only cited as a reason for violence by 10% of those surveyed.

A number of agencies have been set up to deal with this problem and efforts are being made under various programs for protection, prevention, and psychological assistance and support to women and children who have experienced violence. Several anonymous hotlines have been installed for reporting cases of violence and seeking help. Regretfully, the police in this country do not have the legal grounds to intervene in cases of domestic violence and they largely remain “confined” within the victim’s family or household.

The traffic in people in Bulgaria first drew public attention in the second half of the 1990s. A Law on Combating the Illegal Traffic in People has been adopted in Bulgaria (promulgated in the State Gazette issue 46 of May 20, 2003). It regulates the interaction, prerogatives and tasks of the state agencies combating the traffic in people; the status and tasks of the shelters, centers and commissions under this Law for providing support and protection to the victims of traffic in people; the measures for the protection and assistance to trafficking victims, particularly women and children; the granting of special protection status to trafficking victims.

A National Commission for Combating the Traffic in People has been established with the Council of Ministers under this Law. The National Commission is setting up local structures with some municipalities. On a government level, the institution primarily concerned with the illegal traffic in people is the Ministry of Internal Affairs, and specifically, the NSCOC, NBPS, NPS, Migration Directorate, SACP, CCCASAM, MSE, and MLSP. This is generally an area of activity and concern mainly to the non-governmental sector.

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<sup>12</sup> Inequality between men and women in the family refers to the participation in the household work, raising and bringing up children, looking after elderly and ill members of the family, household maintenance etc.

### 3. Current Situation of Women by Sector

#### 3.1. Education

According to Art. 4 of the Law on Public Education, “Citizens have the right to education. They can continually raise their education and qualification. (2) There shall be no restrictions or privileges based on race, nationality, sex, ethnic and social origin, religion, and social status.” Articles 5 and 6 stipulate that “education is secular” and “education in state and municipal schools is free.” This Law further prescribes that school education is compulsory up to the age of 16. It starts in the year when the child turns 7 years old. Children aged 6 may also start 1<sup>st</sup> grade if their physical and mental development, in their parents’ or guardians’ judgment, allows it. School education ensures the conditions for mastering the Bulgarian language. Schoolchildren, whose mother tongue is not Bulgarian, in addition to the compulsory Bulgarian language education, are entitled to instruction in their mother tongue in municipal schools under state protection and control.

For the Education item, the 2004 Budget provides BGN 1,565.1 million (4.1% of GDP) on a consolidated basis (*Table 3*). The increase compared to the previous year is 14.8%.

#### Levels of education

The general level of education of the population is relatively high and displays a constant upward tendency. Women in Bulgaria have equal education rights and opportunities with men. The basic levels of education are “primary” (including elementary and pre-secondary), “secondary” (which could be special secondary, professional/technical secondary, or general secondary), and “higher” (with Specialist, Bachelor’s, and Master’s degree levels) (*Table 33*). The different levels in secondary and higher education depend on the number of years it takes to attain the respective degree, the number of academic hours, and the volume of knowledge, skills and experience students gain.

Levels of education	Years
Primary	8
<i>Elementary</i>	4
<i>Pre-secondary</i>	4
Secondary	4
Higher	3-5
<i>Specialist</i>	3
<i>Bachelor</i>	4
<i>Master</i>	5

Throughout the period under review, women with primary and lower education make up the largest share but it tends to decrease at a fast pace while the share of women with higher and semi-higher education is increasing (*Table 25*). Compared to 1998, the number of female university graduates is nearly twice as high in 2003. Compared to 1994, there are more women with secondary education but their number is lower than in 1998. Compared to men, there are considerably more women with higher and semi-higher education in 2003 but on the other hand, there are fewer women with secondary education. Female university graduates have the highest AR, highest ER, and lowest UR.

#### Education, employment, and unemployment

In recent years there has been a redistribution of interest among the programs offered by education establishments. The shift towards more competitive and high-paid sectors (electronic technologies, insurance and banking, economic specialties, foreign language training, law, medicine) has been at the expense of the humanities (teaching, social pedagogy, philology, etc.). In line with this shift of students’ interests and supported by the legally stipulated equal rights of men and women in the sphere of education, there has emerged a process of universalization of university programs, although women taking up typically “male” areas (electronic technologies, computer engineering, mathematics, physics)

are far more numerous than male students in “female” academic specialties (philology, economics, education).

One alternative for the persons whose education proves inadequate to meet current market demands is the widely offered by both public and private establishments training and retraining courses. Interest in raising one’s knowledge and skills is largely focused on courses with immediate practical application – computer literacy, foreign languages, social assistance, growing specific agricultural crops, etc. By data from national representative surveys on these issues, women are much more inclined than men to take up such training and retraining programs.

These courses constitute a good opportunity for members of the minorities and more specifically, women, whose level of education is relatively lower. Many surveys indicate that in the past few years, there has been growing understanding on the part of minority groups of the importance of education and the need to raise it in order to improve their standard of living.

### **The employed in the system of education and science**

The overall number of teachers for the school years considered has been declining (*Table 27*) owing in part to the decreasing number of schoolchildren. Women make up a considerable proportion of the workforce in education and it is worth noting that pre-school, elementary, and secondary education is strongly feminized sectors. Regarding those engaged in vocational and higher education, there is relative gender parity. The feminization of the education sector also has certain specific aspects – it is generally a low-paid sector (public opinion considers this a humane but hardly a prestigious occupation in Bulgarian present-day society), which implies lower material status of its female employees.

The overall number of academics and researchers in Bulgaria is also decreasing (*Table 26*), which logically implies the reduced number of women in the sphere of science. The data indicate an increased number of female Associate professors, Doctors of science, and Doctors of philosophy. Women make up less than one-fifth of all professors in Bulgaria but on other academic levels they are about half. The number of academicians in the country remains relatively constant but there is not a single woman among them.

### **3.2. Health**

The Law on Health was promulgated in the State Gazette, issue 70 of August 10, 2004 and will enter in force as of January 1, 2005. Chapter One, National Healthcare System (Section I, Article 1) stipulates that “this Law regulates social relations having to do with public health protection”. The protection of citizens’ health as a state of full physical, mental, and social wellbeing is a national priority and is guaranteed by the state through the implementation of the following principles:

1. Equal access to health services;
2. Ensuring accessible and high-quality healthcare with priority treatment for children, pregnant women, and mothers of children under one year;
3. Prioritizing the promotion of health and integrated disease prophylactics;
4. Preventing and reducing the risk to public health from exposure to adverse environmental factors;
5. Special health protection for children, pregnant women, mothers of children aged under one year, and persons with physical and mental disabilities and;
6. State contribution to the financing of activities aimed at public health protection.

The 2004 Budget health provisions take into account the definition of healthcare as one of the topmost priorities of budgetary policy, the government policy in the sphere of healthcare, as well as the results and progress to date of the health reform. The planned budget expenditures on healthcare in 2004, including reserve funds for the National Health Insurance Fund (NHIF), amount to BGN 1,623.8 million (4.3% of GDP). In 2004 the share of the NHIF in hospital care expenditures exceeds those of the Ministry of Health for the first time – 53.4% verse 46.6% - and it’s expected to reach 80% in next few years.

To some extent, the commitments of the state and the republican budget, respectively, regarding the financing of hospital care have been preserved by subsidizing health services based on contracts with the financing body – the Ministry of Health. BGN 280.2 million has been allocated and the MH budget is to subsidize hospital care even in the establishments that up to December 31, 2003 used to be subsidized from the municipal budgets. Of the total hospital care expenditures, 46.6% are covered by MH and 53.4%, by the NHIF budget.

### **General health status**

The share of the women with impaired health increased from 28 to 36% between 1996 and 2001, and the share of the man with impaired health increased from 39 to 44% (*Table 22*). An examination of the data on chronic diseases shows that women tend to suffer more from hypertension (high blood pressure), chronic spinal cord disorders, arthritis and rheumatism, and migraine (*Table 24*). Men are only more likely to suffer from brain stroke and its consequences, ulcer and gastrointestinal disorders.

Tobacco and alcohol use is a problem to both sexes and one that has been intensifying in recent years (*Table 23*). By NSI data, the tobacco and alcohol use rate is higher among men, however, one alarming fact is that the proportion of female alcohol users grew considerably – by nearly 20% between 1996 and 2001, while the respective proportion of males dropped slightly over the same period.

According to the Law on Public Health, Section IV, (3), in force as of January 1, 2006, “One per cent of the revenues to the national budget from excise duties on tobacco products and alcoholic beverages shall be spent to finance national programs to reduce tobacco smoking, alcohol abuse, and prevention of the use of narcotic substances”.

### **Family planning**

A problem to Bulgaria is posed by the declining birth rate and in particular, the falling birth rate among ethnic Bulgarians. As mentioned above, women in Bulgaria tend to postpone childbirth until later in life and increasingly bear children without marrying. The Bulgarian family model has been undergoing gradual and permanent transformation – one-child families are becoming ever more common in contrast to the past traditional model of two and more children per family.

The other ethnic groups are characterized by a higher birth rate, even though there is an overall drop. In the absence of an appropriate national policy in the future, this fact might result in the foundations of certain ethnic problems and conflicts.

### **Reproductive health**

Both the number of abortions and of births is on the decline though the decrease is more significant in the case of abortions. The overall number of abortions decreased by nearly 30,000 between 1998 and 2002 (*Table 21*) and the number of abortions on request fell by half. Illegal abortions decreased drastically (from 51 in 1998 to 15 in 2002). This is a sign of better sexual awareness of Bulgarian women, which is definitely a positive change. The number of spontaneous and medically prescribed abortions however, is rising.

### **AIDS, sexually transmitted diseases, prevention**

Bulgaria is facing the AIDS epidemic which is considered as one of the most serious problems all over the world. In order to react adequately to the threat, a National Committee was established with the Council of Ministers for the prevention of AIDS and sexually transmitted diseases. It was created as a body coordinating the efforts of state agencies to curb the spread of AIDS and sexually transmitted diseases in Bulgaria and reduce the health, demographic, and socio-economic consequences for the individual, the family, and society.

The National Committee was established by Decree No 61-03/26/1996 of the Council of Ministers. It is chaired by Minister Filiz Hysmenova, and the Deputy Chair is the Minister of Health, Slavcho Bogoev. Its members include deputy ministers from nine ministries.



In accordance with the Rules for the Activity of the Committee, a National Strategy and National Program for the Prevention of AIDS and STD 2001-2007 were endorsed by Decision No 58-02/09/2001 of the Council of Ministers.

### **3.3. Rural population. Agriculture, Forestry and Fishing**

The population of Bulgaria is relatively evenly distributed among towns and villages (*Table 5*), however, in recent years there has emerged a steady tendency towards decline of the rural population as a result of migration to the urban centers and increased mortality rate (the rural population is for the most part of a more advanced age). The population ratio between towns and villages is approximately 2:1 in favor of the towns for both sexes. In 1999, as well as in 2003, women outnumbered men in the villages.

The data from the 2001 population census indicate that despite the decrease in absolute terms of the town population, the process of urbanization is continuing. At the beginning of the 21<sup>st</sup> century, 69.0% of the entire population of the country lived in the towns. One characteristic of urbanization in Bulgaria is the increasing concentration of population in the big (in terms of Bulgaria) urban centers. More than half of the country's permanent population (51.6%) is concentrated in 40 towns with a population over 25,000. In the largest towns, with a population over 100,000, there live 32.3%, or approximately one-third of the country's population. By comparison, in 1965, 12.2% of the population used to live there. As of the time of the census, nine towns had a population exceeding 100,000. These were: Sofia, Plovdiv, Varna, Burgas, Russe, Stara Zagora, Pleven, Sliven, and Dobrich.

A comparison between the education structure of the urban and rural population shows a larger proportion of people with more advanced level of education in the towns (*Table 5*). In 2003, university graduates in the towns exceeded in number those in the villages nearly ten times. Compared to 1999, in 2003, the higher educated (higher and semi-higher education) increased in number in towns and villages alike, at the expense of the decreasing number of people with a lower level of education (primary and lower). As regards the other two education groups – those with secondary and semi-higher education – the proportion of town residents is again larger than that of the rural population.

The share of divorced and single persons in the villages is much lower than that of the same groups in the towns (*Table 5*). Presumably, this is accounted for by the fact that relatively fewer young people live in rural areas. In 2003, the divorced in the villages were about four times fewer than the divorced in the towns. There are two possible explanations for this. On the one hand, the rural population is ageing and family changes are not as active. On the other hand, the patriarchal model that used to exist in our society up to 1989, which rejects divorce as inadmissible social behavior, is still relatively stronger and better preserved in rural areas.

The labor force in the villages is about three times smaller than that in the towns and the numbers of the employed and the unemployed are respectively lower, as well (*Table 5*). The population in the villages faces more difficulties in finding work and unemployment is higher there. By NSI data, UR in the villages is about five points higher than in the towns. ER in the villages is more than 10 points lower than in the towns. Between 1996 and 2003, this indicator underwent a slight increase for both types of settlements, which has been more tangible with respect to the rural population.

#### **Migration attitudes**

Recent years have been marked by an interesting phenomenon of partial return to the countryside by some of the elderly, the unemployed and the retired, who however, make up a relatively small proportion of the migrating population. To these people living in the country guarantees their physical survival since Bulgarians typically rely very much on their home farm produce. This is how they meet their own needs for many and diverse foodstuffs – fruit and vegetables, meat, milk and dairy products, eggs, oil, flour, and others.

Temporary labor migration from the villages to foreign countries has been extremely popular among the population in the past few years. A great many companies – licensed intermediaries – secure jobs abroad for the Bulgarians interested. A large part of the active population would prefer to do abroad the same kind of work that they would do in Bulgaria – crop farming, livestock farming, food processing and canning – and to assist their families by sending money. The women doing such work are mainly engaged in agriculture, caring for sick and elderly people, and in the services sector for example the catering and hotel business, and medical personnel.

### 3.4. Economic Activity

1. *A specific phenomenon is observable in the country, which is characteristic of societies in transition: the emergence of a relatively large population group, which could be called “the working poor”.*
2. *Education is an important factor for success in the labor market – the higher it is, the greater the chances of labor market integration*
3. *In the services sector, there is a tendency towards feminization.*
4. *Unemployed women and women over 40 who have recently lost their jobs constitute a risk group in terms of finding new employment.*

### Women’s employment

Women make up nearly half of the labor force in Bulgaria. Bulgarian women are traditionally well educated and qualified. Their actual labor activity can be measured through the indicators of AR, ER, and UR, as well as through an analysis of their employment status. On the whole, AR and ER decreased and UR increased up to 2001 (*Table 9*). Between 2001 and 2003 there is a slight reverse tendency. In the case of women, ER slightly increased in 2003. UR is the indicator with most pronounced and steady changes for both sexes. It decreased from 19.5 to 12.7%. Unemployment among women is relatively lower but the difference is generally negligible.

AR of men and women has dropped to around and under 50% and ER has been declining as well, if very slightly, throughout the period under consideration, though its value for men marked an insignificant increase in 2003 compared to 1998.

The employment status demonstrates more clearly the labor-related differences between men and women. The persons with employer status make up the smallest shares among both men and women. For men, this indicator reached the level of 5.2% in 2003, and for women, it dropped to 1.8%. The decrease has been of about six points for both sexes, yet these prove significant in the case of women because of their lower base compared to men. Regarding the self-employed, a slight decrease of one point in the period under consideration can only be observed among women, who are fewer than the men with such employment status. At the outset of the changes, the employed in state-owned enterprises substantially outnumbered those working for private companies. The data show that in 2003 the situation has changed and employment in private enterprises predominates – more than half of the employed of both sexes work in the private sector. The number of women working in state-owned enterprises is relatively higher than that of men. The proportion of female family workers is larger than that of men by 1.2 points and its growth rate compared to 1993 is higher.

The largest proportion of working women are the married, followed by the single, divorced and widowed, which structure is preserved throughout the period under review (*Table 12*). Overall, there has been a decline in the proportion of employed married women offset by the increase in the share of employed single women. This process can probably be accounted for by the fact that the average age of marriage has been increasing for both sexes in the past ten years.

The analysis of the data on women’s employment by sector shows, that the share of services is increasing at the expense of the Agriculture, Forestry and Fishing sector (*Table 8*). The industrial sector has undergone certain changes as well – there was a decline between 1998 and 2001 for men and women alike but over the past year there has been a slight increase in the number of industrial workers of both sexes.

In the high-income group of Managerial Staff, women amount to less than 30% (*Table 7*). Other occupations where men substantially outnumber women are the producers in agriculture, forestry and fishing, hunters and fishermen; skilled production workers, and operators of equipment, machines, and vehicles. Women predominate in the categories “analytical specialists”, “supporting staff”, “staff engaged in service delivery”, and in retail.

### **Education and employment**

Employment is conditioned to a significant extent by the “level of education” factor (*Table 28*). The persons with higher education nearly always have the highest AR. In 2003, the level of AR among female university graduates was more than three times higher than that of women with primary and lower education. ER has been on the decline for both sexes but the decrease is more tangible in the case of women (*Table 29*). In illustration, we could cite the data on ER of female university graduates, which fell by about 8 points, compared to a drop of about 2 points for men. ER of the persons with lowest level of education has decreased more markedly for men than for women.

UR is an indicator highlighting the importance of education for successful labor market integration. For both sexes, the persons with higher education have relatively the lowest UR (*Table 30*). The largest proportion of the unemployed is made up by those with primary and lower education. Among secondary school graduates, there predominate those with general secondary education. The comparison between UR of university graduates by sex for 1994 and 2003 shows that in both years it was higher for women. This indicator dropped by 1.5 points for both men and women.

### **Women’s unemployment**

Between 1994 and 2003, the proportion of unemployed women displayed a continuous and gradual downward tendency. UR of men in 2003 was relatively higher than that of women, but the difference of 0.6 points is hardly significant (*Table 9*).

In the labor market in Bulgaria there has appeared a highly specific and, in the opinion of many social researchers and economists, very serious problem – the long duration of unemployment for a large number of the unemployed (referring to all persons who have been out of work for more than one calendar year). The social implications of such long-term unemployment are considerable and strongly affect women since they are faced with a dilemma: to leave the labor market to bear and raise a child or to reduce to a minimum their absence from the working environment even though they have a child. On the other hand, long-term unemployed women have lost their qualification and their reintegration in the labor market is difficult at a level of high specialization requiring familiarity with the latest technologies and methods of work. In most cases, these women are forced to accept lower skilled and lower paid work compared to the positions they had before they lost their jobs. A considerable number of the women aged over 35 who have been out of work for more than one year are faced with exactly this problem – the impossibility of finding a job owing to their inadequate knowledge and skills.

Overall, women with Turkish self-identity tend to have a lower level of education than ethnic Bulgarians and a relatively higher one compared to Roma women. At the same time, Turkish women are more likely to work in production and agriculture than Bulgarian women.

Special attention should be devoted to the characteristics of Roma women. Many of them (chiefly younger ones) have never worked and do not have any work habits at all. The older Roma women without past work history have not had a job for a long time (in this ethnic group, the duration of unemployment in many cases exceeds 10 years), which actually makes them unemployed without any skills or experience. Their low and inadequate education makes them harder to integrate into the labor market.

One possible way out of this situation is offered by the employment programs targeted at the risk groups in the labor market, such as women, ethnic minorities, the long-term unemployed, the population in rural and mountain areas. It is the aim of such programs not only to put to use this

considerable resource of active and fit for work people but also to cultivate work habits and attitudes that will help them seek employment more actively after the conclusion of the program

### **Job-seeking methods – women’s strategies**

Ever fewer people appear to hold on to the passive strategy of relying only on the employment offices when looking for a job (*Table 11*). There has been a substantial increase in the number of those who establish direct contacts with employers, as well as those who place and reply to job advertisements. The share of those who count on the help of their families and friends in seeking employment has increased. Both men and women rely most on “good friends” and “contacts” for finding a job and for both sexes this indicator rose by about 20 points between 1993 and 2003. Comparing the two sexes, men appear more inclined to use friends and acquaintances or to directly approach employers, while women are more likely to turn to an employment office.

### **Gender-age-employment – the female risk groups**

A specific group of unemployed is made up by women who lose their jobs between the age of 40 and the end of the work life. They constitute a risk group because finding work, unless they are highly educated and possess skills meeting the high modern standards, is almost impossible for these women. All too often such women are left out of work upon the discontinuation of certain operations and production lines or the liquidation of manufacturing enterprises. One of the few possibilities for these women is to take a considerably lower-skilled and lower-paid job.

### **Contractual relations**

When considering employment, it is important to examine the contractual regulation of relations between workers and employers. Overall, the overwhelming majority of the employed have permanent employment contracts – 94% of all legal labor relations in 2003, with an increase of 7 points compared to 2000 (*Table 10*). Women much commonly work under employment contracts than men, though the difference is minimal. It is worth noting that the decline in the number of persons working on a contractual basis with fixed-term or task-specific contracts. For both men and women the values fell by about five points in the period 2000-2003, with a continuing slight prevalence of men.

#### 4. Gender /WID projects

<b>Project/Programs</b>	<b>Implementing Agency</b>	<b>Donor</b>	<b>Duration</b>	<b>Budget</b>	<b>Gender-related issues/ contents</b>
<b>Education</b>					
Gender Education	Gender Project for Bulgaria Foundation	Minnesota Advocates for Human Rights, USA	1997-2000	NA	To foster greater awareness in Bulgarian society of the issues of gender equality and zero tolerance to any form of discrimination and human rights violation based on sex
Media and Communications	Gender Project for Bulgaria Foundation	MATRA Program – Royal Netherlands Embassy in Bulgaria	December 2002 - August 2003	NA	Raise awareness of gender issues through information and training; Develop skills for research and analysis of gender stereotypes; Foster a culture of communication in the spirit of tolerance and equality.
GRUNDVIG Program – Life-long Learning	Socrates Program		2003	Euro 2300	Improve the quality of adult education, reinforce the European dimensions of life-long learning and offer more education opportunities.
European Gender Equality Week – Education Through Sports Project	Ministry of Youth and Sport	European Commission, Directorate General Employment and Social Affairs	2004	Euro 300 thou.	Help change gender perceptions through active sports and media events and activities. Special educational tools and methodologies will be used to overcome existing social stereotypes about gender differences
<b>Health</b>					
Good Practices for Women in Mental Health	Animus Bulgaria	ISC- Democracy Network Program	February 1997 – March 1998		Research on the social services as regards their work with women Identifying the criteria for good practice in social work with women in the Bulgarian environment Publishing a reference book on the social services meeting the criteria for good practice in the work with women.
Support Service for Raped Women	Animus Bulgaria	MAMACASH	February 1996 – February 1997	NA	Establishment of service for raped women; initial development of programs for crisis intervention and counseling for post-traumatic stress disorder; referral to clinical, social and legal specialists
Integration of People with Disabilities in Social Life	National Social Rehabilitation Center	The World Bank	2004	NA	NA
HIV/AIDS prevention and control	National Coordination Committee	The Global Fund to Fight AIDS, Tuberculosis, and Malaria	July 1, 2003 r. – June 30, 2005	NA	Maintain the low spread of HIV/AIDS in the country through infrastructural development and institution and national capacity building; reduce risk behavior among vulnerable groups; secure access to quality care and treatment for the target groups and the people living with HIV/AIDS.
Psychological and social support for women suffering from breast cancer	Druzhiba Youth Center		May 14-16, 2004	NA	Psychological and social support for women suffering from breast cancer in line with European practices

and models

**Agriculture, Forestry and Fishery**

SAPARD	Ministry of Agriculture and Forests	European Union	2000-2006	Annual free aid amounting to Euro 52.124 million	Plan for the development of agriculture and rural areas
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**Economic Activities**

Women in the Economy	Gender Project for Bulgaria Foundation	Global fund for women - USA	2000-2003	NA	The program is mainly targeted at unemployed women and the discriminatory conditions in the labor market
Project title: Encouraging Women to Start Their Own Business in the Area of Childcare Services	MLSP	Mama cash - Netherlands National Budget	2003-2004	BGN 246,00 for 2003  BGN 1 million for 2004	Encouraging entrepreneurship among unemployed women by providing information, consultation, and support for starting their own business in the area of childcare services.
Business Incubator Without Walls for Muslim women in the municipalities of Gotse Delchev, Gurmen, Satovcha, and Hadjidimovo in the Gotse Delchev Region	Civil Society Development Foundation	PHARE Program of the European Union	2000	NA	Developing a marketing strategy for the promotion of arts and crafts; specialized motivational training and training for participation in crafts fair; developing a color arts & crafts catalogue and web site; preparing, organizing, and holding a crafts fair; project monitoring and evaluation activities

**Human rights**

Promoting and strengthening an alternative approach in the work against women trafficking	Animus Bulgaria	Program of The Canadian Embassy in Bucharest, Romania	June 2003- June 2004	NA	To promote an alternative approach in the fight against trafficking in women, consistent with the cultural, economic and social environment of the country
La Strada IV - Program for prevention of trafficking in women in Central and Eastern Europe	Animus Bulgaria	IICCO/ Netherlands; Global Ministries of United Churches/ Netherlands; Novib/ Netherlands; Dutch Ministry of Foreign Affairs/MATRA Program and Dutch Ministry of Justice	2002-2004	NA	La Strada program aims at revealing the real dimensions of trafficking in women and at engaging society and the institutions with combating this serious crime against human beings. The program also provides support to the survivors and informs young women about the risks of becoming victims of trafficking
Empowerment Initiative for Women Survivors and Potential Victims of	Animus Bulgaria	International Labor Affairs Bureau of the	May 2002 - August 2003	NA	Establishing a Training and Empowerment Center within "Animus Association" Foundation for

Trafficking in Bulgaria		Department of Labor, USA;  IREX, USA			supporting women survivors of trafficking in the process of re-integration and gaining independence after the initial crisis resulting from the violence they have experienced through job training, empowerment training, job placement and mentoring, hot-line operation
Violence and its Victims- 2nd stage”	Animus Bulgaria	PHARE/TACIS Democracy Program	February 1997 – February 1998	NA	Further development of the specialized team working in support to women, survivors of violence. Encouraging changes in the public attitudes towards violence against women.
Bulgarian Project against Trafficking in Women	Animus Bulgaria	NOVIB, the Netherlands	March 1997 – March 1998	NA	The project is a preparatory a step toward the development of a broad program for support to women survivors of trafficking and forced prostitution
A Program For Women Victims of Domestic Violence- Stage I	Animus Bulgaria	STAPLES TRUST, UK	April – July 1997	NA	To develop a special program for help and support to women victims of domestic violence in Bulgaria
Program for Support to Women Victims of Domestic Violence- Stage II	Animus Bulgaria	USIS	August 1997 – August 1998	NA	The aim of the project is to develop further the special broad program for help and support of women victims of domestic violence in Bulgaria.
Advocacy for women victims of violence Duration:	Animus Bulgaria	Open Society	December 1998 – May 1999	NA	The project aims at: <ul style="list-style-type: none"> <li>• Identifying the mechanisms and procedures of approaching the related institutions on the problem of trafficking in women.</li> <li>• Recognizing capacity in the Bulgarian legislation for defense and support to the victims of violence</li> </ul>
National Training Project on Trafficking in Women	Animus Bulgaria	Open Society	December 1998 – June 1999	NA	The project aims at laying the foundations of a network of Bulgarian women’s NGOs from the countryside which will work on the issue of trafficking in women
Introducing Issues Involving Violence Against Women In School	Animus Bulgaria	USIS Sofia	April 2000 – January 2001	NA	It aims at introducing the issue of violence against women in 3 schools in Sofia by: <ul style="list-style-type: none"> <li>• Providing lectures to the students</li> <li>• Issuing and disseminating 3 information leaflets on domestic and sexual violence and trafficking in women</li> </ul>
Acceleration of the Opening of the Crisis Unit and Development of a Care Program for Women Victims of Domestic Violence	Animus Bulgaria	NOVIB	June 2000 – June 2001	NA	<ul style="list-style-type: none"> <li>• Intensive development of the Crisis Unit in order to make it accessible to women 24 hours per day.</li> </ul> Development of a comprehensive care program for women victims of domestic violence including a rehabilitation program which will complement the other programs of the center and which will serve more than 2000 women per annum
Bulgarian Project against Trafficking in	Animus Bulgaria	NOVIB/MATRA, the	June 1998 - June	NA	The project is an extension of AAF's "Bulgarian

Women: Crisis Counseling and Social Rehabilitation Project		Netherlands	2001		Project Against 'Trafficking in Women" (March 1997- March 1998). The project activities complete those of La Strada Program in which Animus Association is a partner on the part of Bulgaria. <b>It comprises:</b> Establishment of a comprehensive program for rehabilitation and social integration of women victims of trafficking
"La Strada" - Program for prevention of trafficking in women in Central and Eastern Europe	Animus Bulgaria	MATRA, EU, Dutch Ministry of Foreign Affairs	June 1998 - June 2001	NA	Press and Lobby Campaign on the issue of trafficking in women in Bulgaria.
Women's Identities in the Balkans	Bulgarian Association of University Women	NA	To December 2004	NA	Publication of the first ever book to appear in the Bulgarian language about the changing roles of women during times of transition in the Balkan region
Stop Domestic Violence - come-out of the silence!	"Nadia Centre"; Foundation  Bulgarian Gender Research; Foundation  "Open door" Centre;  SOS Families at Risk Association	Open Society Institute – Budapest	October 2001- January 2002	NA	To increase awareness of Violence against Women and Women's Human Rights – raise public awareness so nobody can say that he/she did not know about these problems.  To change the existing mentality and taboos about violence and its victims as well as to change the existing attitudes and behaviors that perpetuate violence
<b>Others</b>					
Roma Women Can Do It Project	Gender Project for Bulgaria Foundation	Gender Task Force Stability Pact	September 2003	NA	Analysis of Roma women's participation in political parties and in local government; Raising Roma women's awareness of gender equality issues;  Encouraging Roma women to take an active part in public and political life by developing practical skills.
Women Can Do It- III	Gender Project for Bulgaria Foundation	Gender Task Force Stability Pact	May 2003 - February 2004	NA	Enhancing the role of women in local policy-making; promoting women's representative participation in central and local government
Capacity Building and Program Development	Animus Association Foundation	Novib/MATRA, the Netherlands	January 2003 - December 2005	NA	Ensuring the sustainable development of AAF as one of the major organizations in Bulgaria which fills a significant gap in society by providing direct care and support to women, adolescents and children victims of violence and promoting and defending their human rights
Pilot Project for training of the social workers from the Departments for child protection at the Sofia Municipal	Animus Bulgaria	OAK Philanthropy Ltd	January - December 2003	NA	Training for working with children and adolescents survivors of violence



Services for Social Support for working with children and adolescents survivors of violence					
The Different Gender	Animus Bulgaria	Civil Society Development Foundation, Bulgaria	March 1997 – May 1997	NA	To organize reading seminars with representatives from different professional areas presenting and discussing gender issues
Training of Trainers for Help-line Operation	Animus Bulgaria	Charity Know How, UK	May 1997 – October 1997	NA	Training of Animus Association team on all aspects of organizing, starting and managing the first Bulgarian help-line for women victims of violence.
Trans-national Training Seminar on Violence against Women	Animus Bulgaria	Open Society	December 1998 – May 1999	NA	Providing a field visit and training for women's NGOs from NIS willing to develop programs and services for support to women victims of violence. Transferring the working model of the Center for Rehabilitation of Women Victims of Violence of Animus Association.
Social and Political Reason of Women, Children and Youth Tolerance	API (Political Research Association) National Forum	The World Bank	2004	NA	NA
Practical Ways for Inclusion of Marginalized and Vulnerable Groups for Participation in Local Government with Other Citizens (project for the municipalities of Nikopol and Belene)	Danube Association of Danube River Municipalities	The World Bank	2004	NA	NA
Social and Political Reasons for Violence Against Women, Children, and Adolescents	API National Forum	The World Bank and European Youth Foundation with the Council of Europe	September 16-19, 2004	NA	Improving the welfare of, and promoting equal opportunities for socially disadvantaged groups
EU Accession Monitoring Program (EUAMP)	Open Society Program				Implements monitoring in the areas of human rights and legality in the ten acceding countries from Eastern and Central Europe and the five largest EU member countries;  Supports initiatives by the Open Society Women's Program Network and Open Society Fund-Romania aimed at promoting equal opportunities for men and women in society

## 5. Gender /WID information sources

### 5.1. List of International organizations related to Gender /WID

Name and Specialty	Past Records	Report and Writing	Contact Address
<b>International organizations</b>			
<b>United Nations Development Program</b>  (UNDP)	<b>Millennium Development Goals for Bulgaria National Report 2003</b>	<b>Global Human Development Report 2004</b>  <b>Global Human Development Report 2004: Cultural Liberty in Today's Diverse World</b>	25, Khan Krum St. 1040 Sofia, Bulgaria POB 700 Tel.: (359 2) 96 96 100 Fax: (359 2) 981 31 84 E-mail: <a href="mailto:info@undp.bg">info@undp.bg</a> Website: <a href="http://www.undp.bg">www.undp.bg</a>
<b>United Nations Children's Fund (UNICEF)</b>	<b>Progress For Children: A Child Survival Report Card (Volume 1, 2004)</b>	<b>The State of the World's Children 2005: Childhood under threat</b>	UNICEF House 3 United Nations Plaza New York, New York 10017 U.S.A.  Website: <a href="http://www.unicef.org">http://www.unicef.org</a>
<b>United Nations Children's Fund (UNICEF) Innocenti Research Centre</b>	<b>Changing minds, policies and lives: improving protection of children in Eastern Europe and Central Asia. Redirecting resources to community-based services</b>	<b>Summary report of the study on the impact of the implementation of the Convention on the Rights of the Child</b>  <b>Innocenti Social Monitor 2004</b>	UNICEF Innocenti Research Centre Piazza SS. Annunziata 12 50122 Florence ITALY Switchboard: +39 055 20 33 0 Fax +39 055 24 48 17 E-mail: <a href="mailto:florence@unicef.org">florence@unicef.org</a>  Website: <a href="http://www.unicef-icdc.org/">http://www.unicef-icdc.org/</a>
<b>Womenwatch</b>			Website: <a href="http://www.un.org/womenwatch/">http://www.un.org/womenwatch/</a>
<b>International Organization for Migration (IOM)</b>	<b>Migration Health Annual Report 2003</b>	<b>International Migration, Vol. 42, No. 5, 2004</b>  <b>Migration - December 2004</b>	<b>International Organization for Migration (IOM)</b> 17, Route des Morillons CH-1211 Geneva 19 - Switzerland Tel: +41/22/717 9111 * Fax: +41/22/798 6150 E-mail: <a href="mailto:info@iom.int">info@iom.int</a>  Website: <a href="http://www.iom.int/">http://www.iom.int/</a>
<b>Council of Europe</b>	<b>Violence against women and children - Vision, Innovation and Professionalism in policing, VIP Guide (2003)</b>	<b>Mechanisms for the implementation of minority rights (2004)</b>	<b>Council of Europe</b> Avenue de l'Europe 67075 Strasbourg Cedex - France Tel. +33 (0)3 88 41 20 00  Website: <a href="http://www.coe.int/">http://www.coe.int/</a>
<b>The World Bank (WB)</b>		<b>Bulgaria - Issues in</b>	Georgi Kourtev

	<b>Intergovernmental Relations</b>	The World Bank World Trade Center 36 Dragan Tsankov Blvd. 1057 Sofia Tel: (359 2) 9697 239 Fax: (359 2) 971 2045  E-mail: <a href="mailto:Gkourtev@worldbank.org">Gkourtev@worldbank.org</a>
<b>Karat Coalition</b>	'Gender Assessment of the Impact of EU Accession on Women and the Labour Market in Central and Eastern Europe'  <b>Warsaw, November 7-9, 2003</b>	<b>Sub-Regional Alternative report for Central and Eastern Europe (ERE)</b> ul. Karmelicka 16 m. 13 00-163 Warsaw, Poland Tel/Fax: +48 (22) 636 83 07 E-mail: <a href="mailto:karat@zigzag.pl">karat@zigzag.pl</a>
<b>International Labor Office (ILO)</b>	<b>Women in Poverty</b>	<b>ILO</b>  CH-1211  Geneva 22  Switzerland
<b>United Nations Development Fund for Women (UNIFEM)</b>	<b>Annual report</b>  Progress of the World's Women 2000	<b>UNIFEM Headquarters</b> 304 East 45 <sup>th</sup> Street, 15 <sup>th</sup> floor  New York, NY 10017, USA  Tel. + 212 906 6400  Fax. +212 906 6705  E-mail: <a href="mailto:unifem@undp.org">unifem@undp.org</a>  Website: <a href="http://www.unifem.undp.org">www.unifem.undp.org</a>
<b>USAID</b>		<a href="http://www.usaid.gov/locations/europe_eurasia/countries/bg/">http://www.usaid.gov/locations/europe_eurasia/countries/bg/</a>
<b>Balkan Trust for Democracy</b>		The German Marshall Fund of the United States Balkan Trust for Democracy Strahinjica Bana 11 11000 Belgrade, Serbia and Montenegro Tel: +381 11 636839

		Fax: +381 11 634126
<b>The Global Fund for Women</b>		E-mail: <a href="mailto:balkantrust@gmfus.org">balkantrust@gmfus.org</a> 1375 Sutter Street, Suite 400 San Francisco, CA 94109 USA Tel (415)202-7640 Fax (415)202-8604  <a href="http://www.globalfundforwomen.org">www.globalfundforwomen.org</a> <a href="mailto:meena@globalfundforwomen.org">meena@globalfundforwomen.org</a>
<b>EU Accession Monitoring Program of Open Society Institute</b>	Equal Opportunities for Men and Women  Minority Protection	H-1051, Budapest,  Nador 11, 4th floor tel: 0036 1 327 3100 E-mail: <a href="mailto:manati@osieurope.org">manati@osieurope.org</a> E-mail: <a href="mailto:knegrin@osieurope.org">knegrin@osieurope.org</a> E-mail: <a href="mailto:aabdikeeva@osi.hu">aabdikeeva@osi.hu</a>
<b>Global Alliance against Traffic in Women</b>		Website: <a href="http://www.thai.net/gaatw">http://www.thai.net/gaatw</a>
<b>United Nations Research Institute for Social Development (UNRISD)</b>	<b>Annual report</b>  <b>Occasional papers</b>	<b>UNRISD</b>  Palais des Nations  1211 Geneva 10, Switzerland  Tel. + (41 22) 798 84 00/ 798 58 50  Fax. + (41 22) 740 07 91
<b>Free Legal Advice Center (FLAC)</b>	<b>FLAC Report</b>	<b>FLAC</b>  13 Lower Dorset Street, Dublin 1  Tel. +353 1 874 5690  Fax. +353 1 874 5320  E-mail: <a href="mailto:info@flac.ie">info@flac.ie</a>  Website: <a href="http://www.flac.ie">www.flac.ie</a>

<p><b>Open Society Foundation (OSF)</b>  <b>Novib - Oxfam Netherlands</b></p>	<p><b>Annual Report</b></p>	<p>Website: <a href="http://www.osf.bg">www.osf.bg</a></p>
<p><b>Novib - Oxfam Netherlands</b>          Postbus 30919          2500 GX Den Haag          The Netherlands          Tel.: +31 70 3421777          Fax: +31 70 3614461</p>		
<p>Website: <a href="http://www.novib.nl">http://www.novib.nl</a></p>		
<p><b>National research organizations</b></p>		
<p><b>Bulgarian Gender Research Foundation (BGRF)</b></p>	<p><b>Newsletter</b></p>	<p>5, Evlogi Georgiev Blvd., 2<sup>nd</sup> fl., apt.3          1142 Sofia, Bulgaria</p> <p>Tel./Fax: + 359 2 963 53 57</p> <p>E-mail: <a href="mailto:bgrf@fastbg.net">bgrf@fastbg.net</a></p>
<p><b>National Center for the Study of Public Opinion with the National Assembly (NCSP0)</b></p>	<p>Public Opinion on Women in Politics          February, 2003</p>	<p>NCSP0</p> <p>1, Knyaz A. Battenberg Sq.,          1000 Sofia          Tel. 981 85 56, 939 031 29          E-mail: <a href="mailto:nciom@nt52.parliament.bg">nciom@nt52.parliament.bg</a></p>
<p><b>Gender Education, Research, and Technologies Foundation (GERT)</b></p>	<p><b>Using GEM to evaluate the impact of information technologies in implementing youth-targeted campaigns</b></p>	<p>1000 Sofia</p> <p>POB 963</p> <p>Tel.: +359.2.988.7855</p> <p>Fax: +359.2.988.7856</p>
<p><b>Agency for Social Analyses (ASA)</b></p>	<p><b>Women, Labor, Globalization 2002</b></p>	<p>1, Macedonia Sq.,          1000 Sofia</p> <p>Tel. +359 2 986 10 72</p>

			E-mail: <a href="mailto:asa@mail.robitel.bg">asa@mail.robitel.bg</a>
			Website: <a href="http://www.asa-bg.netfirms.com">www.asa-bg.netfirms.com</a>
<b>CSD</b>	<b>Gender Equality and the Ombudsman Institution</b>	<b>The Hidden Economy in Bulgaria</b>	5, Alexander Jendov St.,  1113 Sofia Tel.: (+359 2) 971 3000 Fax: (+359 2) 971 2233 E-mail: <a href="mailto:csd@online.bg">csd@online.bg</a>
	<b>Institute for Social and Trade Union Research</b>		1, Macedonia Sq., 14 <sup>th</sup> fl.,  1000 Sofia  Tel. +359 2 9170 631
<b>NGO</b>			
<b>WAD</b>		<b>Shared Ideas and Joint Efforts</b>	52, Neofit Rilski St.  1000 Sofia  Tel. +359 2 980 55 32, +359 2 908 59 20  E-mail: <a href="mailto:wad@infotel.bg">wad@infotel.bg</a>  Website: <a href="http://www.women-bg.org">www.women-bg.org</a>
<b>Animus Association</b>		<b><u>Trafficking in Women: Questions and Answers</u> - collection of articles by Bulgarian experts</b>	1408 Sofia  POB 97 Tel.: +359 2 987 3198; 981 0570 Tel./Fax: +359 2 981 6740 Email: <a href="mailto:animus@animusassociation.org">animus@animusassociation.org</a>
<b>Gender Project for Bulgaria Foundation - Sofia</b>	Gender Education Program  Women in the Economy Program  Ethnicities Program	<b>Gender and Media – Gender Education Methods</b>	37, B Parchevich St. Sofia 1000, Bulgaria Email: <a href="mailto:gender@fastbg.net">gender@fastbg.net</a> Tel: 359/2/986 47 10 Website: <a href="http://www.gender-bg.org">www.gender-bg.org</a>
<b>Partners Bulgaria Foundation</b>			66, Lyuben Karavelov St., fl. 1  1142 Sofia

	Tel.+359 2 963 26 77
<b>NADJA Center</b>	E-mail: <a href="mailto:partner9@prtners-bg.org">partner9@prtners-bg.org</a> 12A, Georgi Benkovski St.  1202 Sofia  Tel. + 359 2 971 93 00
<a href="#">Center of Women's Studies and Policies</a>	E-mail: <a href="mailto:nadja@cablebg.net">nadja@cablebg.net</a> 6, Triaditsa St., fl. 1, room 101,  1000 Sofia  Tel./Fax: +359/ 2 980 62 65 E-mail: <a href="mailto:cwsp@cwsp.bg">cwsp@cwsp.bg</a>

## 5.2. List of Reports and References related to Gender/WID

<b>Title</b>	<b>Publisher</b>	<b>Year</b>	<b>Where to get</b>
<b>Education and Training</b>			
Gender and Media - Gender Education Methods	Bul Koreni	2003	Gender Project in Bulgaria Foundation
Gender Education Manual	Sofia	1998	Gender Project in Bulgaria Foundation
How to Start a Small Business, manual	Sofia	1998	Gender Project in Bulgaria Foundation
Better Business for Women Export Guidebook	Sofia	1998	Gender Project in Bulgaria Foundation
Information Handbook for Parliamentarians	Tip-Top Press, Sofia	2004	Gender Project in Bulgaria Foundation
For Equal Rights and Opportunities of Women in Bulgaria	Democratic Union of Women in Bulgaria	1994	
<b>Health and Medicine</b>			
Reproductive Behavior, Family Planning, Use of Contraceptives	ASSA-M	1996	
<b>Economic Activities</b>			
Social environment and standards at the work place in the garment Industry in Bulgaria	Sofia	2001	Bulgarian Gender Research Foundation
Women in poverty, An Assessment of the Bulgarian anti-poverty policies and strategies	ILO	1998	ILO Publication office
<b>Social/ Gender Analyses</b>			
Women Can Do It in Bulgaria-III: Solidarian in Our Concern for Our Municipality	Sofia	2004	Gender Project in Bulgaria Foundation
Gender Task Force Bulgaria 2000 – 2001	Sofia	2001	Gender Project in Bulgaria Foundation
Annual Report on the activities of Animus Association Foundation for 1998	Open Society, Sofia	1998	Animus Bulgaria
“Animus Association” Foundation Annual Report	Sofia	2000	Animus Bulgaria
“Animus Association” Foundation Annual Report	Sofia	2002	Animus Bulgaria
Gender Assessment and Plan of Action		2001	USAID/Bulgaria
Marriage as a Perception, Value, and Reality	ASSA-M	1997	
Trafficking in People – the Bulgarian Reply	WAD Foundation	2004	WAD – resource center
Gender, Politics, Legal Rhetoric	WAD Foundation	2002	WAD – resource center
Women and Men in Bulgaria	NSI, Institute of Demographics with BAS	1998	NSI
Women 200+, Strategies for Equality, Development and Peace	WAD Foundation	2001	WAD – resource center
Towards Gender Equality. Reinforcing Gender Equality in the Mainstream of Social Life	Council of Europe Information Center	2001	Council of Europe Information and Documentation Center
Conceptual Framework of Women’s Equality in Bulgaria	Sofia	2004	Center of Women’s Studies and Policies
<b>Others</b>			
Roma Women Can Do It Booklet	Stability Pact Gender Task Force	2003	Gender Project in Bulgaria Foundation
Roma Women Can Do It in Bulgaria Project	Sofia	2003	Gender Project in Bulgaria Foundation



## 6. REFERENCES

- NSI, *Statistical Yearbook*, 1995-1999-2003, Sofia.
- NSI, *Women and Men in the Republic of Bulgaria*, 2002, Sofia.
- WAD, USAID, CAIL, *Trafficking in Human Beings – The Bulgarian Reply*, 2004, Sofia
- UNDP, *Human Development Report, Bulgaria*

## 7. DEFINITIONS

**Labor force** (currently economically active population) - Persons of 15 years of age and over, who furnish the supply of labor for the production of goods and services. The labor force comprises employed and unemployed persons.

**Employed** - persons of 15 years of age and over during the reference period:

- performed some work for at least one hour for payment in cash or in kind or other income;
- did not work but had a job or an enterprise/business from which they were temporarily absent due to leave, illness, full-paid maternity leave, bad weather, strike or other similar reasons.

Persons on unpaid leave initiated by the employer are considered as employed if the duration of this leave does not exceed three months.

According to the professional status employed persons are classified in the following categories:

*Employers* - persons who by themselves or in co-operation with other people manage their own enterprise, firm, farm, work on lease or perform other work, and who employ at least one person;

*Self-employed* - persons who by themselves or in co-operation with other people work in their own business, practice or farm, work on lease or perform other work, and who do not employ any other people;

*Employees* - persons who work for a public or private employer and receive remuneration in cash or in kind as wage or salary (including persons, working with permanent and temporary labor contract, on full-time and part-time job), remuneration on a contractual basis, as well remuneration without contract;

*Unpaid family workers* - persons who work without payment, in a firm, enterprise or farm, owned and operated by a relative from the same household.

**Unemployed** - persons aged 15 to 74 who did not work at all during the reference period, were actively seeking work within the preceding four weeks, including the reference period and were available to start working within two weeks following the reference week.

As active methods of job search are considered the following:

- having been in contact with a public employment office to find work, whoever took the initiative (renewing registration for administrative reasons only is not an active step);
- having been in contact with a private firm or agency intermediating to find a job;
- applying to employers directly;
- asking among friends, relatives, unions, etc., to find work;
- placing or answering job advertisements;
- studying job advertisements;
- taking a recruitment test or examination or being interviewed;
- looking for land, premises or equipment;
- applying for permits, licenses or financial resources.

As unemployed are classified persons who were not actively looking for work but have found a new job or business that expected to start within 3 months following the reference period.

Persons on unpaid leave over three months are classified as unemployed if they were actively looking for work and were available to start working.

**Persons out of the labor force** (current economically inactive population) - persons who were neither employed, nor unemployed during the reference period.

Criteria used in the Labor Force Survey for classifying persons according to their labor status are different than those used by other sources of employment and unemployment data and should be taken into account:

- data obtained from the Labor Force Survey are average quarterly estimates and the reference period for sample units is a calendar week;
- as unemployed are considered not only persons having been in contacts with a public (or private) employment office to find a job but those used other methods - placing or answering job advertisements, applying to employers directly, asking among friends, relatives, etc;
- students, homemakers, pensioners and others are considered as unemployed during the reference period if they meet the above definition of unemployment.

Upper age limit for classifying persons as unemployed according to the Labor force survey is 74.

**Main analytical indicators** calculated from the Labor force survey data are the following:

- **Activity rate (AR)** - ratio between labor force and population of 15 years of age and over.
- **Employment rate (ER)** - employed population related to the population of 15 years of age and over.
- **Unemployment rate (UR)** - ratio between unemployed persons and labor force.

**Guaranteed minimal income** – legally fixed amount of money, which is used as a basis to nomination of social aid in order to assure a minimum income for satisfying basic needs of persons according their age, family status, health and income status.

**Gender equality** – the principle of equal rights and equal treatment of men and women. The concept means that all human beings are free to develop their personal abilities and make choices without the limitations set by strict gender roles; that the different behavior, aspirations and needs of women and men are considered, valued and favored equally.

**Equal pay for equal work** – equal pay for work of equal value without discrimination based on sex or marital status with regard to all aspects of remuneration and compensation (Art. 141, formerly 119, of the Treaty of Amsterdam)

**Segregation in employment** – the concentration of men and women in different by type and level activities and occupations wherein women are engaged in a more limited range of occupations (horizontal segregation) or hold lower-ranking positions (vertical segregation).

**Discrimination by sex (direct or indirect)** – discrimination by sex is direct when a person is treated less favorably on account of his/her sex. Thus, the refusal to hire a pregnant woman is considered direct discrimination by sex and is prohibited. According to the practice of the European Court, discrimination is indirect when a given - incontestably neutral - law, rule, policy or practice has an overtly unfavorable impact on the representatives of one sex. For instance, a measure that is disadvantageous to part-time workers (most of whom are women) is considered indirect discrimination by sex against women. Nevertheless, the legislation allows indirect discrimination on account of objective factors.