

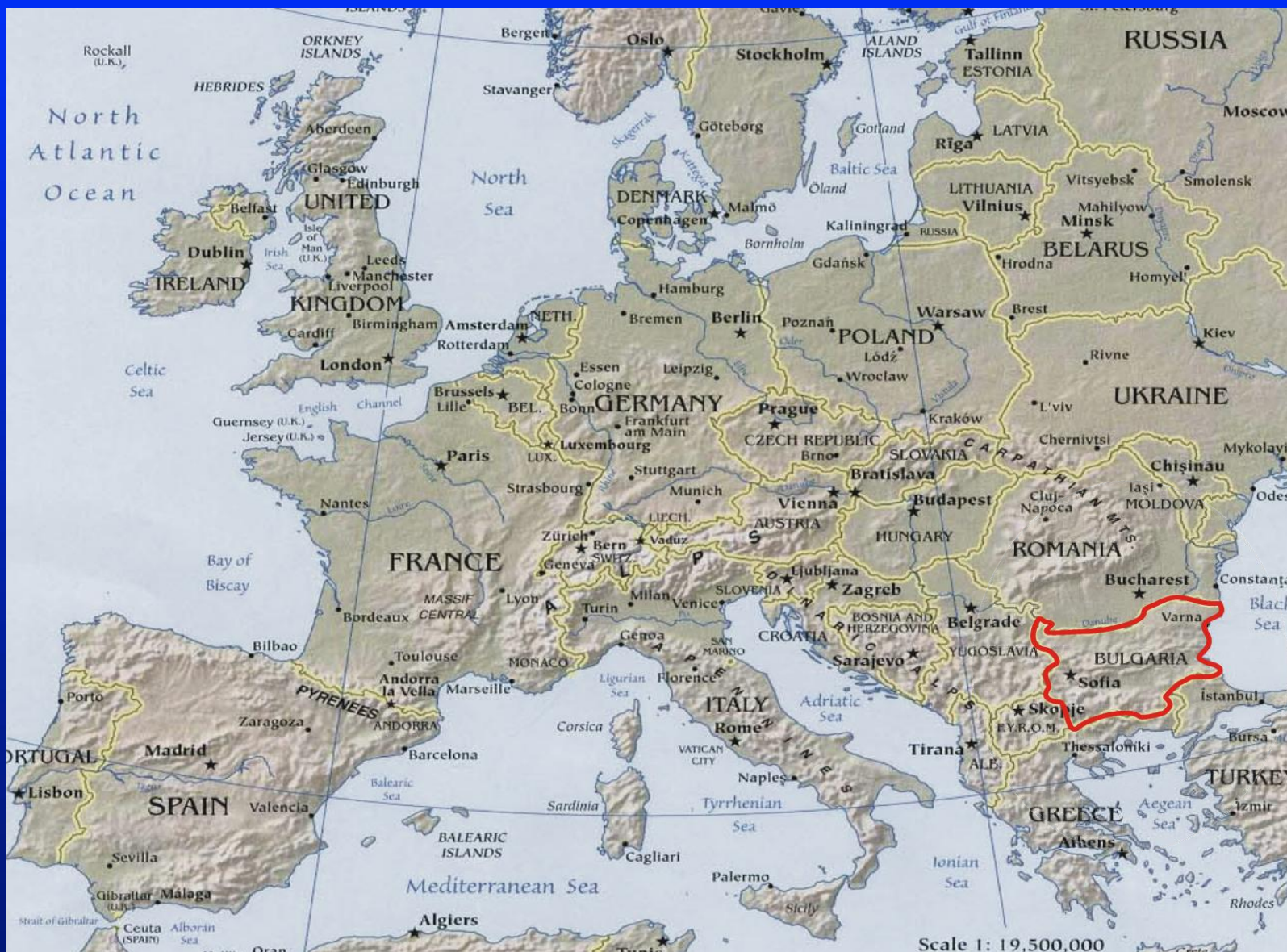
BULGARIA

GENDER EQUALITY in ENGINEERING

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In brief

BULGARIA IN EUROPE



BULGARIA

- **Population approximately 8.3 million**
- **Area 111 000 sq. km**
- **Capital – Sofia**

SIGHTS OF BULGARIA



VARNA



SIGHTS OF VARNA



SIGHTS OF VARNA





Technical University of Varna





Technical University of Varna

- ✓ **Founded in 1963**
- ✓ **7 Faculties, 2 Colleges, 1 Department.**
- ✓ **Research and Development Center**
- ✓ **Center for Life-long-studies**
- ✓ **Career Center**



FACULTY OF ELECTRONICS

✓ Staff:

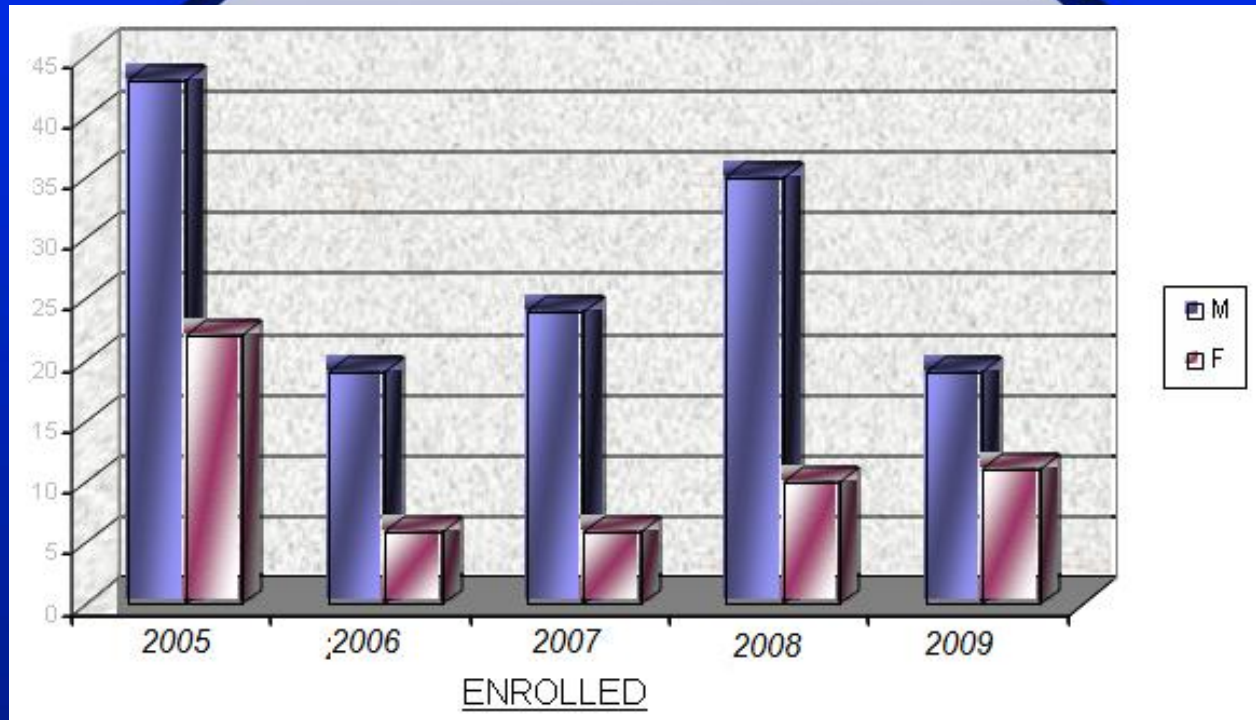
- * 55 Lecturers of which 21 with PhD degree (including 1 Professor and 20 Associate Professors).

✓ Departments:

- * Electronic Engineering
- * Radio Engineering
- * Telecommunications



Enrolled Students





FACULTY OF ELECTRONICS

Proportion of Males and Females in the Staff according to Academic

* Total Academic Staff Men/Women	45	10
Total Percents of Academic Staff Men/Women	81.82 %	18.18 %
** Total Administrative Staff Men/Women	4	7
Total Percents of Administrative Staff Men/Women	36.36 %	63.64 %

* Total Academic Staff Men/Women = Full Prof. + Associate Prof. + Assistant Prof. + Lecturers + Honorary Prof.

** Total Administrative Staff Men/Women = Research Assistants + Technicians + Secretaries

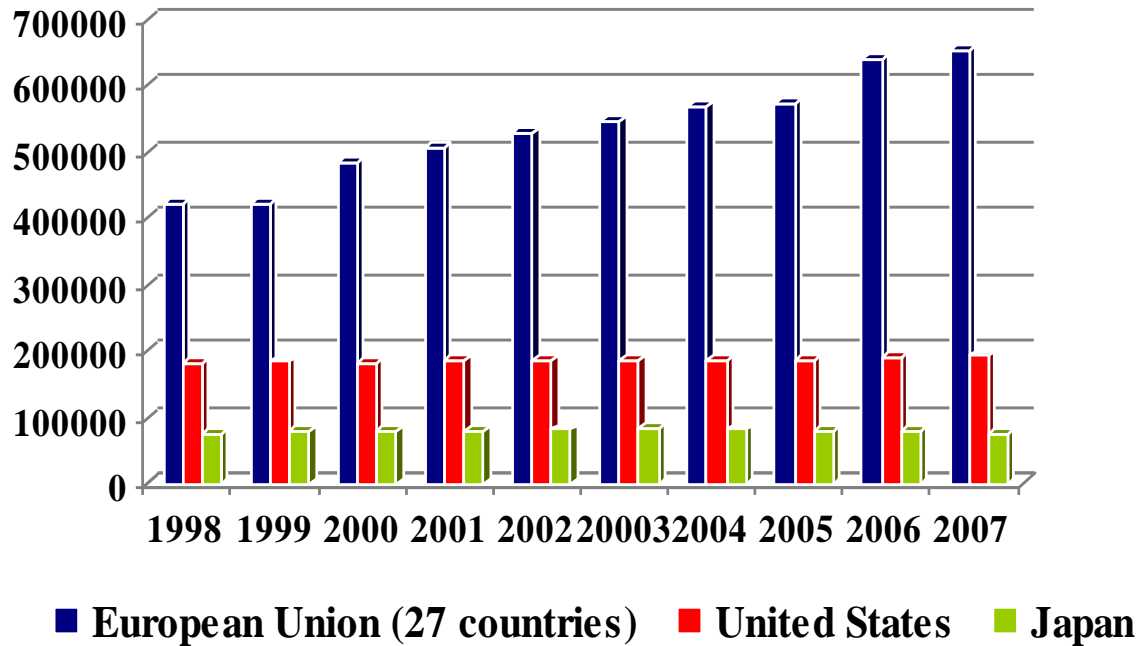


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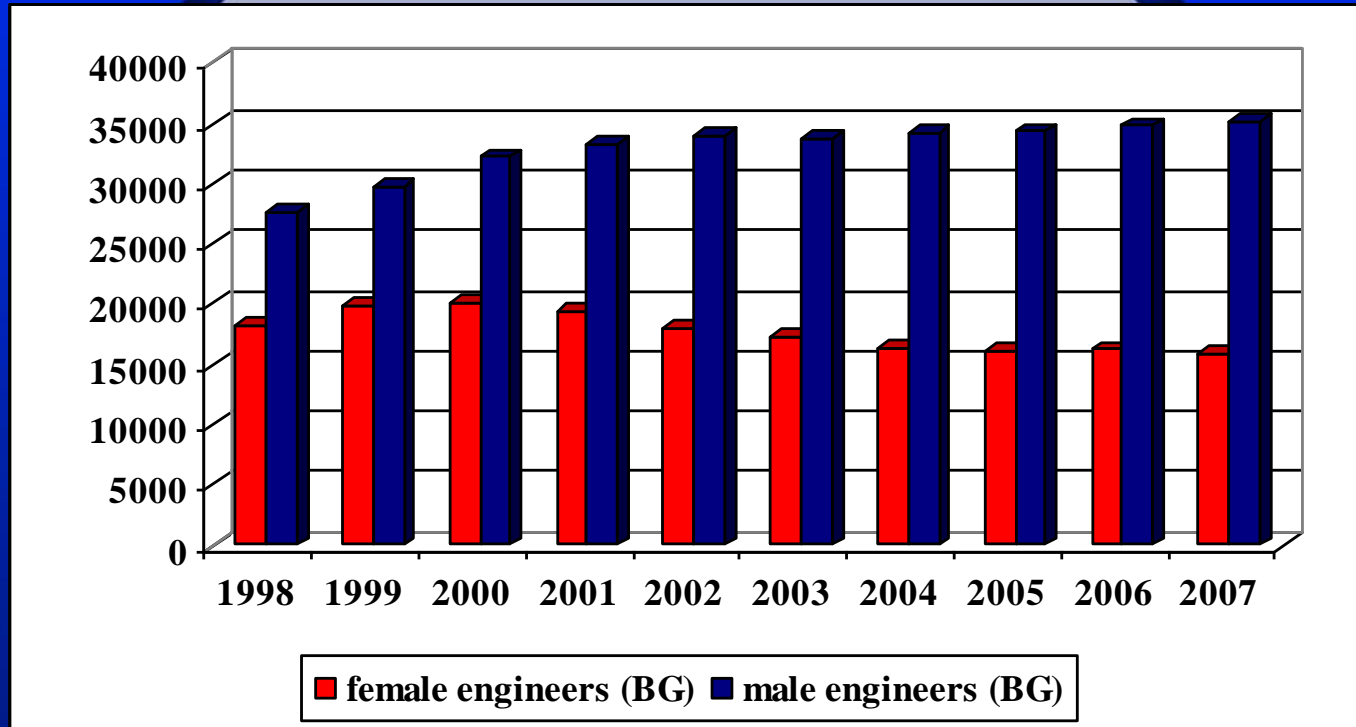
- ✓ **Women-Students in “Telecommunications”:** 30-35 %
- ✓ **Women-Students in “Electronics”:** 6-30 %
- ✓ **Women-Academics staff in Faculty of Electronics:** 18 %
(25% for TU-Varna)



Number of women engineering students



Tertiary education students (ISCED 5-6) in Bulgaria





Engineering workforce

- The percentage of female engineers in the Bulgarian **workforce** decreases from 38 percent to 25 percent (last 15 years).
- Women made up 51.7% of total employees in the public sector and 45.5% in the private sector.



Community stereotype

Engineering:

- highly specialized
- continually changing
- engineering work is undertaken in remote sites
- unsuitable for women
- It is safer to choose a less dynamic area.



Bulgaria

- In 2005 the first National Action Plan for Gender Equality Promotion was implemented, adopted with a Decision of the Council of Ministers. Ministry of Labor and Social Policy .
- The National Council on Equality between Women and Men (NCEWM) was set up by Government Decree 313/17.11.2004.

Equality of women and men and equal opportunities is recognized by the Bulgarian government and the local authorities as strategy but there are lacks in its implementation.



The Choice

Policy makers should work with universities, industry enterprises and experts in labor, economy and psychology.



Conclusion

Gender attitude:

- family
- school
- academic course selection
- career choice

Important: Women and men to recognize the need to be able to support each other and to accept the difference.



Thank you !

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