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REPUBLIC OF BULGARIA
MINISTRY OF LABOUR AND SOCIAL POLICY

GIRLS AND WOMEN IN THE DIGITAL WORLD: Bulgaria's experience



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Girls in ICT Day 2018
28 April 2018, Sofia, Bulgaria

СЪЕДИНЕНИЕТО ПРАВИ СИЛАТА



UNITED WE STAND STRONG



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Share of women and girls employed in the ICT sector

European Union - **16%**

Bulgaria - **27,7%**



Wages in the IT sector in BG:

- **App. 3 times higher** than the average wage
- **2015-2017** – increase by **30%**



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Thinking about the future

- Identifying the right skills for the new jobs
- Better planning and linking the policies in the field of education, training and employment
- Emphasis on youth employment, skills and competencies needed for the future labour market





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Rising demand, major shortages

- ICT specialists are in particularly high demand, with **employment growth in ICT more than eight times higher than the average employment growth** in the EU (Eurostat).
- Recent forecasts predict a **shortage of more than 500,000 ICT specialists** by 2020.
- Only around **17 % of the almost 8 million ICT specialists are women**.
- The EU is facing difficulties in responding to **increasing shortages of ICT specialists** and filling vacancies requiring digital skills.

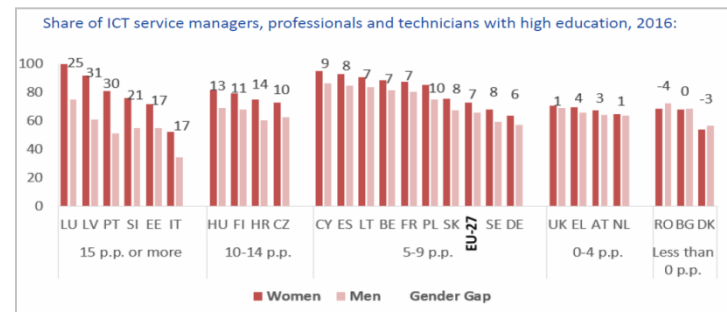
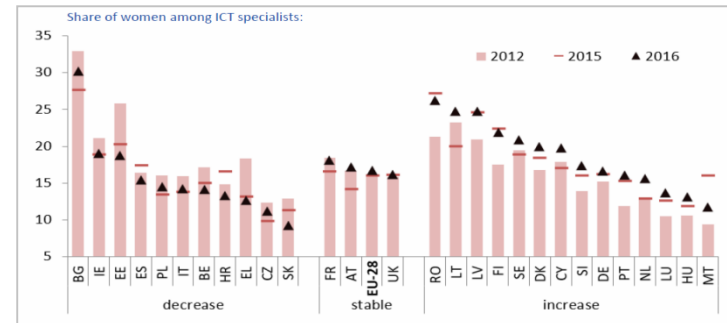
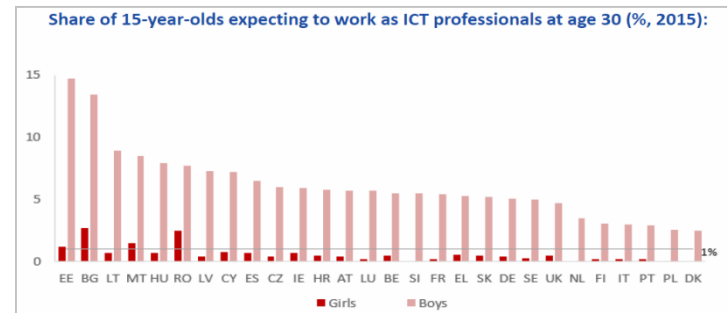


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Girls' aspirations to choose ICT career are extremely low

- Very few girls aspire to become ICT professionals
- More than eight out of ten ICT jobs go to men
- Women still need higher qualifications to be in ICT jobs



Source: EIGE



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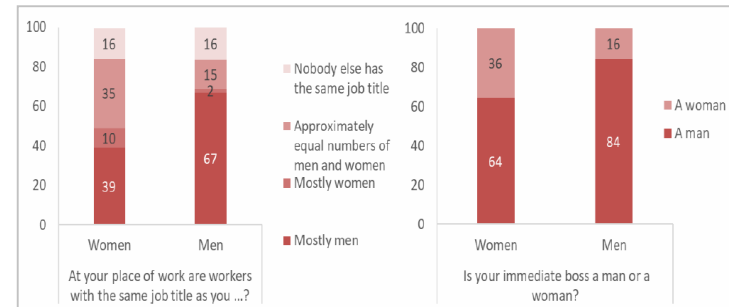
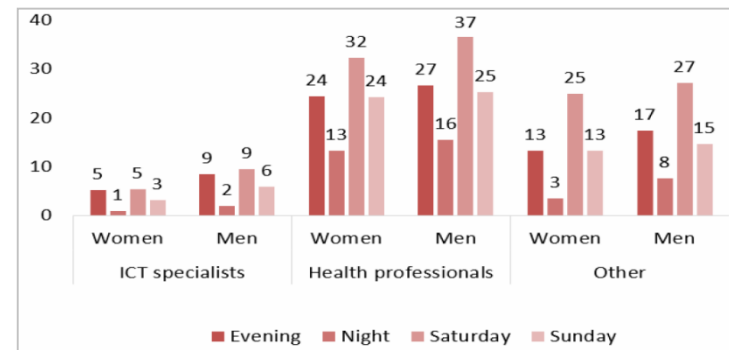
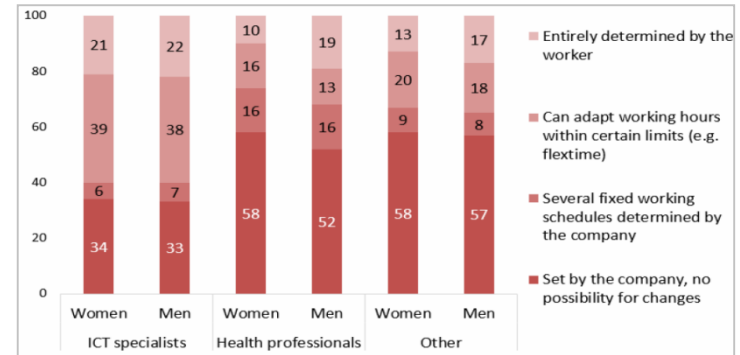
In ICT gender gap in earnings is lower than in other occupations

- **The gender gap in monthly earnings in ICT is 13 %** (26 % - among health professionals, 33 % among other workers).
- **More women in ICT receive a higher income** (i.e. in the 5th income quintile) **than women in health professions** or in other occupations.
- **Income inequality is high between women and men ICT specialists.** 70 % of men and 54 % of women in ICT are in the top two quintiles.



A chance for better work-life balance

- ICT specialists have more flexibility in working hours
- Atypical hours are less common
- Women tend to work in more gender diverse environment





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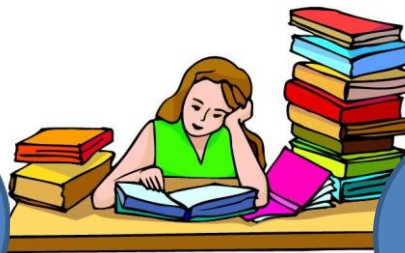
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Policies towards increasing women's and girls' participation in the ICT sector

Active and
inclusive labour
market policy

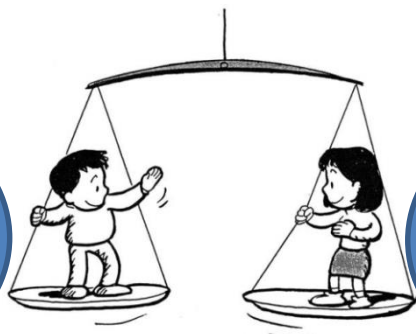


Training, skills
upgrade and
digital literacy



Mentoring
and lifelong
learning

Protection
against
discrimination



Flexibility and
conciliation
measures



Awareness
raising



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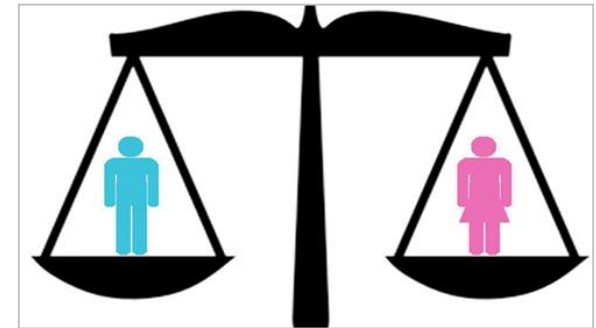
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Conclusions

There are impediments for the equal
employment of men and women
in the ICT sector

BUT

Girls and women are and will continue to be a driving force of
change and innovation!





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for your attention

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<https://www.facebook.com/zornitsa.roussinova/>