

REPUBLIC OF BULGARIA

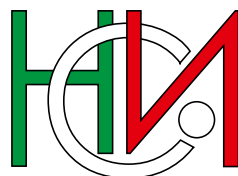


NATIONAL STATISTICAL INSTITUTE

GENDER EQUALITY IN DECISION-MAKING 2024



REPUBLIC OF BULGARIA



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GENDER EQUALITY IN DECISION-MAKING

2024

SOFIA, 2026

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Abbreviations

CEA	Classification of Economic Activities
DCoM	Decree of the Council of Ministers
EIGE	European Institute for Gender Equality
EP	European Parliament
EU	European Union
Eurostat	Statistical Office of the European Union
ISCO	International Standard Classification of Occupations
MERs	Members of the European Parliament
NACE	European Classification of Economic Activities
NACID	National Centre for Information and Documentation
NCOD	National Classification of Occupations and Duties
NPLP	Non-profit Legal Persons
NSI	National Statistical Institute
SDGs	Sustainable Development Goals
UN	United Nations

Introduction

Gender equality is one of the global topics on the agenda of today's societies. On September 25, 2015, the UN High-Level Political Forum adopted the 2030 Agenda for Sustainable Development, which sets out the so-called '2030 Sustainable Development Goals' (SDGs)¹. The SDGs are a set of 17 goals and 169 targets that aim to achieve a sustainable future for all people and the planet by 2030.

One of these goals is 'Achieve gender equality and empower all women and girls', recognised as crucial for progress in all aspects of sustainable development. UN member states, including Bulgaria, are committed to working to overcome inequality between women and men and to strengthening support for institutions in relation to gender equality and women's empowerment at the global, national and regional levels.



'The achievement of full human potential and of sustainable development is not possible if one half of humanity continues to be denied its full human rights and opportunities. Women and girls must enjoy equal access to quality education, economic resources and political participation as well as equal opportunities with men and boys for employment, leadership and decision-making at all levels' - 2030 Agenda for Sustainable Development, UN.

The principle of gender equality is a fundamental value of the EU and a sign of democracy in mature societies. In the Community, this policy, which has been carried out for decades, is supported and promoted through various instruments, including hard and soft legal measures - from recommendations, directives and decisions to its integration as a horizontal principle in all activities, measures, actions, EU programs, and EU-funded projects and policies. In 2003, the Committee of Ministers of the Council of Europe recommended that member states ensure balanced participation of women and men in decision-making bodies, with a minimum of 40% for each gender².

In Bulgaria, gender equality policy is regulated by the 2016 Gender Equality Act, which aims to promote gender equality by providing conditions for the creation of an institutional environment and defining the authorities and mechanisms for implementing state policy.

The main strategic document outlining the policy framework is the National Strategy for Promoting Equality between Women and Men in the Republic of Bulgaria for the period 2021 - 2030. The document sets out the vision and main objectives, identifying five priority areas, one of which is promoting gender equality in decision-making processes³.

This publication presents data from a study conducted by the National Statistical Institute on gender equality in decision-making. The survey covers senior and middle management positions in the legislative, executive and judicial power, and in other public authorities external to them. The study was conducted in response to the growing need for statistical information on gender equality in decision-making processes, taking into account national characteristics and international requirements for the production of comparable data.

¹ [Transforming our world: the 2030 Agenda for Sustainable Development](#).

² [Recommendation Rec\(2003\)3 of the Committee of Ministers to member states on balanced participation of women and men in political and public decision-making, Strasbourg, Council of Europe.](#)

³ [National Strategy for Promoting Equality between Women and Men in the Republic of Bulgaria 2021 - 2030.](#)

Methodological notes

Purpose of the study, object and subject of observation

The purpose of the study is to provide detailed and comparable information on the equal participation of women and men in decision-making. The object of observation is the senior and middle management positions in the institutions of the legislative, executive and judicial powers, and in other public authorities external to them, such as state and public organisations, higher education institutions, scientific organisations, public media, public enterprises, and others.

The subjects of observation are the gender of persons holding management positions, their position level within the internal institutional hierarchical structure, and the location of the organisational unit.

Statistical Unit

The units of observation are the organisational units included in the main categories of the survey, existing as of December 31, 2024. A list of the organisational units covered is presented in the Annex.

Definitions

Employment in decision-making is determined in accordance with the categories in the National Classification of Occupations and Duties (NCOD - 2011), which organises occupations and positions based on the tasks and responsibilities performed in the workplace. Managerial positions are defined as positions related to the performance of functions and tasks involving the planning, management, coordination and evaluation of the overall activities of state bodies and institutions, enterprises, organisations, or their structural units. Managerial positions also include positions involved in the development and revision of regulations, policies, rules and others. Within an organisational unit, individuals in managerial positions make a major contribution to the decision-making process.

For the study, the set of managerial positions is classified into three levels corresponding to the hierarchy of positions in the organisational unit.

The position level 'Head' includes the managers who are at the head of the organisational units and corresponds to the highest level of management in the hierarchical structure of each of the studied units. This group includes positions such as minister, chairperson, manager, director general, executive director, rector and others.

The position level 'Deputy Head' includes the deputy managers of organisational units, representing the next level of senior management in the hierarchical structure. It covers positions such as deputy minister, deputy chairperson, deputy executive director, deputy rector and others.

The position level 'Middle-level manager' includes middle-level management positions. It includes chief administrative secretary, director of directorate, director/head of regional unit, head of inspectorate, chief scientific secretary, head of university department and others.

The number of occupied managerial positions does not match the physical number of individuals because, in certain cases, one person may hold more than one managerial position. Such cases include positions established by law in the judicial system, positions within the composition of parliamentary committees, persons temporarily performing a management position as of the reference date of the survey and others.

Classifications used

The following classifications were used in the data processing and summary:

- National Classification of Occupations and Duties (NCOD - 2011), comparable with the International Standard Classification of Occupations (ISCO - 08);
- Classification of Economic Activities (CEA), fully compliant with the European Classification of Economic Activities (NACE Rev. 2);
- Unified Classifier of Administrative-Territorial and Territorial Units ([UCATTU](#));
- International Standard Classification of Education (ISCED - 2011);
- Classification of military positions in the Ministry of Defence, structures directly subordinate to the Minister of Defence, and the Bulgarian Army.

Geographical coverage

The study covers institutions within the territory of the Republic of Bulgaria and its foreign diplomatic missions. By territorial breakdown, data on managerial positions in regional and municipal administrations are presented according to the country's administrative-territorial division as of December 31, 2024.

Statistical population

The target population comprises all senior and middle management positions within the institutions covered by this study.

The study does not cover:

- positions held by Bulgarian citizens in the North Atlantic Treaty Organisation, elected or appointed on the proposal or by decision of a Bulgarian state authority;
- positions held by Bulgarian citizens in management or supervisory bodies of international organisations co-financed by the Republic of Bulgaria;
- leadership positions in political parties without representation in the National Assembly as of December 31, 2024;
- middle management positions in structures related to national security, in accordance with the Classified Information Act.

Units of measure

The data are presented in numbers of managerial positions held and the percentage of men and women out of the total number.

Data sources and data collection method

The following data sources were used for the study:

- registers and databases of the institutions and organisations included in the study;
- Administrative Register (Integrated Information System of the State Administration);
- Commercial Register and Register of NPLP (Registry Agency);
- Register of higher education institutions (NACID);
- open data from Central Electoral Commission;
- Supreme Judicial Council;
- Bulgarian Olympic Committee;
- European Institute for Gender Equality (EIGE);
- Eurostat;

- statistical surveys of the NSI.

The tools used in the data collection process include:

- official letter to the observed unit requesting information on the management positions held;
- data entry template adapted to the organisational structure of the observed unit;
- review and collection of publicly available data (open data, documents, etc.).

Data quality

The methodology applied in the study is in line with the requirements of the UN Statistics Division for the metadata of indicators 5.5.1. 'Proportion of seats held by women in national parliaments and local governments' and 5.5.2. 'Proportion of women in managerial positions' - part of the Global Indicator Framework for the Sustainable Development Goals of the UN 2030 Agenda⁴.

The data obtained through an official letter from the executive authorities has been compared with the information available in the administrative register, the commercial register and the register of non-profit legal entities.

Legislation

During the preparation stage of the study and the identification of statistical concepts, a review of Bulgarian legislation was carried out in accordance with the Generic Statistical Business Process Model⁵ at the NSI. This includes alignment of the concepts and definitions used with the following regulatory documents:

- Constitution of the Republic of Bulgaria;
- Statistics Act;
- Administration Act;
- Territorial Administration of the Republic of Bulgaria Act;
- Diplomatic Service Act;
- Civil Servants Act;
- Local Self-government and Local Administration Act;
- Gender Equality Act;
- Judiciary System Act.

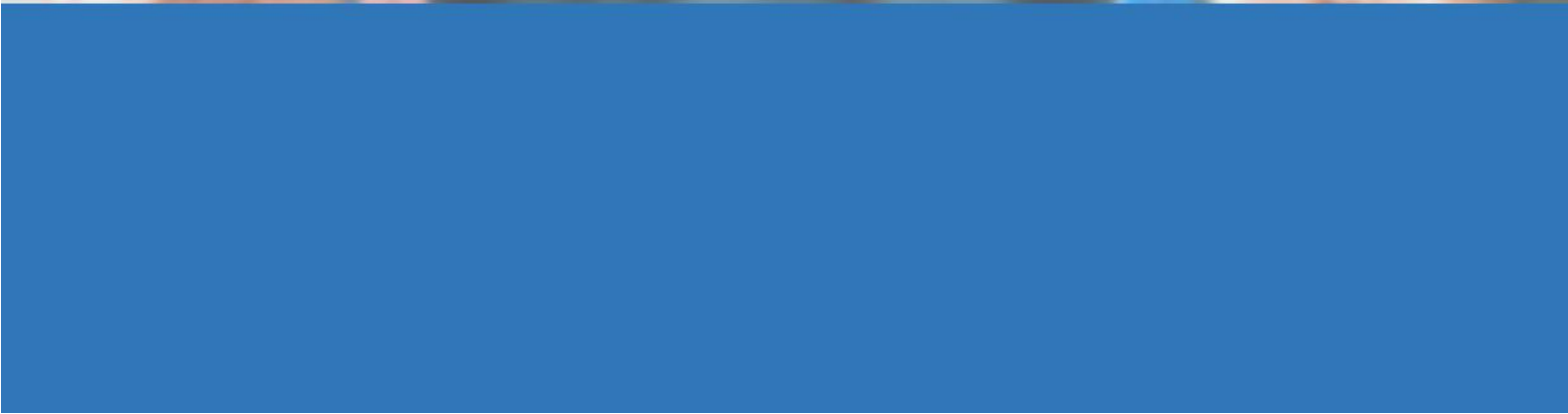
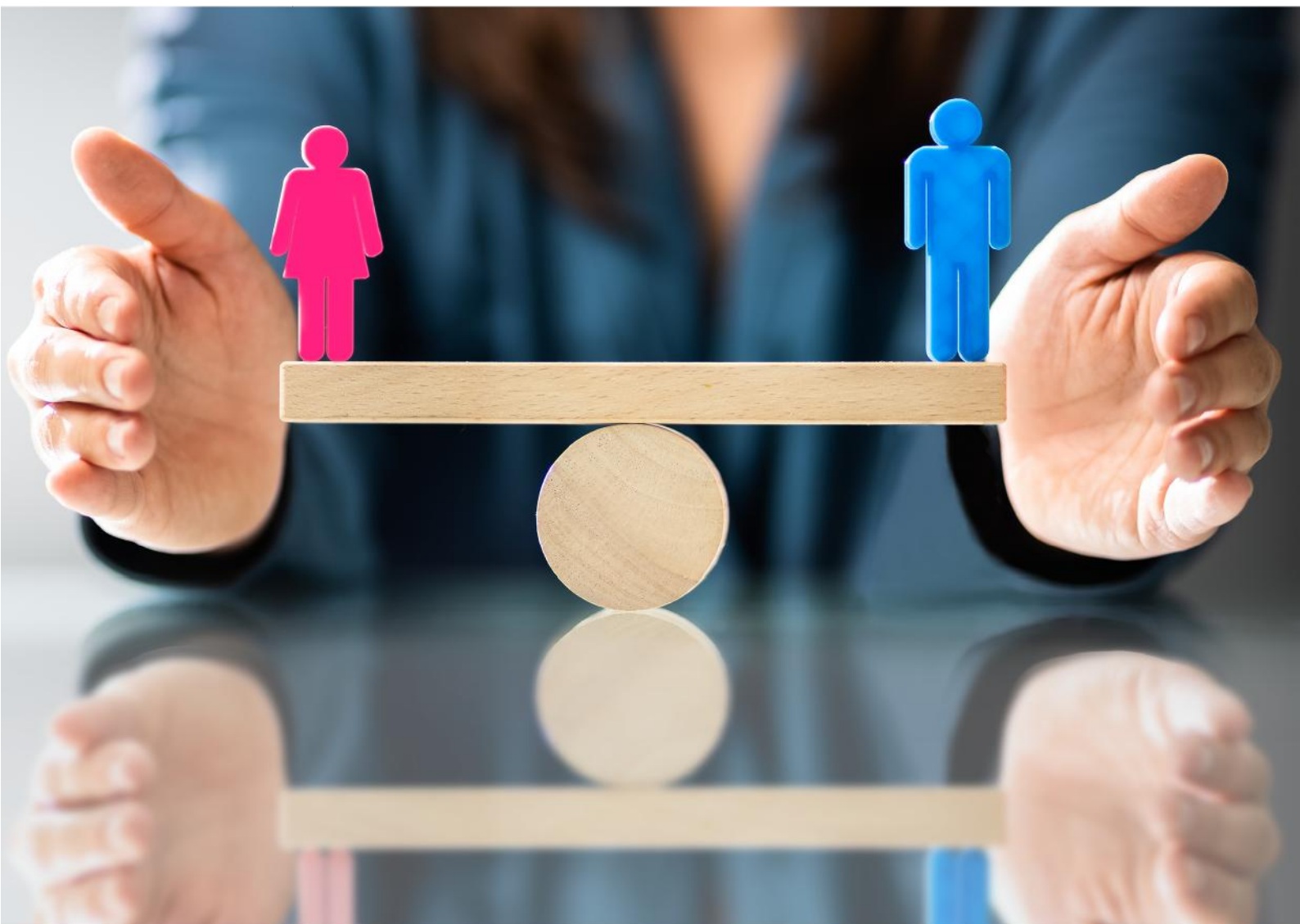
⁴ [Global SDG Indicators, UN](#).

⁵ Generic Statistical Business Process Model 2.0, NSI.



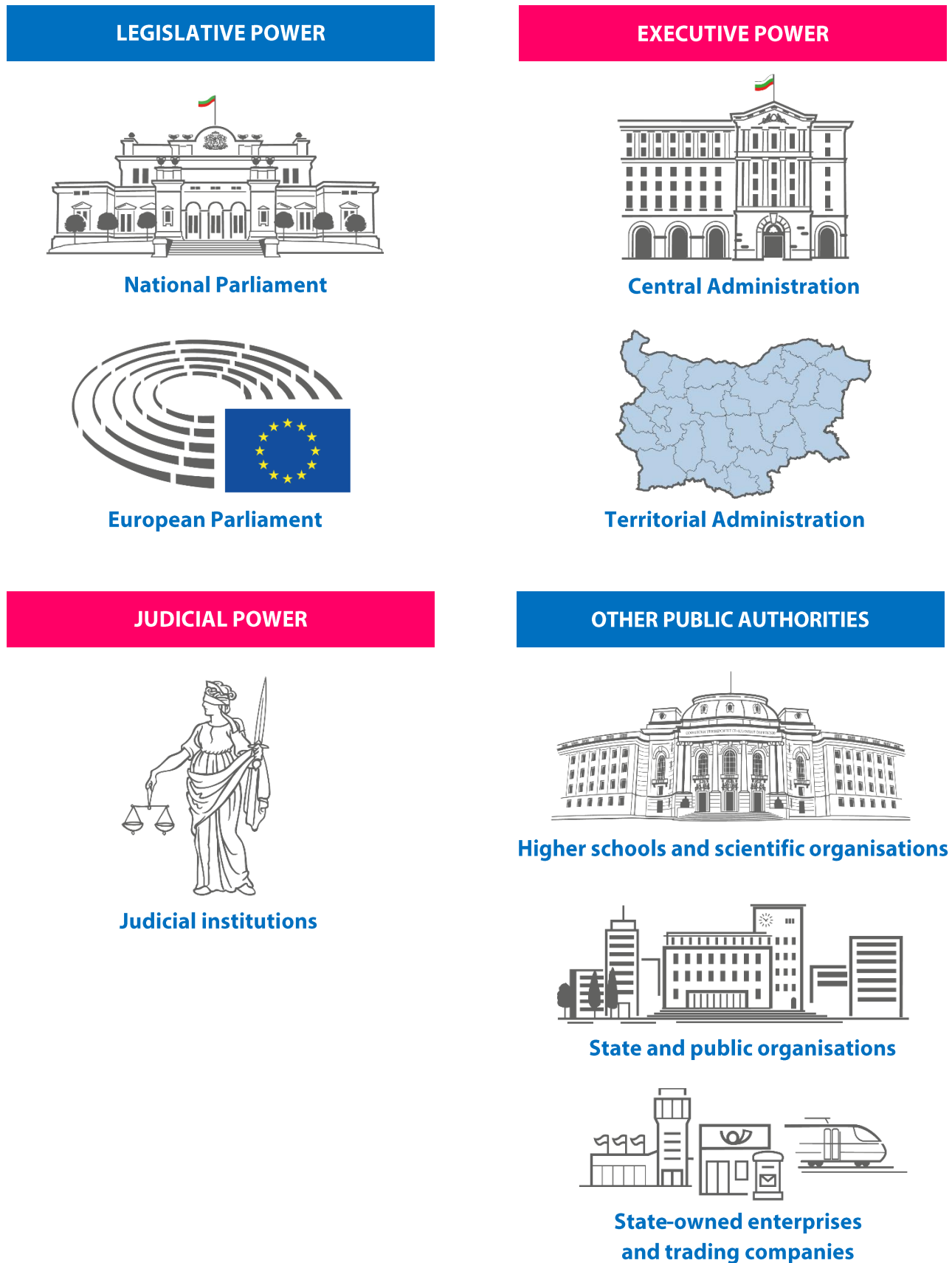
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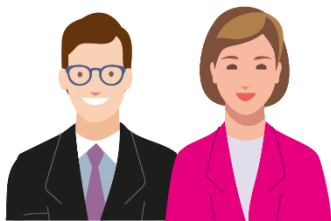
OVERVIEW



1. Overview

Figure 1.1. Main categories and sub-categories





Of the 23 856 senior and middle management positions studied, **62.8%** were held by **men** and **37.2%** by **women**.



By the end of 2024, **women** held **27.6%** of municipal council seats and **27.8%** mayoral positions in Bulgaria.



Men occupied **68.3%** of the top level of managerial positions, while **women's** highest representation was as 'Deputy head' position at **42.0%**.



In state-owned enterprises and trading companies, **men** held **70.7%** of all leadership positions.



The highest share of **female**-held management positions was observed in the judiciary (**54.1%**), while the lowest was recorded in the legislature (**23.3%**).

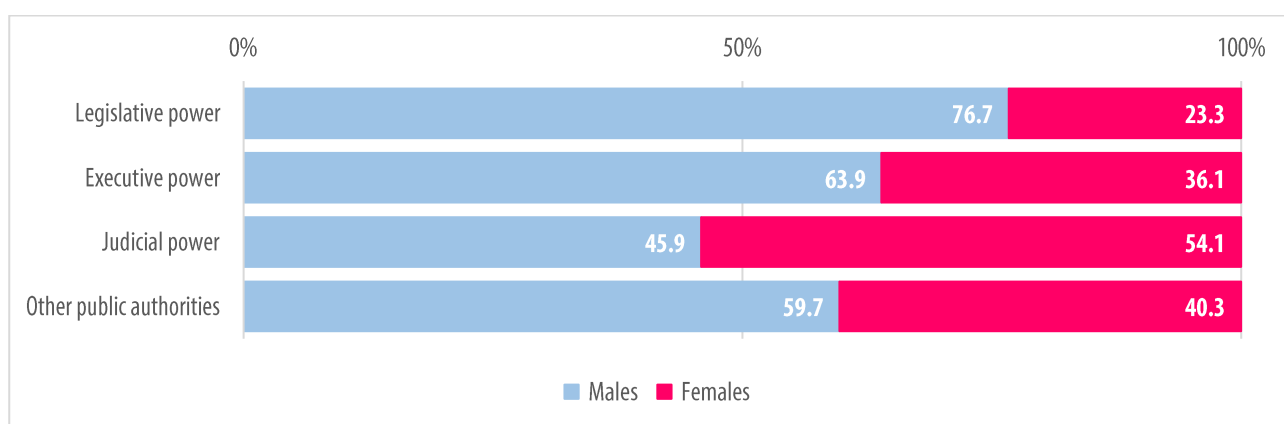


Women held **57.9%** of managerial positions in specialized territorial administrations, scientific organisations and public media.

1. Occupied managerial positions by sex and by main categories as of 31.12.2024

Categories	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	23856	14973	8883	62.8	37.2
Legislative power	725	556	169	76.7	23.3
Executive power	16475	10534	5941	63.9	36.1
Judicial power	665	305	360	45.9	54.1
Other public authorities	5991	3578	2413	59.7	40.3

Figure 1.1. Share of men and women in managerial positions by main categories as of 31.12.2024



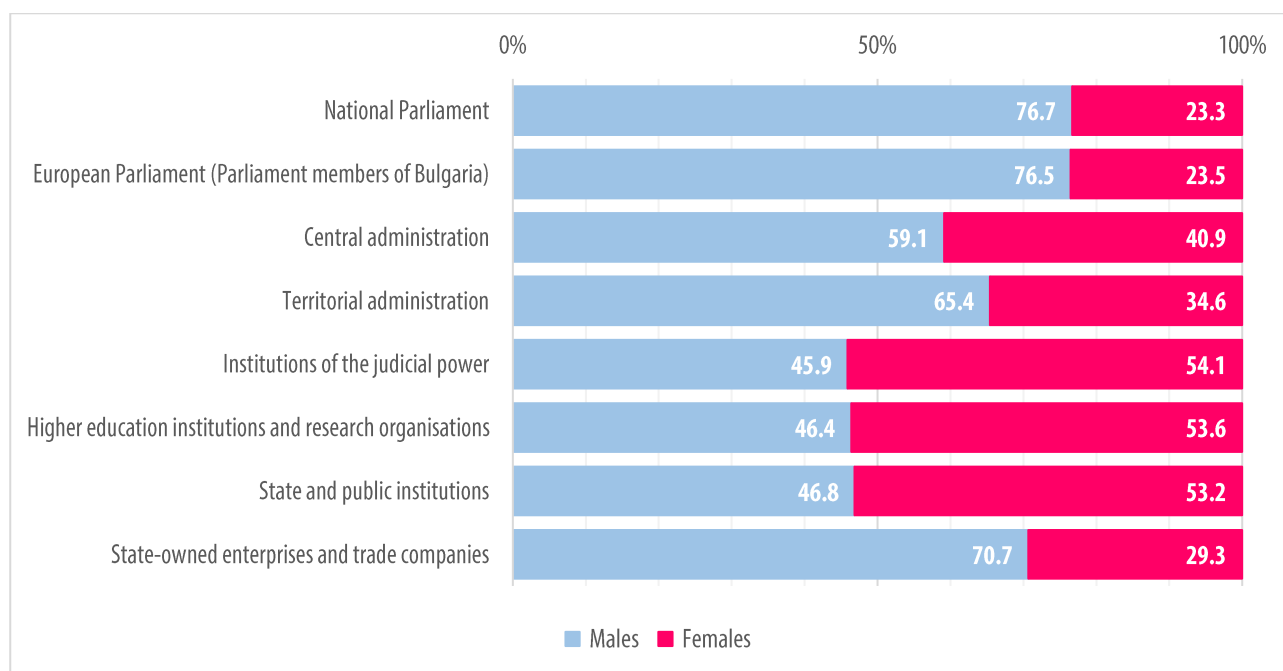
2. Occupied managerial positions by sex and by main categories and sub-categories as of 31.12.2024

Categories/Sub-categories	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	23856	14973	8883	62.8	37.2
Legislative power	725	556	169	76.7	23.3
National Parliament ⁶	708	543	165	76.7	23.3
European Parliament (Parliament members of Bulgaria)	17	13	4	76.5	23.5
Executive power	16475	10534	5941	63.9	36.1
Central administration	3888	2299	1589	59.1	40.9
Territorial administration ⁷	12587	8235	4352	65.4	34.6
Judicial power	665	305	360	45.9	54.1
Institutions of judicial power	665	305	360	45.9	54.1
Other public authorities	5991	3578	2413	59.7	40.3
Higher education institutions and scientific organisations	2037	945	1092	46.4	53.6
State and public institutions	679	318	361	46.8	53.2
State-owned enterprises and trade companies	3275	2315	960	70.7	29.3

⁶ The terms 'National Assembly' and 'National Parliament' have been used as synonyms.

⁷ For the study, statistical data on local self-government bodies (municipal councils) are presented in the 'Territorial Administration' sub-categories.

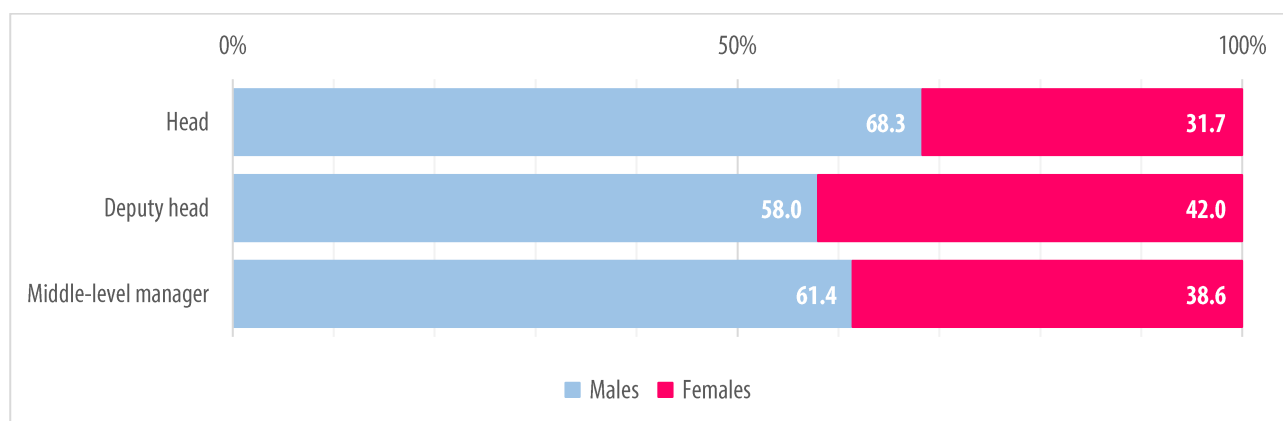
Figure 1.2. Share of men and women in managerial positions by main sub-categories as of 31.12.2024



3. Occupied managerial positions by sex and by position level as of 31.12.2024

Position	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	23856	14973	8883	62.8	37.2
Head	5712	3902	1810	68.3	31.7
Deputy head	2053	1190	863	58.0	42.0
Middle-level manager	16091	9881	6210	61.4	38.6

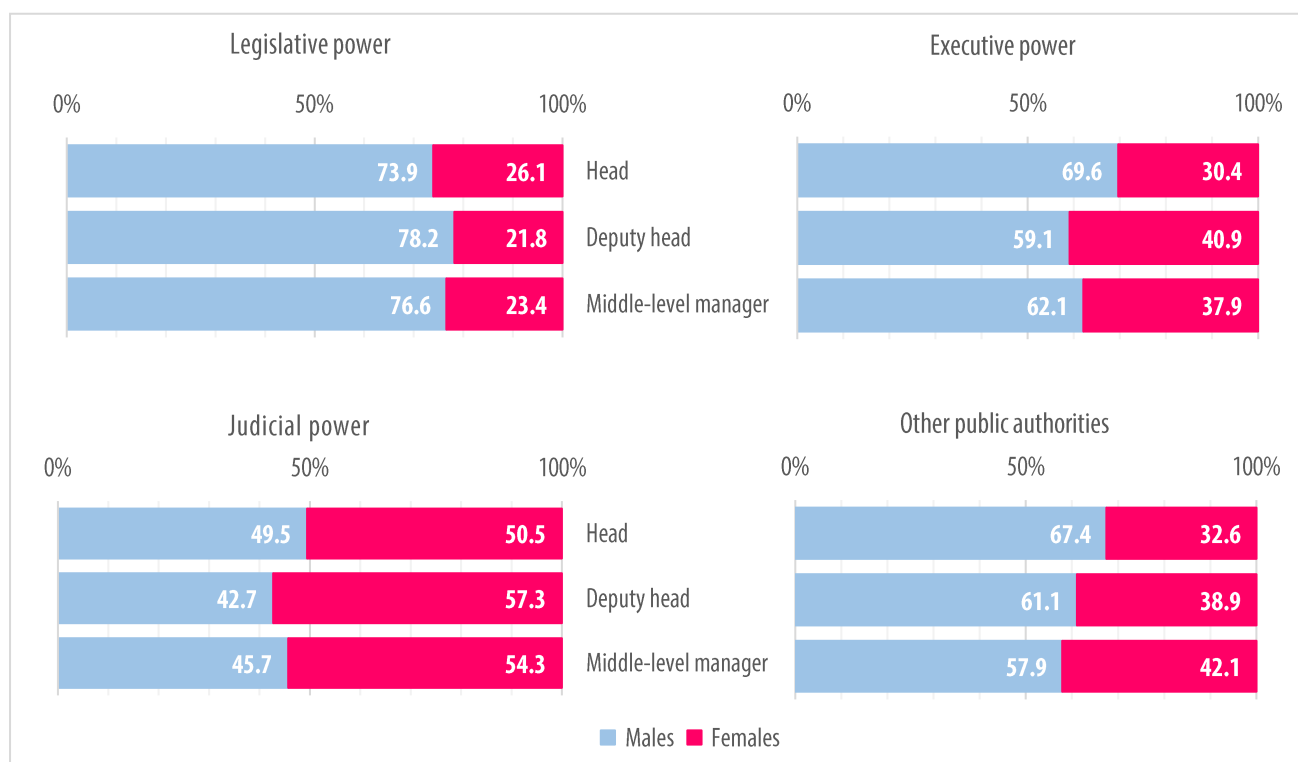
Figure 1.3. Share of men and women in managerial positions by position level as of 31.12.2024



3. Occupied managerial positions by sex, main categories and position level as of 31.12.2024

Position	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	23856	14973	8883	62.8	37.2
Legislative power	725	556	169	76.7	23.3
Head	23	17	6	73.9	26.1
Deputy head	87	68	19	78.2	21.8
Middle-level manager	615	471	144	76.6	23.4
Executive power	16475	10534	5941	63.9	36.1
Head	4467	3111	1356	69.6	30.4
Deputy head	1044	617	427	59.1	40.9
Middle-level manager	10964	6806	4158	62.1	37.9
Judicial power	665	305	360	45.9	54.1
Head	279	138	141	49.5	50.5
Deputy head	316	135	181	42.7	57.3
Middle-level manager	70	32	38	45.7	54.3
Other public authorities	5991	3578	2413	59.7	40.3
Head	943	636	307	67.4	32.6
Deputy head	606	370	236	61.1	38.9
Middle-level manager	4442	2572	1870	57.9	42.1

Figure 1.4. Share of men and women in managerial positions by main categories and position level as of 31.12.2024





2

LEGISLATIVE POWER



2. Institutions of the legislative power



National Parliament



European Parliament

This chapter includes information about the National Assembly and its administration in its capacity as the body that implements legislative power in the country and exercises parliamentary control. The National Assembly elects standing and ad hoc committees from among its members. These committees assist in its work and exercise parliamentary control on its behalf in accordance with the Constitution of the Republic of Bulgaria. The leadership of each standing committee consists of a chairperson and up to four deputy chairpersons. Each member of the National Assembly may be elected to no more than two standing committees, but may only participate in the leadership of only one. Ad hoc committees are formed for specific purposes, to explore individual issues and to conduct research.

The scope of the study includes only the standing parliamentary committees. As of December 31, 2024, there were two standing committees with chairpersons and deputy chairpersons appointed on January 22, 2025, when the remaining 22 standing committees of the 51st National Assembly were formed. Therefore, the statistical information presented on parliamentary committees refers to the reference date of January 22, 2025. In connection with Bulgaria's membership in the EU, data on the gender of members of the European Parliament has been added and summarised.

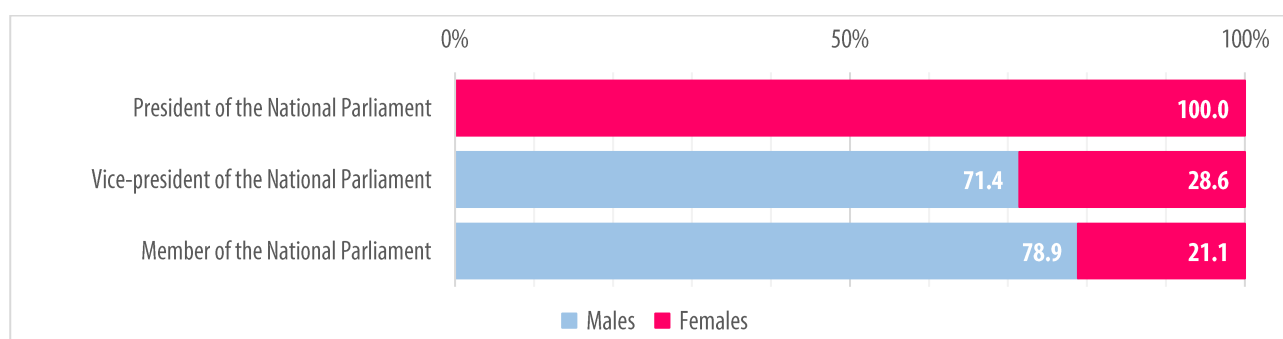
In a comparison between the categories observed in the study, women in leadership positions are least represented in legislative power (23.3%). Their low relative share in this category also depends on the gender distribution of persons participating in campaigns for the election of members of parliament. According to data from the Central Electoral Committee on the parliamentary elections held on October 27, 2024, there were 1 695 female candidates, or 28.1% of the total 6 031 candidates. As of December 31, 2024, the share of women members of parliament in the national parliament was 21.7% of a total of 240 members of parliament, which was the lowest recorded value in the period between 2018 and 2024.

The share of women among Bulgarian representatives in the EP is higher, but close to that in the National Parliament. According to data from the European Institute for Gender Equality⁸, in the last quarter of 2024, women from the Republic of Bulgaria's quota accounted for 23.5% of all Bulgarian members, placing our country 22nd among the Member States of the European Union. For the same period, the countries with the best representation of women in the EP were Sweden (61.9%) and Finland (60.0%), followed by France (50.6%), Spain (50.0%) and Luxembourg (50.0%). Latvia (22.2%), Lithuania (18.2%), Malta (16.7%), Romania (15.2%) and Cyprus, which had no women among its representatives in the EP, had a low relative share of women in the EP.

⁸[Gender Statistics Database, EIGE](#).

1. Occupied managerial positions by sex and by role in the National Parliament as of 31.12.2021 and 31.12.2024

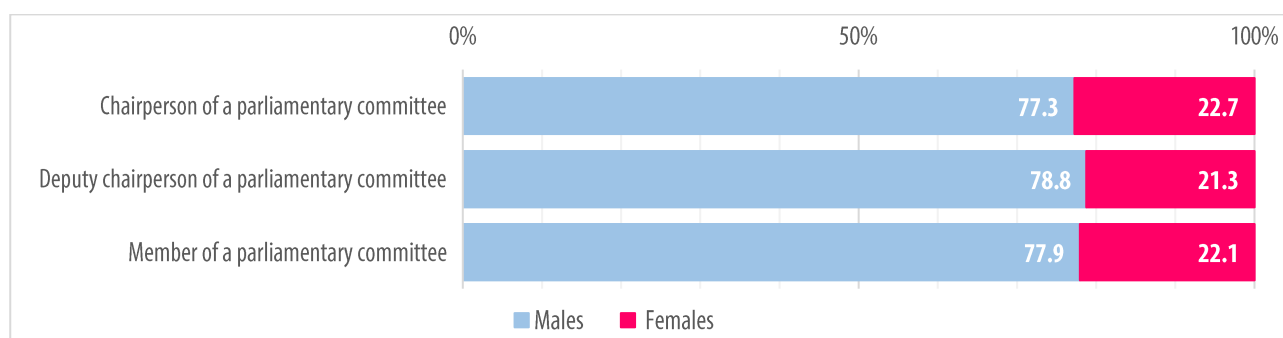
Position	2021					2024				
	Numbers			Share - %		Numbers			Share - %	
	Total	Males	Females	Males	Females	Total	Males	Females	Males	Females
Total	253	189	64	74.7	25.3	257	193	64	75.1	24.9
Head	1	1	0.0	100.0	0.0	1	0	1	0.0	100.0
President of the National Parliament	1	1	0	100.0	0.0	1	0	1	0.0	100.0
Deputy head	7	4	3	57.1	42.9	7	5	2	71.4	28.6
Vice-president of the National Parliament	7	4	3	57.1	42.9	7	5	2	71.4	28.6
Middle-level manager	245	184	61	75.1	24.9	249	188	61	75.5	24.5
Member of the National Parliament	232	181	51	78.0	22.0	232	183	49	78.9	21.1
Manager in the Parliament's administration	13	3	10	23.1	76.9	17	5	12	29.4	70.6

Figure 2.1. Composition of the National Parliament⁹ by sex as of 31.12.2024

2. Occupied managerial positions by sex and by position in the standing parliamentary committees as of 31.12.2021 and 22.01.2025

Position	2021					2025				
	Numbers			Share - %		Numbers			Share - %	
	Total	Males	Females	Males	Females	Total	Males	Females	Males	Females
Total	477	365	112	76.5	23.5	442	345	97	78.1	21.9
Chairperson of a parliamentary committee	25	22	3	88.0	12.0	22	17	5	77.3	22.7
Deputy chairperson of a parliamentary committee	88	67	21	76.1	23.9	80	63	17	78.8	21.3
Member of a parliamentary committee	364	276	88	75.8	24.2	340	265	75	77.9	22.1

Figure 2.2. Composition of the standing parliamentary committees by sex as of 22.01.2025

⁹President, vice-presidents and the members of the National Parliament represent the total number of members of the National Assembly.

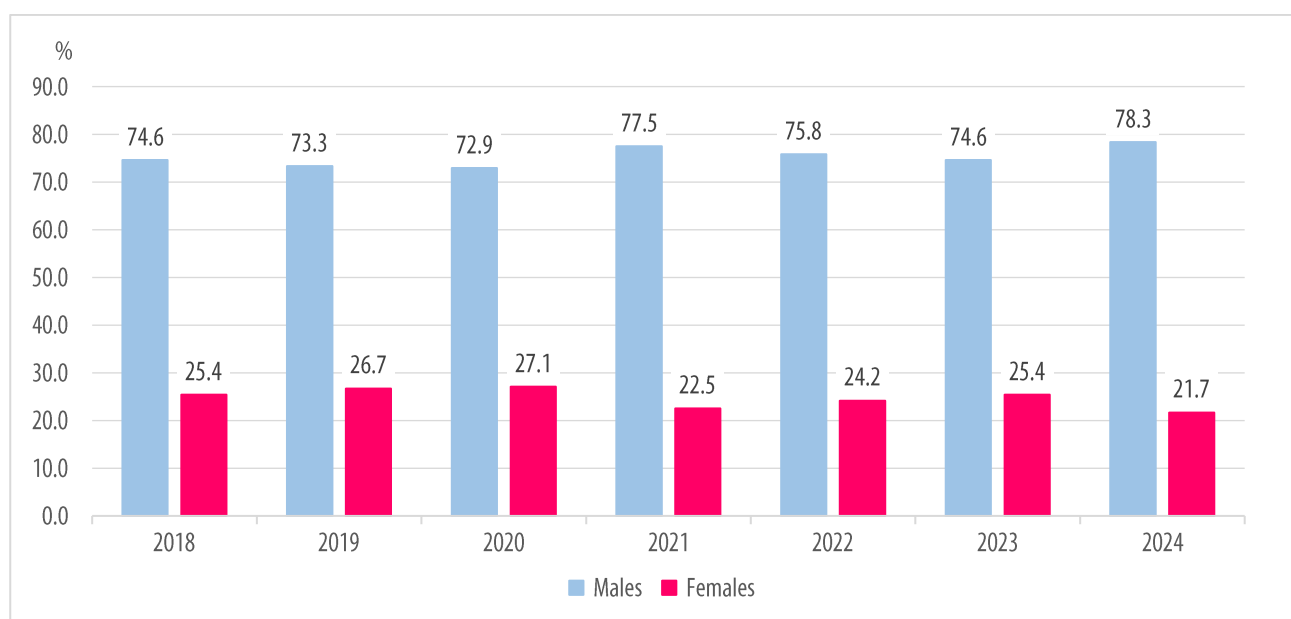
3. Members of the National Parliament by sex as of December 31 for the period 2018 - 2024

Year	Numbers			Share - %	
	Total	Males	Females	Males	Females
2018	240	179	61	74.6	25.4
2019	240	176	64	73.3	26.7
2020	240	175	65	72.9	27.1
2021	240	186	54	77.5	22.5
2022	240	182	58	75.8	24.2
2023	240	179	61	74.6	25.4
2024	240	188	52	78.3	21.7

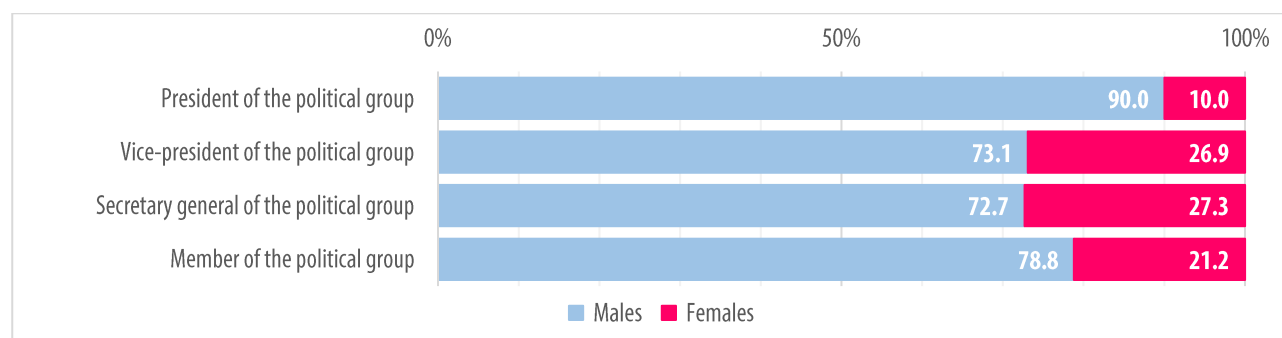


The data correspond to the methodology of indicator 5.5.1a 'Proportion of seats held by women in national parliaments' from the Global Indicators Framework of the UN SDGs 2030.

Figure 2.3. Share of men and women in the National Parliament as of December 31 for the period 2018 - 2024

4. Occupied positions in the political groups represented in the 51st National Assembly as of 31.12.2024

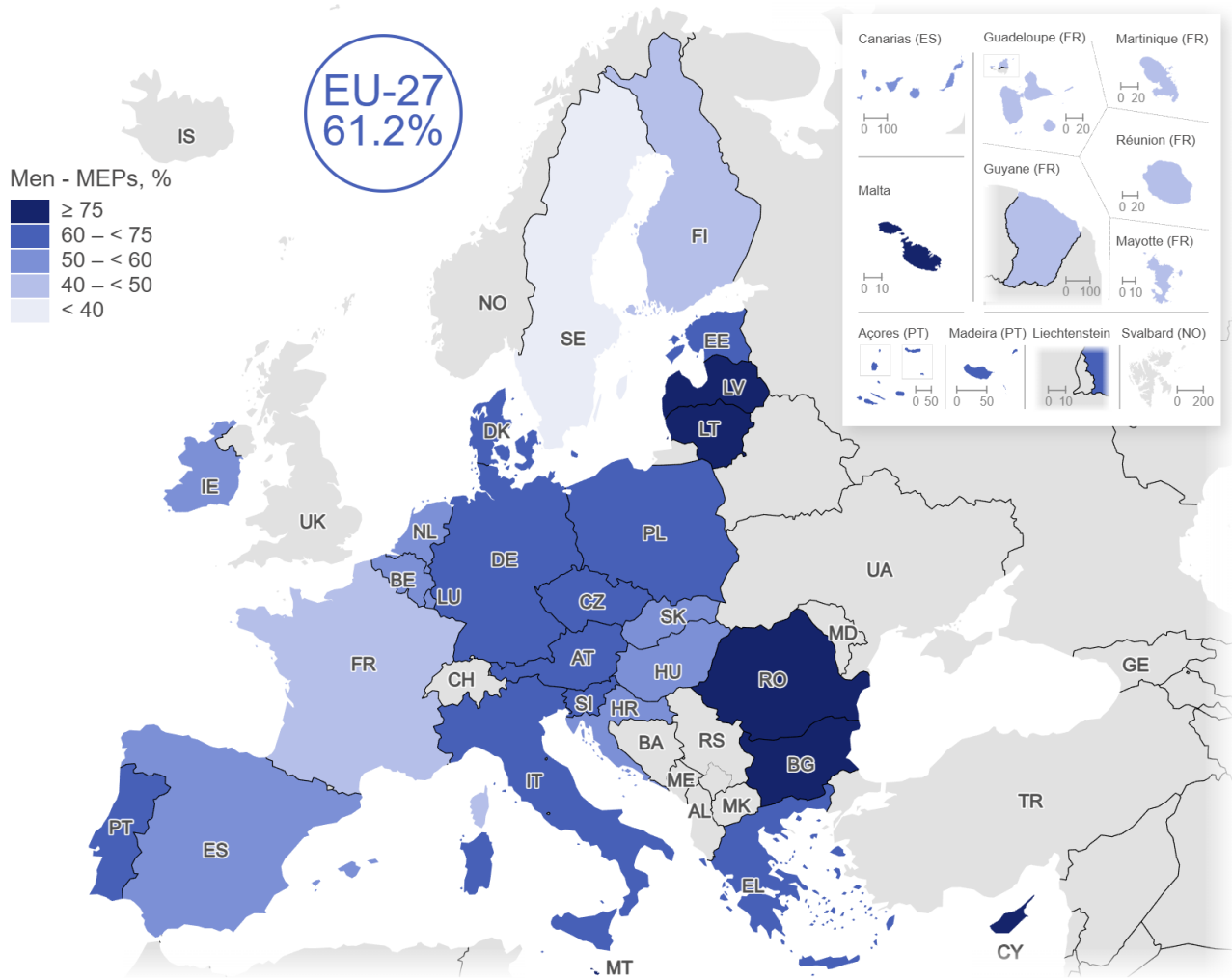
Position	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	240	188	52	78.3	21.7
President of a political group	10	9	1	90.0	10.0
Vice-president of a political group	26	19	7	73.1	26.9
Secretary general of a political group	11	8	3	72.7	27.3
Members of political group	193	152	41	78.8	21.2

Figure 2.4. Share of men and women in the political groups represented in the 51st National Assembly as of 31.12.20245. Members of the European Parliament¹⁰ by EU Member States and by sex in 2021 and 2024

Year	2021					2024				
	Numbers			Share - %		Numbers			Share - %	
	Total	Males	Females	Males	Females	Total	Males	Females	Males	Females
EU-27	705	429	276	60.9	39.1	719	440	279	61.2	38.8
Austria	19	11	8	57.9	42.1	20	12	8	60.0	40.0
Belgium	21	13	8	61.9	38.1	22	13	9	59.1	40.9
Bulgaria	17	12	5	70.6	29.4	17	13	4	76.5	23.5
Germany	96	59	37	61.5	38.5	96	60	36	62.5	37.5
Greece	21	16	5	76.2	23.8	21	15	6	71.4	28.6
Denmark	14	7	7	50.0	50.0	15	10	5	66.7	33.3
Estonia	7	5	2	71.4	28.6	7	5	2	71.4	28.6
Ireland	13	8	5	61.5	38.5	14	8	6	57.1	42.9
Spain	59	33	26	55.9	44.1	60	30	30	50.0	50.0
Italy	76	46	30	60.5	39.5	76	51	25	67.1	32.9
Cyprus	6	6	0	100.0	0.0	6	6	0	100.0	0.0
Latvia	8	4	4	50.0	50.0	9	7	2	77.8	22.2
Lithuania	11	8	3	72.7	27.3	11	9	2	81.8	18.2
Luxemburg	6	3	3	50.0	50.0	6	3	3	50.0	50.0
Malta	6	4	2	66.7	33.3	6	5	1	83.3	16.7
Netherlands	29	16	13	55.2	44.8	31	16	15	51.6	48.4
Poland	52	34	18	65.4	34.6	53	37	16	69.8	30.2
Portugal	21	11	10	52.4	47.6	21	13	8	61.9	38.1
Romania	33	28	5	84.8	15.2	33	28	5	84.8	15.2
Slovakia	14	11	3	78.6	21.4	15	8	7	53.3	46.7
Slovenia	8	4	4	50.0	50.0	9	6	3	66.7	33.3
Hungary	21	13	8	61.9	38.1	21	11	10	52.4	47.6
Finland	14	6	8	42.9	57.1	15	6	9	40.0	60.0
France	79	40	39	50.6	49.4	81	40	41	49.4	50.6
Croatia	12	8	4	66.7	33.3	12	7	5	58.3	41.7
Czechia	21	14	7	66.7	33.3	21	13	8	61.9	38.1
Sweden	21	9	12	42.9	57.1	21	8	13	38.1	61.9

¹⁰ Based on data from European Institute for Gender Equality (EIGE).

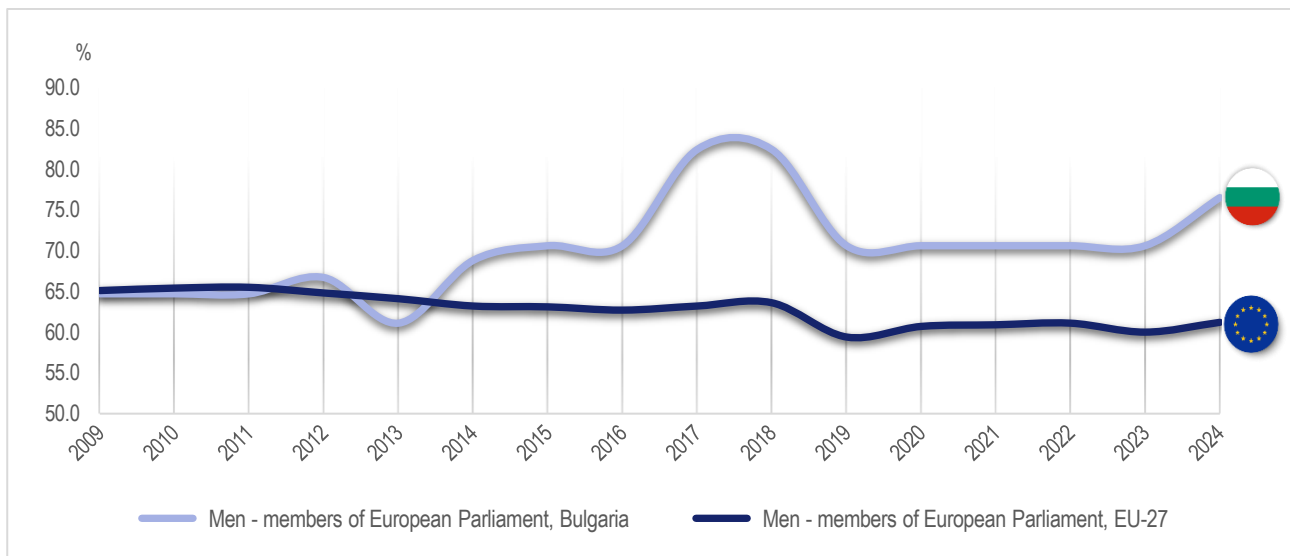
Figure 2.5. Share of men members of the European Parliament by Member State



MEPs: Members of the European Parliament
 Data for Q4 2024, Source: European Institute for Gender Equality (EIGE)

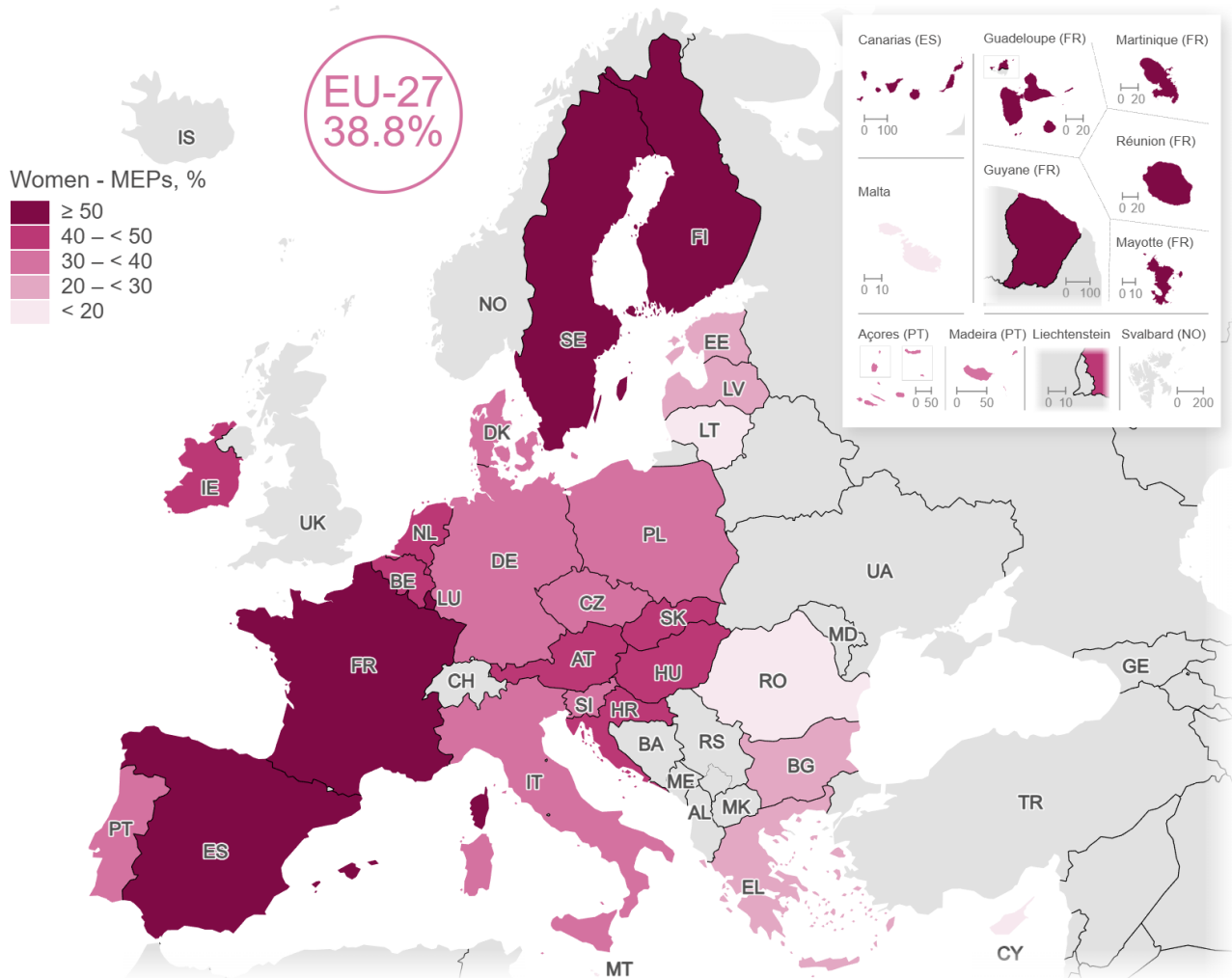
Administrative boundaries: © EuroGeographics © OpenStreetMap
 Cartography: Eurostat – IMAGE, 01/2026

Figure 2.6. Share of men members of the European Parliament¹¹ for the period 2009 - 2024



¹¹ Based on data from European Institute for Gender Equality (EIGE).

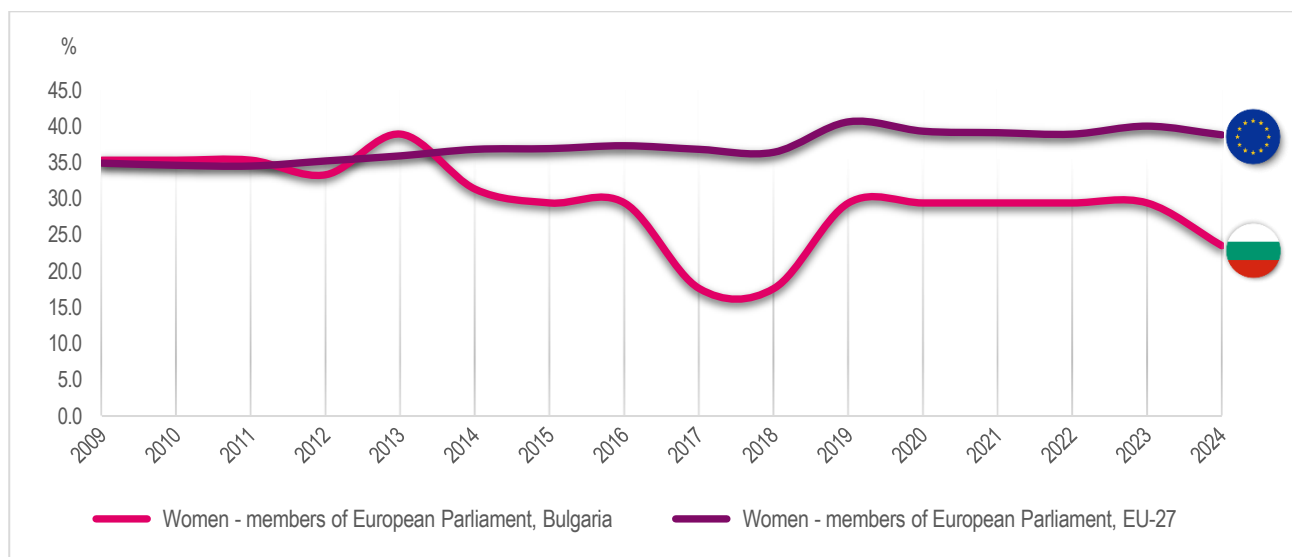
Figure 2.7. Share of women members of the European Parliament by Member State



MEPs: Members of the European Parliament
Data for Q4 2024, Source: European Institute for Gender Equality (EIGE)

Administrative boundaries: © EuroGeographics © OpenStreetMap
Cartography: Eurostat – IMAGE, 01/2026

Figure 2.8. Share of women members of the European Parliament¹² for the period 2009 – 2024



¹² Based on data from European Institute for Gender Equality (EIGE).



3

EXECUTIVE POWER



3. Institutions of the executive power



Central Administration



Territorial Administration

This chapter includes information about the institutions of the executive power at the central and territorial levels. The activities of the executive power institutions are supported by the central and territorial administration.

The central administration includes the administration of the Council of Ministers, ministries, state agencies, the administration of state commissions, executive agencies, and administrative structures established by legislative act, that have functions related to the exercise of executive power.

The territorial administration covers the regional administration, the municipal administration and specialised territorial administrations established as legal entities by legislative act. For the study, the section 'Territorial Administration' presents statistical information on local self-government bodies together with data on regional administrations and specialized territorial administrations. The municipality is the basic administrative-territorial unit in which local self-government is implemented. The constituent administrative-territorial units in the municipalities are the mayoralties and the quarters¹³. The executive authority in the municipality is the mayor of the municipality, and in the quarter and the mayoralty - the mayor of the quarter and the mayor of the mayoralty, respectively. The local self-government body in the municipality is the municipal council, which is elected by the population of the respective municipality in accordance with the procedure established by law.

By the end of 2024, women in management positions in the executive power represented 36.1% of all managers. They had a higher relative share in the management of executive agencies (67.8%) and specialized territorial administrations (57.9%) and less participation in the management of individual ministries, where 74.7% of the management positions were held by men.

A review by type of administrative structure and position level shows that women more often hold positions such as 'deputy head' and 'middle-level manager' and are less represented as heads of the highest level of management in the respective institution. Nevertheless, in 2024, the relative share of women at the head of administrative structures increased slightly by 0.9 percentage points compared to the previous survey in 2021.

As of December 31, 2024, in local government bodies (municipal councils), out of a total of 5 050 municipal councillors, 1 393, or 27.6%, were women. The highest representation of women in municipal councils was in the districts of Pernik (41.0%), Haskovo (38.0%), Vratsa (35.5%), and the lowest was in the districts of Targovishte (18.3%), Shumen (18.9%) and Pleven (21.1%).

¹³ In Stolichna municipality (capital municipality) and in cities with a population of over 300 000, quarters are being created.

1. Occupied managerial positions in the institutions of the executive power by sex and by administration type as of 31.12.2024

Administration type	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	16475	10534	5941	63.9	36.1
Central Administration	3888	2299	1589	59.1	40.9
Council of Ministers Administration	19	8	11	42.1	57.9
Ministries	1787	1334	453	74.7	25.3
State Agencies	96	47	49	49.0	51.0
State commissions	55	30	25	54.5	45.5
Executive agencies	680	222	458	32.6	67.4
Structures, established by a law	1179	626	553	53.1	46.9
Structures, established by decree of the Council of Ministers	72	32	40	44.4	55.6
Territorial Administration	12587	8235	4352	65.4	34.6
Regional Administrations	134	68	66	50.7	49.3
Local administrations and municipal councils	6497	4129	2368	63.6	36.4
Specialised territorial administrations	906	381	525	42.1	57.9

Figure 3.1. Share of men and women in managerial positions in the central administration by position level as of 31.12.2024

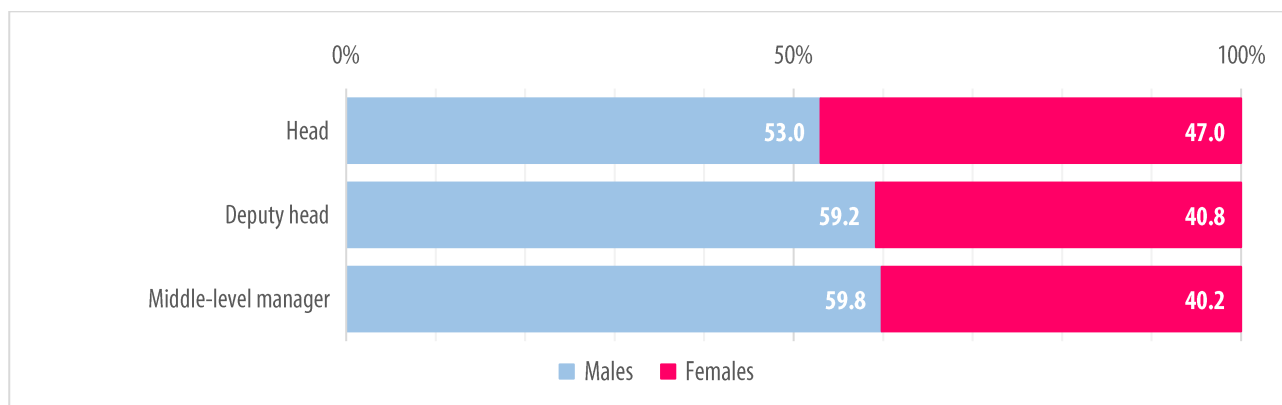
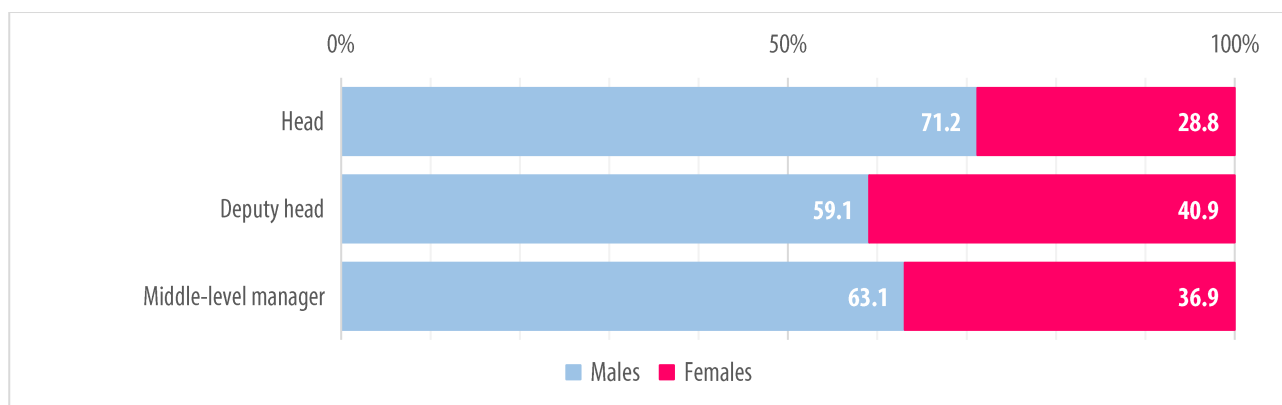


Figure 3.2. Share of men and women in managerial positions in the territorial administration by position level as of 31.12.2024

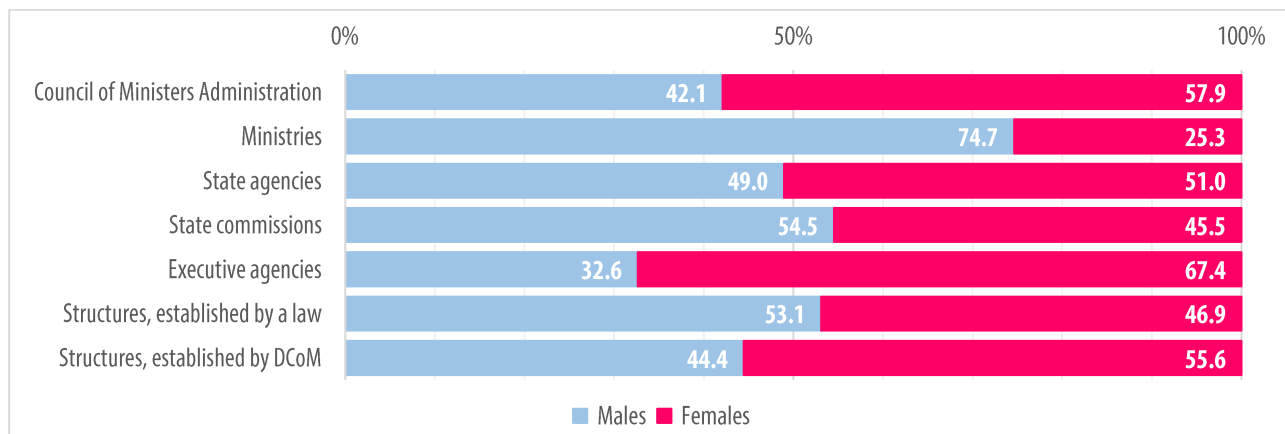


3.1. Central Administration

2. Occupied managerial positions in the institutions of central administration by sex, administration type and position level as of 31.12.2024

Position/Administration type	Numbers			Share - %	
	Total	Males	Females	Males	Females
Central Administration	3888	2299	1589	59.1	40.9
Council of Ministers Administration	19	8	11	42.1	57.9
Head	1	1	0	100.0	0.0
Deputy head	1	0	1	0.0	100.0
Middle-level manager	17	7	10	41.2	58.8
Ministries	1787	1334	453	74.7	25.3
Head	22	17	5	77.3	22.7
Deputy head	52	31	21	59.6	40.4
Middle-level manager	1713	1286	427	75.1	24.9
State agencies	96	47	49	49.0	51.0
Head	9	6	3	66.7	33.3
Deputy head	14	10	4	71.4	28.6
Middle-level manager	73	31	42	42.5	57.5
State commissions	55	30	25	54.5	45.5
Head	22	13	9	59.1	40.9
Deputy head	1	1	0	100.0	0.0
Middle-level manager	32	16	16	50.0	50.0
Executive agencies	680	222	458	32.6	67.4
Head	58	32	26	55.2	44.8
Deputy head	26	15	11	57.7	42.3
Middle-level manager	596	175	421	29.4	70.6
Structures, established by a law	1179	626	553	53.1	46.9
Head	244	121	123	49.6	50.4
Deputy head	45	25	20	55.6	44.4
Middle-level manager	890	480	410	53.9	46.1
Structures, established by DCoM	72	32	40	44.4	55.6
Head	25	12	13	48.0	52.0
Deputy head	8	5	3	62.5	37.5
Middle-level manager	39	15	24	38.5	61.5

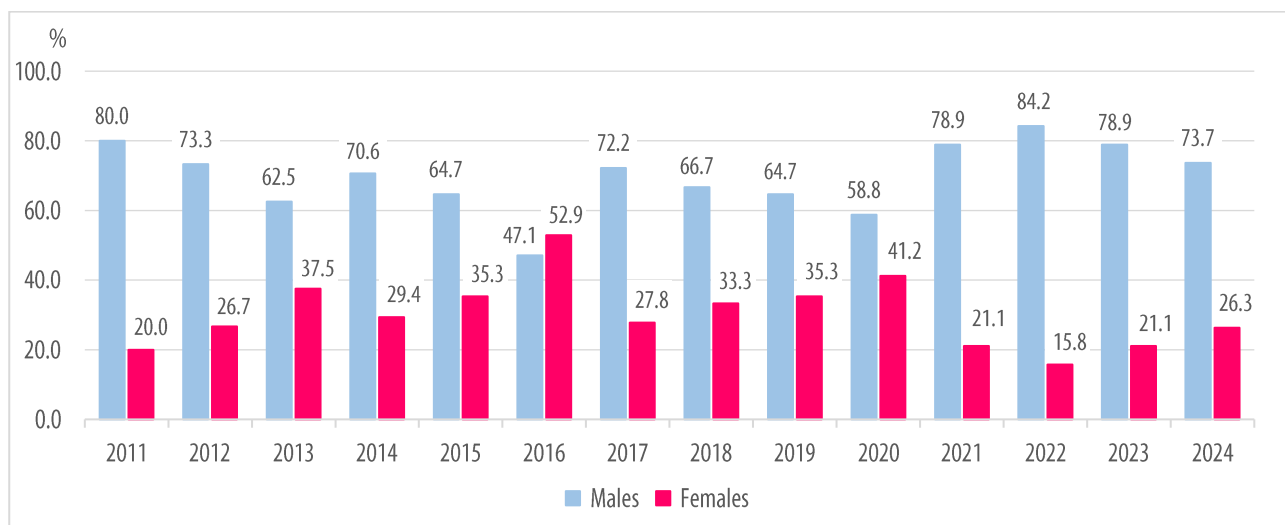
Figure 3.3. Share of men and women in managerial positions by administration type in the central administration as of 31.12.2024



3. Ministers by sex for the period 2013 - 2024

Year	Numbers			Share - %	
	Total	Males	Females	Males	Females
2013	16	10	6	62.5	37.5
2014	17	12	5	70.6	29.4
2015	17	11	6	64.7	35.3
2016	17	8	9	47.1	52.9
2017	18	13	5	72.2	27.8
2018	18	12	6	66.7	33.3
2019	17	11	6	64.7	35.3
2020	17	10	7	58.8	41.2
2021	19	15	4	78.9	21.1
2022	19	16	3	84.2	15.8
2023	19	15	4	78.9	21.1
2024	19	14	5	73.7	26.3

Figure 3.4. Share of men and women ministers for the period 2011 - 2024

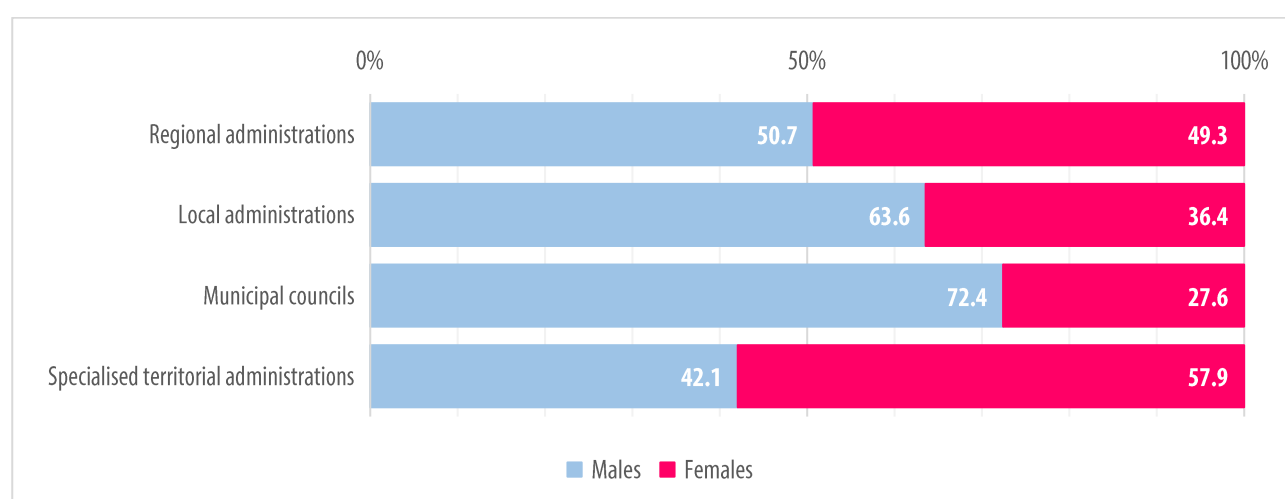


3.2. Territorial Administration

4. Occupied managerial positions in the institutions of territorial administration of the executive power by sex, administration type and position level as of 31.12.2024

Position/Administration type	Numbers			Share - %	
	Total	Males	Females	Males	Females
Territorial Administration	12587	8235	4352	65.4	34.6
Regional administrations	134	68	66	50.7	49.3
Head	28	20	8	71.4	28.6
Deputy head	34	23	11	67.6	32.4
Middle-level manager	72	25	47	34.7	65.3
Local administrations	6497	4129	2368	63.6	36.4
Head	3651	2635	1016	72.2	27.8
Deputy head	652	361	291	55.4	44.6
Middle-level manager	2194	1133	1061	51.6	48.4
Municipal councils	5050	3657	1393	72.4	27.6
Head	264	184	80	69.7	30.3
Deputy head	175	126	49	72.0	28.0
Middle-level manager	4611	3347	1264	72.6	27.4
Specialised territorial administrations	906	381	525	42.1	57.9
Head	143	70	73	49.0	51.0
Deputy head	36	20	16	55.6	44.4
Middle-level manager	727	291	436	40.0	60.0

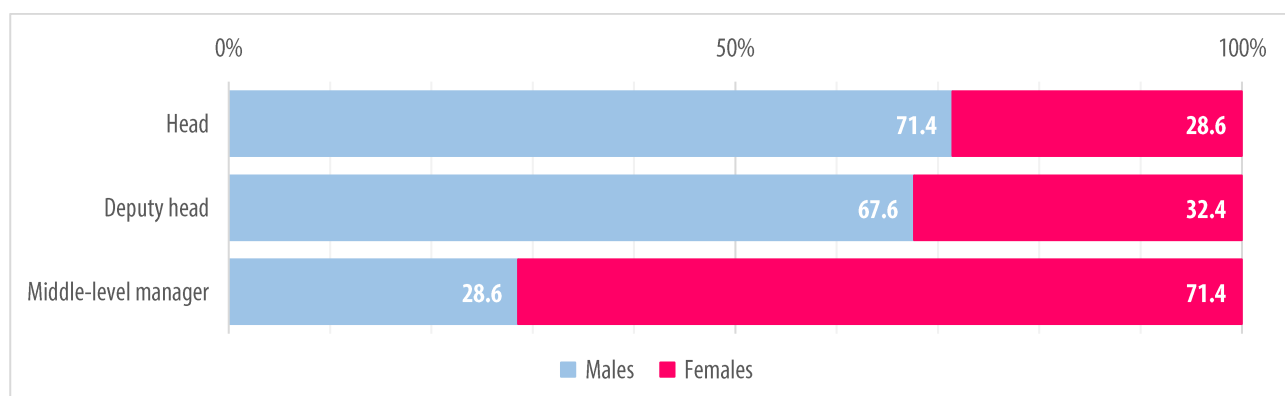
Figure 3.5. Share of men and women in managerial positions by administration type in the territorial administration as of 31.12.2024



5. Occupied managerial positions in the regional administrations by sex and by position as of 31.12.2024

Position	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	134	68	66	50.7	49.3
Head	72	25	47	34.7	65.3
Regional governor	28	20	8	71.4	28.6
Deputy head	72	25	47	34.7	65.3
Deputy regional governor	34	23	11	67.6	32.4
Middle-level manager	72	25	47	34.7	65.3
Secretary general of administration	21	6	15	28.6	71.4
Director of regional administration	51	19	32	37.3	62.7

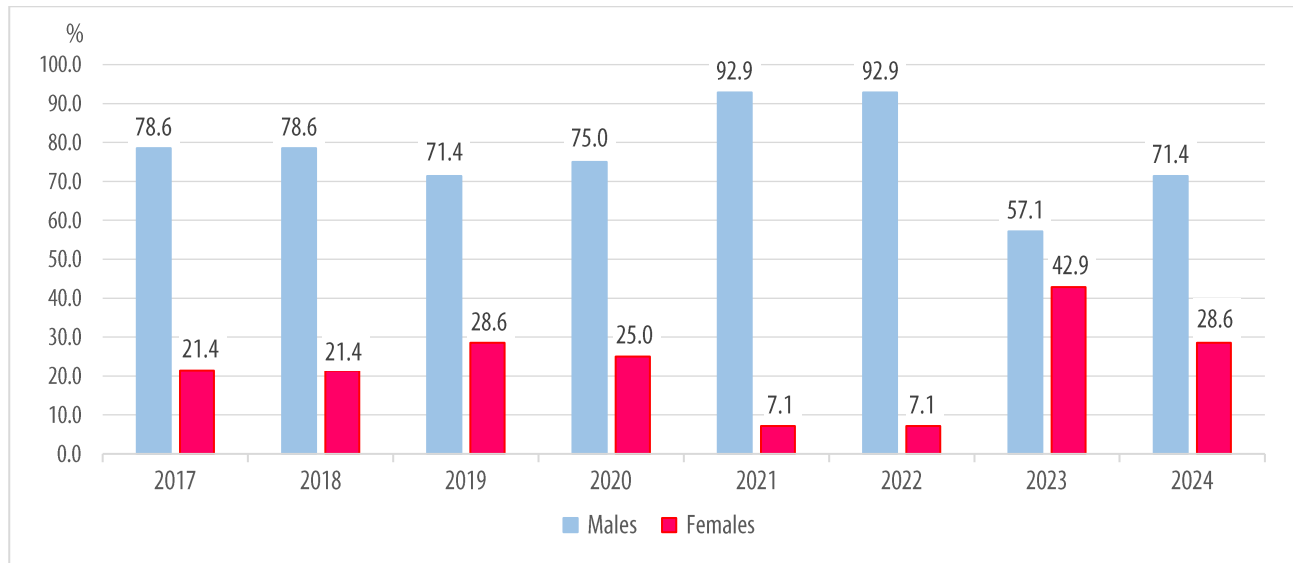
Figure 3.6. Share of men and women in managerial positions in regional administrations by position level as of 31.12.2024



6. Regional governors by sex for the period 2017 - 2024

Year	Regional governors				
	Numbers			Share - %	
	Total	Males	Females	Males	Females
2017	28	22	6	78.6	21.4
2018	28	22	6	78.6	21.4
2019	28	20	8	71.4	28.6
2020	28	21	7	75.0	25.0
2021	28	26	2	92.9	7.1
2022	28	26	2	92.9	7.1
2023	28	16	12	57.1	42.9
2024	28	20	8	71.4	28.6

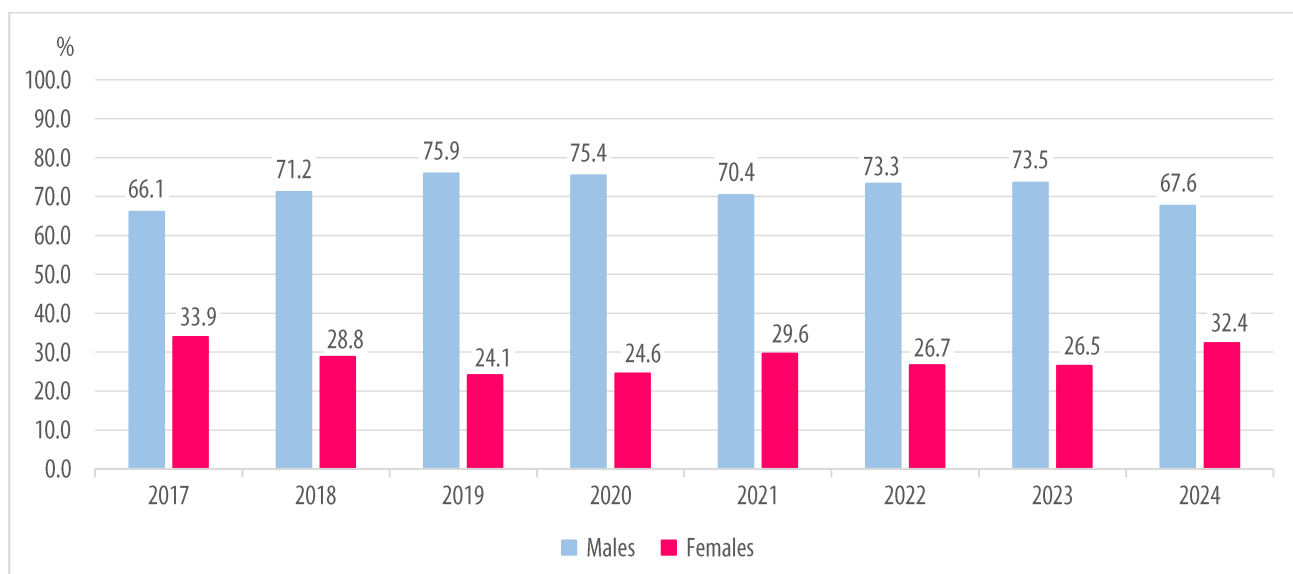
Figure 3.7. Share of men and women regional governors for the period 2017 - 2024



7. Deputy regional governors by sex for the period 2017 - 2024

Year	Deputy regional governors				
	Numbers			Share - %	
	Total	Males	Females	Males	Females
2017	56	37	19	66.1	33.9
2018	59	42	17	71.2	28.8
2019	54	41	13	75.9	24.1
2020	57	43	14	75.4	24.6
2021	54	38	16	70.4	29.6
2022	30	22	8	73.3	26.7
2023	34	25	9	73.5	26.5
2024	34	23	11	67.6	32.4

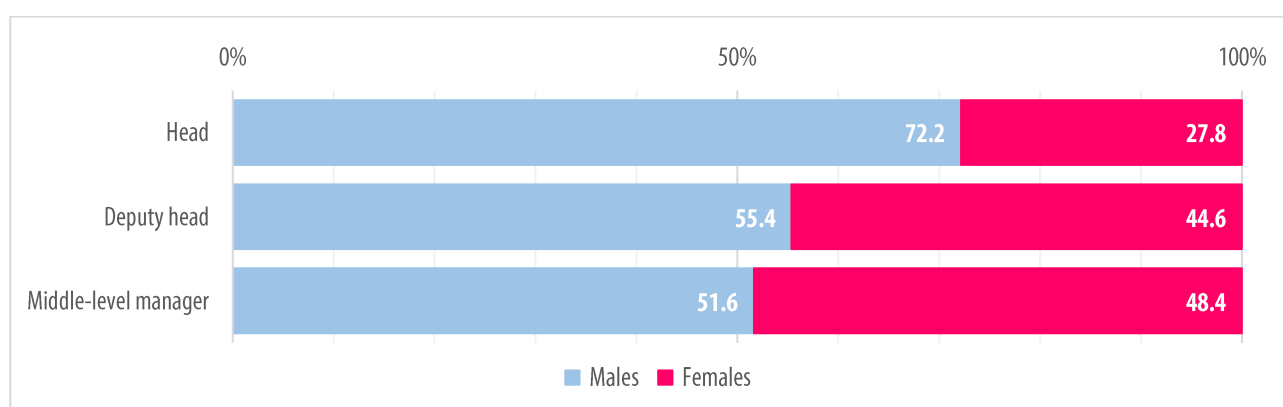
Figure 3.8. Share of men and women deputy regional governors for the period 2017 - 2024



8. Occupied managerial positions in local administration by sex and by position as of 31.12.2024

Position	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	6497	4129	2368	63.6	36.4
Head	3651	2635	1016	72.2	27.8
Mayor - municipality	265	231	34	87.2	12.8
Mayor - quarter	35	29	6	82.9	17.1
Mayor - mayoralty	3351	2375	976	70.9	29.1
Deputy head	652	361	291	55.4	44.6
Deputy mayor - municipality	566	319	247	56.4	43.6
Deputy mayor - quarter	86	42	44	48.8	51.2
Middle-level manager	2194	1133	1061	51.6	48.4
Authorised representative of the mayoralty	1610	843	767	52.4	47.6
Secretary general (municipality/quarter)	289	83	206	28.7	71.3
Chief architect (municipality/quarter)	295	207	88	70.2	29.8

Figure 3.9. Share of men and women in managerial positions in local administrations as of 31.12.2024



9. Municipal council composition by sex and by position as of 31.12.2024

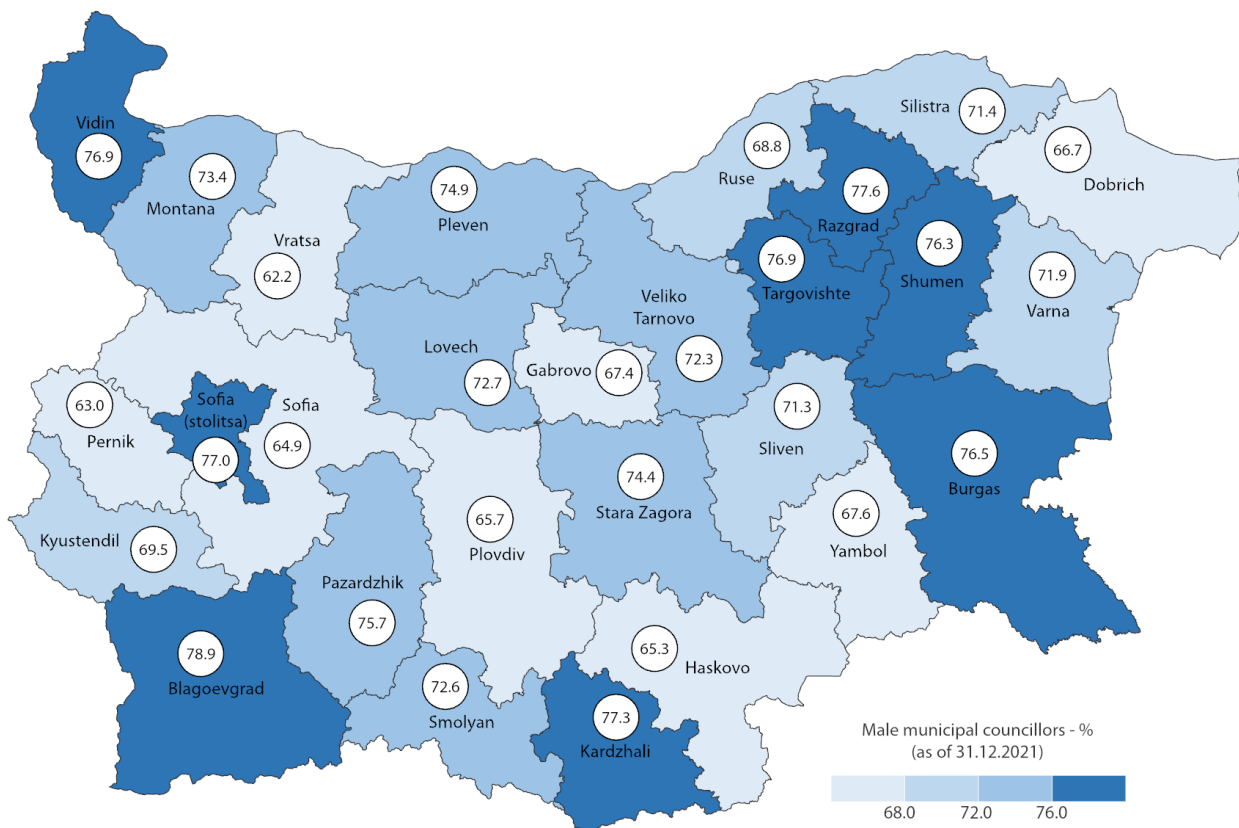
Position	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	5050	3657	1393	72.4	27.6
Chairperson of municipal council	264	184	80	69.7	30.3
Deputy chairperson of municipal council	175	126	49	72.0	28.0
Member of municipal council	4611	3347	1264	72.6	27.4

10. Municipal council composition by sex and by district as of 31.12.2021 and 31.12.2024

District	2021					2024				
	Numbers			Share - %		Numbers			Share - %	
	Total	Males	Females	Males	Females	Total	Males	Females	Males	Females
Bulgaria	5128	3677	1451	71.7	28.3	5050	3657	1393	72.4	27.6
Blagoevgrad	298	235	63	78.9	21.1	288	220	68	76.4	23.6
Burgas	277	212	65	76.5	23.5	277	213	64	76.9	23.1
Varna	224	161	63	71.9	28.1	224	163	61	72.8	27.2
Veliko Tarnovo	206	149	57	72.3	27.7	202	145	57	71.8	28.2
Vidin	147	113	34	76.9	23.1	146	114	32	78.1	21.9
Vratsa	180	112	68	62.2	37.8	172	111	61	64.5	35.5
Gabrovo	92	62	30	67.4	32.6	92	67	25	72.8	27.2
Dobrich	162	108	54	66.7	33.3	162	109	53	67.3	32.7
Kardzhali	203	157	46	77.3	22.7	203	144	59	70.9	29.1
Kyustendil	151	105	46	69.5	30.5	147	106	41	72.1	27.9
Lovech	150	109	41	72.7	27.3	146	109	37	74.7	25.3
Montana	173	127	46	73.4	26.6	165	114	51	69.1	30.9
Pazardzhik	226	171	55	75.7	24.3	224	168	56	75.0	25.0
Pernik	100	63	37	63.0	37.0	100	59	41	59.0	41.0
Pleven	211	158	53	74.9	25.1	199	157	42	78.9	21.1
Plovdiv	382	251	131	65.7	34.3	382	263	119	68.8	31.2
Razgrad	147	114	33	77.6	22.4	147	108	39	73.5	26.5
Ruse	154	106	48	68.8	31.2	152	113	39	74.3	25.7
Silistra	133	95	38	71.4	28.6	134	99	35	73.9	26.1
Sliven	108	77	31	71.3	28.7	108	77	31	71.3	28.7
Smolyan	157	114	43	72.6	27.4	153	115	38	75.2	24.8
Sofia	328	213	115	64.9	35.1	329	217	112	66.0	34.0
Sofia (stolitsa)	61	47	14	77.0	23.0	61	44	17	72.1	27.9
Stara Zagora	227	169	58	74.4	25.6	227	171	56	75.3	24.7
Targovishte	117	90	27	76.9	23.1	109	89	20	81.7	18.3
Haskovo	222	145	77	65.3	34.7	208	129	79	62.0	38.0
Shumen	190	145	45	76.3	23.7	190	154	36	81.1	18.9
Yambol	102	69	33	67.6	32.4	103	79	24	76.7	23.3

Figure 3.10. Share of men in municipal councils by district:

a) as of 31.12.2021



b) as of 31.12.2024

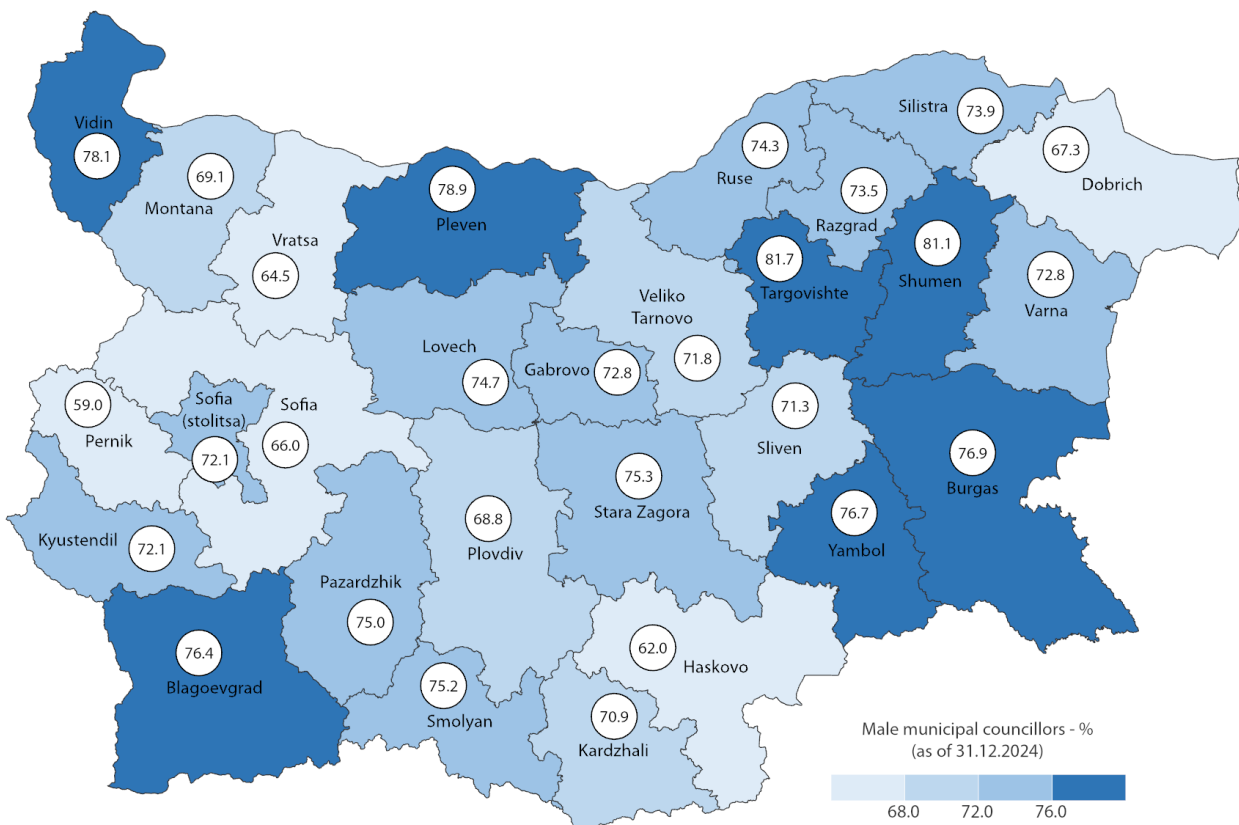
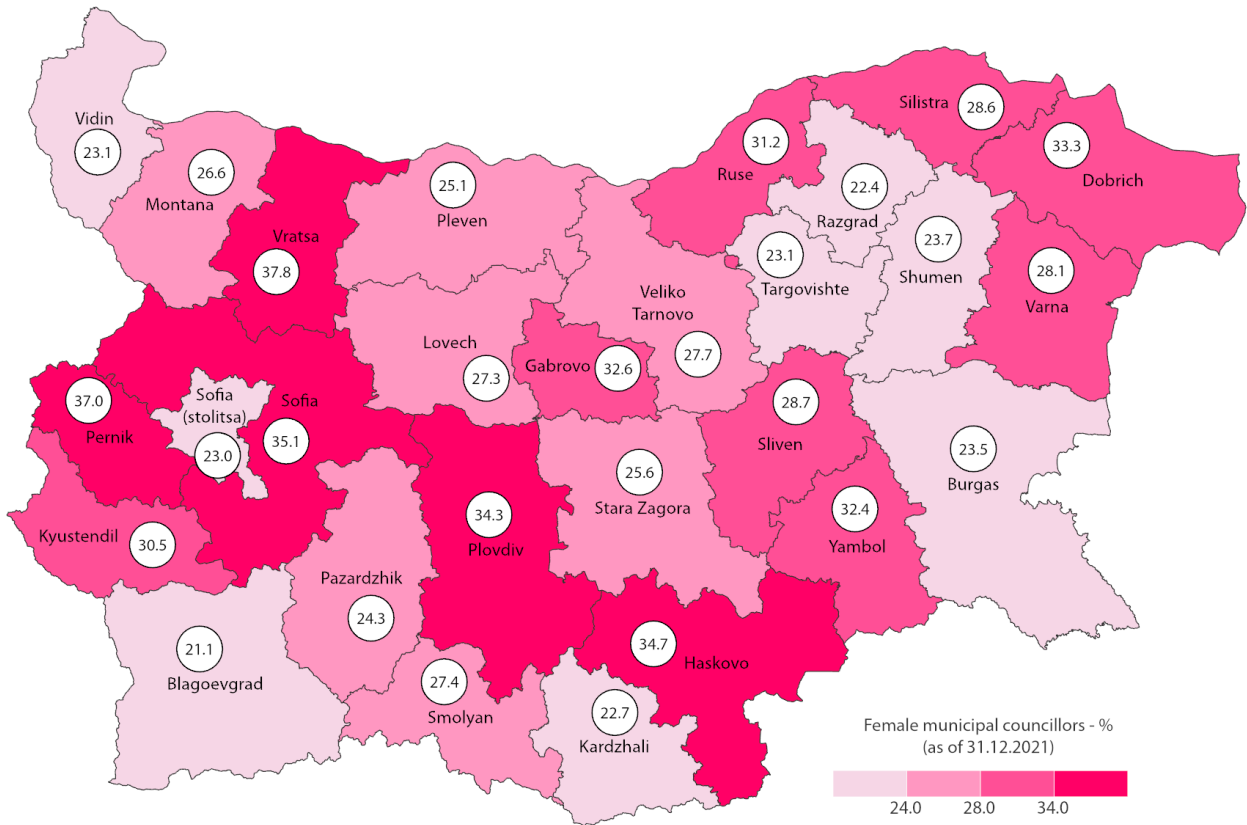


Figure 3.11. Share of women in municipal councils by district:

a) as of 31.12.2021



b) as of 31.12.2024

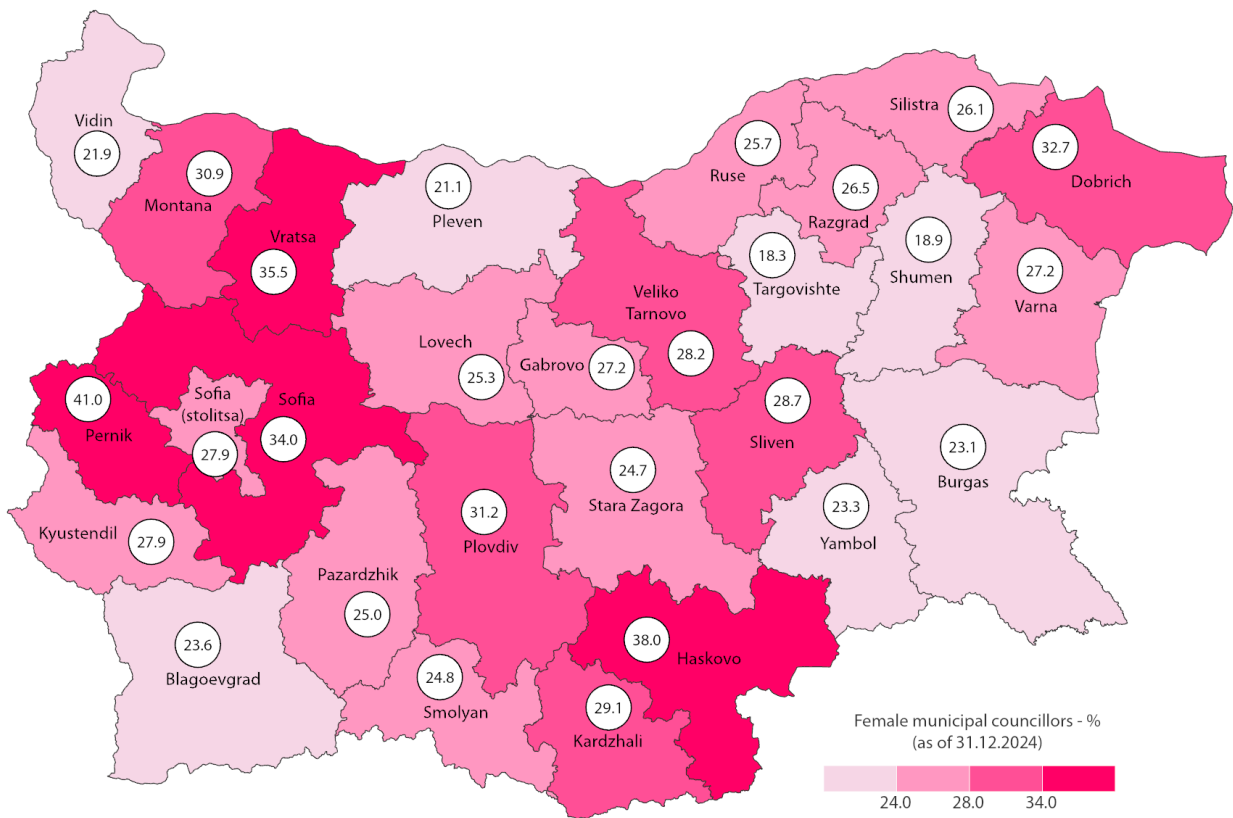
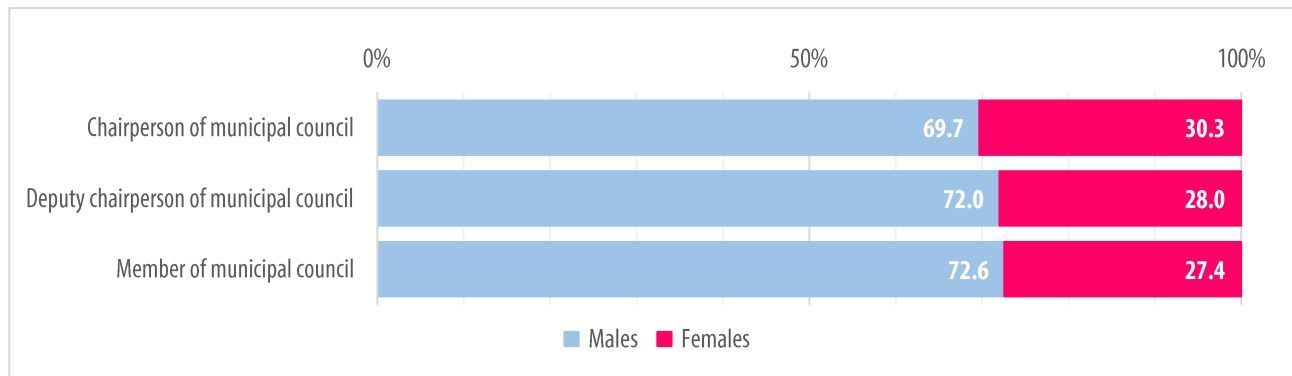


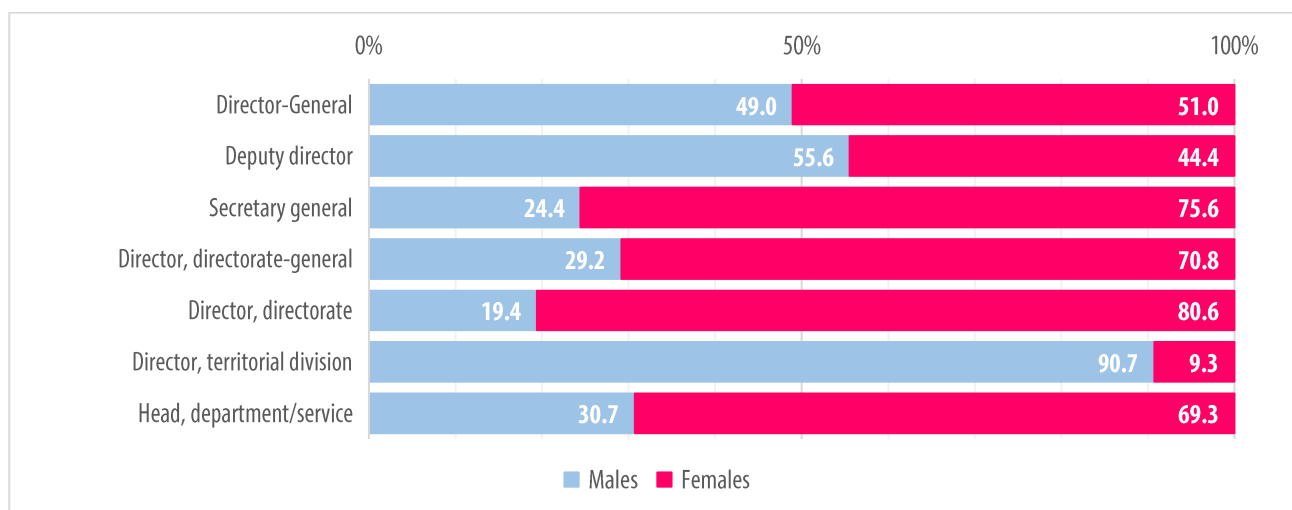
Figure 3.12. Share of men and women in municipal councils as of 31.12.2024



11. Occupied managerial positions by sex and by position in specialised territorial administrations as of 31.12.2024

Position	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	906	381	525	42.1	57.9
Head	143	70	73	49.0	51.0
Director-General of a specialised territorial administration	143	70	73	49.0	51.0
Deputy head	36	20	16	55.6	44.4
Deputy director of a specialised territorial administration	36	20	16	55.6	44.4
Middle-level manager	727	291	436	40.0	60.0
Secretary general	45	11	34	24.4	75.6
Director, directorate-general	24	7	17	29.2	70.8
Director, directorate	175	34	141	19.4	80.6
Director, territorial division	151	137	14	90.7	9.3
Head, department/service	332	102	230	30.7	69.3

Figure 3.13. Share of men and women in managerial positions in specialized territorial administrations as of 31.12.2024





4

JUDICIAL POWER



4. Judicial institutions



Judicial authorities

This chapter includes statistical information on senior management positions in the judicial authorities. The scope of the study covers the Supreme Judicial Council, the Inspectorate to the Supreme Judicial Council, the courts, the prosecuting magistracy and the National Institute of Justice.

The Supreme Judicial Council is a permanent body that represents the judiciary and determines the composition and organisation of the courts, the prosecution service and the investigative authorities. It consists of 25 members. The President of the Supreme Court of Cassation, the President of the Supreme Administrative Court and the Prosecutor General are ex officio members of the said Council.

The Inspectorate to the Supreme Judicial Council is an independent body whose main function is to inspect the activities of courts, prosecutors' offices and investigative bodies without affecting their independence. It consists of an Inspector General and ten inspectors.

The courts in the Republic of Bulgaria are district, regional, administrative, military, appellate, the Supreme Court of Cassation and the Supreme Administrative Court.

The prosecuting magistracy of the Republic of Bulgaria consists of a Prosecutor General, a Supreme Cassation Prosecution Office, a National Investigation Service, appellate prosecution offices, a military appellate prosecution office, regional prosecution offices, military regional prosecution offices and district prosecution offices.

The National Institute of Justice provides professional training for judges, prosecutors, investigators, administrative managers, court officials and others professionally involved in the judicial system.

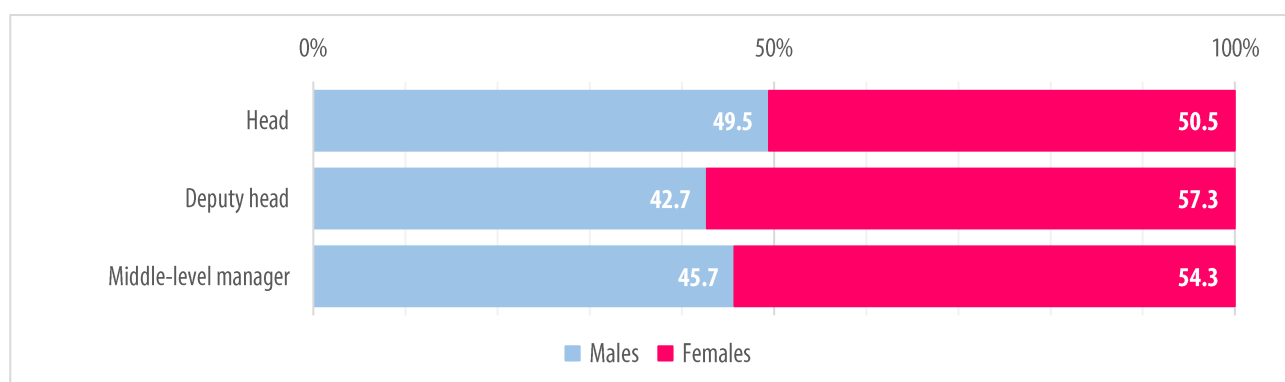
The data show that as of December 31, 2024, more than half of the management positions (54.1%) in the judicial system were held by women, with their relative share having increased by 1.1 percentage points compared to 2021. Although the distribution by position level showed equal participation of both genders, women had the smallest share as managers at the highest level of management and the largest share as deputy heads, where 57.3% of positions were held by women.

At the end of 2024, the number of judges in the country was 2 279, of whom two-thirds were women. Compared to the previous year, the total number of judges had increased by 45, or 2.0%, but the gender ratio remained unchanged. The highest relative share of female judges was observed in the administrative courts, where three-quarters of judges were women, and the lowest was in the military courts (28.6%).

1. Occupied managerial positions by sex and position level in the judicial institutions¹⁴ as of 31.12.2024

Position level	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	665	305	360	45.9	54.1
Head	279	138	141	49.5	50.5
Deputy head	316	135	181	42.7	57.3
Middle-level manager	70	32	38	45.7	54.3

Figure 4.1. Share of men and women in managerial positions in the judicial institutions as of 31.12.2024



Positions held in the judiciary outside the Major group 1 'Managers' of the NCOD

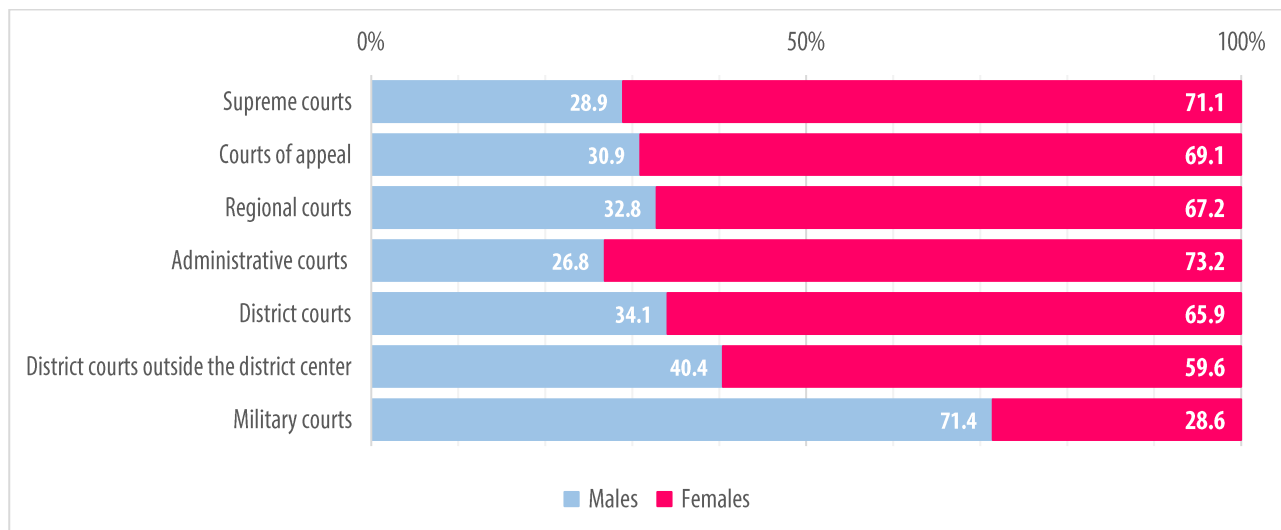
2. Judges¹⁵ by sex and court types as of 31.12.2024

Court type	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	2279	759	1520	33.3	66.7
Supreme courts	197	57	140	28.9	71.1
Courts of appeal	139	43	96	30.9	69.1
Regional courts	640	210	430	32.8	67.2
Administrative courts	287	77	210	26.8	73.2
District courts	678	231	447	34.1	65.9
District courts outside the district center	324	131	193	40.4	59.6
Military courts	14	10	4	71.4	28.6

¹⁴ The number of management positions does not correspond to the actual number of individuals, as in some cases, as provided by law, a single person may hold more than one managerial position.

¹⁵ Does not include the judges of the Constitutional court.

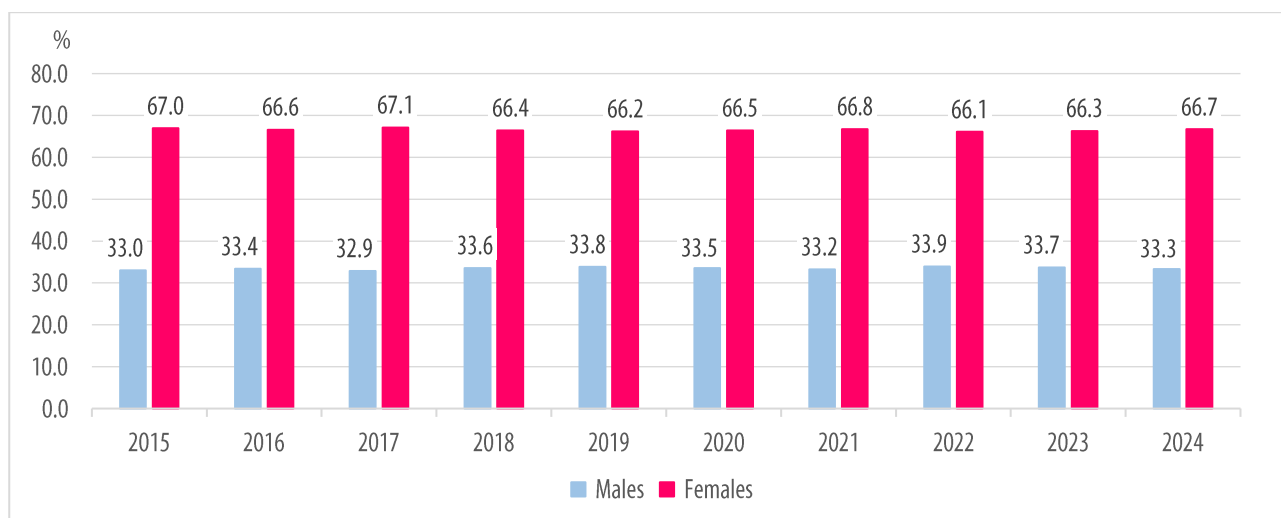
Figure 4.2. Share of men and women judges by court type as of 31.12.2024



3. Judges¹⁶ by sex for the period 2015 - 2024

Year	Numbers			Share - %	
	Total	Males	Females	Males	Females
2015	2225	735	1490	33.0	67.0
2016	2255	753	1502	33.4	66.6
2017	2235	735	1500	32.9	67.1
2018	2223	746	1477	33.6	66.4
2019	2215	749	1466	33.8	66.2
2020	2185	733	1452	33.5	66.5
2021	1868	621	1247	33.2	66.8
2022	2188	742	1446	33.9	66.1
2023	2234	752	1482	33.7	66.3
2024	2279	759	1520	33.3	66.7

Figure 4.3. Share of men and women judges for the period 2015 - 2024



¹⁶ Does not include the judges of the Constitutional court.

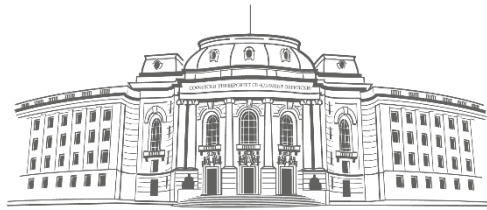


5

OTHER PUBLIC AUTHORITIES



5. Other Public Authorities



Higher schools and scientific organisations



State and public organisations



**State-owned enterprises
and trading companies**

This chapter includes data on leadership positions in higher education institutions, scientific organisations, state institutions and organisations, public media, and state-owned enterprises and companies.

In higher schools and scientific organisations, the data show a balanced participation of both genders in management, with women occupying 59.1% of management positions in scientific organisations. Similar results are reported in the sub-category ‘State and public organisations’, where the relative share of women in institutions and organisations outside the legislative, executive and judicial powers (Other institutions and organisations) was 56.7%.

Women are less represented in the management of state-owned enterprises and trading companies, where 29.3% of management positions were held by women.

A review by position level shows that the relative share of women at the ‘Head’ level was highest in higher schools and scientific organisations (51.4%) and lowest in state-owned enterprises and trading companies (25.7%).

One of the main indicators at European level used to monitor gender equality in management is ‘Senior management positions held by women’. It measures the proportion of women on the boards of directors of the largest companies listed on the stock exchange. In 2024, Bulgaria ranked 23rd among EU countries in terms of the relative share of women board members (the highest decision-making body) in the companies monitored.

1. Occupied managerial positions by sex in other public authorities¹⁷ as of 31.12.2024

Authority type	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	5991	3578	2413	59.7	40.3
Higher schools and scientific organisations	2037	945	1092	46.4	53.6
Higher education institutions	1553	747	806	48.1	51.9
Scientific organisations	484	198	286	40.9	59.1
State and public organisations	679	318	361	46.8	53.2
Other institutions and organisations	466	202	264	43.3	56.7
Public media	213	116	97	54.5	45.5
State-owned enterprises and trading companies	3275	2315	960	70.7	29.3
State-owned enterprises	756	564	192	74.6	25.4
Trading companies	2519	1751	768	69.5	30.5

2. Occupied managerial positions by sex and position level in other public authorities as of 31.12.2024

Position level	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	5991	3578	2413	59.7	40.3
Higher schools and scientific organisations	2037	945	1092	46.4	53.6
Head	177	86	91	48.6	51.4
Deputy head	254	115	139	45.3	54.7
Middle-level manager	1606	744	862	46.3	53.7
State and public organisations	679	318	361	46.8	53.2
Head	86	45	41	52.3	47.7
Deputy head	73	35	38	47.9	52.1
Middle-level manager	520	238	282	45.8	54.2
State-owned enterprises and trading companies	3275	2315	960	70.7	29.3
Head	680	505	175	74.3	25.7
Deputy head	279	220	59	78.9	21.1
Middle-level manager	2316	1590	726	68.7	31.3

¹⁷ Other authorities that are not considered as part of the legislative, executive or judicial power.

Figure 5.1. Share of men and women in managerial positions in other public institutions as of 31.12.2024

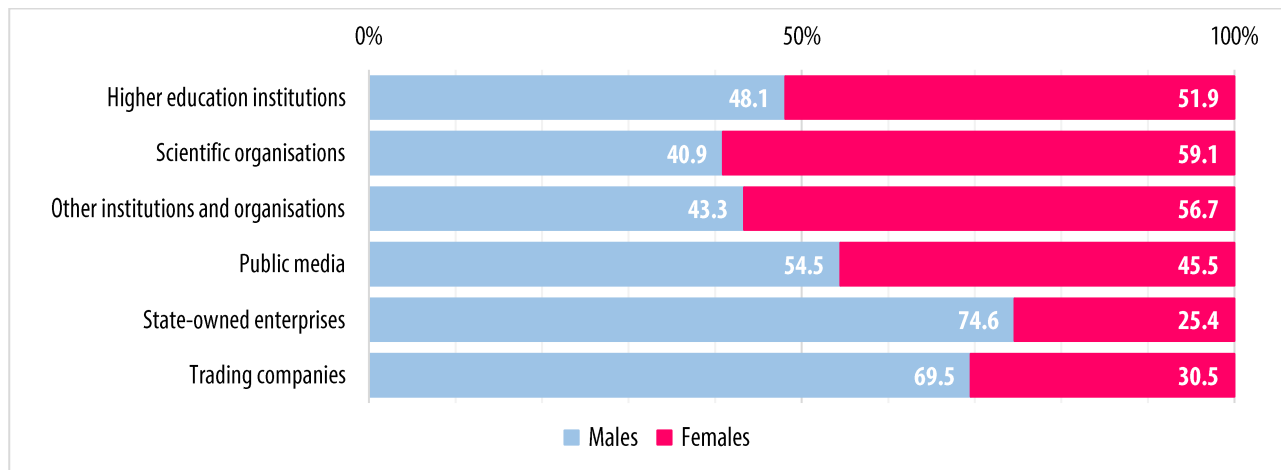


Figure 5.2. Share of men and women in managerial positions in higher schools and scientific organisations as of 31.12.2024

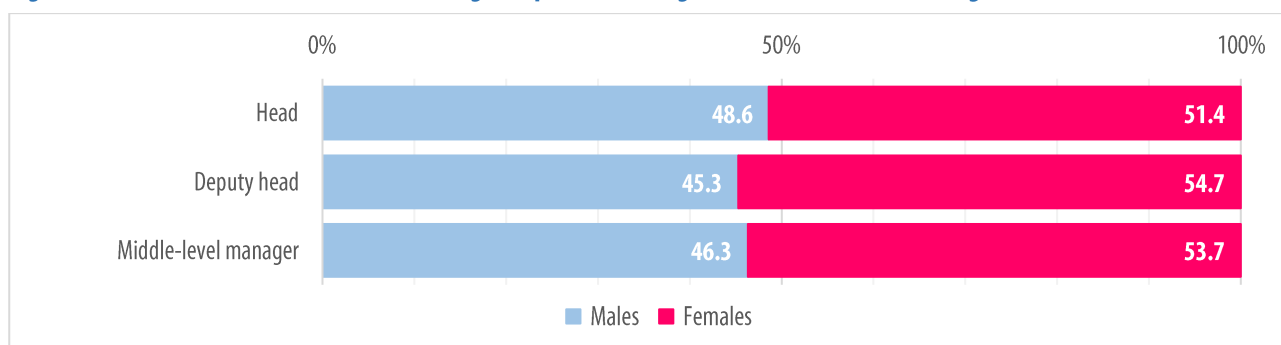


Figure 5.3. Share of men and women in managerial positions in state and public organisations as of 31.12.2024

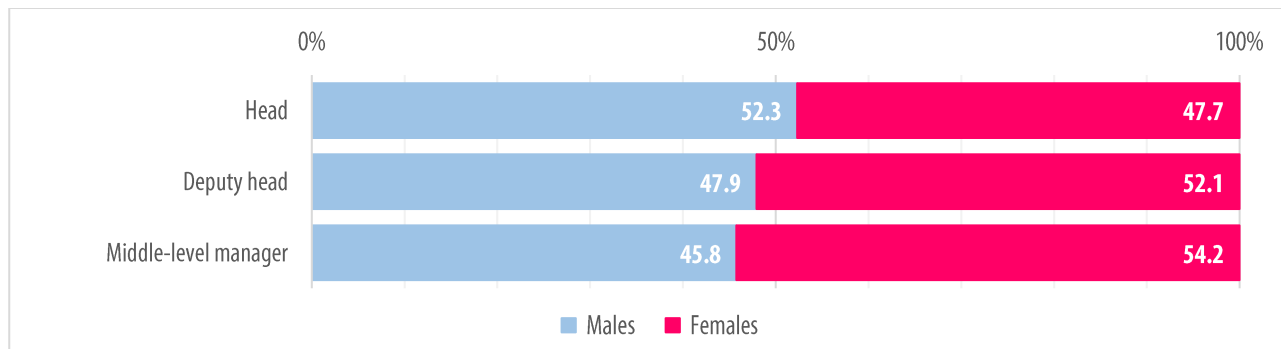
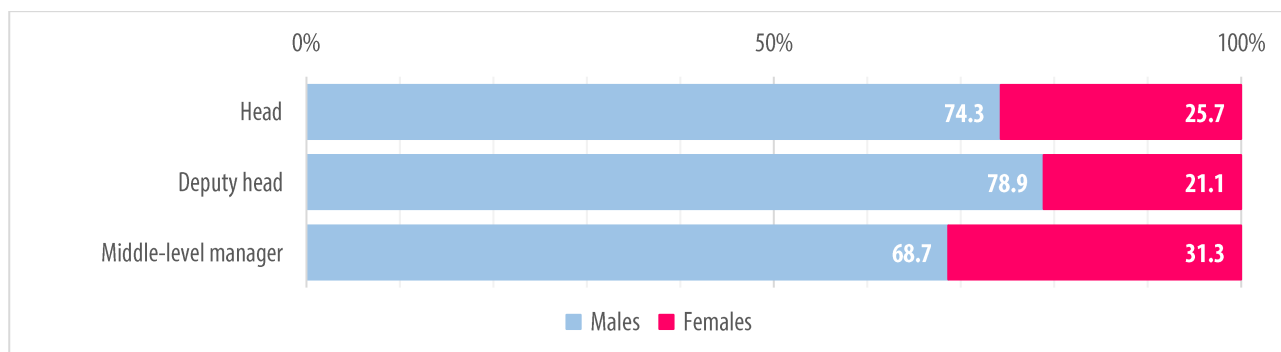


Figure 5.4. Share of men and women in managerial positions in state-owned enterprises and trading companies as of 31.12.2024



3. Occupied high-level managerial positions in the largest publicly listed companies¹⁸ by sex for the period 2003 - 2024

(Percentage)

Year	Bulgaria				EU-27			
	Presidents		Board members		Presidents		Board members	
	Males	Females	Males	Females	Males	Females	Males	Females
2003	100.0	0.0	88.6	11.4	98.3	1.7	91.8	8.2
2004	97.4	2.6	81.7	18.3	97.3	2.7	91.2	8.8
2005	84.6	15.4	81.3	18.7	96.8	3.2	90.4	9.6
2006	73.7	26.3	82.9	17.1	96.1	3.9	90.4	9.6
2007	86.7	13.3	85.5	14.5	96.3	3.7	89.7	10.3
2008	83.3	16.7	88.4	11.6	96.8	3.2	89.4	10.6
2009	85.0	15.0	82.8	17.2	96.7	3.3	89.1	10.9
2010	86.7	13.3	88.8	11.2	96.3	3.7	88.2	11.8
2011	86.7	13.3	84.8	15.2	97.0	3.0	86.6	13.4
2012	93.3	6.7	88.4	11.6	96.4	3.6	84.6	15.4
2013	86.7	13.3	83.3	16.7	94.9	5.1	82.5	17.5
2014	86.7	13.3	82.4	17.6	93.3	6.7	80.2	19.8
2015	78.6	21.4	81.0	19.0	93.3	6.7	77.8	22.2
2016	92.9	7.1	84.7	15.3	92.0	8.0	76.4	23.6
2017	93.3	6.7	82.9	17.1	92.3	7.7	74.9	25.1
2018	100.0	0.0	85.5	14.5	93.1	6.9	73.7	26.3
2019	93.3	6.7	81.5	18.5	92.2	7.8	71.6	28.4
2020	100.0	0.0	87.1	12.9	92.9	7.1	70.5	29.5
2021	86.7	13.3	78.3	21.7	91.5	8.5	69.3	30.7
2022	100.0	0.0	85.2	14.8	91.2	8.8	67.7	32.3
2023	100.0	0.0	81.7	18.3	91.7	8.3	66.1	33.9
2024	100.0	0.0	81.5	18.5	91.2	8.8	65.3	34.7

Figure 5.5. Share of men and women as board members of the largest publicly listed companies in Bulgaria, 2015 - 2024

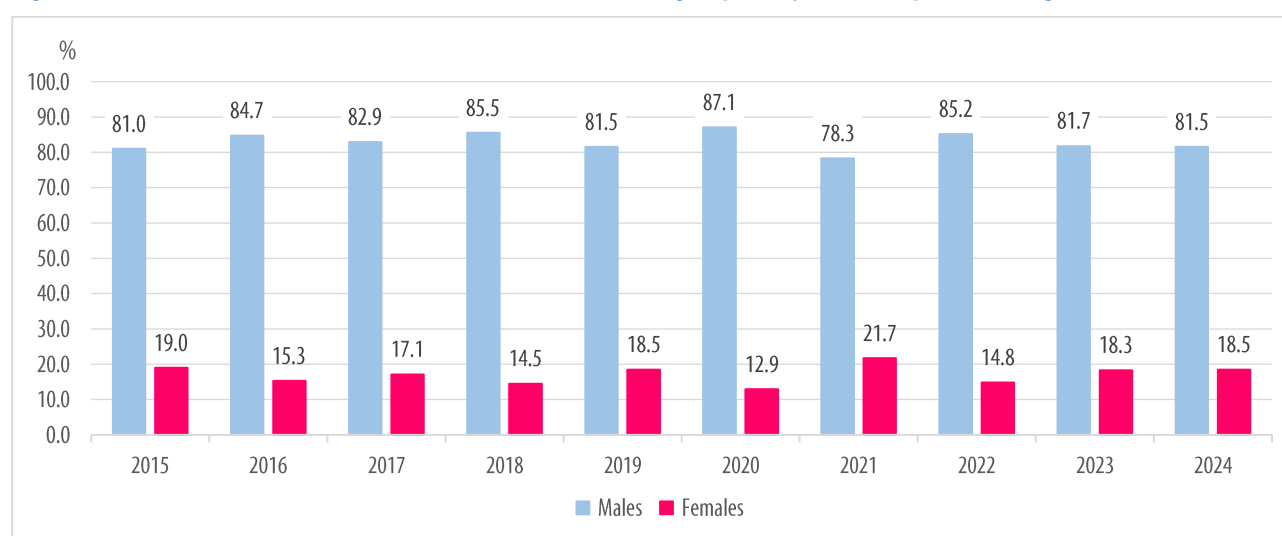
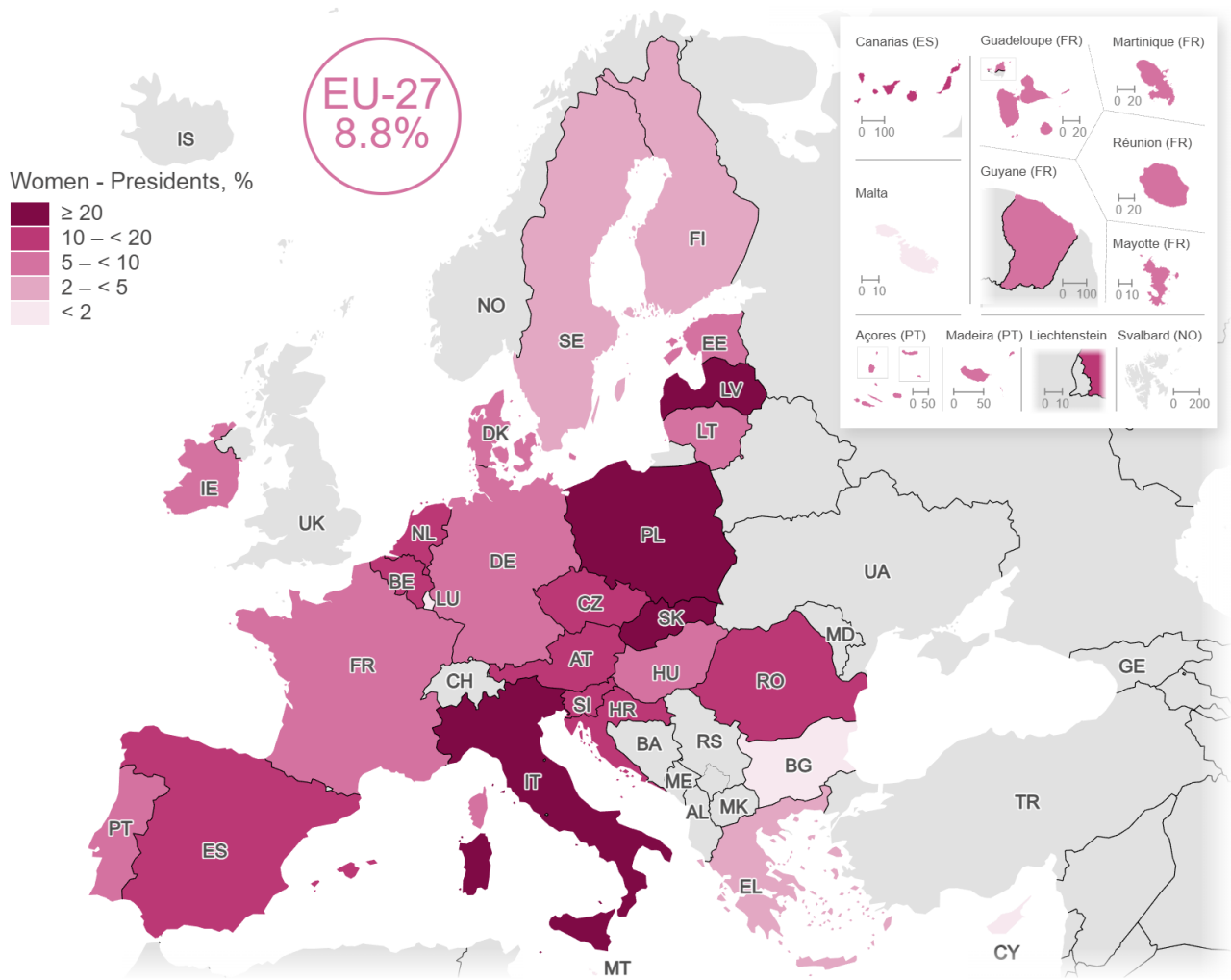
¹⁸ Based on data from European Institute for Gender Equality (EIGE).

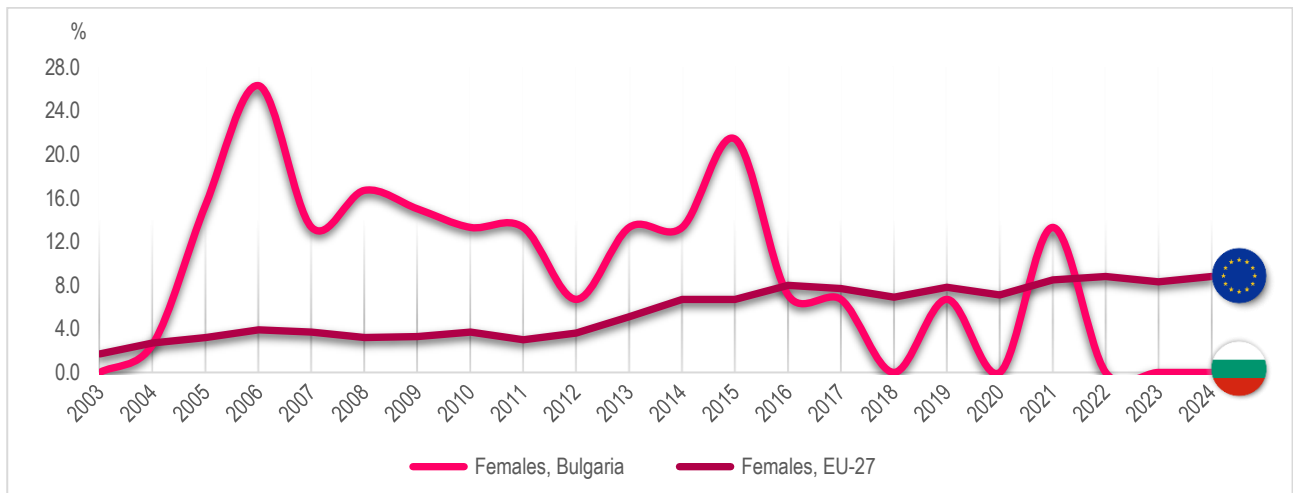
Figure 5.6. Share of women holding the position 'President'¹⁹ in the largest listed companies by Member State (EU-27)



Data for Q4 2024
Source: European Institute for Gender Equality (EIGE)

Administrative boundaries: © EuroGeographics © OpenStreetMap
Cartography: Eurostat – IMAGE, 01/2026

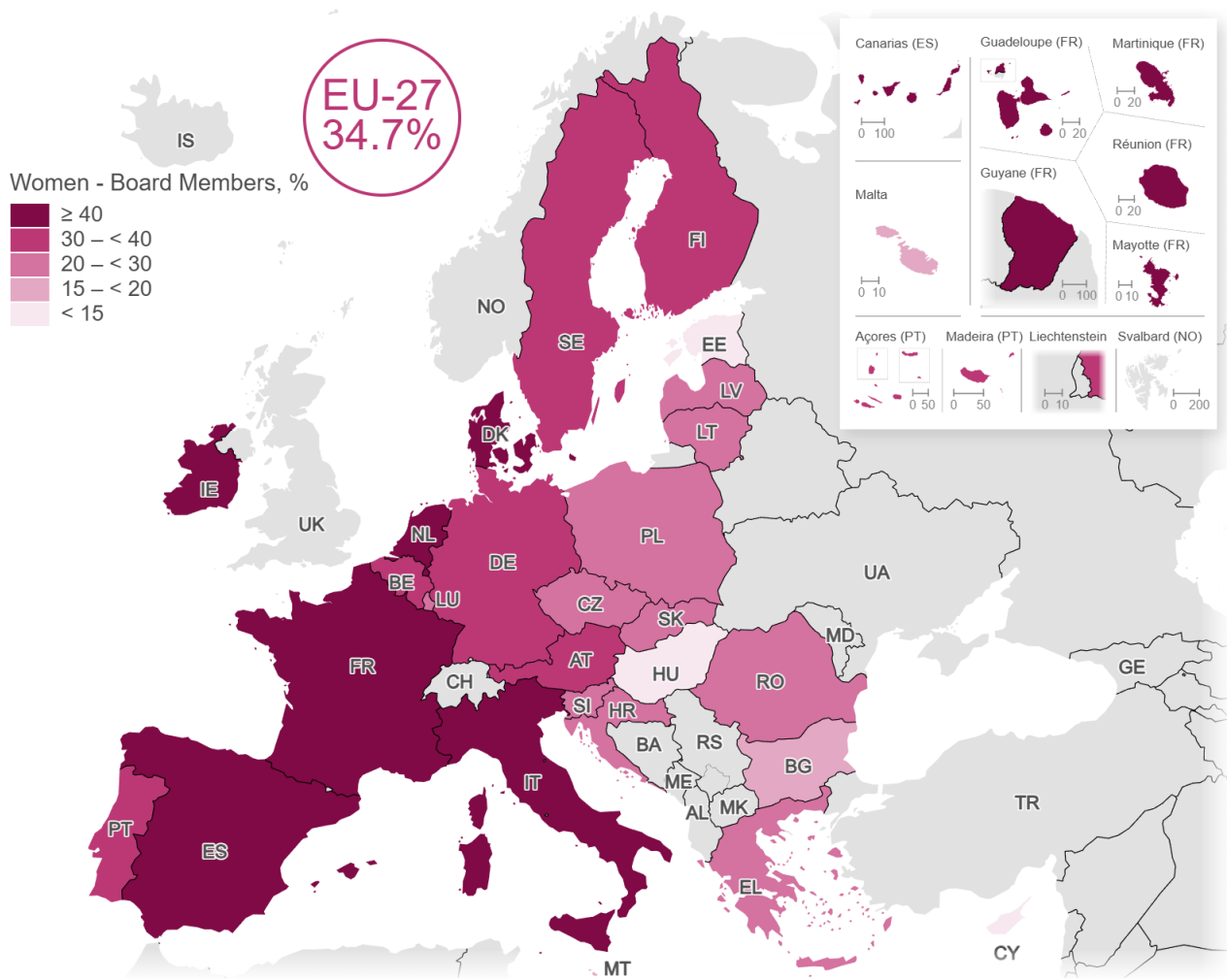
Figure 5.7. Share of women holding the position 'President'¹⁷ in the largest publicly listed companies in Bulgaria and in the European Union (EU-27) for the period 2003 - 2024²⁰



¹⁹ President: chairperson of the highest decision-making body in each company.

²⁰ Based on data from European Institute for Gender Equality (EIGE).

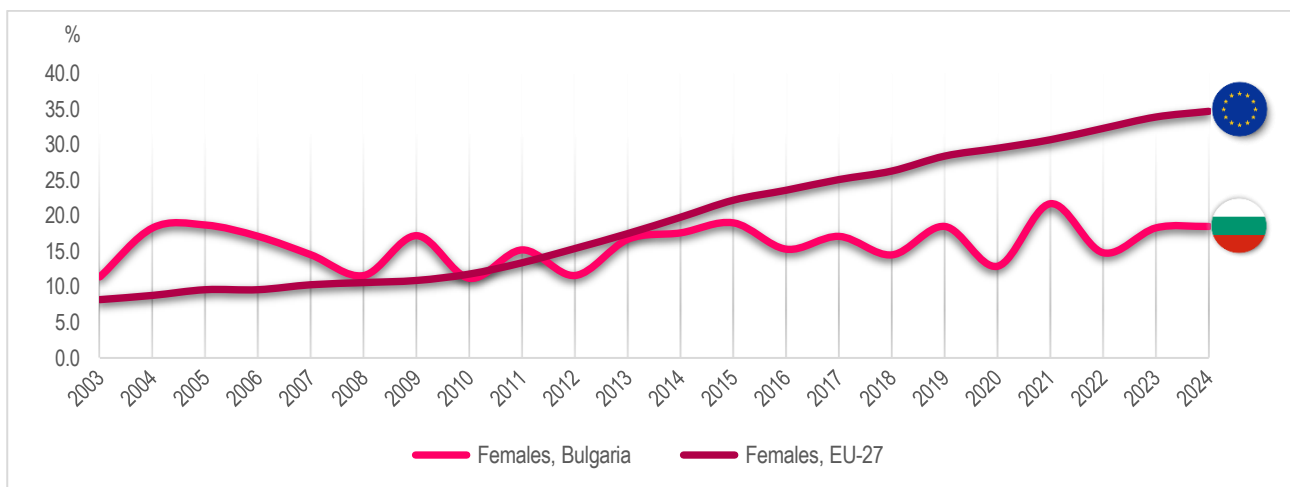
Figure 5.8. Share of women holding the position 'Board member'²¹ in the largest listed companies by Member State (EU-27)



Data for Q4 2024
Source: European Institute for Gender Equality (EIGE)

Administrative boundaries: © EuroGeographics © OpenStreetMap
Cartography: Eurostat – IMAGE, 01/2026

Figure 5.9. Share of women holding the position 'Board member' in the largest publicly listed companies in Bulgaria and in the European Union (EU-27) for the period 2003 - 2024²²



²¹ Board members: all members of the highest decision-making body in each company (i.e. chairperson, non-executive directors, senior executives and employee representatives, where present).

²² Based on data from European Institute for Gender Equality (EIGE).



6

OTHER DATA ON GENDER EQUALITY



6. Other data on gender equality

This chapter covers topics related to gender equality in different aspects of personal and public life, such as:

- Elections (parliamentary and local elections);
- Gender pay gap;
- Time use;
- Culture;
- Sports.

More detailed data in open format is available on the NSI website under the heading 'Gender equality'.

Definitions

Profession (position/occupation) - defined as a set of functions and obligations that a person performs at their workplace, including in their capacity as an employer or self-employed person. Individuals holding more than one position are classified according to the position they exercise in their main job.

Employed persons comprise all persons aged 15 years or over who during the reference period: performed at least one hour of work for pay or profit, in cash or in kind, or were temporarily absent from a job in which they had already worked, due to illness or injury, holiday or vacation, maternity or parental leave, educational or training leave, strike or other reasons for absence.

Employees - persons who perform certain work based on a written contract or verbal agreement, for which they receive remuneration in cash or in kind in the form of a salary, wages, commission, and others.

Education refers to the highest level of education a person has completed, regardless of the study method used (full-time, evening, part-time, or distance learning) and whether the person holds a diploma or certificate for that level.

Time use - a study that records the time people spend on various activities in their daily lives - paid work, housework and family care, personal care, voluntary work, social life, travel and leisure.

Time use gap - this indicator measures the difference in the time spent by women and men on specific activities, expressed in hours and minutes per day.

Gender pay gap - this indicator measures the difference between the gross monthly earnings of employed men and women as a percentage of the average gross monthly earnings of employed men.

Elections

Data on the electoral process in Bulgaria show that women's representation in the national parliament remains below the 40% threshold for balanced participation in decision-making processes recommended by the Council of Europe in 2003.

In the **parliamentary elections** held in 2024, female candidates for members of parliament accounted for 28.1% of all positions on the candidate lists, which was 1.8 percentage points less than their share in the 2021 election campaign. The more limited participation of women as candidates also implied their lower representation in parliament as elected members of parliament - in 2024, 21.7% of members of parliament were women.

The review of data on political parties and coalitions in the 51st National Assembly shows that while the share of women on the candidate lists of the nine parties and coalitions ranged between 23.4% and 31.7%, there are significant differences in their actual representation in parliament.

As of March 31, 2025²³, the relative share of female members of parliament by parliamentary group varied widely, ranging from 5.3% to 50.0%.

At the regional level, the most favourable percentage ratio between female and male candidates was in the districts of Vidin (37.5%), Kyustendil (35.2%) and Pazardzhik (32.8%), while women were least represented on candidate lists in the districts of Kardzhali (17.5%), Silistra (18.9%) and Sliven (22.8%).

In **local elections** (for municipal councillors and mayors), similar to parliamentary elections, the results showed a higher proportion of women on candidate lists and lower representation in actual municipal council and mayor positions. In 2023, the share of female candidates was 32.3%, or 1.6 percentage points higher than in 2019. The exception was the position of ‘mayor of quarter’, where there was a decrease of nearly 5 percentage points compared to 2019, when the relative share of female candidates was 28.5%. In the last local elections in 2023, women had the least representation in the position of ‘mayor of municipality’ - only 34 of the 265 municipalities in Bulgaria were led by women, or 12.8%. Regionally, the data for this position showed a significant gender imbalance, with nine districts in the country having no women elected as mayors. In seven of these districts - Blagoevgrad, Burgas, Razgrad, Ruse, Smolyan, Targovishte, and Yambol - no women were elected as mayors in the 2019 elections.

Gender Pay Gap

The information is based on the results of the NSI’s ‘Structure of Earnings’ survey for 2018 and 2022, on the basis of which the ‘Gender Pay Gap’ indicator was calculated. This specialized survey is conducted every four years in accordance with Regulation (EC) No. 530/1999 of the European Council, Regulation (EC) No. 1916/2000 (amended) and Regulation No. 1738/2005 of the European Commission.

Data on the gender pay gap are presented by occupation and education. In 2022, there was a 13.9% difference in the average gross monthly earnings between men and women. This indicator varied significantly depending on the occupational class, with the smallest pay gap observed in the class ‘Personnel engaged in services for the population, trade, and security’ - 4.3%, and the largest - in the classes ‘Specialists’ (30.9%) and ‘Managers’ (21.1%).

In terms of educational attainment, the most significant difference was among employees with a higher education degree (bachelor’s and master’s degrees) - 29.0%, and the smallest - among persons with a doctoral degree - 7.6%. Data for 2022 showed a pay gap of 8.4% in the public sector and 17.9% in the private sector. By comparison, in 2018, the disparity in the public sector was significantly higher (18.1%) and again lower in the private sector (15.6%) compared to 2022²⁴.

Time Use

The information is based on data from the statistical survey ‘Time Use’ conducted in the period 2022 - 2023. The results show the differences between the genders in the distribution of time (within a 24-hour period) spent on basic activities - childcare, home and household care, participation in sports, cultural or entertainment activities, and other activities. The aim is to measure the gender gap in time spent on certain activities, expressed in hours and minutes. Data on employed persons performing the relevant activities showed that women spent between 10 and 22 minutes less time than men on sleeping, eating, professional employment and watching television. On the other hand, the time women spent on housework and household care was on average 1 hour and 23 minutes more than that spent by men on these activities.

²³ The reference date was chosen based on a change in the composition of the National Assembly pursuant to a decision of the Constitutional Court (No. 1 of March 13, 2025, published in State Gazette No. 22 of March 15, 2025).

²⁴ The data are available on the NSI website: [EQUALITY_2024_EN.xlsx](#).

Culture

The data by gender covered the position level 'Head', or the highest level of management in the cultural institutions surveyed - libraries, cinemas, theatres and museums, operating as of December 31, 2024. The results showed a clear gender polarisation in the management of library institutions and cinemas. In 2024, there were 49 libraries in the country (with a collection of over 200 000 library units), 87.8% of which were headed by women. On the opposite side was the management of cinemas in Bulgaria, 82.4% of which were run by men. A more balanced gender representation was reported in the management of theatres and museums in the country, with 38.3% of theatres and 50.0% of museums being run by women.

Sports

The source of statistical information on the participation of women and men in the Summer Olympic Games is the Bulgarian Olympic Committee. Until 1952, when the Summer Olympic Games were held in Helsinki, Bulgaria was represented only by men. In the following years, women's participation gradually increased, and since 2000, there has been a balance in the composition of Bulgarian delegations, with women accounting for over 40% of participants. At the Olympic Games in Beijing in 2008 and in Tokyo in 2020, the relative share of women among Bulgarian participants was over 60%.

The data show that women also make a significant contribution to Bulgaria's Olympic achievements. In 1976, at the Summer Olympic Games in Montreal, women made up one-third of the delegation and won nearly two-thirds, or 64.1%, of the country's medals. At the Olympic Games in Rio in 2016 and in Tokyo in 2020, all Olympic medallists for Bulgaria were women.

The source of the data on sports clubs, federations, and associations is the register of sports organisations at the Ministry of Youth and Sports. As of December 31, 2024, there was a significant predominance of men at the highest level of management of sports clubs, federations, and associations in Bulgaria. Women who held the position of 'Head' in sports clubs and federations accounted for only 19.2% of all managers. Their share was smallest in licensed sports federations (15.6%) and largest in the management of registered tourist companies (associations) (23.1%).

6.1. Elections

Parliamentary elections 2024

1. Candidates for members of Parliament by sex and by district²⁵

District	2024				
	Numbers ²⁶			Share - %	
	Total	Males	Females	Males	Females
Bulgaria	6031	4336	1695	71.9	28.1
Blagoevgrad	221	151	70	68.3	31.7
Burgas	313	226	87	72.2	27.8
Varna	368	271	97	73.6	26.4
Veliko Tarnovo	213	160	53	75.1	24.9
Vidin	120	75	45	62.5	37.5
Vratsa	153	111	42	72.5	27.5
Gabrovo	120	88	32	73.3	26.7
Dobrich	159	113	46	71.1	28.9
Kardzhali	114	94	20	82.5	17.5
Kyustendil	122	79	43	64.8	35.2
Lovech	119	88	31	73.9	26.1
Montana	126	86	40	68.3	31.7
Pazardzhik	189	127	62	67.2	32.8
Pernik	123	87	36	70.7	29.3
Pleven	215	158	57	73.5	26.5
Plovdiv	547	418	129	76.4	23.6
Razgrad	107	75	32	70.1	29.9
Ruse	205	154	51	75.1	24.9
Silistra	132	107	25	81.1	18.9
Sliven	180	139	41	77.2	22.8
Smolyan	110	77	33	70.0	30.0
Sofia	201	141	60	70.1	29.9
Sofia (stolitsa)	999	685	314	68.6	31.4
Stara Zagora	282	199	83	70.6	29.4
Targovishte	117	87	30	74.4	25.6
Haskovo	179	130	49	72.6	27.4
Shumen	162	109	53	67.3	32.7
Yambol	135	101	34	74.8	25.2

²⁵ Source: NSI, based on data from the Central Election Committee.

²⁶ A candidate can participate in the lists of more than one multi-mandate constituency.

Figure 6.1. Share of men candidates for members of Parliament by district, Parliamentary elections 2024

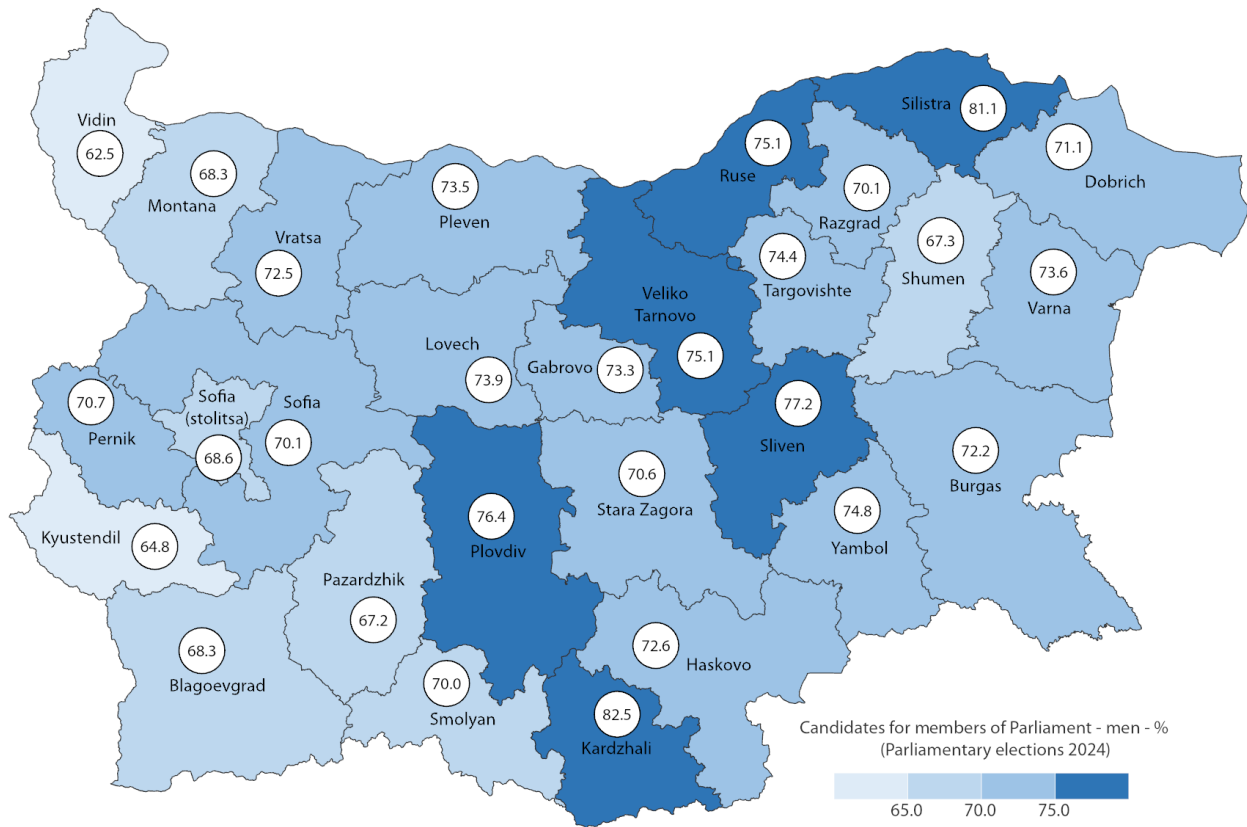
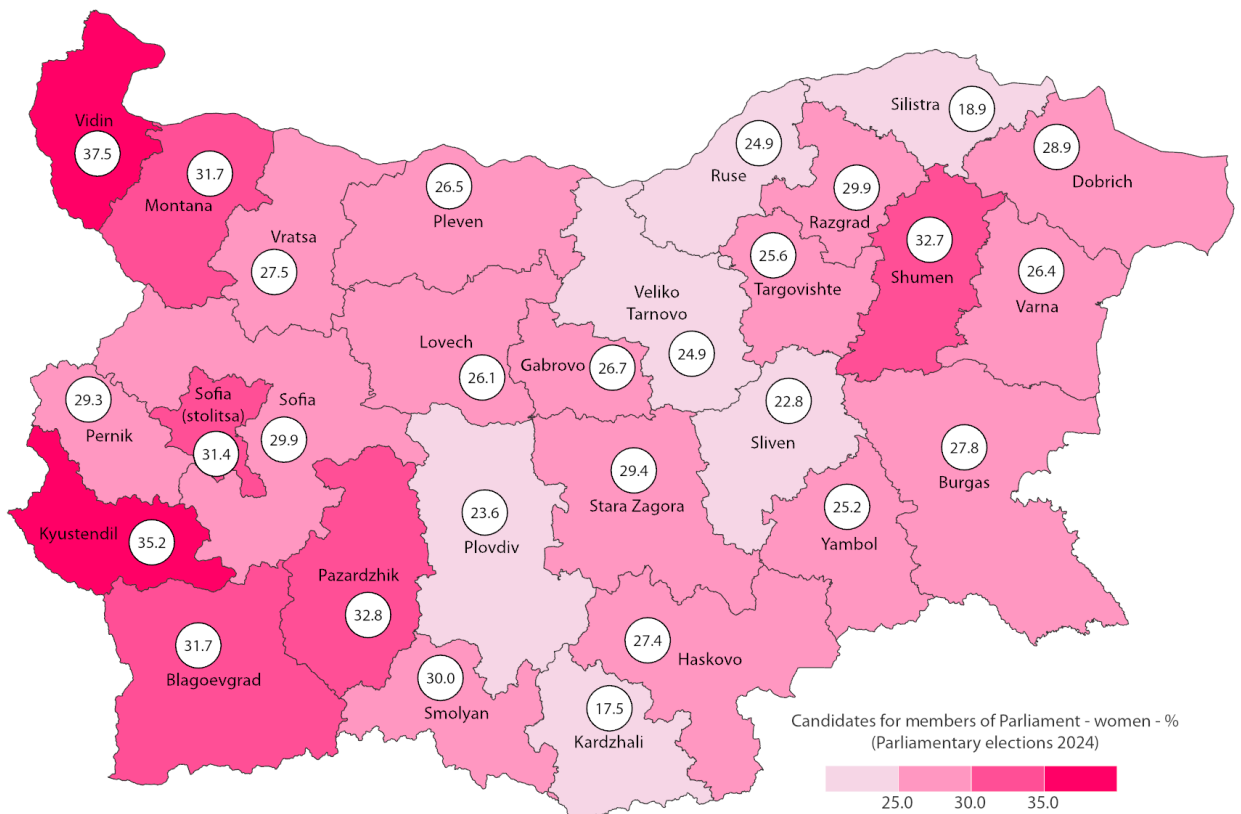


Figure 6.2. Share of women candidates for members of Parliament by district, Parliamentary elections 2024



2. Candidates for members of Parliament who received more than 7% of the preferential votes by sex and by district²⁷

District	2024				
	Numbers ²⁸			Share - %	
	Total	Males	Females	Males	Females
Bulgaria	299	236	63	78.9	21.1
Blagoevgrad	17	13	4	76.5	23.5
Burgas	15	14	1	93.3	6.7
Varna	17	14	3	82.4	17.6
Veliko Tarnovo	14	11	3	78.6	21.4
Vidin	11	8	3	72.7	27.3
Vratsa	11	7	4	63.6	36.4
Gabrovo	5	4	1	80.0	20.0
Dobrich	9	5	4	55.6	44.4
Kardzhali	3	3	0	100.0	0.0
Kyustendil	7	5	2	71.4	28.6
Lovech	5	4	1	80.0	20.0
Montana	8	7	1	87.5	12.5
Pazardzhik	11	5	6	45.5	54.5
Pernik	7	5	2	71.4	28.6
Pleven	15	13	2	86.7	13.3
Plovdiv	27	25	2	92.6	7.4
Razgrad	6	6	0	100.0	0.0
Ruse	13	10	3	76.9	23.1
Silistra	4	4	0	100.0	0.0
Sliven	8	5	3	62.5	37.5
Smolyan	7	7	0	100.0	0.0
Sofia	12	11	1	91.7	8.3
Sofia (stolitsa)	26	18	8	69.2	30.8
Stara Zagora	10	7	3	70.0	30.0
Targovishte	5	3	2	60.0	40.0
Haskovo	9	8	1	88.9	11.1
Shumen	10	8	2	80.0	20.0
Yambol	7	6	1	85.7	14.3

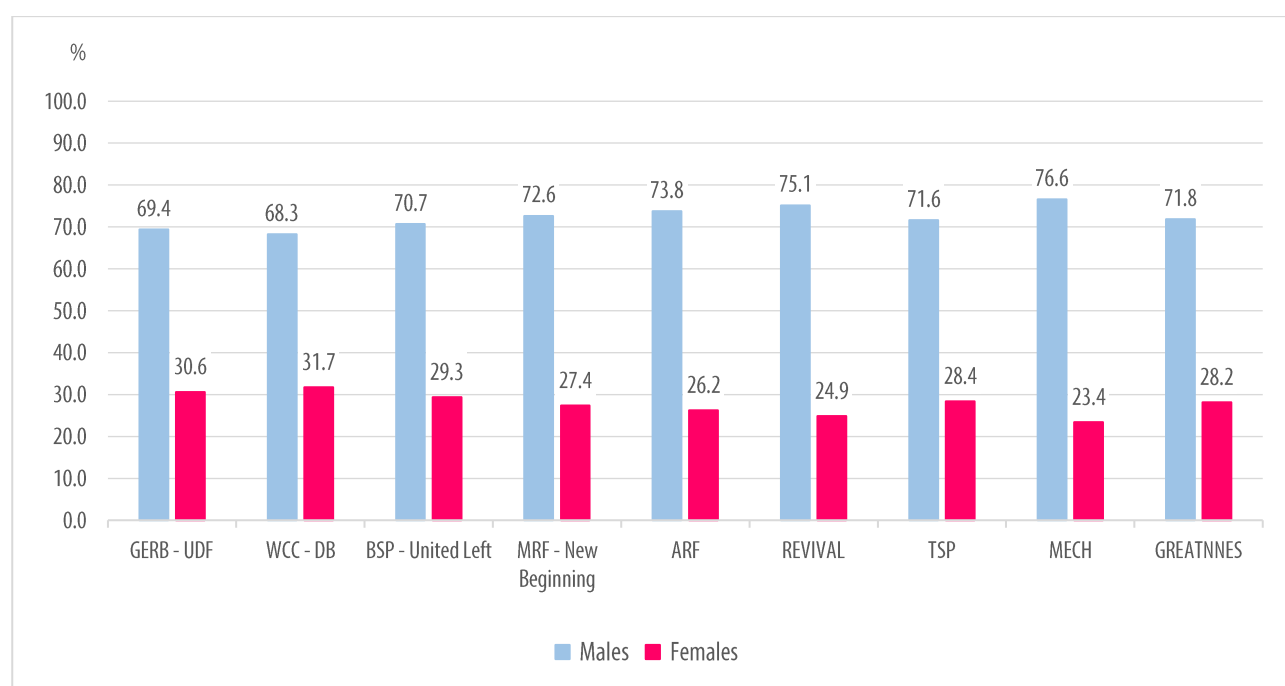
²⁷ Source: NSI, based on data from the Central Election Committee, Parliamentary elections 2024.

²⁸ A candidate can participate in the lists of more than one multi-mandate constituency.

3. Candidates for members of Parliament by political parties and coalitions, entering the 51st National Assembly²⁹

Political party/coalition	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	3450	2481	969	71.9	28.1
GERB - UDF ³⁰	480	333	147	69.4	30.6
We Continue the Change - Democratic Bulgaria	460	314	146	68.3	31.7
BSP ³¹ - United Left	450	318	132	70.7	29.3
Movement for Rights and Freedoms - New Beginning	435	316	119	72.6	27.4
Alliance for Rights and Freedoms	381	281	100	73.8	26.2
Revival	378	284	94	75.1	24.9
There is Such a People	328	235	93	71.6	28.4
MECH ³²	286	219	67	76.6	23.4
Greatness	252	181	71	71.8	28.2

Figure 6.3. Share of men and women candidates for members of Parliament by political parties and coalitions as of 27.10.2024



²⁹ Source: NSI, based on data from the Central Election Committee, Parliamentary elections 2024.

³⁰ GERB - UDF: Citizens for European Development of Bulgaria - Union of Democratic Forces.

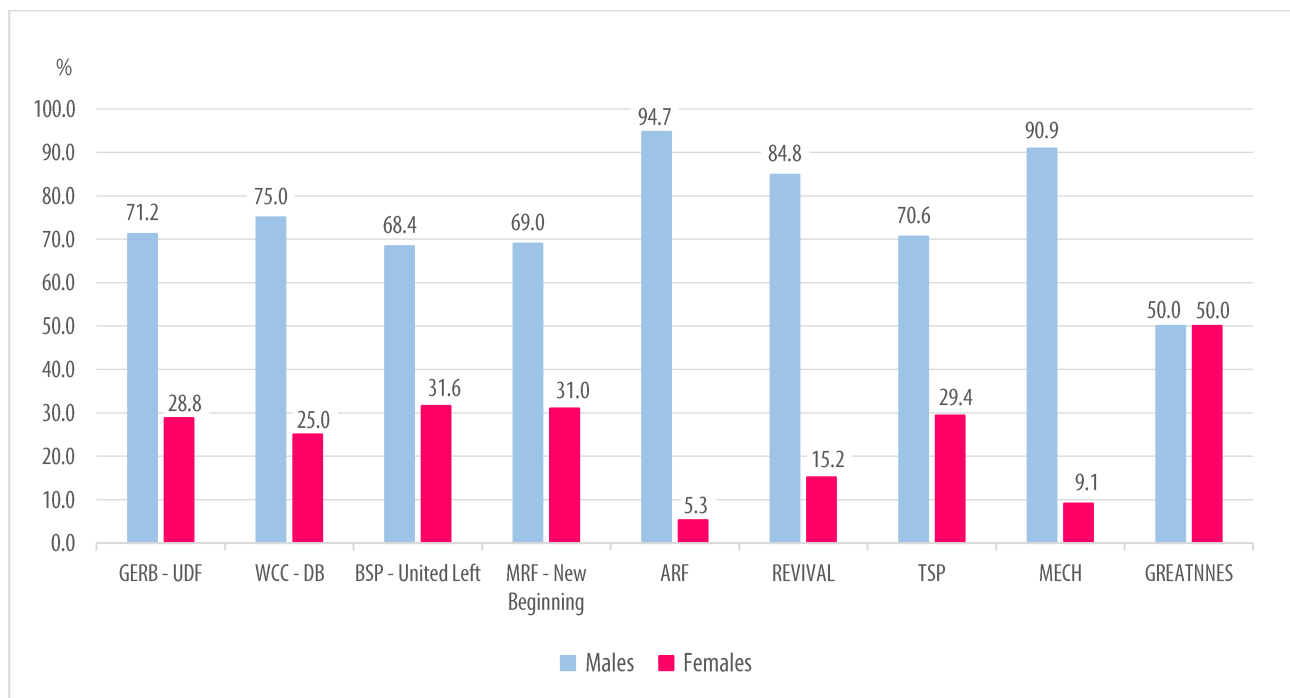
³¹ BSP - Bulgarian Socialist Party.

³² MECH - Morality, Unity, Honour (MECh).

4. Elected members of Parliament in the 51st National Assembly by parliamentary groups³³ (political parties and coalitions)

Parliamentary group	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	240	180	60	75.0	25.0
GERB - UDF	66	47	19	71.2	28.8
We Continue the Change - Democratic Bulgaria	36	27	9	75.0	25.0
BSP - United Left	19	13	6	68.4	31.6
Movement for Rights and Freedoms - New Beginning	29	20	9	69.0	31.0
Alliance for Rights and Freedoms	19	18	1	94.7	5.3
Revival	33	28	5	84.8	15.2
There is Such a People	17	12	5	70.6	29.4
MECH	11	10	1	90.9	9.1
Greatness	10	5	5	50.0	50.0

Figure 6.4. Share of men and women elected as members of Parliament in the 51st National Assembly by parliamentary groups (political parties and coalitions) as of 31.03.2025



³³ Source: official website of the National Assembly of the Republic of Bulgaria: <https://www.parliament.bg/en/parliamentarygroups>. The data refer to March 31, 2025, due to a change in the composition of the National Assembly in accordance with Decision No. 1 of the Constitutional Court of March 13, 2025, promulgated in State Gazette No. 22 of March 15, 2025.

Local elections (October 27, 2019 and October 29, 2023)

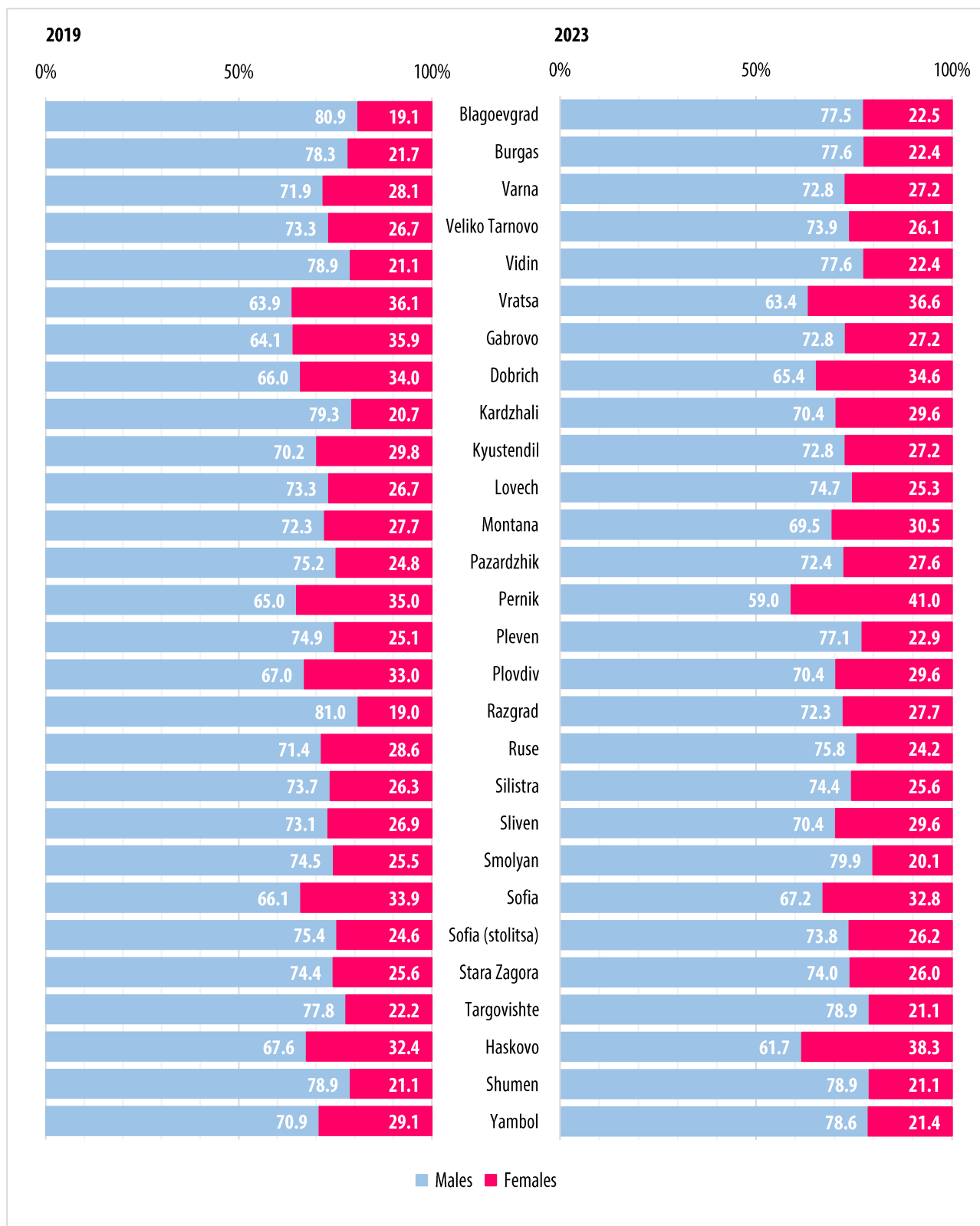
5. Local elections candidates by sex and by position as of 27.10.2019 and 29.10.2023

Position	2019					2023				
	Numbers			Share - %		Numbers			Share - %	
	Total	Males	Females	Males	Females	Total	Males	Females	Males	Females
Total	36215	25112	11103	69.3	30.7	38914	26360	12554	67.7	32.3
Member of municipality council	29433	19863	9570	67.5	32.5	30200	20092	10108	66.5	33.5
Mayor of municipality	1279	1063	216	83.1	16.9	1355	1097	258	81.0	19.0
Mayor of mayoralty	463	331	132	71.5	28.5	445	339	106	76.2	23.8
Mayor of quarter	5040	3855	1185	76.5	23.5	6914	4832	2082	69.9	30.1

6. Elected members of municipal councils by sex and by district as of 27.10.2019 and 29.10.2023

District	2019					2023				
	Numbers			Share - %		Numbers			Share - %	
	Total	Males	Females	Males	Females	Total	Males	Females	Males	Females
Bulgaria	5134	3740	1394	72.8	27.2	5061	3670	1391	72.5	27.5
Blagoevgrad	298	241	57	80.9	19.1	289	224	65	77.5	22.5
Burgas	277	217	60	78.3	21.7	277	215	62	77.6	22.4
Varna	224	161	63	71.9	28.1	224	163	61	72.8	27.2
Veliko Tarnovo	206	151	55	73.3	26.7	203	150	53	73.9	26.1
Vidin	147	116	31	78.9	21.1	147	114	33	77.6	22.4
Vratsa	180	115	65	63.9	36.1	172	109	63	63.4	36.6
Gabrovo	92	59	33	64.1	35.9	92	67	25	72.8	27.2
Dobrich	162	107	55	66.0	34.0	162	106	56	65.4	34.6
Kardzhali	203	161	42	79.3	20.7	203	143	60	70.4	29.6
Kyustendil	151	106	45	70.2	29.8	147	107	40	72.8	27.2
Lovech	150	110	40	73.3	26.7	146	109	37	74.7	25.3
Montana	173	125	48	72.3	27.7	167	116	51	69.5	30.5
Pazardzhik	226	170	56	75.2	24.8	225	163	62	72.4	27.6
Pernik	100	65	35	65.0	35.0	100	59	41	59.0	41.0
Pleven	211	158	53	74.9	25.1	201	155	46	77.1	22.9
Plovdiv	382	256	126	67.0	33.0	382	269	113	70.4	29.6
Razgrad	147	119	28	81.0	19.0	148	107	41	72.3	27.7
Ruse	154	110	44	71.4	28.6	153	116	37	75.8	24.2
Silistra	133	98	35	73.7	26.3	133	99	34	74.4	25.6
Sliven	108	79	29	73.1	26.9	108	76	32	70.4	29.6
Smolyan	157	117	40	74.5	25.5	154	123	31	79.9	20.1
Sofia	330	218	112	66.1	33.9	329	221	108	67.2	32.8
Sofia (stolitsa)	61	46	15	75.4	24.6	61	45	16	73.8	26.2
Stara Zagora	227	169	58	74.4	25.6	227	168	59	74.0	26.0
Targovishte	117	91	26	77.8	22.2	109	86	23	78.9	21.1
Haskovo	225	152	73	67.6	32.4	209	129	80	61.7	38.3
Shumen	190	150	40	78.9	21.1	190	150	40	78.9	21.1
Yambol	103	73	30	70.9	29.1	103	81	22	78.6	21.4

Figure 6.5. Share of men and women elected as members of municipal councils by district in 2019 and 2023



7. Elected mayors of municipalities by sex and by district as of 27.10.2019 and 29.10.2023

District	2019					2023				
	Numbers			Share - %		Numbers			Share - %	
	Total	Males	Females	Males	Females	Total	Males	Females	Males	Females
Bulgaria	265	230	35	86.8	13.2	265	231	34	87.2	12.8
Blagoevgrad	14	14	0	100.0	0.0	14	14	0	100.0	0.0
Burgas	13	13	0	100.0	0.0	13	13	0	100.0	0.0
Varna	12	11	1	91.7	8.3	12	11	1	91.7	8.3
Veliko Tarnovo	10	9	1	90.0	10.0	10	10	0	100.0	0.0
Vidin	11	10	1	90.9	9.1	11	9	2	81.8	18.2
Vratsa	10	7	3	70.0	30.0	10	8	2	80.0	20.0
Gabrovo	4	2	2	50.0	50.0	4	3	1	75.0	25.0
Dobrich	8	6	2	75.0	25.0	8	6	2	75.0	25.0
Kardzhali	7	7	0	100.0	0.0	7	5	2	71.4	28.6
Kyustendil	9	8	1	88.9	11.1	9	8	1	88.9	11.1
Lovech	8	5	3	62.5	37.5	8	6	2	75.0	25.0
Montana	11	8	3	72.7	27.3	11	9	2	81.8	18.2
Pazardzhik	12	11	1	91.7	8.3	12	10	2	83.3	16.7
Pernik	6	5	1	83.3	16.7	6	5	1	83.3	16.7
Pleven	11	9	2	81.8	18.2	11	9	2	81.8	18.2
Plovdiv	18	15	3	83.3	16.7	18	16	2	88.9	11.1
Razgrad	7	7	0	100.0	0.0	7	7	0	100.0	0.0
Ruse	8	8	0	100.0	0.0	8	8	0	100.0	0.0
Silistra	7	6	1	85.7	14.3	7	5	2	71.4	28.6
Sliven	4	4	0	100.0	0.0	4	2	2	50.0	50.0
Smolyan	10	10	0	100.0	0.0	10	10	0	100.0	0.0
Sofia	22	20	2	90.9	9.1	22	20	2	90.9	9.1
Sofia (stolitsa)	1	0	1	0.0	100.0	1	1	0	100.0	0.0
Stara Zagora	11	10	1	90.9	9.1	11	10	1	90.9	9.1
Targovishte	5	5	0	100.0	0.0	5	5	0	100.0	0.0
Haskovo	10	7	3	70.0	30.0	11	8	3	72.7	27.3
Shumen	11	8	3	72.7	27.3	10	8	2	80.0	20.0
Yambol	5	5	0	100.0	0.0	5	5	0	100.0	0.0

8. Elected mayors of quarters by sex as of 27.10.2019 and 29.10.2023

Administrative/ territorial unit	2019					2023				
	Numbers			Share - %		Numbers			Share - %	
	Total	Males	Females	Males	Females	Total	Males	Females	Males	Females
Total	35	29	6	82.9	17.1	35	30	5	85.7	14.3
City of Varna	5	4	1	80.0	20.0	5	5	0	100.0	0.0
City of Plovdiv	6	6	0	100.0	0.0	6	4	2	66.7	33.3
Stolichna municipality (capital city)	24	19	5	79.2	20.8	24	21	3	87.5	12.5

9. Elected mayors of mayoralities by sex and by district as of 27.10.2019 and 29.10.2023

District	2019					2023				
	Numbers			Share - %		Numbers			Share - %	
	Total	Males	Females	Males	Females	Total	Males	Females	Males	Females
Total	2237	1766	471	78.9	21.1	3026	2188	838	72.3	27.7
Blagoevgrad	128	108	20	84.4	15.6	159	138	21	86.8	13.2
Burgas	125	107	18	85.6	14.4	158	121	37	76.6	23.4
Varna	74	58	16	78.4	21.6	113	70	43	61.9	38.1
Veliko Tarnovo	84	63	21	75.0	25.0	107	79	28	73.8	26.2
Vidin	33	24	9	72.7	27.3	56	35	21	62.5	37.5
Vratsa	71	56	15	78.9	21.1	100	68	32	68.0	32.0
Gabrovo	22	18	4	81.8	18.2	38	25	13	65.8	34.2
Dobrich	78	58	20	74.4	25.6	125	89	36	71.2	28.8
Kardzhali	247	187	60	75.7	24.3	368	283	85	76.9	23.1
Kyustendil	41	28	13	68.3	31.7	63	36	27	57.1	42.9
Lovech	50	31	19	62.0	38.0	71	38	33	53.5	46.5
Montana	54	41	13	75.9	24.1	78	56	22	71.8	28.2
Pazardzhik	90	75	15	83.3	16.7	99	83	16	83.8	16.2
Pernik	26	19	7	73.1	26.9	37	25	12	67.6	32.4
Pleven	95	79	16	83.2	16.8	105	77	28	73.3	26.7
Plovdiv	144	112	32	77.8	22.2	157	118	39	75.2	24.8
Razgrad	85	70	15	82.4	17.6	92	69	23	75.0	25.0
Ruse	58	40	18	69.0	31.0	65	40	25	61.5	38.5
Silistra	73	63	10	86.3	13.7	81	64	17	79.0	21.0
Sliven	66	54	12	81.8	18.2	90	63	27	70.0	30.0
Smolyan	52	43	9	82.7	17.3	98	65	33	66.3	33.7
Sofia	79	65	14	82.3	17.7	116	76	40	65.5	34.5
Sofia (stolitsa)	33	20	13	60.6	39.4	32	23	9	71.9	28.1
Stara Zagora	89	74	15	83.1	16.9	124	87	37	70.2	29.8
Targovishte	84	72	12	85.7	14.3	126	103	23	81.7	18.3
Haskovo	101	79	22	78.2	21.8	168	115	53	68.5	31.5
Shumen	113	91	22	80.5	19.5	127	99	28	78.0	22.0
Yambol	42	31	11	73.8	26.2	73	43	30	58.9	41.1

Figure 6.6. Share of men elected to the position of 'mayor of a municipality/quarter/mayoralty' in 2023

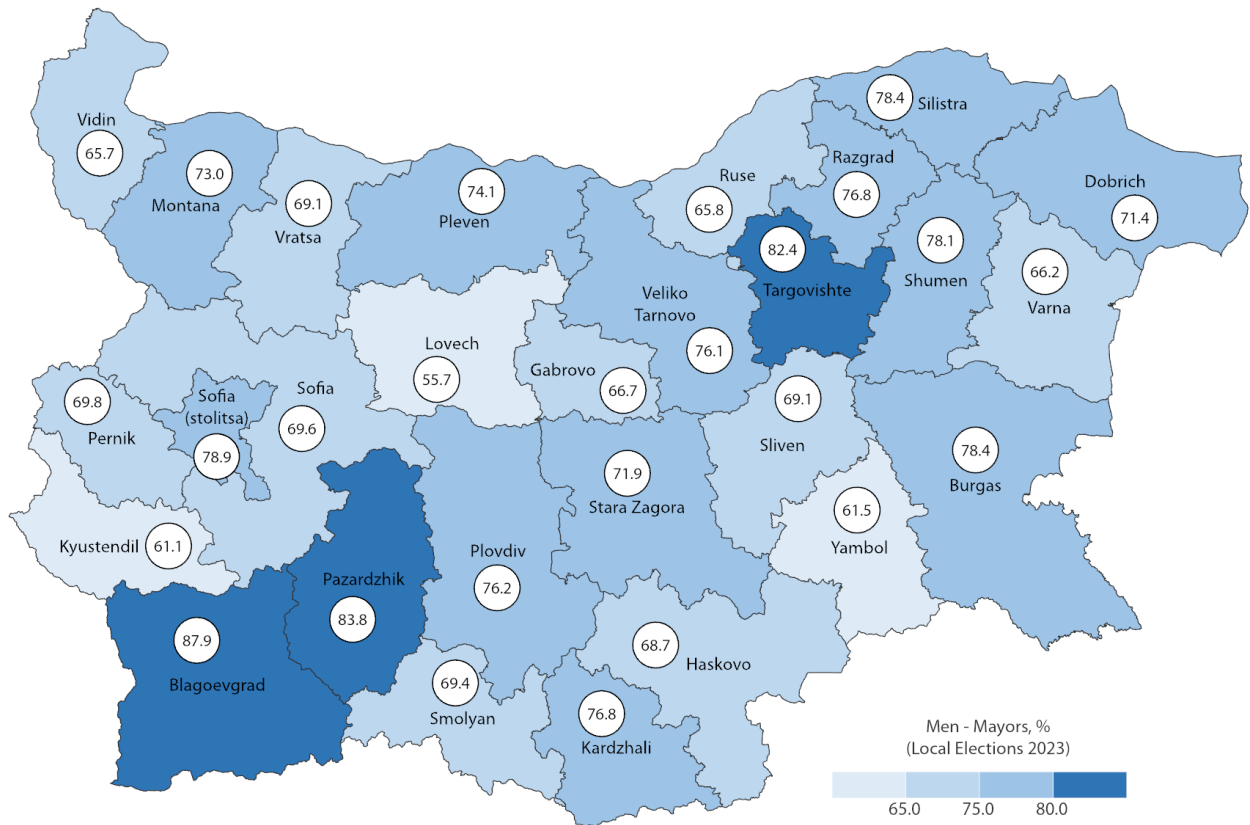
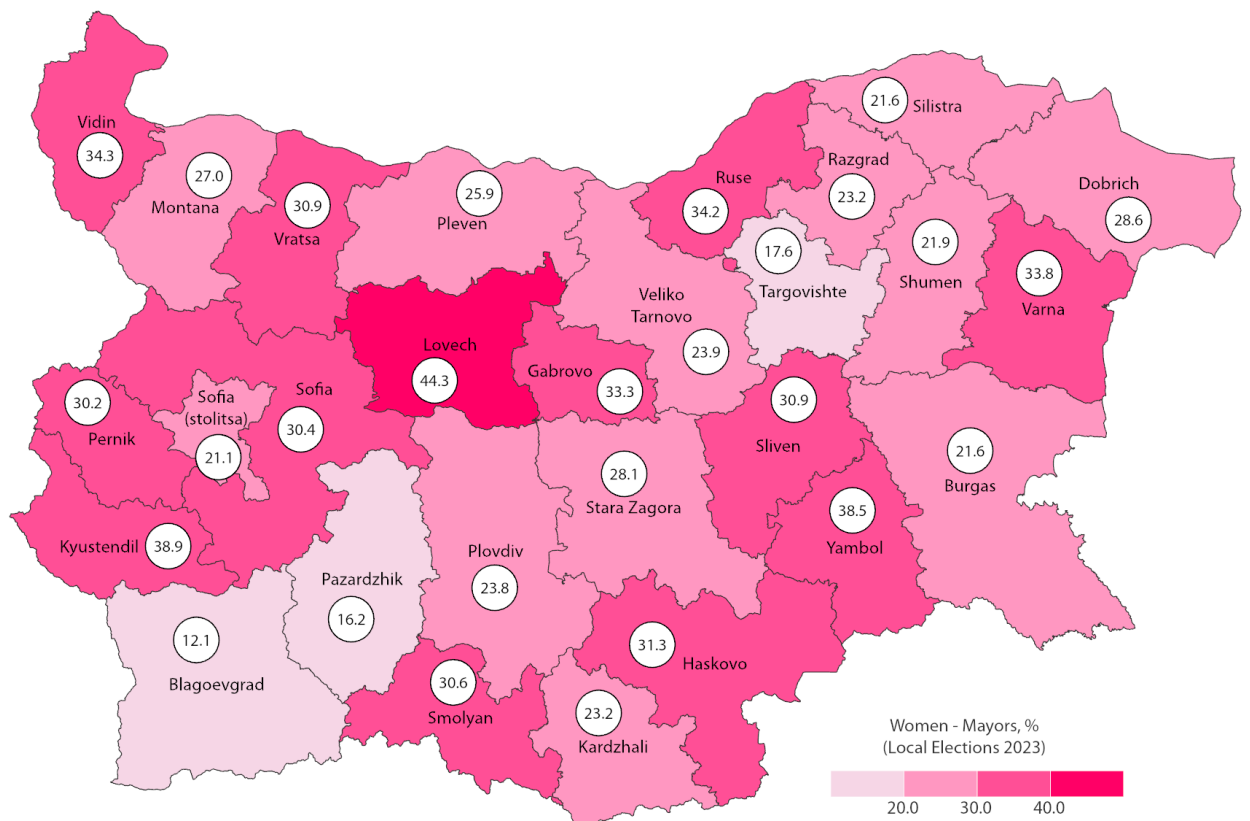


Figure 6.7. Share of women elected to the position of 'mayor of a municipality/quarter/mayoralty' in 2023



6.2. Gender Pay Gap

Structure of Earnings Survey³⁴

10. Average gross monthly earnings and gender pay gap³⁵ by sex and occupations in 2022

Occupations (NCOD-2011 classes)	BGN			EUR			Percentage
	Total	Males	Females	Total	Males	Females	Gender Pay Gap
Total, incl.:	1631	1756	1512	834	898	773	13.9
Managers	3491	3849	3037	1785	1968	1553	21.1
Professionals	2518	3150	2177	1287	1611	1113	30.9
Technicians and associate professionals	1791	1952	1639	916	998	838	16.0
Clerical support workers	1239	1346	1193	633	688	610	11.4
Service and sales workers	934	961	920	478	491	470	4.3
Craft and related trades workers	1307	1375	1110	668	703	568	19.3
Plant and machine operators, and assemblers	1205	1226	1138	616	627	582	7.2
Elementary occupations	891	914	861	456	467	440	5.8

11. Average gross monthly earnings and gender pay gap by sex and education in 2022

Education	BGN			EUR			Percentage
	Total	Males	Females	Total	Males	Females	Gender Pay Gap
Total	1631	1756	1512	834	898	773	13.9
Primary or lower	932	973	891	477	497	456	8.4
Lower secondary	952	1000	894	487	511	457	10.6
Upper secondary	1189	1285	1071	608	657	548	16.7
Higher degree - 'professional bachelor'	1597	1720	1530	817	879	782	11.0
Higher degree - 'bachelor', 'master'	2398	2907	2065	1226	1486	1056	29.0
Higher degree - 'doctor'	2915	3043	2811	1490	1556	1437	7.6

12. Average gross monthly earnings and gender pay gap by sex and age groups in 2022

Age (in completed years)	BGN			EUR			Percentage
	Total	Males	Females	Total	Males	Females	Gender Pay Gap
Total	1631	1756	1512	834	898	773	13.9
Under 20	808	845	763	413	432	390	9.7
20 - 29	1544	1647	1421	789	842	727	13.7
30 - 39	1878	2087	1643	960	1067	840	21.3
40 - 49	1709	1860	1579	874	951	807	15.1
50 - 59	1580	1675	1503	808	856	768	10.3
60 and over	1337	1351	1323	684	691	676	2.1

³⁴ Coverage: Enterprises with one or more employees; NACE Rev. 2 sections B - S, including section O; all employees with earnings during October for the reference year.

³⁵ Gender Pay Gap represents the difference between the average gross monthly earnings of male paid employees and of female paid employees as a percentage of average gross monthly earnings of male paid employees.

Figure 6.8. Gender pay gap by occupation in 2018 and 2022, in %

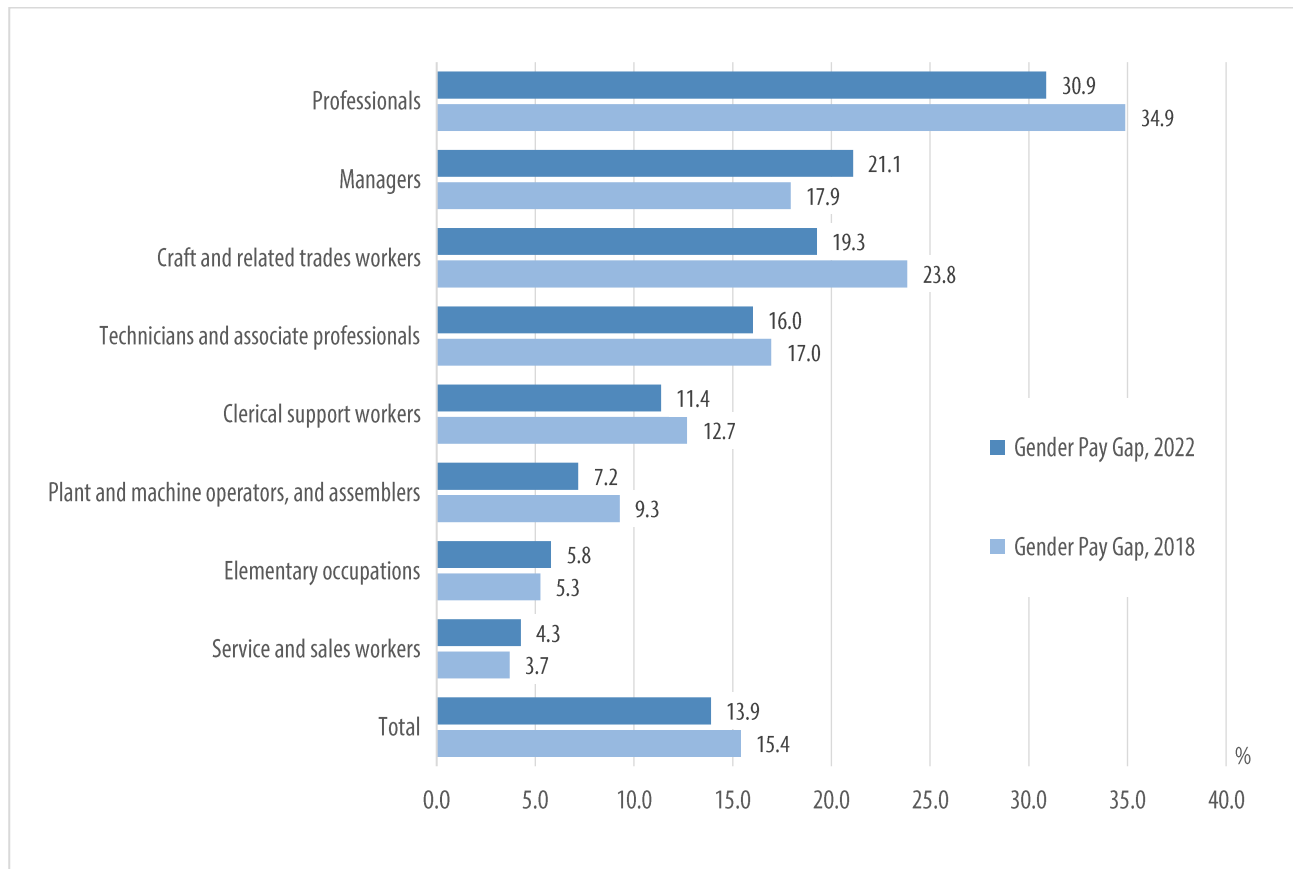
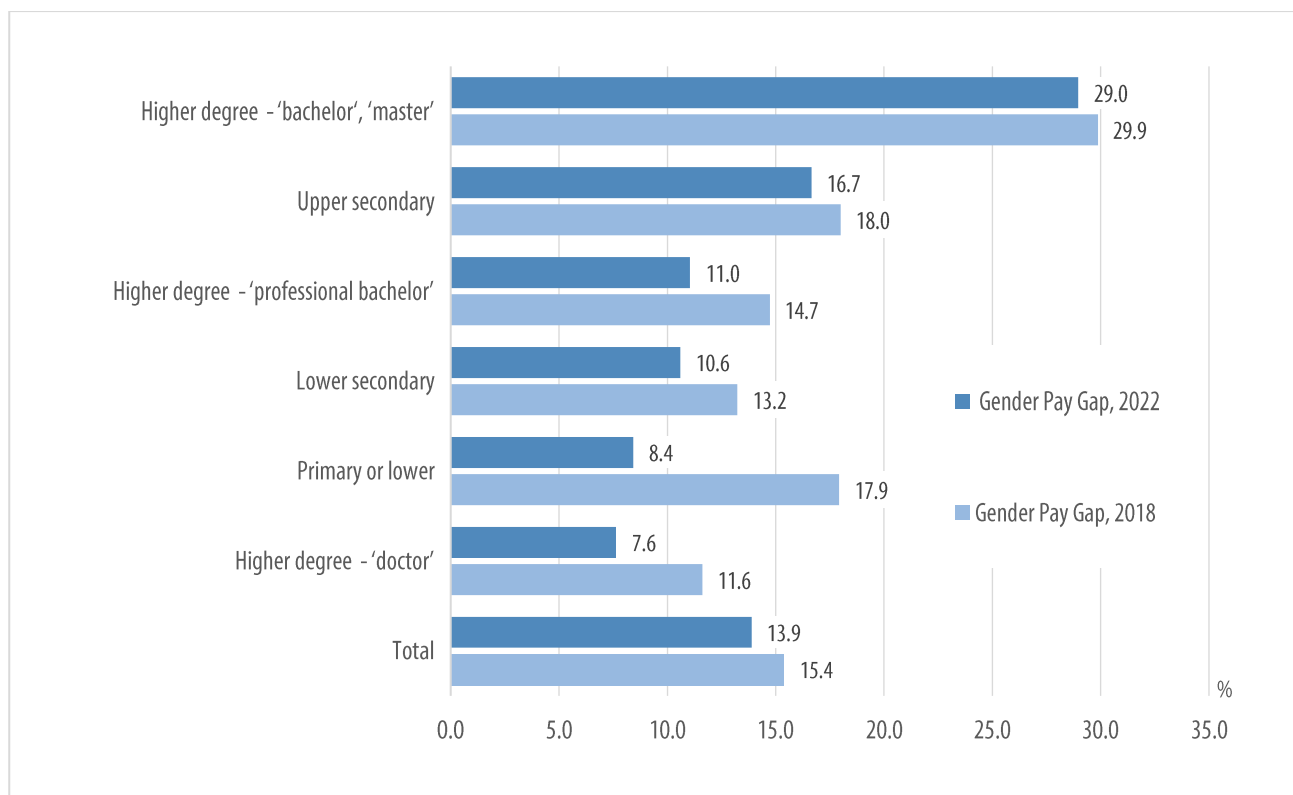


Figure 6.9. Gender pay gap by education in 2018 and 2022, in %



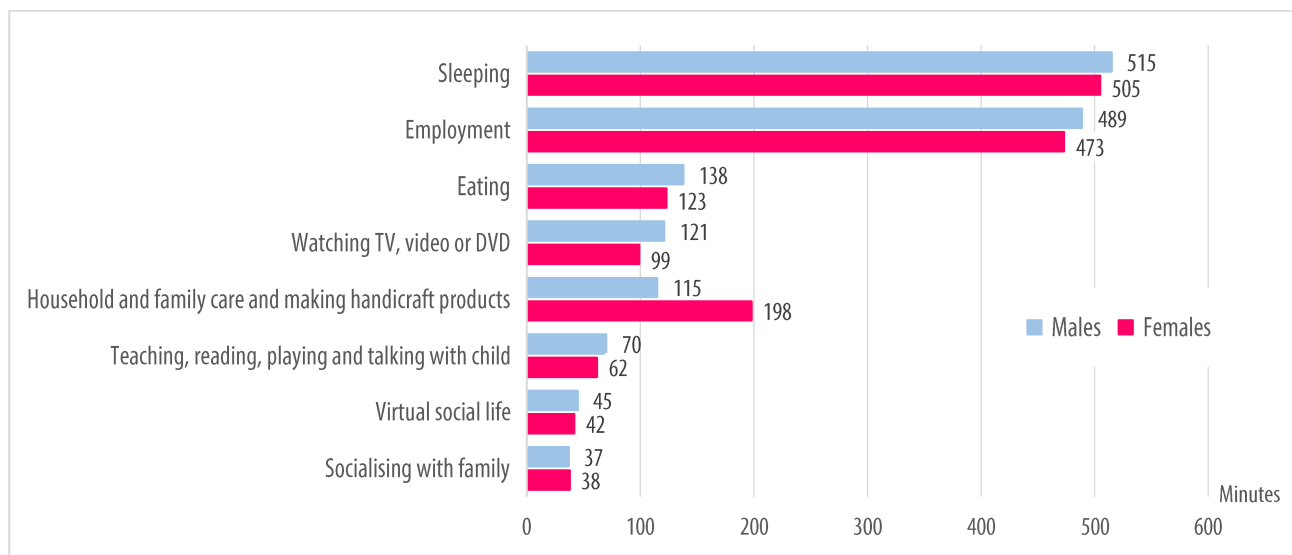
6.3. Time use

13. Time spent on main activities³⁶ from employed persons by sex and time use gap, average per person participating in the activity, in the period 2022 - 2023

(Time spent - hh:mm/per day)

Activities (within a 24-hour period)	Employed persons			
	Total	Males	Females	Time use gap ³⁷
Sleeping	8:31	8:35	8:25	-00:10
Eating	2:11	2:18	2:03	-00:15
Employment	8:01	8:09	7:53	-00:16
Household and family care and making handicraft products	2:38	1:55	3:18	01:23
Teaching, reading, playing and talking with child	1:06	1:10	1:02	-00:08
Socialising with family	0:37	0:37	0:38	00:01
Virtual social life ³⁸	0:44	0:45	0:42	-00:03
Watching TV, video or DVD	1:51	2:01	1:39	-00:22

Figure 6.10. Time spent on main activities by sex, average per person participating in the activity, for the period 2022 - 2023



6.4. Culture

14. Heads of cultural establishments³⁹ by sex as of 31.12.2024

Establishment type	Heads of the organisations				
	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	416	234	182	56.2	43.8
Libraries (with collections above 200 thousand units)	49	6	43	12.2	87.8
Cinemas	108	89	19	82.4	17.6
Theatres	81	50	31	61.7	38.3
Museums	178	89	89	50.0	50.0

³⁶ Time use survey, NSI; Eurostat: tus_20profstat.

³⁷ Time use gap - the positive value shows that women spent more time than men in the respective activity and the negative value - vice versa.

³⁸ Virtual social life includes: audio and video conversation, communication by text messaging (SMS, instant messages, email, etc.) and time spent on social media.

³⁹ The data cover only the highest position level 'Head' in each observation unit.

6.5. Sports

15. Bulgarian athletes at the Summer Olympic Games by sex for the period 1896 - 2024⁴⁰

Summer Olympic games	Bulgarian athletes (participants)				
	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	1911	1351	560	70.7	29.3
I 'Athens 1896'	1	1	0	100.0	0.0
VIII 'Paris 1924'	24	24	0	100.0	0.0
IX 'Amsterdam 1928'	5	5	0	100.0	0.0
XI 'Berlin 1936'	23	23	0	100.0	0.0
XV 'Helsinki 1952'	63	54	9	85.7	14.3
XVI 'Melbourne 1956'	47	44	3	93.6	6.4
XVII 'Rome 1960'	96	87	9	90.6	9.4
XVIII 'Tokyo 1964'	63	56	7	88.9	11.1
XIX 'Mexico 1968'	112	102	10	91.1	8.9
XX 'Munich 1972'	129	105	24	81.4	18.6
XXI 'Montreal 1976'	154	104	50	67.5	32.5
XXII 'Moscow 1980'	278	189	89	68.0	32.0
XXIV 'Seoul 1988'	182	128	54	70.3	29.7
XXV 'Barcelona 1992'	149	111	38	74.5	25.5
XXVI 'Atlanta 1996'	114	82	32	71.9	28.1
XXVII 'Sydney 2000'	101	58	43	57.4	42.6
XXVIII 'Athens 2004'	98	50	48	51.0	49.0
XXIX 'Beijing 2008'	70	27	43	38.6	61.4
XXX 'London 2012'	63	37	26	58.7	41.3
XXXI 'Rio de Janeiro 2016'	51	29	22	56.9	43.1
XXXII 'Tokyo 2020'	42	14	28	33.3	66.7
XXXIII 'Paris 2024'	46	21	25	45.7	54.3

⁴⁰ Source: NSI, based on data from Bulgarian Olympic Committee.

16. Bulgarian medal winners at the Summer Olympic Games by sex for the period 1952 - 2024⁴¹

Summer Olympic games	Bulgarian athletes (participants) earned a medal				
	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	341	208	133	61.0	39.0
XV 'Helsinki 1952'	1	1	0	100.0	0.0
XVI 'Melbourne 1956'	18	18	0	100.0	0.0
XVII 'Rome 1960'	7	7	0	100.0	0.0
XVIII 'Tokyo 1964'	10	10	0	100.0	0.0
XIX 'Mexico 1968'	26	26	0	100.0	0.0
XX 'Munich 1972'	20	16	4	80.0	20.0
XXI 'Montreal 1976'	39	14	25	35.9	64.1
XXII 'Moscow 1980'	88	50	38	56.8	43.2
XXIV 'Seoul 1988'	37	19	18	51.4	48.6
XXV 'Barcelona 1992'	16	11	5	68.8	31.3
XXVI 'Atlanta 1996'	21	12	9	57.1	42.9
XXVII 'Sydney 2000'	11	8	3	72.7	27.3
XXVIII 'Athens 2004'	15	7	8	46.7	53.3
XXIX 'Beijing 2008'	5	3	2	60.0	40.0
XXX 'London 2012'	3	1	2	33.3	66.7
XXXI 'Rio de Janeiro 2016'	7	0	7	0.0	100.0
XXXII 'Tokyo 2020'	9	0	9	0.0	100.0
XXXIII 'Paris 2024'	8	5	3	62.5	37.5

17. Bulgarian medal winners at the Summer Youth Olympic Games by sex for the period 2010 - 2024

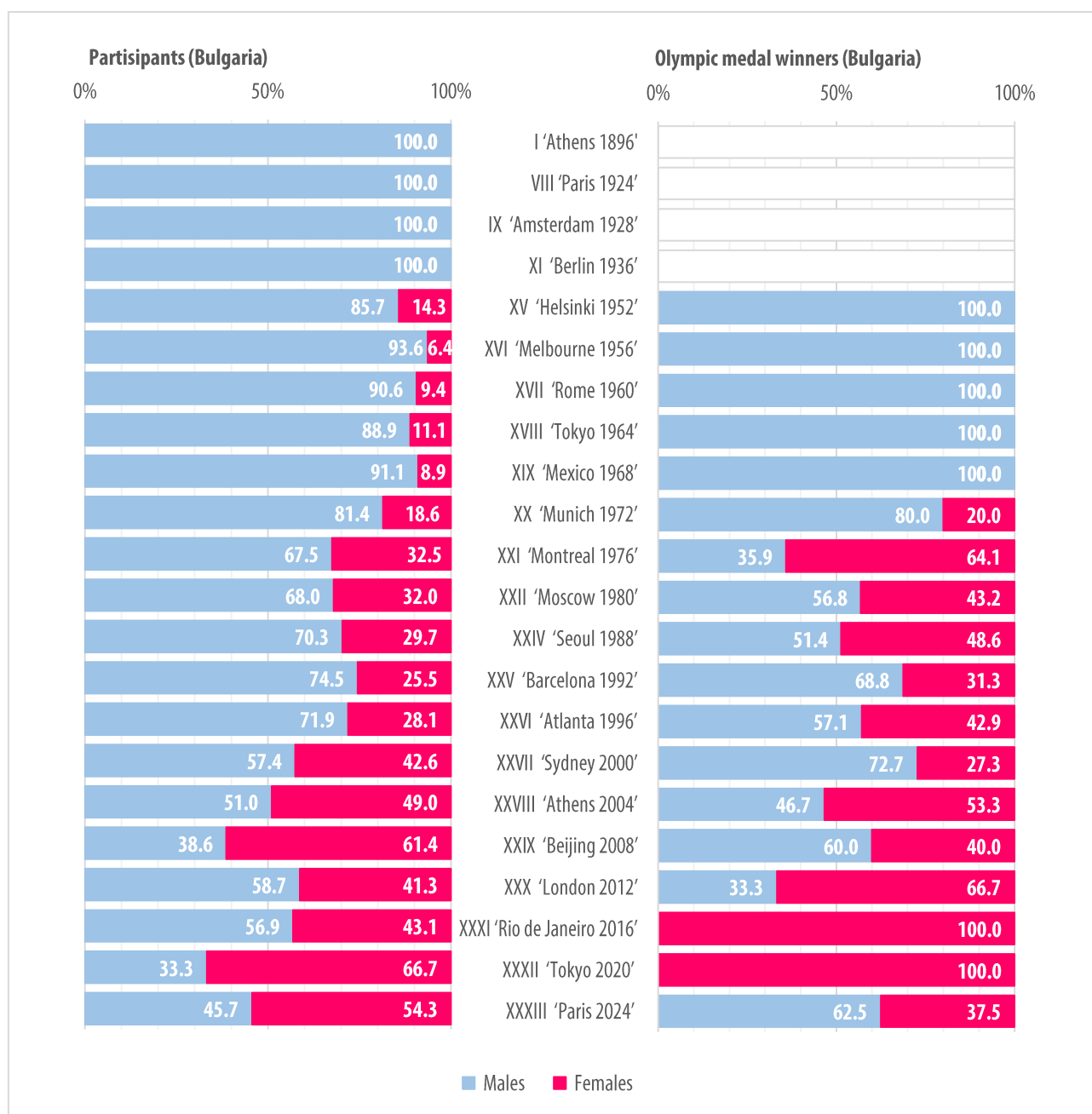
Youth Olympic Games (summer)	Bulgarian athletes (participants) earned a medal				
	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	24	12	12	50.0	50.0
I 'Singapore 2010'	3	2	1	66.7	33.3
II 'Nanjing 2014'	11	4	7	36.4	63.6
III 'Buenos Aires 2018'	10	6	4	60.0	40.0

18. Heads of sports clubs, federations and associations by sex as of 31.12.2024⁴²

Organisation type	Heads of the organisations				
	Numbers			Share - %	
	Total	Males	Females	Males	Females
Total	5271	4257	1014	80.8	19.2
Registered sport clubs	5006	4045	961	80.8	19.2
Licensed sport federations	109	92	17	84.4	15.6
Registered tourist societies (associations)	156	120	36	76.9	23.1

⁴¹ Source: NSI, based on data from Bulgarian Olympic Committee.

⁴² Source: Register of the sport organisations, Ministry of Youth and Sports. The data cover only the highest position level 'Head' in each observation unit.

Figure 6.11. Share of men and women participants and Olympic medal winners at the Summer Olympic Games⁴³

⁴³ Source: NSI, based on data from Bulgarian Olympic Committee. At the Summer Olympic Games in 1896, 1924, 1928 and 1936, Bulgarian athletes did not win any medals.

Annex

List of organisational units covered by the study⁴⁴

I. Institutions of the legislative power

1. National Assembly of the Republic of Bulgaria and its Administration
2. European Parliament

II. Institutions of the executive power

1. Central Administration of the executive power

1.1. Ministries and administration of the Council of Ministers:

- Council of Ministers Administration
- Ministry of Foreign Affairs
- Ministry of Interior
- Ministry of Electronic Governance
- Ministry of Energy
- Ministry of Health
- Ministry of Agriculture and Food
- Ministry of Economy and Industry
- Ministry of Innovation and Growth
- Ministry of Culture
- Ministry of Youth and Sports
- Ministry of Education and Science
- Ministry of Environment and Water
- Ministry of Defence
- Ministry of Justice
- Ministry of Regional Development and Public Works
- Ministry of Transport and Communications
- Ministry of Labour and Social Policy
- Ministry of Tourism
- Ministry of Finance

1.2. State agencies:

- Archives State Agency
- State Agency Road Safety
- State Reserve and Wartime Stocks State Agency
- State Agency National Security
- State Intelligence Agency
- State Agency Technical Operations
- State Agency for Refugees
- State Agency for Child Protection
- State Agency for Metrological and Technical Surveillance
- National Statistical Institute

⁴⁴Includes institutions existing as of December 31, 2024, with their current names and status.

1.3. State commissions:

- State Commission on Information Security
- Commodity Exchanges and Wholesale Markets State Commission
- Energy and Water Regulatory Commission
- Commission for Consumer Protection
- National Council on Prices and Reimbursement of Medicinal Products

1.4. Executive agencies:

- Social Assistance Agency
- Sustainable Energy Development Agency
- Agency for People with Disabilities
- Registry Agency
- Geodesy, Cartography and Cadastre Agency
- National Employment Agency
- Public Procurement Agency
- Invest Bulgaria Agency
- Executive Agency 'Road Transport Administration'
- Agency Hail Suppression
- Executive Agency 'Bulgarian Accreditation Service'
- Executive Agency 'Military clubs'
- Executive Agency General Labour Inspectorate
- Executive Agency 'Railway Administration'
- Executive Agency 'Medical Supervision'
- Executive Agency 'Maritime Administration'
- Bulgarian National Film Center
- Executive Agency Audit of European Union Funds
- Executive Agency 'Exploration and Maintenance of the Danube River'
- Executive Agency 'Certification Audit of European Agriculture Funds'
- Bulgarian Small and Medium Enterprises Promotion Agency
- Executive Forest Agency
- Bulgarian Drug Agency
- Executive Agency on Vine and Wine
- Executive Environment Agency
- Executive Agency for Fisheries and Aquaculture
- Executive Agency for Selection and Reproduction in Animal Breeding
- Executive Agency of Variety Testing, Field Inspection and Seed Control
- Executive Agency 'Programme Education'
- National Institute for Conciliation and Arbitration

1.5. Administrative structures established by law:

- National Customs Agency
- Road Infrastructure Agency
- Public Financial Inspection Agency
- Agency for Quality of Social Services
- Public Enterprises and Control Agency
- Nuclear Regulatory Agency
- Bulgarian Food Safety Agency

- Bulgarian Institute of Metrology
- Bureau for Protection of Endangered Persons
- Directorate General Civil Aviation Administration
- General Directorate 'Execution of Punishment'
- General Directorate 'Protection'
- Diplomatic Institute under the Minister of Foreign Affairs
- Directorate for National Construction Control
- State Fund Agriculture
- Institute of Public Administration
- Commission on Protection of Competition
- Commission for Personal Data Protection
- Commission for Protection against Discrimination
- Commission for Illegal Assets Forfeiture
- Commission for Anti-Corruption
- Commission for Public Oversight of Statutory Auditors
- The Committee for Disclosing the Documents and Announcing Affiliation of Bulgarian Citizens to the State Security and Intelligence Services of the Bulgarian National Army
- Communications Regulation Commission
- Financial Supervision Commission
- National Education Inspectorate
- National Institute for Immovable Cultural Heritage
- National Social Security Institute
- National Culture Fund
- National Evaluation and Accreditation Agency
- National Revenue Agency
- National Agency for Vocational Education and Training
- National Health Insurance Fund
- National Commission for Combating Trafficking in Human Beings
- National Service for Protection
- National Agricultural Advisory Service
- National Office for Legal Assistance
- National Special Intelligence Devices Control Bureau
- Patent Office of Republic of Bulgaria
- Military Police Service
- Council for Electronic Media
- National Science Fund
- Social Protection Fund
- Working Conditions Fund
- Central Electoral Commission
- Central Commission for Combating Juvenile Delinquency
- Risk Assessment Center on Food Chain

1.6. Administrative structures established by a DCoM (Art. 60 of the Administration Act):

- Anti-Doping Centre
- State Institute for Culture
- Bulgarian Defence Institute 'Professor Tsvetan Lazarov'
- Information Centre of the Ministry of Defence
- National Board for Aircraft, Maritime and Railway Accident Investigation

- National Museum of Military History
- National Dormitory
- National Centre for Information and Documentation
- Center for Assisted Reproduction
- Association for the Promotion of Agricultural Cooperation Between China and the Central and Eastern European Countries
- Center for Educational Integration of Children and Students from Ethnic Minorities
- Human Resources Development Centre
- Center for Human Resource Development and Regional Initiatives
- Center of Industry of the Republic of Bulgaria in Moscow

2. Territorial Administration of the executive power

2.1. Regional administrations

2.2. Local administrations (municipal administrations and mayoralities)

2.3. Local government bodies (municipal councils)

2.4. Specialized territorial administrations established as legal entities by legislative act:

- Basin Directorates
- Forest seed control stations
- National Park Directorates
- Directorate of Natural Parks
- Forestry protection stations
- Regional Departments of Agriculture
- Regional Forest Directorates
- Regional Health Inspectorates
- Regional Inspectorate of Environment and Water
- Regional Education Management
- Regional Statistical Offices

III. Judicial institutions

1. Supreme Judicial Council
2. Inspectorate to the Supreme Judicial Council
3. National Institute of Justice
4. Prosecutor's office
5. Appellate Courts
6. Administrative Courts
7. Military Courts
8. Regional Courts
9. District Courts

IV. Other Public Authorities

1. Higher schools and scientific organisations
 - 1.1. Higher education institutions (universities, specialized higher schools, colleges)
 - 1.2. Bulgarian Academy of Sciences
 - 1.3. National Center for Infectious and Parasitic Diseases
 - 1.4. National Center of Radiobiology and Radiation Protection
 - 1.5. National Center of Public Health and Analyses

- 1.6. National Institute of Meteorology and Hydrology
- 1.5. Agricultural academy
- 2. State and public organisations
 - 2.1. Other institutions and organisations:
 - Bulgarian National Bank
 - Bulgarian Development Bank
 - Bulgarian Red Cross
 - Constitutional Court
 - Ombudsman of the Republic of Bulgaria
 - President of the Republic of Bulgaria
 - Bulgarian National Audit Office
 - Bulgarian Olympic Committee
 - 2.2. Public media:
 - Bulgarian National Television
 - Bulgarian News Agency
 - Bulgarian National Radio
- 3. Public enterprises (with majority state ownership)
 - 3.1. State-owned enterprises
 - 3.2. Trading companies

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