

Volumen 6 - Número Especial - Julio/Septiembre 2019

REVISTA INCLUSIONES

REVISTA DE HUMANIDADES
Y CIENCIAS SOCIALES

Homenaje a

Lancelot Cowie

MIEMBRO DE HONOR COMITÉ INTERNACIONAL

REVISTA INCLUSIONES

CUADERNOS DE SOFÍA
EDITORIAL

CUERPO DIRECTIVO

Directores

Dr. Juan Guillermo Mansilla Sepúlveda

Universidad Católica de Temuco, Chile

Dr. Francisco Ganga Contreras

Universidad de Los Lagos, Chile

Subdirectores

Mg © Carolina Cabezas Cáceres

Universidad de Las Américas, Chile

Dr. Andrea Mutolo

Universidad Autónoma de la Ciudad de México, México

Editor

Drdo. Juan Guillermo Estay Sepúlveda

Editorial Cuadernos de Sofía, Chile

Editor Científico

Dr. Luiz Alberto David Araujo

Pontificia Universidade Católica de Sao Paulo, Brasil

Editor Brasil

Drdo. Maicon Herverton Lino Ferreira da Silva

Universidade da Pernambuco, Brasil

Editor Ruropa del Este

Dr. Alekzandar Ivanov Katrandhiev

Universidad Suroeste "Neofit Rilski", Bulgaria

Cuerpo Asistente

Traductora: Inglés

Lic. Pauline Corthorn Escudero

Editorial Cuadernos de Sofía, Chile

Traductora: Portugués

Lic. Elaine Cristina Pereira Menegón

Editorial Cuadernos de Sofía, Chile

Portada

Sr. Felipe Maximiliano Estay Guerrero

Editorial Cuadernos de Sofía, Chile

COMITÉ EDITORIAL

Dra. Carolina Aroca Toloza

Universidad de Chile, Chile

Dr. Jaime Bassa Mercado

Universidad de Valparaíso, Chile

Dra. Heloísa Bellotto

Universidad de Sao Paulo, Brasil

Dra. Nidia Burgos

Universidad Nacional del Sur, Argentina

Mg. María Eugenia Campos

Universidad Nacional Autónoma de México, México

Dr. Francisco José Francisco Carrera

Universidad de Valladolid, España

Mg. Keri González

Universidad Autónoma de la Ciudad de México, México

Dr. Pablo Guadarrama González

Universidad Central de Las Villas, Cuba

Mg. Amelia Herrera Lavanchy

Universidad de La Serena, Chile

Mg. Cecilia Jofré Muñoz

Universidad San Sebastián, Chile

Mg. Mario Lagomarsino Montoya

Universidad Adventista de Chile, Chile

Dr. Claudio Llanos Reyes

Pontificia Universidad Católica de Valparaíso, Chile

Dr. Werner Mackenbach

Universidad de Potsdam, Alemania

Universidad de Costa Rica, Costa Rica

Mg. Rocío del Pilar Martínez Marín

Universidad de Santander, Colombia

Ph. D. Natalia Milanesio

Universidad de Houston, Estados Unidos

Dra. Patricia Virginia Moggia Münchmeyer

Pontificia Universidad Católica de Valparaíso, Chile

Ph. D. Maritza Montero

Universidad Central de Venezuela, Venezuela

Dra. Eleonora Pencheva

Universidad Suroeste Neofit Rilski, Bulgaria

Dra. Rosa María Regueiro Ferreira

Universidad de La Coruña, España

Mg. David Ruete Zúñiga

Universidad Nacional Andrés Bello, Chile

Dr. Andrés Saavedra Barahona

Universidad San Clemente de Ojrid de Sofía, Bulgaria

Dr. Efraín Sánchez Cabra
Academia Colombiana de Historia, Colombia

Dra. Mirka Seitz
Universidad del Salvador, Argentina

Ph. D. Stefan Todorov Kapralov
South West University, Bulgaria

COMITÉ CIENTÍFICO INTERNACIONAL

Comité Científico Internacional de Honor

Dr. Adolfo A. Abadía
Universidad ICESI, Colombia

Dr. Carlos Antonio Aguirre Rojas
Universidad Nacional Autónoma de México, México

Dr. Martino Contu
Universidad de Sassari, Italia

Dr. Luiz Alberto David Araujo
Pontificia Universidad Católica de Sao Paulo, Brasil

Dra. Patricia Brogna
Universidad Nacional Autónoma de México, México

Dr. Horacio Capel Sáez
Universidad de Barcelona, España

Dr. Javier Carreón Guillén
Universidad Nacional Autónoma de México, México

Dr. Lancelot Cowie
Universidad West Indies, Trinidad y Tobago

Dra. Isabel Cruz Ovalle de Amenabar
Universidad de Los Andes, Chile

Dr. Rodolfo Cruz Vadillo
Universidad Popular Autónoma del Estado de Puebla, México

Dr. Adolfo Omar Cueto
Universidad Nacional de Cuyo, Argentina

Dr. Miguel Ángel de Marco
Universidad de Buenos Aires, Argentina

Dra. Emma de Ramón Acevedo
Universidad de Chile, Chile

Dr. Gerardo Echeita Sarrionandia
Universidad Autónoma de Madrid, España

Dr. Antonio Hermosa Andújar
Universidad de Sevilla, España

Dra. Patricia Galeana
Universidad Nacional Autónoma de México, México

Dra. Manuela Garau
Centro Studi Sea, Italia

Dr. Carlo Ginzburg Ginzburg
Scuola Normale Superiore de Pisa, Italia
Universidad de California Los Ángeles, Estados Unidos

Dr. Francisco Luis Girardo Gutiérrez
Instituto Tecnológico Metropolitano, Colombia

José Manuel González Freire
Universidad de Colima, México

Dra. Antonia Heredia Herrera
Universidad Internacional de Andalucía, España

Dr. Eduardo Gomes Onofre
Universidade Estadual da Paraíba, Brasil

Dr. Miguel León-Portilla
Universidad Nacional Autónoma de México, México

Dr. Miguel Ángel Mateo Saura
Instituto de Estudios Albacetenses "Don Juan Manuel", España

Dr. Carlos Tulio da Silva Medeiros
Diálogos em MERCOSUR, Brasil

+ Dr. Álvaro Márquez-Fernández
Universidad del Zulia, Venezuela

Dr. Oscar Ortega Arango
Universidad Autónoma de Yucatán, México

Dr. Antonio-Carlos Pereira Menaut
Universidad Santiago de Compostela, España

Dr. José Sergio Puig Espinosa
Dilemas Contemporáneos, México

Dra. Francesca Randazzo
Universidad Nacional Autónoma de Honduras, Honduras

Dra. Yolando Ricardo

Universidad de La Habana, Cuba

Dr. Manuel Alves da Rocha

Universidade Católica de Angola Angola

Mg. Arnaldo Rodríguez Espinoza

Universidad Estatal a Distancia, Costa Rica

Dr. Miguel Rojas Mix

*Coordinador la Cumbre de Rectores Universidades
Estatales América Latina y el Caribe*

Dr. Luis Alberto Romero

CONICET / Universidad de Buenos Aires, Argentina

Dra. Maura de la Caridad Salabarría Roig

Dilemas Contemporáneos, México

Dr. Adalberto Santana Hernández

Universidad Nacional Autónoma de México, México

Dr. Juan Antonio Seda

Universidad de Buenos Aires, Argentina

Dr. Saulo Cesar Paulino e Silva

Universidad de Sao Paulo, Brasil

Dr. Miguel Ángel Verdugo Alonso

Universidad de Salamanca, España

Dr. Josep Vives Rego

Universidad de Barcelona, España

Dr. Eugenio Raúl Zaffaroni

Universidad de Buenos Aires, Argentina

Dra. Blanca Estela Zardel Jacobo

Universidad Nacional Autónoma de México, México

Comité Científico Internacional

Mg. Paola Aceituno

Universidad Tecnológica Metropolitana, Chile

Ph. D. María José Aguilar Idañez

Universidad Castilla-La Mancha, España

Dra. Elian Araujo

Universidad de Mackenzie, Brasil

Mg. Romyana Atanasova Popova

Universidad Suroeste Neofit Rilski, Bulgaria

Dra. Ana Bénard da Costa

Instituto Universitario de Lisboa, Portugal

Centro de Estudos Africanos, Portugal

Dra. Alina Bestard Revilla

*Universidad de Ciencias de la Cultura Física y el
Deporte, Cuba*

Dra. Noemí Brenta

Universidad de Buenos Aires, Argentina

Dra. Rosario Castro López

Universidad de Córdoba, España

Ph. D. Juan R. Coca

Universidad de Valladolid, España

Dr. Antonio Colomer Vialdel

Universidad Politécnica de Valencia, España

Dr. Christian Daniel Cwik

Universidad de Colonia, Alemania

Dr. Eric de Léséulec

INS HEA, Francia

Dr. Andrés Di Masso Tarditti

Universidad de Barcelona, España

Ph. D. Mauricio Dimant

Universidad Hebrea de Jerusalén, Israel

Dr. Jorge Enrique Elías Caro

Universidad de Magdalena, Colombia

Dra. Claudia Lorena Fonseca

Universidad Federal de Pelotas, Brasil

Dra. Ada Gallegos Ruiz Conejo

Universidad Nacional Mayor de San Marcos, Perú

Dra. Carmen González y González de Mesa

Universidad de Oviedo, España

Ph. D. Valentin Kitanov

Universidad Suroeste Neofit Rilski, Bulgaria

Mg. Luis Oporto Ordóñez

Universidad Mayor San Andrés, Bolivia

Dr. Patricio Quiroga

Universidad de Valparaíso, Chile

Dr. Gino Ríos Patio

Universidad de San Martín de Porres, Per

Dr. Carlos Manuel Rodríguez Arrechavaleta

Universidad Iberoamericana Ciudad de México, México

Dra. Vivian Romeu

Universidad Iberoamericana Ciudad de México, México

Dra. María Laura Salinas

Universidad Nacional del Nordeste, Argentina

Dr. Stefano Santasilia

Universidad della Calabria, Italia

Mg. Silvia Laura Vargas López

Universidad Autónoma del Estado de Morelos, México

Dra. Jaqueline Vassallo

Universidad Nacional de Córdoba, Argentina

Dr. Evandro Viera Ouriques

Universidad Federal de Río de Janeiro, Brasil

Dra. María Luisa Zagalaz Sánchez

Universidad de Jaén, España

Dra. Maja Zawierzeniec

Universidad Wszechnica Polska, Polonia

Editorial Cuadernos de Sofía

Santiago – Chile

Representante Legal

Juan Guillermo Estay Sepúlveda Editorial

Indización, Repositorios y Bases de Datos Académicas

Revista Inclusiones, se encuentra indizada en:





REX



UNIVERSITY OF SASKATCHEWAN



Universidad de Concepción



BIBLIOTECA UNIVERSIDAD DE CONCEPCIÓN

**GLOBAL DIGITAL WORKPLACE AS A POTENTIAL FOR BULGARIAN WOMAN TO ACHIEVE
BETTER WORK FAMILY BALANCE**

**EL PUESTO DE TRABAJO DIGITAL GLOBAL COMO POTENCIAL PARA LA MUJER
BÚLGARA PARA CONSEGUIR UN BALANCE MEJOR ENTRE TRABAJO Y FAMILIA**

Ph. D. Gabriela Yordanova

Institute for the Study of the Societies and Knowledge, Bulgaria
Bulgarian Academy of Sciences, Bulgaria
gyordanova@bas.bg

Fecha de Recepción: 11 de abril de 2019 – **Fecha Revisión:** 21 de abril de 2019

Fecha de Aceptación: 22 de mayo de 2019 – **Fecha de Publicación:** 15 de junio de 2019

Abstract

The author seeks to analyse a new form of economic employment - that of teleworking, digital/virtual working in Bulgaria, based on 61 completed online questionnaires, among women registered as "freelancers" in job portals. Article reveals strengths and weaknesses, explain the reasons for selection, duration of practice, structure of the activity as time and realized income. Material sought to reveal attitudes to this new form of employment, the qualities required to hold on its implementation and to analyse the opportunity for Bulgarian woman to achieve better work-family balance. The article reviews national statistical data (since the country's accession to the European Union in 2007) that is assumed to be a prerequisite for the occurrence of freelancing in Bulgaria.

Keywords

Teleworking – Freelancing – Work – Family

Resumen

En base a 61 encuestas realizadas mediante un cuestionario web entre mujeres registradas en portales de trabajo como "freelancers" (ocupadas como autónomas), el autor analiza esta nueva forma de ocupación económica en Bulgaria: la del trabajo a distancia, el trabajo virtual/digital, el teletrabajo. El artículo descubre las ventajas y las desventajas de este tipo de trabajo, explica los motivos de elección, duración del ejercicio, estructura de la actividad en cuanto a tiempo e ingresos realizados. El texto pretende revelar la actitud con respecto a esta nueva forma de ocupación así como las cualidades personales y profesionales que se requieren para su ejecución, y también analizar las posibilidades que se presentan para la mujer búlgara para conseguir un balance mejor entre trabajo y familia. Este artículo estudia datos estadísticos nacionales (desde la entrada del

Global digital workplace as a potential for bulgarian woman to achieve better work family balance pág. 249

país en la Unión Europea en el año 2007) que se consideran una condición previa para la aparición del trabajo autónomo en Bulgaria.

Palabras Claves

Teletrabajo – Freelancing – Trabajo autónomo – Familia

Para Citar este Artículo:

Yordanova, Gabriela. Global digital workplace as a potential for bulgarian woman to achieve better work family balance. Revista Inclusiones Vol: 6 num Esp (2019): 248-264.

Introduction

Some important prerequisite for freelancing in Bulgaria, as well as in other countries is the ICT sector developments.

The trend of introduction in new information technologies in Bulgaria is significant (according to National Statistical Institute (NSI)). For a ten-year period (2007-2017)¹ the share of households with Internet access at home has increased by 48 percentage points. In 2017, their share is 67.3%, compared with 2007 – 19.0%. Almost all of households (66.9% in 2017) use broadband access, i.e. have provided a fast and reliable connection. In 2017, 61.9% of the population in age group 16-74 years old uses the Internet every day or at least once a week at home, at work or any other place. This share is more than two times higher than the recorded in 2007 (28.4%).

The most active ICT users were young people aged between 16 and 24 years, as respectively 82.8% and 88.1% of them used a computer or the internet every day or at least once a week. With age increasing, the desire and need of the persons to be present in the global network decreases and only 16.3% of the individuals aged between 65 and 74 years surf regularly and 15.7% used a computer in their daily routine. Males were more active in regular computer and internet usage in comparison to females. 59.7% of men used a computer, and 63% used the internet while the respective relative shares of the women were 58.0% and 60.8%.

There were significant differences in the regular use of computers and internet by education – while 89.8% of those with tertiary education used a computer in their daily activities regularly and 90.2% surf the global network regularly, only 27.7% and 32.0% of the individuals with basic or lower education benefited from the opportunities that computers and internet provide. The employment situation also affected the activity of the individuals in the digital society. Computers were most often used by students (95.6%) and 97.8% of them surf regularly. Among employees and self-employed persons, the relative shares were respectively 76.3% and 79.6%.

In 2017, households with children used the global network more actively and 87.2% of them had internet access, compared to 62.0% of the households without children.

According to OpenSignal report² (June 2017) concerning: 4G Availability, Bulgaria is on the 35th place in the world (69.71%); the country is on 9th place with 34.07 Mbps on overall speed. More frequent use of the global network in Bulgaria recently is supposed to be examined among others as another possible meeting place between employers and employees. Other reasons why the Internet is seen as “rewarding employer” is the opportunity for higher wages (because Bulgaria is among the EU countries with the lowest wages – the average wage in 2017³ is BGN 1045 or EUR 534), and also the availability of free time, which offers digital employment.

¹ NSI, Main results of the survey on the information society in Households in 2017, NSI, Sofia, 2018, p.1-3, available at: http://www.nsi.bg/sites/default/files/files/pressreleases/ICT_hh2017_en_ZW9AP4W.pdf

² The State of LTE (June 2017) - Opensignal's latest analysis of global LTE performance, OpenSignal, 2017, available at: <https://www.opensignal.com/reports/2017/06/state-of-lte>

³ NSI, Average monthly wages and salaries of the employees under labour contract, NSI, Sofia, 2019, available at: http://www.nsi.bg/sites/default/files/files/data/timeseries/Labour_1.1.2.1_EN.xls

Main thesis

The main thesis of the article is that women with higher education which have realized their reproductive attitudes (e.g. with one or more children) are among the most common groups of the arena of virtual work in Bulgaria. The hypothesis is that the digital labour allows for a balance between work and family – something that women do not cease to strive for all lifelong.

Research methods

Several methods are used, when compiling this article, as follows:

- Desk research - concerning the development and distribution of digital work in Bulgaria on one hand, and on another - review of specialised literature worldwide related to the topic of study. A comparative analysis by EU level (28 countries) is given, where possible.
- Content analyse of “success stories” of Bulgarian women, who are working as freelancers, published on Bulgarian media websites. On this basis the tool of quantitative research is constructed.
- Web-based survey – a questionnaire is constructed using Google Docs tool published online in Bulgarian. The participants were contacted though e-mail.

Methodological framework (notes)

Respondents' recruitment was designed as follows: Women from Bulgaria, who have profiles in job portals⁴ for freelancers and social channels (in Facebook, on the pages of Bulgarian freelance community, Freelance Tips and Freelance). Each participant is asked to contact colleagues and friends known to telework. A total of 61 participants completed the survey in the period 24 May 2015 – 30 May 2015. The data from the research is analysed using SPSS software (version 21.0 (IBM, 2012).

Woman participation in labour market and work-life (main trends and characteristics within national contexts)

Socio-economic and demographic environment in Bulgaria for the years after 1989 is characterized by features typical to most countries in transition from a planned to a market economy - higher educational attainment and high employment rate of women, low birth rate, low attitudes toward marriage, postponement of parenthood and simultaneously the birth of a first child at a later fertile age.

The work-life balance is a social problem in today's increased demands of both works for economic efficiency and in terms of birth, upbringing and education of child-care. In achieving balance between all the social roles of modern man intervened numerous factors that affect individual choices. Patterns of balance between work and family life change during the life cycle of individuals, along with a set of requirements and resources. The greatest accumulation of challenges are in the stage of youth, when intertwined transitions from education to employment and parent to create an own family.

4 Job portals for freelancing: <https://www.upwork.com> <https://www.freelancer.com>; <http://www.guru.com>; <https://www.peopleperhour.com>; <https://www.fiverr.com>

Overall, the educational structure of the population in Bulgaria in the observed period (2007-2017) is improving following the clear trend of increase in the number and proportion of population with higher and secondary education compared to reducing the number and proportion of the population with primary or lower education. This statement applies with even greater force to women who increased their educational qualifications several times.

In response to the common European goals in strategy “Europe 2020”⁵, Bulgaria has as its starting point, the achievement of 36% tertiary educational attainment among 30-34 year olds in the EU leading goal of 40% (Table 1. Tertiary educational attainment by sex, age group 30-34 (in %)). Up to 2014 the Bulgarian women are met this condition.

Table 1. Tertiary educational attainment by sex, age group 30-34 (in %)

Sex	2007	2014	2017
Male	18,7%	23,1%	25,3%
Female	33,2%	39,0%	40,1%
Total	26,0%	30,7%	32,4%

Source: Eurostat, Tertiary educational attainment, age group 30-34 by sex and NUTS 1 regions (2007-2018), Eurostat, 2019, available at: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&plugin=1&language=en&pcode=tgs00105>

In 2017, the employment rate registered in Bulgaria is 71.3% (Table 2. Employment rates of population, age group 20-64, (in %)). The designated national target of Bulgaria in implementing the strategy “Europe 2020” in the portion employment is 76%⁶ or 4.7 points higher.

Table 2. Employment rates of population, age group 20-64, (in %)

Sex	2007	2014	2017
Male	73,40%	68,10%	75,30%
Female	63,50%	62,00%	67,30%
Total	68,40%	65,10%	71,30%

Source: NSI, Labour Force Survey 2018, Main Results, NSI, Sofia, 2019, p.1, available at: http://www.nsi.bg/sites/default/files/files/pressreleases/LFS2018_en_TN8WI1W.pdf

Concerning the employment by professional status, self-employed persons in Bulgaria in 2017 are 330,88 thousands. Among them, the women are 109,65. (Data for previous periods is available within Table 3. Employment and self-employment by sex and professional status (in thousands)). It is important to be mentioned, that the most of the freelancers in Bulgaria preferred not to be registered as self-employed, because of the need to pay insurance and taxes.

⁵ Natsionalna programa za razvitie: Bulgaria 2020.

⁶ Natsionalna programa za razvitie...

Table 3. Employment and self-employment by sex and professional status (in thousands)

YEAR/SEX/STATUS		European Union (28 countries)	Bulgaria
2017 - Total	Employed persons	221 992,4	3 073,38
	Self-employed persons	30 469,55	330,88
2017 - Females	Employed persons	102 448,3	1 434,85
	Self-employed persons	9 924,93	109,65
2014 - Total	Employed persons	208 954,10	2 916,40
	Self-employed persons	30 467,90	335,9
2014 - Females	Employed persons	96 289,70	1 379,60
	Self-employed persons	9 684,70	111,6
2007 - Total	Employed persons	210 687,70	3 180,90
	Self-employed persons	31 095,60	349,9
2007 - Females	Employed persons	94 179,70	1 495,80
	Self-employed persons	9 343,10	115,3

Source: Eurostat, Employment by sex, age and educational attainment level (1 000), (1998-2018), Eurostat, 2019, available at: <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>

Source: Eurostat, Self-employment by sex, age and educational attainment level (1 000), (1998-2018), Eurostat, 2019, available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfqs_esgaed&lang=en

According to NSI⁷, in 2010, work-life reconciliation statistics reveal that women are more likely to take care of children and elderly family members than men. 685,1 thousands women are taking care of their own or spouse's children (up to 14 years of age), as well as 240,1 – for adults (i.e. ill, disabled, very old or other persons aged 15 or over in need of care). For men the distribution is as follows: 578,0 and 197,6.

In 2017, the chronic lack of vacancies in the child care facilities⁸ covers average of 78.4% (compare with 2007/8 - 73.2% is higher) of children in pre-school age and very limited capacity of the public retirement homes⁹ (81 homes for the whole country, 95% occupied) puts additional pressure on working parents forcing them to combine full-time work with care for family members.

In 2017, the average children per women¹⁰ are 1.56, almost the same like in the beginning of the period – 1.42 (2007). In Bulgaria, the maternity leave in 2017 is 2 years and 45 days. During the first 410 days, (one year after and 45 days before giving birth) women are entitled to receive social payments equal of 90% of their previous labour income. During the second year the mothers are receiving social payments equal to the minimal wage which in 2017¹¹ is BGN 460 (approximately EUR 235).

⁷ Savmestniavane na rabota sas semen jivot, NSI, Sofia, 2011.

⁸ Obrazovanieto v Republika Bulgaria prez uchebnata 2017/2018 godina, NSI, Sofia, 2018.

⁹ Analitichen doklad na sotsialnite usluzi darzhavno delegirana deynost za palnoletni litsa kam 31.05.2017, Agentsia za sotsialno podpomagane, Sofia, 2017.

¹⁰ Naselenie i demografski protsesi prez 2017 godina, NSI, Sofia, 2018.

¹¹ Minimalna rabotna zaplata za stranata po godini v leva, (1965-2019), Platform for Taxation and Accounting, 2019.

Virtual labour market (teleworking)

The early case for telecommuting was made by Alvin Toffler in his best-selling *The Third Wave* in 1980. In Toffler's future, we would all be telecommuting together. For futurists like Toffler, the home office would be an “electronic cottage” that might “glue the family together again,” provide “greater community stability,” and even trigger a “renaissance among voluntary organizations.” Even more, Alvin Toffler enthused about teleworks potential to allow married secretaries caring for small children at home to continue to work. Currently, telecommuting has become a ubiquitous alternative work mode. Telecommuting has been viewed as a mean of reducing conflict such that it enables employees to better manage work demands in order to accommodate more readily family needs¹².

Telecommuting is popular with policy makers and activists, with proponents pointing out the multiple ways in which telecommuting can cut commuting time and costs, reduce energy consumption and traffic congestion, and contribute to work life balance for those with caregiving responsibilities¹³. Changes in the structure of jobs that enables mothers to compete more effectively in the workplace, such as telecommuting¹⁴, may be needed to finally eliminate the gender gap in earnings and direct more earned income to children, i.e. both are important public policy goals¹⁵.

By working at home, telecommuters are afforded the opportunity to alter their typical office-based work patterns and strains - such as reducing or avoiding supervisory or co-worker interruptions, not needing to cope with the emotional immediacy of requests from supervisors and others that often are not urgent, and reducing the frustration associated with the admixture of an inability to concentrate, the impulse to socialize, and the strain of feeling less focused and unproductive. All of these save time and strain. Faced with how to use such savings, telecommuters are apt to experience pressures from different role senders to choose between work and family activities¹⁶.

Telework in Bulgaria and EU framework agreement

Teleworking is a relatively new phenomenon in Bulgaria. It is known under several terms: - teleworking, distance work, work from home, flexible working time; freelance work.

¹² D. Bailey and N. Kurland, “A review of telework research: findings, new directions, and lessons for the study of modern work”, *Journal of Organizational Behavior*, Vol: 23 NUM 4 (2002): 383-400, available at: <https://onlinelibrary.wiley.com/doi/abs/10.1002/job.144>

¹³ R. Gajendran and D. Harrison, “The Good, the Bad, and the Unknown about Telecommuting: Meta-Analysis of Psychological Mediators and Individual Consequences”, *Journal of Applied Psychology* Vol: 92 num 6 (2007). 1524–1541, available at: <https://www.apa.org/pubs/journals/releases/apl-9261524.pdf>

¹⁴ P. England and N. Folbre, “Who Should Pay for the Kids?”, *Sage Journals*, Vol: 563 Issue 1 (1999): 194-207, available at: <https://journals.sagepub.com/doi/10.1177/000271629956300112>

¹⁵ J. Williams, *Unbending Gender. Why Family and Work Conflict and What To Do About It* (New York: Oxford University Press, 2001).

¹⁶ R. Lewis, *Telework: the experiences of teleworkers, their non-teleworking colleagues and their line managers at the Conseil general du Finistere*, A thesis submitted to The University of Gloucestershire, 2012, available at: <http://eprints.glos.ac.uk/633/1/ROBERT%20LEWIS%20DBA%20Thesis%20complete%20draft%20v13.pdf>

There are many definitions and conceptualizations of telework¹⁷. Increasingly, telework is defined as working remotely using information and communication technology (ICT) links¹⁸. This definition implies only when the work is remote from the employer, and therefore - not necessarily at home. The focus of this research is on the impact of work that is done at home (home-based). No official statistics are available concerning the number of employees engaged in telework in Bulgaria. Since regulation concerning telework is relatively new practice, the majority of countries in EU have just started to gather statistics on telework.

Review of the most popular job portals shows that up to June 2015, there are total of 19,610 registered Bulgarian freelancer profiles. For a period of four years (up to June 2019) their number has grown by 6,768 or just over a third (34.5%). It should be taken into account that one person usually has a registration in more than one job portal (Table 4. Distribution of Bulgarian freelancer profiles in job portals).

Table 4. Distribution of Bulgarian freelancers' profiles in job portals (Count)

Job portals	June 2015	May 2019	Growth
http://www.guru.com	9 714	11 111	+1 397
https://www.upwork.com ¹⁹	8 839	11 948	+3 109
https://www.freelancer.com	806	2930	+2 124
https://www.peopleperhour.com	226	299	+73
https://www.fiverr.com	25	90	+65
TOTAL	19 610	26 378	6 768

Source: own elaboration

According to report of Eurofound¹⁹, in 2003, teleworkers represents 5.5% of the total workforce in Bulgaria. The proportion of teleworkers amounts an average of 13% in the 15 EU Member States before enlargement of the European Union in May 2004, while in the new Member States, the average share of teleworkers is 5.4%.

Occupations typically using telework in Bulgaria are:

- Professionals and management specialists: architects, accountants, managers, marketing and public relations professionals, human resource and finance professionals, financial analysts and brokers;
- Information technology specialists: systems analysts, software programmers and engineers;
- Field workers: company representatives, surveyors, inspectors, property agents, auditors, journalists and insurance brokers;
- Professional support workers: book-keepers, translators, proofreaders, indexers and researchers;

¹⁷ C. Sullivan, "Telework: an elusive concept or a definition of convenience?" The Occupational Psychologist, Vol: 31 (1997): 22-25.

¹⁸ U. Huws, Different Spheres, different places. In E. Gunnarson and U. Huws (eds) Virtually Free? Gender, Work and Spatial Choice (Stockholme: Nutek, 1997).

¹⁹ Telework in Bulgaria, Eurofound, 2008, available at: <https://www.eurofound.europa.eu/publications/article/2008/telework-in-bulgaria>

- Clerical support workers: data entry staff, word processor operators, directory enquiry staff and telesales staff.

Plamen Dimitrov, President of The Confederation of Independent Trade Unions in Bulgaria CITUB estimates that between 300,000 and 500,000 people are employed in these types of jobs, as teleworkers in 2010.

A survey undertaken by the Association of Home-based Workers for the Confederation of Independent Trade Unions in Bulgaria (CITUB) as part of a project called 'Security through the law and flexibility through collective bargaining' funded by the European Social Fund in 2010 showed that only 2.8% of respondents had a work contract. Self-employed home workers tend not to comply with the legislation that requires them to register with ID and pay insurance and taxes. As a consequence, home workers in Bulgaria are predominantly in the informal economy - their work is invisible and not monitored.

Article 2 of the 2002 European framework agreement on telework²⁰ has defined telework as *"... a form of organising and/or performing work, using information technology, in the context of an employment contract/ relationship, where work, which could also be performed at the employers premises, is carried out away from those premises on a regular basis."*

Bulgaria signed this telework agreement on 24 November 2010²¹. Teleworkers are also protected by the Labour Code²² and all other labour-related regulations. It is important to mention Regulation No. 7 of 15 August 2005 of the Ministry of Labour and Social Policy - and the Ministry of Health - that defines specific minimum health and safety requirements for work with video display units (VDUs). This follows the transposition of Council Directive 90/270/EEC²³ on this subject.

Perceptions about teleworking – main results from the web-based survey

Socio-demographic profile

All women conducted the survey (web-based survey, among 61 women, who practise telework), do most of their work away from their employer's site. More than a half (57.4%) of them are working at home, and the rest - both from office and home.

In the greatest number of cases (82.0%) telework is a permanent work. The virtual labour market is familiar to Bulgarian women in the research. The data on the length of time that women have been working at home showed that half of the sample (50.8%) were using telework from 1 to 5 years and even 24.6% had more than five years of experience.

²⁰ European framework agreement on telework, EUR-Lex, 2005, available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=LEGISSUM:c10131>

²¹ Natsionalno sporazumenie za organizatsiyata i prilaganeto na distantsionna rabota v Republika Bulgaria, Sofia, 2010.

²² Kodeks na truda, DV, br. 82 ot 2011 g., Chl. 107z.-Chl. 107p.

²³ Directive 90/270/EEC - display screen equipment, EUR-Lex, Special edition in Bulgarian: Chapter 05 Volume 002, 2005, 130–134, available at: <https://eur-lex.europa.eu/legal-content/EN/NIM/?uri=CELEX:31990L0270>

So the results of the survey are not just based on recent changes to working patterns, where there could be a “honeymoon period” of high performance, but on years of first-hand knowledge about working at home. Average practice of telework is 3,75 years.

Women taking part in the research who work remotely in Bulgaria are in middle-age (average age is 37,8 years). The respondents are well educated. The majority (86.9%) of them declared university degree, 6.6% have college, and the same part (6.6%) - secondary education.

According to the survey data collected, 59.0% of teleworkers-women in Bulgaria have children.

Working process

When asked about the number of working hours per week (only working from home), there is a bit difference between women with (average 32,3 hours) and without children (average 36,0 hours). The survey shows that, almost one-fifth of respondents do not work on weekends and holydays. This statement refers more often to women having children.

Nearly two-thirds (65.6%) of study participants work personally (not in team). More frequently the countries where the clients are from are: Bulgaria (54.1%), USA (42.6%), UK (21.3%), Australia (16.4%) and Germany (16.4%). In almost half of the cases, the communication with clients is via e-mail (49.2%) and Skype (29.5%).

Alarming fact is that almost one-third (31.3%) of women practising telework, do not sign a contract with client. The average monthly income of respondents is BGN 1 885 (approximately EUR 964). To compare, according to NSI for the first quarter of 2015 ²⁴the average monthly wage in Bulgaria is BGN 853 (EUR 436). More than one-fifth (21.0%) of respondents stated that the income does not included taxes.

Virtual work – associations and main reasons to work as freelancer

The first association concerning virtual work is “*Freedom*” (31.1%), “*Flexible working time*” (16.4%) and “*Convenience*” (13.1%).

The majority of women said that they had chosen this form of work because they wanted “*to have more time, spending with family (to achieve work-life balance)*” – 26.2%. It is important to be mentioned, that the result in the group of women having children is with 10 percent point higher (36.1%). Other reasons are: “*because of the independence, freedom*”; “*because of the possibility of higher income*”; “*because of the convenience of better time management*” and “*lack of stress (no personal contact)*”.

For 67,2% the necessary personal skills for telework are “time management, organization skills”, 54.1% - “self-discipline”, 31.1% - “motivation” and “professionalism”. Among necessary personal skills are listed also “perseverance”, “responsibility”, “communication skills”, “creativity”, “concentration” and “correctness”.

²⁴ NSI, Average monthly wages and salaries of the employees under labour contract, NSI, Sofia, 2019, available at: http://www.nsi.bg/sites/default/files/files/data/timeseries/Labour_1.1.2.1_EN.xls

Advantages and disadvantages of working from home

The advantages outweigh the disadvantages, saying that freelance, home based working was preferred method of women.

Among the advantages the respondents mentioned: *“Opportunity to work in the most productive time for me”*; *“Pleasant working environment (quiet, comfort)”*; *“Ability to choose the work”*; *“Saving travelling time”*; *“Lack of superior (chief)”*; *“Lack of interpersonal conflicts with colleagues”*; *“Possibility of higher income”*; *“Ability to plan commitments undertaken (workload)”*; *“Lack of relatedness of time and place for the implementation of commitments undertaken”*; *“Presence of leisure time”*; *“Lack of stress (no personal contact)”*; *“Presence of more time, spending with family”*; *“Ability to concentrate”* and *“Lack of vanity about how I look”*.

The following was declared as disadvantages of telework: *“Lack of social contacts, social isolation”*; *“Differentiation of professional from the personal obligations”*; *“Lack of guaranteed monthly income”*; *“Communication problems with clients in different time zones”*; *“Possibility of fraud by clients”*; *“Inability to share the responsibility, obligations with colleagues”*; *“Technical problems with the equipment (scanner, printer)”* and *“Immobilisation, sedentary lifestyle”*. It is important to point out, that according to 16.7% of the respondents, there are no disadvantages in teleworking.

Problems concerning the telework

The study aims to understand whether women who are engaged in telework have different types of problems within the family and/or household, concerning the essence of their work. More than two-fifths (43.3%) deny the existence of such. Among others, problems with husband/intimate partner had 38.3% of the respondents, with health – 21.7%, with own children – 18.3%, with friends – 16.4%. Most rarely are the problems with parents – 11.7%.

Attitudes to statements – option “agree”

95.1%: *“Presence in office is not always equals productivity”*;
 86.9%: *“Working from home helps for work-family balance (you can reconcile domestic responsibilities with work)”*;
 85.2%: *“Home office forcing you to self-discipline”*;
 83.6%: *“Working from home gives freedom (you can plan holidays by not taking on projects)”*;
 80.3%: *“The home environment provoking a motivation”*;
 49.2%: *“Working from home leads to social isolation, lack of social contacts”*; 41.0%: *“Working from home does not allow to differentiate personal from professional life”*;
 32.8%: *“Different time zones (those with customers abroad) are among the major disadvantages”*;
 9.8%: *“The home environment does not allows to focus, as you would make it in the office”*;
 4.9%: *“Working from home is an occupation for people who are lazy to work from 9:00 AM to 18:00 PM”*;
 1.6%: *“Working from home is a frivolous activity for people who cannot find a “real” job”*.

Time use

The difficulties caused by the change of the political and economic model in Bulgaria after 1989 have increased the importance of the family (often in the form of cohabitation rather than marriage). Mass participation of women in paid employment has led to the developing trend of redistribution of the total fund of time between women and men, including paid and unpaid work, as well as the use of leisure time. The relative shares of the types of everyday activities show the differences between the way women and men spend their days. The results of the “Time use” research done by NSI in Bulgaria for the period 1976 - 2010 show that the increase of the employment of women is not accompanied by a decrease of their labour in the household. On the contrary, it remains the same. The society expects them to continue to perform their traditional functions associated with housework, raising and educating children, caring for the sick in the family and doing agriculture work. Reallocation of time for women is carried on between leisure time and work. Underdevelopment of services until 1990 and their high price and insufficient quality and diversity nowadays explain the high share of time women spend working in domestic agriculture and household. During the period, there is an increase of leisure time for women and men but there is a negative trend - 4,5 times increase in the difference between them: from 15 minutes in the 70s to 1 hour 08 minutes in 1988, to 1 hour 07 minutes in 2001/2002 and to 53 minutes in 2009/2010 to the detriment of leisure time of women who already spend significantly less time than men for rest and leisure, for sports, hobbies and games, TV, social life in the family and outside it. (Table 5. Leisure time of men/women (h./min.))

Table 5. Leisure time of men/women (h./min.)

	1976/1977		1988		2001/2002		2009/2010	
	men	women	men	women	men	women	men	women
Leisure time	3:25	3:10	4:42	3:34	5:25	4:18	4:53	4:00

Source: NSI, *Time use survey*, NSI, Sofia, 2011, available at: <http://www.nsi.bg/census2011/pageen2.php?p2=167&sp2=168&SSPP2=180>

In this sense, when analysing the time budget we “talk about the alternation of work and lack of work; work and leisure is only adequate for men. For women, it makes sense to speak of a succession of professional and household work”²⁵. This conclusion is confirmed by the results obtained from a number of polls: 41% of respondents believe that women are in disadvantage as far as leisure time is concerned²⁶; leisure time and family relations are perceived as one of the areas of discrimination against women²⁷; one quarter of Bulgarian women have less than 60 minutes a day for themselves, and one in seven cannot spare even this amount of time²⁸. To the question “What do you usually do in your leisure time?” - 57.8% of women reply: “I tend for the household and the children.”, and

²⁵ D. Kergoat, “Gender and strategies concerning the amount of the time at work”, *Population*, num 1-2 (2004): 106-113.

²⁶ NORC Annual Report, 2000, University of Chicago, 2001, 12-13, available at: http://www.norc.org/PDFs/Annual%20Reports/NORC_Annual_Report_2000.pdf

²⁷ Pol, politika i prazni prikazki, Fondatsia “ZHAR”, Sofia, 2002.

²⁸ ESI „Balgarkata v savremennata situatsia“, ASA, Sofia, 1996.

40.4 % reply: “I do household and agriculture work.” Leisure time is a luxury that only a few women can afford, and the result is “the exhausted housewife syndrome”²⁹. It should be noted that the unconscious mixing of the concepts of “leisure time” and “unpaid work” is typical of many women in Bulgaria. Their underprivileged position is exacerbated by a number of other unfavourable circumstances. For example, most women do many things simultaneously and it is sometimes difficult to determine what is defined as work and what is not: activities such as child rearing, nursing or taking care of the flowers can be quite pleasant, although these are necessary commitments that require time and concentration, and limit the personal leisure time. Moreover, studies³⁰ have shown that even while watching TV or out for a walk, women remain burdened with thinking and planning what is to be done in the household. This is an additional mental load detrimental to a fulfilling relaxation and to the equal distribution of leisure time between men and women. Of importance is the fact that for most women the latter largely depends on the need to reconcile their personal leisure time with the time for their children and husbands, i.e. “the daily time limits of women are mediated by other family members, and therefore are not perceived as real “personal” time management”. The main change in the structure of women's activities in 2009/2010 compared with the same group in 1988, lies in increased participation in training today, higher employment, with relative preservation of participation in unpaid work (home care) and hence limited free time. (Figure 1. National level (Bulgaria) – time use). Concerning the women, who participates in the study, the main differences appears in position of domestic household work and leisure time. (Figure 2. Women in teleworking, web based survey – time use).

Figure1. National level (Bulgaria) – time use

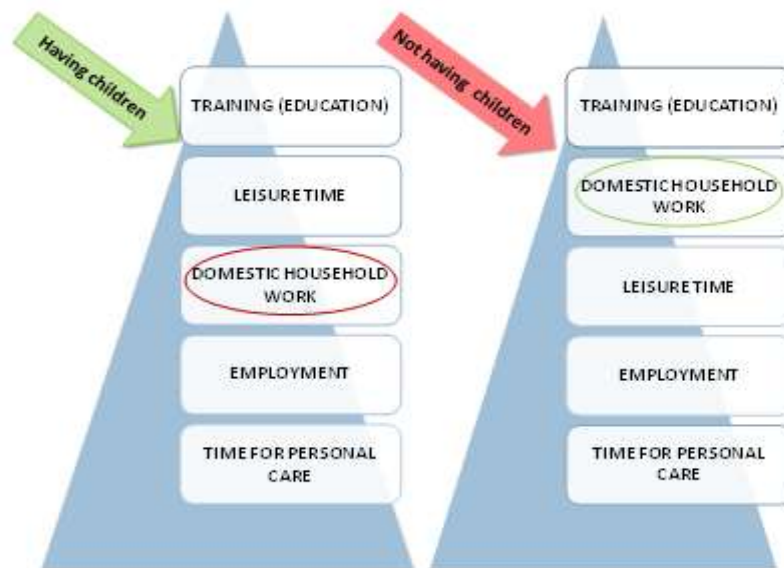


Source: own elaboration

²⁹ ESI „Zhenite v neformalnata ikonomika na Bulgaria”, realizirano prez 2004 i 2005 g. ot ASA i fondatsia „ZHAR”. Rezultatite sa publikovani v: Dimova, L., Radeva, P., Zhenite v neformalnata ikonomika na Bulgaria, Sofia, 2006..

³⁰ D. Seili, Izgrazhdane na profesionalното равенство mezhdu zhenite i mazhete v sbornik „Trudat i negovata zashtita prez XXI vek”, UI „Stopanstvo”, Sofia, 2003.

Figure 2. Women in teleworking, web based survey – time use



Source: own elaboration

The discussion concerning the time use can be provoked once again in view of the study of the budget of the time planned in the Population and Housing Census Act³¹ in the Republic of Bulgaria in 2021.

Conclusion

The potential in the arena of virtual work in Bulgaria is attractive for the women. The digital labour allows for a balance between work and family – something that women do not cease to strive for all lifelong. To find out how, however, feelings of Bulgarian women match real with reconciliation domestic with official work commitments, there is a need of conducting an identical survey among men whose partners / wives are in the field of virtual employment. And even more to explore the attitudes of children, using projective techniques perception of the family.

Acknowledgement: This article was prepared in the framework of the project „COST Action Individuals, Societies, Cultures and Health, COST Action IS1202, Dynamics of Virtual Work”.

References

Books and articles

Bailey, D. and Kurland, N. “A review of telework research: findings, new directions, and lessons for the study of modern work”, *Journal of Organizational Behavior*, Vol: 23 num 4 (2002): 383-400, available at: <https://onlinelibrary.wiley.com/doi/abs/10.1002/job.144>

³¹ Zakon za prebroyavane na naselenieto i zhlishtnia fond v Republika Bulgaria prez 2021 g., Obn - DV, br. 20 ot 08.03.2019 g., Sofia, 2019.

England, P. and Folbre, N. "Who Should Pay for the Kids?", Sage Journals, Vol: 563 Issue 1 (1999): 194-207, available at: <https://journals.sagepub.com/doi/10.1177/000271629956300112>

Gajendran, R. and Harrison, D. "The Good, the Bad, and the Unknown about Telecommuting: Meta-Analysis of Psychological Mediators and Individual Consequences". Journal of Applied Psychology Vol: 92 num 6 (2007): 1524–1541, available at: <https://www.apa.org/pubs/journals/releases/apl-9261524.pdf>

Huws, U. Different Spheres, different places. In E. Gunnarson and U. Huws (eds) *Virtually Free? Gender, Work and Spatial Choice*, Stockholm: Nutek. 1997.

Kergoat, D. "Gender and strategies concerning the amount of the time at work". Population, num (2004): 106-113.

Lewis, R. *Telework: the experiences of teleworkers, their non-teleworking colleagues and their line managers at the Conseil general du Finistere*, A thesis submitted to The University of Gloucestershire, 2012. Available at: <http://eprints.glos.ac.uk/633/1/ROBERT%20LEWIS%20DBA%20Thesis%20complete%20draft%20v13.pdf>

Seili, D. *Izgrazhdane na profesionalnoto ravenstvo mezhdurazhenite i mazhete v sbornik „Trudat i negovata zashtita prez XXI vek”*, UI „Stopanstvo”, Sofia, 2003.

Sullivan, C. "Telework: an elusive concept or a definition of convenience?" *The Occupational Psychologist*, Vol: 31 (1997): 22-25.

Williams, J., *Unbending Gender. Why Family and Work Conflict and What To Do About It*. New York: Oxford University Press. 2001.

Internet technical or research reports

Analitichen doklad na sotsialnite usluzhi darzhavno delegirana deynost za palnoletni litsa kam 31.05.2017, Agentsia za sotsialno podpomagane, Sofia, 2017. [http://www.asp.government.bg/documents/20181/106772/%D0%B0%D0%BD%D0%B0%D0%BB%D0%B8%D0%B7_%D0%B4%D0%BE%D0%BA%D0%BB%D0%B0%D0%B4.rar/03bc1146-55db-4a60-a879-f650523d0109\]](http://www.asp.government.bg/documents/20181/106772/%D0%B0%D0%BD%D0%B0%D0%BB%D0%B8%D0%B7_%D0%B4%D0%BE%D0%BA%D0%BB%D0%B0%D0%B4.rar/03bc1146-55db-4a60-a879-f650523d0109)

Directive 90/270/EEC - display screen equipment, EUR-Lex, Special edition in Bulgarian: Chapter 05 Volume 002, 2005, available at: <https://eur-lex.europa.eu/legal-content/EN/NIM/?uri=CELEX:31990L0270>

ESI „Balgarkata v savremennata situatsia”, ASA, Sofia, 1996, p.49

ESI „Zhenite v neformalnata ikonomika na Bulgaria”, realizirano prez 2004 i 2005 g. ot ASA i fondatsia „ZHAR”. Rezultatite sa publikuvani v: Dimova, L., Radeva, P., *Zhenite v neformalnata ikonomika na Bulgaria*, Sofia, 2006.

European framework agreement on telework, EUR-Lex, 2005, available at: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=LEGISSUM:c10131>

Eurostat, Tertiary educational attainment, age group 30-34 by sex and NUTS 1 regions (2007-2018), Eurostat, 2019, available at: <https://ec.europa.eu/eurostat/tgm/table.do?tab=table&plugin=1&language=en&pcode=tgs00105>

Eurostat, Employment by sex, age and educational attainment level (1000), (1998-2018), Eurostat, 2019, available at: <http://appsso.eurostat.ec.europa.eu/nui/submitViewTableAction.do>

Eurostat, Self-employment by sex, age and educational attainment level (1 000), (1998-2018), Eurostat, 2019, available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsq_esgaed&lang=en

Job portals for freelancing: <https://www.upwork.com>; <https://www.freelancer.com>; <http://www.guru.com>; <https://www.peopleperhour.com>; <https://www.fiverr.com>, etc.

Kodeks na truda, DV, br. 82 ot 2011 g., Chl. 107z.-Chl. 107.

Minimalna rabotna zaplata za stranata po godini v leva, (1965-2019), Platform for Taxation and Accounting, 2019 <https://www.kik-info.com/spravochnik/mrz.php>

Naselenie i demografski protsesi prez 2017 godina, NSI, Sofia, 2018. http://www.nsi.bg/sites/default/files/files/pressreleases/Population2017_R5PBSJP.pdf

Natsionalna programa za razvitie: Bulgaria 2020. <http://www.strategy.bg/FileHandler.ashx?fileId=2927>

Natsionalno sporazumenie za organizatsiyata i prilaganeto na distantsionna rabota v Republika Bulgaria, Sofia, 2010. http://www.knsb-bg.org/docs/sproazumenie_Telework.doc

NORC Annual Report, 2000, University of Chicago, 2001, p.12-13, available at: http://www.norc.org/PDFs/Annual%20Reports/NORC_Annual_Report_2000.pdf

NSI, Average monthly wages and salaries of the employees under labour contract, NSI, Sofia, 2019, available at: http://www.nsi.bg/sites/default/files/files/data/timeseries/Labour_1.1.2.1_EN.xls

NSI, Labour Force Survey 2018, Main Results, NSI, Sofia, 2019, p.1, available at: http://www.nsi.bg/sites/default/files/files/pressreleases/LFS2018_en_TN8WI1W.pdf

NSI, Main results of the survey on the information society in Households in 2017, NSI, Sofia, 2018, p.1-3, available at: http://www.nsi.bg/sites/default/files/files/pressreleases/ICT_hh2017_en_ZW9AP4W.pdf

NSI, Time use survey, NSI, Sofia, 2011, available at: <http://www.nsi.bg/census2011/pageen2.php?p2=167&sp2=168&SSPP2=180>

Obrazovaniето v Republika Bulgaria prez uchebnata 2017/2018 godina, NSI, Sofia, 2018. http://www.nsi.bg/sites/default/files/files/pressreleases/Education2017_854DBUN.pdf

Pol, politika i prazni prikazki, Fondatsia “ZHAR”, Sofia, 2002.

Savmestiavane na rabota sas semen jivot, NSI, Sofia, 2011.
http://www.nsi.bg/sites/default/files/files/pressreleases/LFS_AHModule_2010.pdf

Telework in Bulgaria, Eurofound, 2008, available at:
<https://www.eurofound.europa.eu/publications/article/2008/telework-in-bulgaria>

The State of LTE (June 2017) - Opensignal's latest analysis of global LTE performance, OpenSignal, 2017, available at: <https://www.opensignal.com/reports/2017/06/state-of-lte>

Zakon za prebroyavane na naselenieto i zhlishtnia fond v Republika Bulgaria prez 2021 g., Obn - DV, br. 20 ot 08.03.2019 g., Sofia, 2019
<http://www.nsi.bg/bg/content/17050/basic-page/%D0%B7%D0%B0%D0%BA%D0%BE%D0%BD-%D0%B7%D0%B0-%D0%BF%D1%80%D0%B5%D0%B1%D1%80%D0%BE%D1%8F%D0%B2%D0%B0%D0%BD%D0%B5-2021>

CUADERNOS DE SOFÍA EDITORIAL

Las opiniones, análisis y conclusiones del autor son de su responsabilidad y no necesariamente reflejan el pensamiento de la **Revista Inclusiones**.

La reproducción parcial y/o total de este artículo debe hacerse con permiso de **Revista Inclusiones**.