



EUROPEAN WOMEN SHAREHOLDERS  
DEMAND GENDER EQUALITY

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## ATMOSPHERE DURING THE AGM OF INDUSTRIAL HOLDING BULGARIA

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By Dilyana Angelova

Men and women were equally represented among the members of the company's top management attending the AGM. Approximately one third of the attending shareholders were women, two thirds of the persons who spoke at the meeting were women.

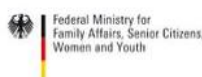
The questions of the EWSDGE representative were handled in a respectful and friendly manner by the chairwoman of the meeting, who was also the Executive Director of the company. She stated that, as a woman and a lawyer herself, she advocated for strengthening of the gender balance in business leadership. She regretted that generally there were very few women working in the fields in which their companies were active – maritime transport, shipbuilding and ship repair, port activities and machine building. Nevertheless, she stressed that once they have hired a woman as a captain of a ship, contrary to the traditional perception that „women on ship are bad luck“. The executive director stated also that the majority of the administrative and accounting staff of the companies in the holding was women.

After the meeting, the EWSDGE representatives were immediately approached by two other female attendees – the Financial Director of Industrial Holding Bulgaria and a legal representative of a shareholder. They both demonstrated genuine interest in the questions raised and expressed their admiration to the project initiative. One of the male members of the managing board of the company also approached the EWSDGE representative with the comment that trainings, positive measures for identification of talents and other positive measures aimed at career growth should not target women preferably, but both genders equally.

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