CHILDcare sector in Bulgaria

• Medical Federation Podkrepa, Bulgaria

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CHILD CARE SECTOR BULGARIA

- Between healthcare and education
- All the sector is municipality response
- 1-3 years childcare units
- Nurces with childcare profile
- Director is nurse
CHILD CARE SECTOR BULGARIA

- 3-6 years education
- Teacher with assistant
- One nurse for every 50-150 children
CHILDCARE SECTOR PROBLEMS

- Practically no young people
- No migration because of the average age of 58
- Low incomes
- Big difference between incomes for nurses in the sector and teachers
- Lack of workers
CHILDCARE SECTOR BULGARIA

• The system is working in extreme situation but still working
CONDITIONS

• Very different conditions in every single municipality
• Many uncompleted projects in public healthcare
• The system is not a political priority at last 17 years in Bulgaria
INCOMES

- Average nurse income
- 350 euro
- But different standard
STANDART

- Bulgaria is EU member but
- Example:
- Can have nice dinner for two for 30 euro
IMPROVEMENT OF WORK QUALITY

• Collective bargaining
• National level
• Municipality level
• Average municipality level of incomes is 50euro lower than national preconfirmed level
COLLECTIVE BARGAINING

- Sector collective bargaining last 10.2016- minimal incomes
- 70 per cent of hospital care reached the salaries
- 50 per cent of childcare reached the salaries
- 400 euro for nurse
- 1 January 2018 minimal salary will be 260 euro
IMPROVEMENT OF WORK QUALITY

- Working condition survey of childcare sector started September 2017
- Workplace abuse survey for whole sector started March 2017
- Identifying important dimensions of quality of work is usually done by one of two ways. Either employees are asked to indicate what is important to them in a job, or reasons why an employee left a job.
IMPROVEMENT OF WORK QUALITY

• Municipalities do not pay but can give opportunities
• Sport discounts for trade union members at municipality sport companies
• Trade Union sport program examples:
  • Tennis for 4 euro per hour
  • Petank
  • Swimming
SECTOR MEETINGS
PODKREPA TRADE UNION
SECTOR MEETINGS FOCUSED ON

- 1. Satisfaction and respect
- 2. Mobbing
- 3. Mental strain at work
- 4. Communication and feedback
- 5. Cooperation
- 6. Appraisal
- Standing contact with municipality
THANK YOU FOR YOUR ATTENTION!