

CHILDCARE SECTOR IN BULGARIA



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CHILDCARE SECTOR BULGARIA

- Between healthcare and education
- All the sector is municipality response
- 1-3 years childcare units
- Nurses with childcare profile
- Director is nurse

CHILDCARE SECTOR BULGARIA

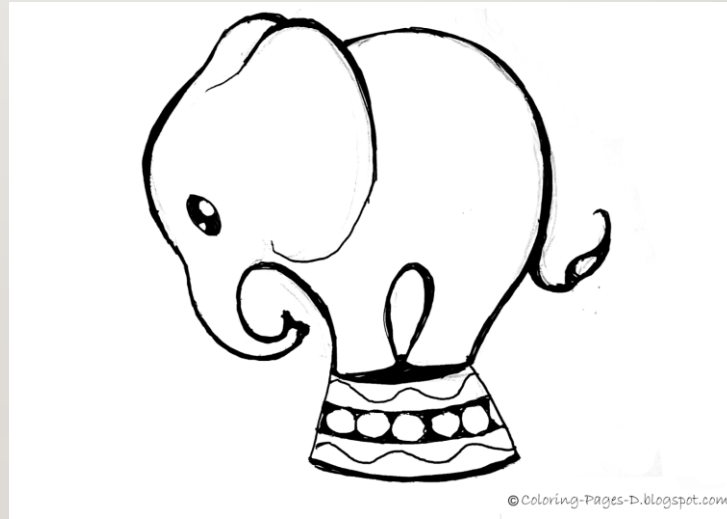
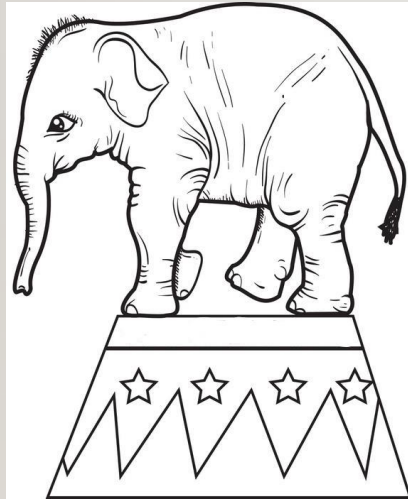
- 3-6 years education
- Teacher with assistant
- One nurse for every 50-150 children

CHILDCARE SECTOR PROBLEMS

- Practically no young people
- No migration because of the sverage age of 58
- Low incomes
- Big difference between incomes for nurces 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 4euro 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!

