

# **Women in the sector of Renewable Energy.**

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# Position of the women on the Bulgarian labour market

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- Women's unemployment rate – 7.4 %
  - Unemployed women – 117 000
  - Women's employment rate 01/2010 – 57.2 %
  - Young unemployed women – 17.3 %
  - Employment (women) 01.2010/01.2009 ↓ 2.4 %
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## ►RES

- 1550 women employees of 6000 – 01/2009
- 1400 women employees of 5500 – 01/2010

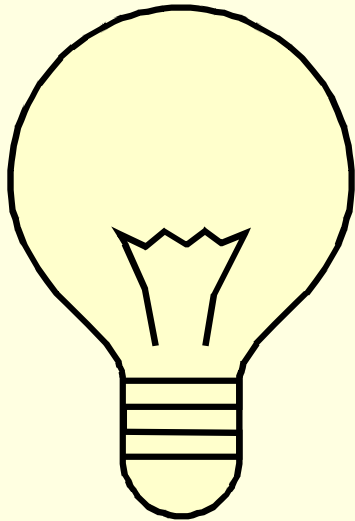
# Social dialogue – a tool for affiliation of working women

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- **Collective bargaining**
- **Negotiation on minimum level of social security wages**
  - ▶ *Socially responsible behavior*
  - ▶ *Innovative solutions*
  - ▶ *Protection of less presented gender in the sector*
  - ▶ *Matching of the professional and family life*
  - ▶ *Social acquisitions*

# Social dialogue – structures

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- **Sectoral council for tripartite partnership** – Ministry of economy and energy, branch structures of employers and trade unions
- **Bipartite structures** – sectoral organizations of the social partners
- **Regional structures and initiatives**

# Forms of inclusion of women

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- ◆ Trainings – for knowledge's and carrier development and on equality problems
- ◆ Stimulation of debates
- ◆ Exchange of good practices
- ◆ Information and consulting procedures
- ◆ Organization of free receptions – f.e. on labour legislation problems
- ◆ Conduction of thematic and information days
- ◆ Cooperation and partnership in the field of HSW



# Collective Labor Contract

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- Flexible forms of employment and flexibility of working time
- Protection of women, mothers with child, youth, people with disabilities, etc.
- Integration of women after a long maternity leave or unemployed woman
- Training of mothers after the maternity leave
- No discrimination on the working place
- Better conditions for leave

# Collective labor contract

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- **Equal work = equal wages**
- **Hire wages**  
*RES = Minimum 1.5 of minimal national monthly wage*
- Additional voluntary **pension insurance**
- Additional **health insurance**

# Social policies

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- Commercial and public services on working place
- Canteen. Transport services
- Holydays. Sports and tourism
- Medical care
- Social assistance
- Support and care for kindergartens, schools, universities (scholarships, practices, etc.)
- Other innovative financial and non-financial solutions, aiming life and work improvement



**Thank you for your attention!**

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