



## A Toolkit for Gender Equality in Practice - Initiative

---

# Bulgartransgaz EAD

## Sectoral collective agreement providing additional paid leave for mothers

### Summary of the initiative

Bulgartransgaz EAD is a state-owned joint stock company specialised in natural gas transmission and storage systems.

A collective agreement was concluded between the company and the trade union confederation Podkrepa.

Specific provisions of the agreement provide mothers with additional paid leave depending on the number of children they have. It states that: "Mothers with children under age of 18, are entitled to an additional paid annual leave, for each calendar year as follows:

- Mothers with one or two children are entitled to 4 additional working days;
- Mothers with three or more children are entitled to 6 additional working days.

The agreement, was submitted to an assessment of Podkrepa trade union members' who broadly endorsed it. The agreement intends to enhance work-life balance of the numerous young mothers working in the company.

### Priorities

Supporting work-life balance

### Sector(s)

Utilities / Gas

### Type

Enterprise initiative

### Country

Bulgaria

### Model of social partnership

Bipartite

### Launch date

N/A

Number of employees

>250





## References

<http://www.podkrepa.org/content/>

**This initiative was submitted by:**

PODKREPA CL (ETUC)

## Website

<http://www.bulgartransgaz.bg/en>