



A Toolkit for Gender Equality in Practice - Initiative

Irrigation Systems PLC

Sectoral collective agreement providing additional paid leave for mothers

Summary of the initiative

Irrigation Systems PLC is specialised in the management, operations, repair, maintenance, development and engineering of integrated irrigation; the supply and sales of water for irrigation and industrial water supply, agricultural development and amelioration; Training and qualification of personnel for irrigation processes.

The company has 10 regional offices in Bulgaria. It supplies water for irrigation, drinking and industrial needs.

A Sectoral Collective Agreement was concluded on 27 October 2011 between the company and the Bulgarian trade union federation "Agriculture and forest industry – Podkrepa".

Article 22 of the agreement contains a specific provision to enhance work-life balance of female employees. It provides that:

- Female employees with two children under the age of 18 are entitled to three additional days of paid annual leave.
- Female employees with three or more children under the age of 18 are entitled to five days additional paid annual leave for each calendar year. This leave may be taken when the employee requests and cannot be compensated in cash, except in case of termination of the employment relationship.

Priorities

Supporting work-life balance

Sector(s)

Utilities / Water supply

Type

Enterprise initiative

Country

Bulgaria

Model of social partnership

Bipartite





Launch date

2011

Number of employees

>250

References

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

This initiative was submitted by:

PODKREPA CL (ETUC)

Website

<http://www.irrigationsystems.bg/>