



MOTHERS AND MOTHERS TO BE ASSOCIATION



WHO WE ARE

- Voluntary organization, established by mothers in favor and support of mothers, fathers and children in Bulgaria;
- Non-government, civil and independent organization;
- Non-profit association, delivering real and concrete results in favor of the parents that have chosen to grow their children in Bulgaria.





MISSION AND VISION

Our mission is to work to ensure better living conditions and quality of life for the Bulgarian families through:

- ∅ initiation of public debates, being a mediator between the civil society and the resource institutions, concerning the problems related to pregnancy, birth and maternity, and raising children in Bulgaria;
- ∅ initiation and proactive participation in legislative initiatives and proposals for state legislation changes in regard to the social, labor, healthcare and educational policies of the country;
- ∅ sharing independent expertise and evaluation on the status of the matters, related to the pregnancy, maternity and raising of children in Bulgaria;
- ∅ support the realization of the state demographic strategy.



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Gap analysis

- Ø Where we are
- Ø Where we want to be
- Ø What have been done so far
- Ø Further potential and challenges





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Ø Where we are

Women's participation in labor market remains unequal and with prejudices

- continuing gender gaps in terms of employment and pay, as well as professional and occupational segregation;
- over 60% of persons unemployed are women, most of which long-term;
- women's employment rate for 2009 amounts to 56,5% showing slight decrease from previous years and step back to the 60% target set out in the Lisbon Strategy;
- total gender pay gap amounts to 11% (average monthly wage for Bulgaria is 320 €), wide pay gaps are also found in female-dominated industries such as education (20%), healthcare (30%) and financial intermediation (25%);
- women represent 65% of unpaid family workers and only 35% of self-employed workers and 37% of employers;



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Ø Where we are

- asymmetry in work–life balance due to traditional stereotypes, women are still predominantly regarded as the primary caregivers of children and other family members;
- ‘shared parenthood’ is uncommon in Bulgaria;
- lack of good quality social services;
- lack and unpopular or not well developed and implemented flexible employment schemes like part-time jobs, home based and virtual positions;
- prejudices and subjective criteria for employee selection in private sector (holding 73% of the labor market).

Consequences: lower quality of life for women and higher risk to fall in the poverty trap



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Ø Where we want to be

- Ø Gender mainstreaming and in particular removal of the remuneration gap;
- Ø Better work-life balance through better and accessible social services, flexible working schemes for both men and women, increased men share in parenthood;
- Ø Change of the gender stereotypes in education and labor market.



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Ø What have been done so far

MMBA works in several directions of its scope to support women in terms of gender mainstreaming, equity and rights to solve the potential issues related to social exclusion and risk of poverty of the woman-mother, such as to protect them both socially and financially during the periods of pregnancy, maternity leave and children growing and thus to influence in obtaining better opportunities for career path:

- Ø **better pregnancy and maternity leave conditions and social protection;**
- Ø **improved and accessible social services;**
- Ø **flexible working schedules.**



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Ø better pregnancy and maternity leave conditions and social protection

- 2007 - high-paid maternity leave compensation increased to 315 days;
- 2008 - minimum maternity compensation equalized to minimum allowance;
- 2009
 - maternity high-paid leave compensation increased to 410 days;
 - mothers receive 90% of their average net salary 45 days prior the delivery and till one year of the child and minimum allowance till 2nd year of the child;
 - mothers of twins have additional social payment for giving birth and caring for more than one child at a time;
 - fathers have 15 days paid leave after the birth;
 - fathers have the opportunity to take paternity leave after the 6th month of the child under the same conditions at his will and the will of the mother;
 - attended in working group regarding family code amendments, aiming to constitute the actual cohabitation of couples and better divorce alimony.



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Ø improved and accessible social services

- 2007 - “Motherhood support” program in partnership with the Ministry of Labor and Social Policy supporting from one side women to go back to work ensuring the child-care and occupation for unemployed people from the other;
- 2008 - partner of Sofia Municipality (SM) for establishment and implementation of a reliable and coherent online application, ranking and selection system with transparent and fair criteria for the kindergartens on the territory of Sofia Municipality;
- 2009 and onwards - continuous support and regular participation in SM working group regarding all topics related to the system, kindergartens capacity issues, maintenance and repairs, living conditions for the children.



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Ø flexible working schedules

2009 - partner to the first online jobs portal for home based and online jobs for women during maternity leave and onwards



THANK YOU!