



Balance of work and education

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General characteristic

- ❑ **Diversity of life outside employment**
- ❑ **Right to education** – fundamental right
- ***International standards*** -- Art. 26 UDHR; Art. 13 ICESCR; Art. 9—10 ESC; Art. 14 CFREU
- ***Bulgarian legislation*** – Art. 53 Const.
- ❑ **Grounds of the special rules** – combination of employment and education
- ❑ **Subject of the special rights** – a worker who continues his/her education without leaving the job
- ❑ **Social purpose** – conditions for reconciling work with education

Rights related to working time

- Organization (distribution) of working time** –
ban of night work
- Reduced working time** – during school days
- Ban of overtime**
- Ban of extending of working time**

Educational leaves

□ **Types of regulation** – entitlement or legal opportunity

➤ **Conditions:**

✓ *Acquiring the capacity of student*

✓ *Employer's content to education – for paid leaves*

□ **Types of leaves:**

➤ ***Payment:***

✓ *Paid* – by the employer

✓ *Unpaid:*

❖ Explicit law provision

❖ Education without employer's content

➤ ***Special purpose:***

- ✓ *For an entrance exam at an educational establishment*
- ✓ *To the education*
- ✓ *To complete education*
- ✓ *For the preparation and defense of dissertation work*

□ Procedures for the use of educational leave:

- *For the academic year***
- *Time determined by the employee***
- *At one time or in parts***

**Sincere thank You for the
invitation and for Your attention!**

**Great effectiveness
for the congress!**

