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!