



REGIONAL ENERGY TRADE UNIONS NETWORK of SOUTH EASTERN EUROPE

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Dear friends in Bulgaria

The Regional Energy Trade Union Network of South East Europe (RETUNSEE), uniting energy sector trade unions across the region, expresses its full solidarity and support to the Bulgarian trade union confederations CITUB and Podkrepa CL in their efforts to defend workers' rights and uphold the rule of law in Bulgaria.

We are deeply concerned about the Bulgarian government's announced intention to reduce the national minimum wage from the already agreed level of 620 euros to 605 euros as of 2026. This step represents a serious setback in income policy, a clear violation of previously adopted commitments, and an affront to the principles of social justice and legal certainty.

It must be recalled that Article 244 of the Bulgarian Labour Code, amended by Parliament three years ago, explicitly provides that the minimum wage shall not be lower than 50% of the national average gross wage. This formula was introduced to ensure fairness, transparency, and predictability in wage setting and to bring Bulgarian law in line with the EU Directive on Adequate Minimum Wages.

The government's current proposal to suspend the application of this legal provision without justification or any alternative mechanism for compliance with the Directive is unacceptable. It constitutes a breach of the rule of law, undermines social dialogue, and sends a dangerous message of disregard for European commitments.

We firmly believe that democracy and social stability cannot exist without respect for the law and for workers' dignity. Reducing already low wages in a period of rising living costs is socially and morally indefensible. Such a move risks pushing thousands of workers further into poverty, contradicting the very objectives of the European social model and the EU Pillar of Social Rights.

RETUNSEE fully supports your demand for a decent minimum wage, fair implementation of the Labour Code, and transparent dialogue between government, trade unions, and employers. The fight against in-work poverty and for adequate living standards is not only a Bulgarian issue—it is a European obligation rooted in solidarity and human dignity.

We therefore stand firmly by your side and call upon the Bulgarian authorities to withdraw the proposed reduction, respect the law, and honour the country's European commitments.

Workers' solidarity knows no borders.

We join you in your struggle for justice, fairness, and decent living conditions for all workers in Bulgaria.

With solidarity and respect,

Goran Takić
President of Retunsee

Mitja C. Fabjan
Retunsee Secretary General

