



Action plan: Building capacity and Implementing Agreements

BULGARIA

Signatories:

CITUB - Confederation of Independent Trade Unions in Bulgaria (member of ETUC)

BIA - Bulgarian Industrial Chamber (member of BUSINESSEUROPE)

PODKREPA

FTTUB

BICA

Seminar organised by **ETUC**, **BUSINESSEUROPE**, **CEEP** and **UEAPME** on 11-12 April
2012
Sofia, Bulgaria

PLAN

For the preparation of a draft National Agreement on social partners' joint actions for the implementation of the European Framework Agreement on Work-related Stress and the Framework agreement on Harassment and Violence at Work

For the elaboration of a draft National Agreement between Bulgarian social partners on the implementation of the European framework agreements, the participants in the seminar (from Bulgarian representative organizations of workers/employees and employers) decided to lean on the experience they accumulated during the elaboration of the national agreements for legal regulation of home-based workers and telework.

As a first step we will use the work that was planned and done in this direction by the Confederation of Independent Trade Unions in Bulgaria (CITUB) in partnership with the Bulgarian Industrial Chamber (BIA) under 'Security through the law, flexibility through the collective bargaining' Project of CITUB under the Human resource development operational programme 2007-2013, co-financed by the European Social Fund (grant scheme for financial aid BG051PO00- 2.1.03).

1. Formulating the task according to 'Security through the law, flexibility through the collective bargaining' Project of CITUB

Elaboration of a draft document: **'National agreement on social partners' joint activities for the implementation of the European framework agreements on work-related stress and on harassment and violence at work'**.

The elaboration of the document aims at preparing and facilitating the social partners' discussion on the proposal of CITUB, in partnership with BIA and reaching consent on conclusion of a national agreement.

The document should contain basic directions for joint actions of the social partners on all levels where social dialogue and collective bargaining are conducted. The directions should correspond to the main recommendations of the voluntary framework agreements and be within the context of the good experience of the European social partners, as well as the good current practices in Bulgaria.

2. Links to other activities after the draft elaboration stage.

- **Publication of materials** on the implementation of the European framework agreements on work-related stress and on harassment and violence at work

- **Organization of a discussion forum** with the participation of the social partners and representatives of the state. The forum will debate on the proposal of CITUB, in partnership with BIA, for concluding a 'National Agreement on social partners' joint activities for the implementation of the European framework agreements on work-related stress and on harassment and violence at work'.

3. Organization of work

3.1. Preparation and main activities

3.1.1 Provision of translation and review of the framework agreements – general principles, objectives, ways of implementation, expected results.

3.1.2. Investigation, systematization and analysis of the experience of the European social partners in implementing the European framework agreements on work-related stress and on harassment and violence at work. Presentation of the different tools, brief description of the good practices in each country.

3.1.3 Identification of preconditions for the implementation of the framework agreements in Bulgaria – examination of the accumulated experience of the social partners in the sphere of work-related stress, harassment and violence at work (conclusions and proposals from other surveys and realized programmes, conferences, seminars, publications, etc.):

- of CITUB and its main affiliates;
- of BIA (and if possible of other employers' organizations)

3.1.4. Examination of the social partners' attitudes towards the implementation of the framework agreements: (*through expert assessments and review of the existing BG practices connected to the problems with work-related stress and harassment and violence at work, arrangements in collective labour agreements (CLAs), etc.*):

- Readiness of CITUB and its main affiliates to participate in joint activities
- Readiness of BIA and its branch chambers to participate in joint activities

3.1.5. Elaboration of a model structure – a draft National Agreement .

3.1.6. Discussion of the draft National Agreement.

3.1.7. Carrying out a popular persuasion campaign and a discussion forum with the participation of the social partners' leaderships.

3.2. Formation of a team of experts and assigning of tasks:

CITUB:

1/Experts from the Institute for Social and Trade Union Research (ISTUR) and "Social Dialogue and Collective Labour Negotiation" Department

2/Formation of a reference group of experts from main affiliates of CITUB – federations, trade unions, unions

BIA:

1/ expert - lawyer

2/ Formation of a reference group of experts from branch chambers of BIA

Main tasks of the experts and expected product/result:

- Provision of a working translation of the European framework agreements.
- Investigation, systematization and analysis of the European social partners' experience on the implementation of the European framework agreements on work-related stress and harassment and violence at work. Presentation of tools and good practices (in general and per member country), which would be most relevant to the conditions in our country. Investigation and general presentation of the past experience of the Bulgarian social partners (trade unions and employers) in the sphere of work-related stress, harassment and violence at work. Preparation of a draft analytical document containing key conclusions.
- Formation of a position concerning the attitudes of the trade union structures with CITUB and their willingness to act jointly with the social partners for the implementation of the framework agreements. Review of former practices in Bulgaria connected to the problems of work-related stress, harassment and violence at work, negotiated in the CLA on a sectoral and enterprise level.
- Formation of a position concerning the attitudes of BIA for joint activities with the social partners for the implementation of the framework agreements. Provision of a more general review of the past experience of BIA and other employers' structures in the sphere of problems connected to work-related stress, harassment and violence at work.
- Preparation of a proposal (texts, clauses) for a draft National Agreement. Systematization of the proposals made by BIA's expert, the group of experts from its branch chambers and of the experts from CITUB's main affiliates in respect to the content of the National Agreement.
- Review of the national legislation in respect to work-related stress and violence at work in order to work out a position on the question: **Are initiatives of the social partners for introduction of legislative changes necessary?**

4. Timeframe for execution:

4.1. Provision of a working translation of the European framework agreements - general principles, objectives, ways of implementation, expected effects.

Term: May 2012

4.2. Investigation, systematization and analysis of the experience of the European social partners in implementing the European framework agreements on work-related stress and on harassment and violence at work. Presentation of the different tools, brief description of the good practices per country.

Term: 30 June 2012

4.3. Examination of the social partners' past experience in the sphere of work-related stress, harassment and violence at work (conclusions and proposals from other surveys and realized programmes, conferences, seminars, publications, etc.):

- of CITUB and its main affiliates
- of BIA

Term: 30 June 2012

4.4. Examination of the attitudes of the social partners towards the implementation of the framework agreements:

Term: 30 June 2012

4.5. Preparation of a draft analytical material under items 4.2, 4.3 and 4.4:

Term: 30 June 2012

4.6. Elaboration of a model structure – a draft National Agreement

Term: 20 July 2012

4.7. Discussion of the elaborated model structure – draft National Agreement and proposals for its content provided by:

- the reference group of experts from CITUB's main affiliates (**experts from CL 'Podkrepa' will be invited to participate in the discussion**)

- the reference group of experts from BIA's branch chambers

Term: 30 July 2012

4.8. Preparation of the draft document 'National Agreement on social partners' joint actions for the implementation of the European framework agreements on work-related stress and harassment and violation at work'.

Term: 15 September 2012

4.9. Discussion to be carried out at the standing Consultative Committee on Social Dialogue and Collective Bargaining with the Coordination Council of CITUB, for the adoption of a final variant of the National Agreement (under item 4.8). Summary of the results and document corrections.

Term: 25 September 2012

4.10. Document coordination with the leading bodies of CITUB.

Term: October 2012

4.11. Submitting the draft document to the leaderships of the representative organizations of employers and CL Podkrepa for preliminary positions.

Term: October 2012

4.12. Preparation and realization of a discussion forum for deliberation on CITUB's proposal (in partnership with BIA) for signing a 'National Agreement on social partners' joint actions for the implementation of the European framework agreements on work-related stress and harassment and violation at work'.

Term: November 2012

The proposed plan has been discussed with BIA at expert working level.

Changes are possible during the implementation of the activities, which (we hope) would not change the main idea and would not slow down too much the achievement of the goal.

ANNEX

National Employment Action Plan

In Bulgaria there is no any National Framework Agreement on Inclusive Labour Market. Despite of this following policies have been developed:

Social partners have adopted a National Employment Action Plan every year during the last 12 years, which is financed from the state budget and is in the amount of 73 Million BGN (Bulgarian Leva; exchange rate: 1 EUR = 1,95 BGN).

The vision of the National Employment Action Plan in 2012 is focused on: Employment increase through qualitative labour force and inclusion of vulnerable groups into labour market and into employment.

The main priorities of the National Employment Policy for 2012 are:

- Increase of employment through rapid and effective job placements of unemployed, as on the primary labour market, as well in programs and measures determined in the Law on Employment Promotion, inclusive activating inactive and discouraged persons;
- Improvement of labour force quality through acquiring new qualifications, enhancement of qualification and skills of employed and unemployed aimed at providing necessary human resources for economic restructuring, higher labour force productivity, better compliance with labour market needs;
- Limitation of unemployment in regions with low employment and high unemployment rates.

In 2012 the active labour market policy will be directed with priority towards following target groups:

- Unemployed young people up to 29 years old;
- Unemployed over 50;
- Inactive persons, who are willing to work, inclusive discouraged persons;
- Unemployed with low qualification and with qualifications which are not on demand; with a lack of skills, inclusive unemployed with low education levels (incl. of roma origins);
- Persons with disabilities.

The National Employment Action Plan includes following actions in 2012:

- Education of employed persons mainly through providing vouchers for education; education of unemployed persons (inclusive on professions of deficit); motivation and professional orientation of unemployed persons;
- Subsidized work places for redundant persons and for persons in vulnerable positions on labour market inclusive for persons of roma origin and for persons in social exclusion risk and poverty; promotion of mobility;
- Promotion of services, provided by Agency for Employment Services and by private intermediary agencies on information, consultation,

orientation to employment on the primary labour market; activation of long term unemployed and inactive persons, including through specialized mediators;

- Hiring of persons, unemployed over 6 months, for so called green work places;
- Cooperation with social partners to provide employment, to improve flexibility and security on the labour market, development of regionalization of active programs and measures;
- Improvements for social security and social inclusion.

In 2012 two new projects have to be realized:

- A Project named "Realization II" (elaborated and realized by Podkrepa CL) will secure professional orientation, motivation education, education on key competences "Initiative and enterprising" or "Public and civil competences" (related to further educational training) for 1800 unemployed persons. For 30% of persons, successfully completed this education will be provided unsubsidized employment.

- In the project "Chance for Work" (elaborated and realized by CITUB) has been provided a professional orientation and motivation education for 400 unemployed persons up to 29 years of age, who dropped out of school or who are not in the educational system. For 320 persons an apprenticeship will be provided; and for 500 unemployed: a vocational training and after it placement as trainees for 400 persons.

- In the project of Bulgarian-German Training Centers "Improvement of employment options for unemployed persons through qualitative vocational education & training" unemployed persons on key competences will be educated on professional qualification; employed persons will be educated as trainers for adults and as tutors. In the project 1687 unemployed persons from vulnerable groups on the labour market have to be trained; as well as 200 trainers for adults.

In 2012 thanks to the significant financial resources from the Operative Program "Human Resources Development", possibilities for education, apprenticeships, subsidized employment, mobility promotion, starting self-employment activities (for unemployed, including persons with disabilities), information and consultation on career development and education of employed, training and trainee positions for inactive and discouraged persons, social benefits for the employed and other activities.

A positive effect is expected in respect to employment in regions with high unemployment rates thanks to creation of new work places providing social services or in social enterprises.

In 2012, with finances of around 348 Million BGN, the implementation of already active schemes on the Operational Program "Human Resources Development" will be continued and new schemes for realization of employment policy priorities will be started.

