

2015

Annual Review of Labour Relations and Social Dialogue Bulgaria

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- Enhanced fiscal discipline, inadequate economic growth, and slow recovery of the labour market are among the leading factors that have worsened the environment for social dialogue and industrial relations development in Bulgaria.
- A trend towards decentralisation of collective bargaining has been observed, as well as abandoning the practice of extending branch collective agreements to all companies in the given sector/branch. All these developments are gradually diminishing unions' collective bargaining power and as a result the processes of social stratification and income inequalities have deepened.
- The minimum wage remains one of the most important tools to influence income policy, but increasing it is facing more and more intensive opposition from employers' organisations.
- For the trade unions the issues related to improving the sectoral and branch social dialogue, the establishment of a common procedural framework for conducting collective bargaining at various levels and the provision of necessary information to the negotiating teams are of strategic importance.
- A new income policy with a catching-up effect can be achieved not just on the basis of economic growth but also through increasing the role of the state in the distribution and redistribution of GDP. This means that the fight against poverty and social exclusion goes through both more and quality employment and also through more equitable taxation and improved social and solidarity systems.
- The social effects of the new economic governance and the European Semester are apparent. Greater activity and involvement of trade unions at the national level in the elaboration and discussion of key documents is needed.



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1. SOCIO-ECONOMIC DEVELOPMENTS

The trend of gradual increase in GDP is continuing. In the first three quarters of 2015 the pace of economic growth accelerated and reached significantly higher than expected values, respectively 3.3 per cent in the first quarter, 2.8 per cent in the second and 3.0 per cent in the third quarter. This exceeded the estimates for growth of 2 per cent for 2015 as a whole. The upward development of the industrial sector continued with an increase in gross value added (GVA) of 2.2 per cent, 4.1 per cent and 3.1 per cent compared to the first three quarters of the previous year.

After a sharp decline in 2014, exports of goods and services regained their role as the leading factor for economic growth (respectively 15.1 per cent, 6.9 per cent and 4.3 per cent in the first three quarters), while domestic demand, the driver of economic growth in 2014, recovered only in the third quarter of 2015 (final consumption: -1.5 per cent, -0.4 per cent and 1.8 per cent and gross fixed capital formation: -3.6 per cent, 0.6 per cent and 3.2 per cent).

In 2014 foreign direct investment (FDI) recorded the lowest ever level in the last four years, at €1,285.4 million or 3 per cent of GDP. Since the beginning of 2015 a positive trend was observed in FDI flows (compared to 2014 when flows hit a historic low) with growth of around 25 per cent) for the first nine months compared to the same period of the preceding year. The nominal FDI flow (€ 1,101.5 million or 3.4 per cent of GDP) remains very low for boosting economic growth and employment.

In 2015 a positive trend was observed in the balance of payments. For the period January-September the current account was positive and amounted to € 1,360.8 million (3.2 per cent of GDP) against a surplus of € 1,028.9 million (2.4 per cent of GDP) in the same period of the previous year. The trade balance continues to be negative, but tending towards improvement. For January-September 2015 it was minus € 1,192.1 million (2.8 per cent of GDP) against the deficit of € 2,020.3 million (4.7 per cent of GDP) for the same period of 2014. The improvement in the trade balance is due to the growth of exports (7.5 per cent in the first nine months of 2015) gaining advantage over imports (1.9 per cent for the same period).

After the budget deficit reached 3.7 per cent of the GDP in 2014, the deficit under the consolidated fiscal programme in 2015 is expected to decline to 3.3 per cent of GDP, mainly due to budgetary costs related to the absorption of EU funds from the first programming period. Over the next three years the budget aims to respond to the Maastricht criteria: 2016 -2 per cent, 2017 -1.4 per cent and -1 per cent in 2018 respectively.

An escape from deflation is expected in 2016, as in 2014 the harmonized index of consumer prices (HICP) was -1.6 per cent, while the expected average level for 2015 was -0.9 per cent.

In conditions of deflation, nominal growth of 6 per cent in the average wage in 2014 and between 7.6 per cent and 8 per cent for the first three quarters of 2015 provided for a steady increase in real wages. In 2015 the minimum wage was increased twice, on 1 January by 5.9 per cent and on 1 July by 5.5 per cent. In the third quarter of 2015 it was fixed at € 194 and represents 43.5 per cent of the average wage. The labour market in 2014 and 2015 recorded, albeit slowly, positive changes – total employment increased by about 1-2 percentage points on an annual basis and the unemployment rate for the first time since the beginning of the crisis of 2008 fell below 10 per cent.

Bulgaria remains among the poorest countries in the EU. According to Eurostat data (SILC-2014), 21.8 per cent of the population lives in risk of poverty after social transfers (compared to 17.2 per cent for the EU-28). The Gini-coefficient (35.4 for 2014) is among the highest in the EU.

2. STATE POLICIES

In October 2015, local elections confirmed the leading position of GERB as a political force. The governing formula 2+2 was preserved (bilateral coalition agreement between GERB and the Reformist block + 2 partners not participating in the coalition, the Patriotic Front and ABV). The election results outlined a wide political spectrum – right, centre and left – with space to strengthen that suggests that mutual compromises will continue to be necessary condition to push for and implement reforms and governance programmes.



From a trade union point of view the active policy of raising the minimum wage is considered positive. The increase of salaries in some government agencies was also supported, as well as the hike in the uniform expenditure standards for maintenance of the schools and for salaries in secondary education, for some activities in the field of culture (national libraries, museums and galleries), however if we take into account the volume and scope of the budget this is insufficient in this sector. Freezing of wages in most state budget-funded activities continues.

The Government persistently maintains a conservative fiscal policy based on low direct taxes (10 per cent corporate tax and a 10 per cent flat income tax), a relatively high VAT rate of 20 per cent and almost annually-increasing excise duties. This leads to an unprecedented ratio, in the European context, of direct and indirect taxes of 27:73 in the tax revenue structure. All trade union proposals for the introduction of a more redistributive tax system, such as an untaxed amount up to the level of the minimum wage, more progressive taxation, family taxation policy, and a tax on financial transactions have been ignored.

Unions assessed the social component of the government's budgetary policy as being too weak. For six years in a row social assistance to individuals and families, namely the minimum unemployment benefit and the guaranteed minimum income, remained unchanged. The minimum social pension represents only 40 per cent of the official poverty line in 2015; similarly the minimum old-age pension represents only 55 per cent of the poverty line. Such a policy dooms the majority of Bulgarian pensioners into extreme poverty.

Against this background, in 2015 after hardly reached consensus, the implementation of pension reform started and a range of legislative amendments to the Social Security Code were introduced. There are several main groups of changes:

- Changes at the entrance of the social security system, which introduce changes in the coverage of insurance, contribution rates, recognition of the contribution period;
- Changes in the access to pensions, such as an annual increase and equalisation up

to 2037 of the retirement age for men and women (65 years); annual increase in the length of the contribution periods until 2027 – 37 years for women and 40 years for men;

- Improvement of the second pillar of the pension system and creating the possibility for transferring the accumulated contributions from the Universal Pension Fund and the Occupational Pension Fund (second pillar) to fund "pensions" of the state social insurance (first pillar) and vice versa, at the request of insured workers/employees.

The amendments and changes in the labour and social legislation in 2015 mainly related to harmonization with EU legislation. Some amendments made to the Labour Code related to employment contracts within the newly introduced dual education system, and one-day contracts in the plant-growing industry, as well as new rules for flexible working time schedules in all sectors. The main success of trade unions as far as the industrial relations legislative framework is concerned was the discussion in the Parliament on the proposal for recognition of the right to strike and collective bargaining for civil servants in the Act on Civil Servants. However, the issue is still pending.

3. INDUSTRIAL RELATIONS

With the background of the financial crisis and enacted austerity measures the development of industrial relations in the recent past has been marked by contradictions and uneven development, namely at national level. Industrial relations face enormous domestic and external challenges. On one side, the "Europe 2020" Strategy sets up rather ambitious objectives for each member state in the fields of labour, incomes and employment, but on the other the new economic governance makes the European social dimension pointless, undermining the national systems for social protection and the progress achieved so far through social dialogue and collective bargaining.

There is a clear trend of asymmetry between the economic and social dimension of the policy followed by Bulgarian governments, which



have taken a direction of limiting the role and scope of social dialogue.

The Bulgarian industrial relations system follows the general European trends of deregulation and decentralization. The already established mechanisms, and even the very spirit of social partnership at different levels, have been challenged.

However, understanding the background of the political crisis and the need to respond in due time to emerging challenges in the social and economic sphere, the two nationally-representative trade unions and the four employers' organisations manifested good will for bipartite dialogue and developed joint activities and presented joint positions.

Examples of "good practice" in social partnership are not lacking. We can refer to the follow up of the "Programme for revival of the industry in Bulgaria" developed by the Confederation of Independent Trade Unions in Bulgaria (CITUB) and the Bulgarian Industrial Association - Union of the Bulgarian Business (BIA). In February 2015 a task force of all social partners was formed in order to prepare a common document related to the competitiveness of the Bulgarian economy and the revival of Bulgarian industry to be presented to the government. CITUB and the Confederation of Employers and Industrialists in Bulgaria (CEIBG) organised forums throughout the country on the informal economy. The Economic and Social Council of Bulgaria adopted an Opinion on the prevention of the informal economy elaborated by CITUB and Association of Industrial Capital (AICB).

Joint actions of CITUB and the Confederation of Labour Podkrepa (Podkrepa CL) and civil society organisations aiming to influence the European and national policy related to the European Semester in 2015 found their expression in the activities of the National Pilot Alliance for a Democratic, Social and Sustainable European Semester, which was established in 2014.

Protests and discontent of certain groups of public sector employees in 2015 were mainly related to redundancies, low wages and poor working conditions and especially against the funding of some programs in the public sector envisaged in the draft 2016 budget.

The social workers from the Social Assistance Agency and the staff of the Employment Agency held protests, and in some units in the country one-hour warning strikes, demanding wage increases of 20 per cent. Protests were organized by the Federations of CITUB and Podkrepa CL in the public administration. Repeated increases in the workload of these employees due to layoffs of personnel and low salaries that are 30 per cent lower than the average salary of other civil servants in the public sector were the main drivers of the protests.

The trade union federations of CITUB and Podkrepa CL in the field of culture announced 24 November 2015 as a 'Day of Discontent'. More than 80 per cent of museum workers, employees of art galleries and librarians participated in the protests across the country. The protest was directed against the low wages, reaching the level of the minimum wage, and the low funding provided for culture in the 2016 State budget. The protestors demanded a 50 per cent increase in salaries and increased financing for the protection of the movable and immovable cultural heritage of the country.

Several times during the year the trade unions in the field of public security protested against ungrounded structural changes and dismissals, low wages and poor working conditions. In the fall of 2015 police officers and workers in the field of security began mass protests by blocking major roads and holding rallies throughout the country. They protested against the planned cuts and changes in social benefits, including retirement benefits, which are scheduled to drop in the 2016 State budget, without consultations with the trade unions. They are also discontented with the finances allocated to the security sector. The Government yielded to the demands of the protestors and withdrew changes affecting the social package of the employees in the "security sector" from the 2016 draft budget.

The year 2015 will be remembered for the unprecedented for Bulgaria (and for the world) protests by employers, backed by trade unions and workers. The reason for the protests was the projected increase in the price of electricity for industry and services and the supplement



to the electricity price for "public service obligations"¹ that could lead to bankruptcies, job cuts and cuts in income and social benefits for workers. Having a shared interest, workers and employers went to the streets together. The protests were organized countrywide by four nationally representative employers' organizations and were supported by both trade union confederations – CITUB and CL Podkrepa. The protests were held in two stages – the first was to stop the work at hundreds of companies for an hour and the second included joint rallies and marches in the capital and regional cities.

Protests and strikes were also organised in many enterprises, driven by wage arrears for months, low remunerations and dismissals. Protests, rallies, and marches, including acts of civil disobedience and blocking of roads and highways were organized throughout the year.

In 2015, there were not significant internal or external changes related to the structures and organisation of the six national representative social partners' organisations. However, it is worth mentioning some events:

✓ In February 2015 the Confederation of Labour Podkrepa held its ninth regular Congress. The delegates adopted a new Common Programme and Strategy for the next four years as well as 16 resolutions. The delegates also elected new leadership. Dimitar Manolov was elected as President and Yanis Parteniotis as a Vice-President. The former president, Konstantin Trenchev, who had been in office since the establishment of Podkrepa CL 26 years ago, was awarded with the title Honourable President.

✓ The Confederation of Independent Trade Unions in Bulgaria held a national conference dedicated to its 25th Anniversary in February 2015. The participants discussed the achievements of the past and the challenges and priorities ahead.

✓ Despite the overall decreasing membership in trade unions, new local trade union or-

ganisations affiliated both to CITUB and Podkrepa CL were established. The National Trade Union of Firefighters and Rescuers "Ogneboretz" (Firefighter) affiliated to CITUB.

✓ As part of its Organising Strategy and Strategic Priorities adopted by the last Congress held in 2012, CITUB introduced E-trade union and new services for trade union members.

✓ All employers' organisations also declared affiliation of new members to their associations.

✓ The social partners finished their joint projects related to so-called "flexicurity", decent work, the informal economy, and development of competencies implemented in the framework of the Operational Programme Human Resource Development co-funded by the European Stability Fund. The outcomes of these projects include: changes in labour legislation, new tools for improvement of social dialogue and collective bargaining at the national and sector/branch levels, new policies and measures to improve the labour market.

✓ The Trade Union of Home Workers was established but it is not yet affiliated to any of the existing trade union confederations.

4. TRIPARTITE SOCIAL DIALOGUE

Tripartite social dialogue at the national, sectoral and branch levels is developing unevenly and contradictory. The development of tripartite social dialogue continues to suffer from the impact of the financial crisis and the austerity policies followed by the government. Tensions between the government and social partners, due to frequent unilateral decisions by the government, further aggravated the environment for social dialogue.

The National Council for Tripartite Cooperation (NCTC) worked with variable intensity and controversial results in 2015. This, to some extent was due to the unwillingness of the government to share power with the social part-

¹ These are the obligations of the energy companies, which are imposed on them by law or order of the public authority and are related to security of supply, environmental protection and energy efficiency.

These obligations are not something specific to Bulgaria - they are valid for the whole EU under the Directive 2009/72 / EU (Art. 3, item 1)



ners and the lack of readiness of social partners in some cases to seek a mutual compromise. The social partners' opinions were undermined and not considered in many cases, while the government continued to take unilateral decisions on issues related to labour and living standards while just informing the social partners instead of consulting them.

In this respect, in early 2015, the employers' organisations expressed their discontent about the way social dialogue was conducted through a declaration and asked for more productive work by the NCTC. The trade union confederations supported this declaration.

Usually the views of employers and trade unions on minimum social security thresholds and on increasing the minimum wage diverge, while it is easy to reach consensus on policies and measures related to the labour market, vocational education and training. This was the case when the 2016 draft budget was discussed in the NCTC. The main points of controversy were again these issues of social security and minimum wage.

Some of the established sector/branch tripartite councils for social dialogue do not work on regular basis. The trend of collective bargaining decentralisation has been seen since the beginning of 2000 but it has further accelerated in recent years due to the government's austerity policies.

- In some branches it is grounded on the objective situation – a lack of employers' organisations or trade unions that are not powerful enough.
- The refusal of some sector/branch employer organisations to enter into negotiations, using as an excuse their financial constraints.
- Changes in outcomes of collective bargaining – provisions related to employment, training, social benefits instead of wage increases.

The negotiations on minimum social security thresholds for 2016 were difficult and lengthy because of the reluctance of many branch employers' organisations to accept the proposals of the trade unions or due to the lack of social partner organisations. For more than half of the economic activities employers and trade

unions failed to agree. The average increase in the minimum insurance income in 2016 agreed for 40 economic activities, employing around 1 million people, is 7.8 per cent.

5. FORECASTS

The medium-term budget outlook is pessimistic and it is based on expectations of relatively low rates of economic growth – from 2.1 per cent in 2016 to 2.7 per cent in 2018. The influence of internal factors on growth will be more limited – an increase of final consumption (from 1.3 per cent to 2.9 per cent) and of gross fixed capital formation (from 0.7 per cent to 2.8 per cent), and to a greater extent the country will rely on growth in the export of goods and services (an expected increase from 4.6 to 5 per cent).

The level of negative budget balance under the consolidated fiscal programme will decline to 1 per cent of GDP in 2018. Falling below 3 per cent in the medium term is a positive fact that helps to avoid possible sanctions from the European Commission, but steep fiscal consolidation will hamper government investment expenditures in the economy and maintenance of important social systems.

Continued financing of the deficit through debt can lead to an increase of up to 30 per cent in total public debt, but without real risks of financial instability if it is used for priority funding of active labour market policies, investments in job creation and economic growth. The necessary structural reforms should aim at changing the way money is spent and not at freezing the spending, which will not lead to positive results.

The labour market will recover slowly and any pessimism is based on structural shortcomings and imbalances between supply and demand, slowing internal investment activity and insufficient FDI flow levels (3.2 per cent to 3.3 per cent of GDP).

In the field of industrial relations, a regular census of social partner is scheduled for 2016. We do not expect any changes in the representativeness of the existing social partners.

With the background of the experience of negotiations on minimum social security



thresholds in 2015 and the discussions within the NCTC on the draft 2016 budget, we expect difficult and prolonged negotiations on the

minimum social security thresholds for 2017, as employers have been increasingly insisting on their abolishment.



ANNEX OF DATA

- **Collective bargaining system**

Collective bargaining is one of the main elements of the new system of industrial relations established in the 1990s. The Labour Code stipulates that collective bargaining is a right of trade unions and an obligation of employers and the signed collective agreement is mandatory in nature. It is worth mentioning also that only a trade union organisation is entitled to conclude a collective agreement. The Labour Code clearly outlines the levels of collective bargaining – enterprises, branches/sectors and municipalities. Since 2003 collective bargaining at the branch/sectoral level has been expanded to include annual bargaining of minimum social security thresholds for each economic activity.

The collective agreement applies to employees who are members of the trade union organisation that is party to the agreement. Employees who are not members of that trade union organisation – the party to the agreement – or are not trade union members at all can be covered by the collective agreement with a

written application to the employer or to the trade union leadership.

Regardless of the different attitudes to collective bargaining by different governments and employers, even in times of crisis, it continues to be an active instrument of industrial relations, creating opportunities to increase the competitiveness of Bulgarian businesses and at the same time protecting the labour and social rights of employees.

The role of the branch collective agreements has become more significant in the period 2010-2012 when a clause for extension over all companies in the respective branch was applied. The Minister of Labour and Social Policy, upon request and after consultations with the social partners, extended the validity of the collective agreements in five branches: water supply (February 2010 and September 2012), brewing (May 2010, November 2011 and September 2013), cellulose-paper, wood processing and furniture (August 2010 and July 2012) and mining (May 2011). However, in the last two years this process has actually been blocked.

Information/reference about valid collective agreements (CAs), 2008-2014

Year	Sectoral/branch CAs			CAs in company/enterprise		
	Total number	Of them:		Total number of CAs + annexes to CAs	Of them:	
		Sectoral CAs	Branch CAs		CAs	Annexes
2008	67	10	57	1828	1493	335
2009	73	10	63	1499	1261	238
2010	71	10	61	1596	1321	278
2011	72	9	63	1616	1332	284
2012	64	8	56	1581	1308	273
2013	68	8	60	1439	1153	286
2014	67	8	59	1480	1220	260

Source: General Labour Inspectorate and CITUB

The primary level of collective bargaining remains the enterprise/company level. This decentralization process has been typical for Bulgaria since the beginning of the transformation process, but during the financial crisis it has been reinforced. The decentralisation is often forced and provoked by employers' branch organisations. So, for example in the production of chemical products it has been a sustained trend since 2002. Similar is the situation in the electronics and electrical engineering industries as well as in some branches of the light

and food production industries where the employers are refusing to negotiate on the branch level. These trends are confirming the practice of collective bargaining on wages being redirected to the company level.

- **System of tripartite social dialogue**

Tripartite social dialogue (social partnership) in Bulgaria is well-institutionalised and implemented at different levels. In compliance with



the legislative framework and Bulgarian practice, the system of social dialogue is organised along the following levels:

- At the national level social dialogue is conducted within the National Council for Tripartite Cooperation, set up in 1993. It has standing commissions on different areas.
- At the sectoral/branch level there are 51 sectoral/branch councils for social cooperation with the participation of representatives of the respective representative sectoral/branch employers' organizations and trade unions. In some sectors there are representatives of the state as an employer.
- At the district level (since 2010) there are district councils for tripartite cooperation.
- At the municipal level there are 82 councils for social cooperation. Representatives of municipal authorities take part in the negotiations on budgetary activities (education, health and social care, culture, local government).
- At the enterprise level the participants in the negotiations in the special commissions for social partnership are the employer and the existing trade union organisation(s).

On the national level the National Council for Tripartite Cooperation (NCTC) functions. It

comprises, on a parity basis, representatives of the government, workers' organisations and employers' organisations which are recognised as nationally representative according to a census conducted every four years). After the last census of 2011-2012 (after adopting new more stringent criteria for representativeness) two trade union confederations and four employers' organisations (instead of six till then) were recognised as nationally representative. The next social partner's census is scheduled for 2016. NCTC is a consultative body in which amendments to social and labour legislation are discussed, as well as policies and documents related to the labour market, vocational training, wages/salaries, incomes, and living standards of the population.

In recent years tripartite cooperation at the national level has been expanding. New mechanisms were developed such as: participation in ad hoc groups developing new labour and social legislation and participation in Public Councils at the ministries. The social partners participate in the management and supervision of a number of bodies in the areas of employment, social and health insurance, health and safety at work and vocational education and training, established along the tripartite principle, as well as in the Monitoring Committees of Operational Programmes co-funded by the European Stability Fund and other EU funds.



• **Social security systems**

Coverage* rate of the labour force (LF) by types of insurance (in %)

Insurance type	2009	2010	2011	2012	2013	2014	2015- I Q	2015 - II Q
Health insurance (number of insured persons, in relation to the LF = employed + unemployed persons)	76.7	72.8
Pension insurance (number of insured persons related to all employed)	76.0	79.7	84.0	80.6	79.8	79.7	79.9	77.4
Insurance for unemployment (number of insured persons related to all employees)	88.0	88.9	92.7	90.5	92.5	92.8	98.0	97.6

Source: National Social Security Institute (NSSI)

* The coverage is calculated on the base of data for all insured persons provided by the NSSI. These persons are classified in different groups based on the following features:

1. All employees, including all self-employed persons, are obliged to have pension insurance.
2. Only employees are insured for unemployment.
3. All persons are obliged by law to have health insurance but in practice a significant part of the self-employed are not covered.

• **Education and vocational training**

After two consecutive reports on Country Specific Recommendations (2014 and 2015) in which the European Commission insisted on acceleration of the adoption of a law on pre-school and school education, the law was promulgated in the official State Gazette in October 2015. The previous law was adopted in 1991 and was considered as too old and non-reflective of changes in society, the economy and the labour market as well as the needs related to Bulgaria’s European integration.

The new law defines school education as compulsory until the age of 16 years; the preschool age begins at age 5 and school age at 7 years. Parents are liable to pay fines of up to BGN150 if their child is not enrolled in a kindergarten or a school. Secondary education has a new structure and high schools are divided into professional and profiled. Private kindergartens and schools will also receive government subsidy starting in 2018.

The law introduced more stringent requirements for the content of textbooks and teaching aids and the system for rating students’ knowledge is also changing. A

National Education Inspectorate was established that will carry out at least one inspection of every kindergarten and school within a five-year period.

The legislative framework of vocational education and training (VET) is also changing. The law on professional education and training was amended in July 2014 to include validation of knowledge and competencies acquired through informal and non-formal training and dual education. The Employment Promotion Law was also amended to include provisions related to dual education. Most of the legislative changes have been proposed by the social partners following implementation of their joint projects in these fields.

The National Strategy on Lifelong Learning (2014-2020) and the Action Plan for its implementation were adopted. Some of the main priorities of the Strategy are:

- development of an integrated system, encompassing all stages (preschool, school, higher education and adult learning) and forms (formal, non-formal and informal) of education and training, allowing lifelong learning through flexible pathways.



- improving the quality of teaching by ensuring effective initial qualification and continuous training of teachers;
- acquisition of key competencies such as “learning to learn”, entrepreneurship, initiative, teamwork, conflict resolution, decision-making.

The Government and the European commission adopted the Science and Education for Smart Growth Operational

• **Employment rate**

Employment rates (in %)

	2009	2010	2011	2012	2013	2014	2015- 1 st quarter	2015-2 nd quarter	2015-3 rd quarter
Population aged 15 years and over									
Total	49.4	46.7	46.6	46.6	46.9	48.0	47.7	48.7	50.3
Men	54.9	51.3	51.1	50.8	51.4	52.7	52.5	53.7	55.5
Women	44.4	42.4	42.4	42.6	42.8	43.6	43.3	44.2	45.6
Population aged 15-64									
Total	62.6	59.7	58.4	58.8	59.5	61.0	61.0	62.4	64.5
Men	66.9	63.0	61.2	61.3	62.1	63.9	63.8	65.4	67.6
Women	58.3	56.4	55.6	56.3	56.8	58.2	58.1	59.5	61.4
Population aged 20-64									
Total	68.8	65.4	62.9	63.0	63.5	65.1	65.0	66.6	68.8
Men	73.8	69.1	66.0	65.8	66.4	68.1	68.1	69.8	72.1
Women	64.0	61.7	59.8	60.2	60.7	62.0	61.9	63.4	65.4

Source: National Statistical Institute. Labour force survey.

Programme which will be one of the key instruments for achieving the targets adopted by Bulgaria under Europe 2020 aiming at:

- ✓ Boosting Bulgaria's scientific, research and innovation capacity as prerequisites for smart economic growth;
- ✓ Expanding access to quality education so citizens can be part of the inclusive economy.



- **Unemployment rate**

Unemployment rates (in %)

Calculated on the basis:	2009	2010	2011	2012	2013	2014	2015 1 st quarter	2015 2 nd quarter	2015 3 rd quarter
K ₁ : Population aged 15 years and over	6.8	10.2	11.3	12.3	12.9	11.4	10.6	9.9	8.3
K ₂ : Population aged 15-64	6.9	10.3	11.4	12.4	13.0	11.5	10.7	10.0	8.3
K ₃ : Population aged 15-24 (Youth unemployment)	16.2	23.2	25.0	28.1	28.4	23.8	23.2	21.9	19.2
K ₄ : Registered unemployed persons in the employment offices	7.6	9.5	10.1	11.1	11.3	11.2	11.0	10.1	9.3

Source: For K₁, K₂ and K₃ - National Statistical Institute (Labour force survey) and for K₄ - National Employment Agency (registered unemployed persons in the Employment Offices).

- **Average monthly wages**

Average monthly wage – total and in the economic sectors (in €)

	2010	2011	2012	2013	2014	2015 – 1 st quarter	2015 - 2 nd quarter	2015 – 3 rd quarter
Total	331	351	374	396	420	439	449	447
Public sector	383	389	405	427	454	451	469	466
Private sector	312	338	363	386	409	435	443	441

Source: National Statistical Institute. Statistics of employment and labour costs (data for 2015 quarterly, is preliminary).



• **Gender pay gap**

There have not been any changes in the remuneration of labour by gender. Traditionally in Bulgaria the gap is about 20 percentage points in favour of men and it is explained mainly with employment specifics – women are employed in large numbers in the so called “feminised” branches and sectors such as textiles, the knitwear and tailoring

sector, retail trade and similar sectors where the average monthly wage is significantly below the average wage for the country (60-70 per cent). On the other hand, the so-called “male” sectors as metallurgy, energy/power engineering, coal extraction and ore extraction that maintain wage levels far above the average country wage. There is no concrete evidence for a gender pay gap at the same workplace or at least there are no available statistics.

Average monthly wage by gender (in €) and women/men wage ratio (in %)

	2010	2011	2012	2013	2014	2015- 1st quarter	2015-2nd quarter	2015- 3rd quarter
Men	367	389	417	440	467	483	493	491
Women	296	313	331	353	373	395	405	402
Ratio w/m	80.6	80.5	79.4	80.2	79.9	81.8	82.2	81.9

Source: National Statistical Institute. Employment statistics and labour costs (quarterly data for 2015 preliminary)

• **Monthly minimum wage**

Monthly minimum wage in the country (in €)

from 1.1.2009	without a change 2010	from 1.9.2011	from 1.5.2012	from 1.1.2013	from 1.1.2014	from 1.1.2015	from 1.7.2015
123	123	138	148	158	174	184	194

Source: National Statistical institute

• **Actual weekly working hours**

There is no clearly expressed tendency for a reduction of working time under the crisis

conditions, demonstrating that employers are not flexible enough in working time organisation and tend to choose the dismissal of workers option rather than looking for ways to maintain employment levels.

Average actual weekly working hours

	2009	2010	2011	2012	2013	2014	2015-1 st quarter	2015- 2 nd quarter	2015-3 rd quarter
Total	40.3	40.5	40.2	40.1	40.0	40.0	39.9	39.8	40.6
By Gender:									
Men	40.8	40.8	40.5	40.4	40.3	40.4	40.2	40.3	41.0
Women	39.9	40.1	39.9	39.8	39.6	39.6	39.5	39.3	40.1
By type of ownership:									
Private sector	40.9	41.0	40.7	40.6	40.4	40.5	40.2	40.3	41.0
Public sector	38.7	38.9	38.8	38.8	38.6	38.6	38.7	38.3	39.1

Source: National Statistical Institute. Labour force survey.



• **Normal work / atypical work**

Atypical employment is not widespread in the country – especially part-time and temporary work. More widely spread in the private sector is “undeclared” employment. The largest number of undeclared workers can be seen in construction, hotels and restaurants, and agriculture. Informal employment has two main dimensions – work without employment contracts and employment under contracts with “hidden” clauses (e.g., envelope wages). While we can observe a stable downward trend of decreasing employment without contracts since 2003, employment with “hidden clauses” shows an opposite trend – it increased to include about 10 per cent of the employees.

The challenges a worker in informal employment faces are the same as for other forms of unregulated relations. The difference here is that while it is difficult to regulate the informal economy, it must be put under control in such

a way as to reduce it to the minimum. This means that mechanisms of information and consultation with workers seeking work in the informal sector should be sought, as well as higher sanctions for employers offering this kind of work being imposed. However, both sides in the employment relationship have their reasons against the stricter measures. On the one hand, employers state that the workers themselves do not want to conclude contracts, since during the period of employment they continue to use services and resources from the social assistance systems and unemployment benefits; on the other hand, workers point out that they cannot refuse the offered work because the employer will quickly find another worker who will accept the conditions. This is a vicious circle that has to be tackled by appropriate legislative measures, considering the extent of the employer’s blame on the one hand, and that of the employee on the other, so that the right sanctions could be imposed.

Relative share of the employees by type of contract (in %)

	2009	2010	2011	2012	2013	2014	2015 1 st quarter	2015 2 nd quarter	2015 3 rd quarter
By the length of working time:									
Full time	98.4	98.3	98.2	98.0	97.8	97.9	97.9	98.2	98.2
Part time	1.6	1.7	1.8	2.0	2.2	2.1	2.1	1.8	1.8
By type of contract with the employer:									
Labour and civil service contract	96.4	96.8	97.5	97.5	97.0	97.0	97.3	97.0	96.8
Civil contract	1.5	1.2	0.9	1.0	1.2	1.1	1.0	0.9	1.0
Without any contract	2.1	2.0	1.6	1.5	1.8	1.9	1.7	2.1	2.2
By type of working activity:									
Permanent job	95.3	95.5	95.9	95.5	94.3	94.7	96.3	95.4	94.2
Temporary/agency work	4.7	4.5	4.1	4.5	5.7	5.3	3.7	4.6	5.8

Source: National Statistical Institute. Labour force survey.



• Migration

External migration by gender*

Number of persons	2011			2012			2013			2014		
	total	men	women	total	men	women	total	men	women	total	men	women
Immigrants in the country	4722	2402	2320	14103	8182	5921	18570	10496	8074	26615	14712	11903
Emigrants from the country	9517	4460	5057	16615	8836	7779	19678	9841	9837	28727	15747	12980
Mechanical increase/decrease	-4795	-2058	-2737	-2512	-654	-1858	-1108	655	-1763	-2112	-1035	-1077

Source: National Statistical Institute (Population and demography)

* Includes only those persons who have declared before administrative authorities a change of their permanent address - from Bulgaria to abroad and from abroad to Bulgaria.



• **Human Development Index (HDI) and its components**

BULGARIA	2009	2010	2011	2012	2013	2014
HDI – Value	0.767	0.773	0.774	0.776	0.777	
Ranking (from 186 countries)*				57	58	
Life expectancy at birth (years)	73.1	73.2	73.3	73.4	73.5	
Mean years of schooling of adults (years)	10.5	10.6	10.6	10.6	10.6	
Expected years of schooling of children (years)	13.9	14.2	14.3	14.3	14.3	
Gross national income per capita (PPP \$ - 2011)	14,501	14,695	14,793	15,178	15,402	

Source: *Human Development Report 2014, UNDP Data for 2014 coming on 14 December 2015*

*Ranking scale: 1-47 (Very high HD); 48-94 (High HD); 95-141 (Medium HD); 142-186 (Low HD)

• **Gini-coefficient**

Gini-coefficient	2009	2010	2011	2012	2013	2014
Bulgaria	33.4	33.2	35.0	33.6	35.4	35.4
EU-27	30.4	30.5	30.8	30.4	30.5	31.0
Ranking (BG in EU-27)	5	6	2	5	1	2

Source: Eurostat (SILC)

• **Collective agreement coverage**

Expert estimates on the collective agreement coverage are based on: the changes in the number of signed collective agreements, the approximate number of covered persons and the number of employed persons. In this case

the indicator of the coverage rate is influenced more by the number of employed persons than by the other factors, which play a less significant role (the number of signed collective agreements and the approximate number of covered persons have remained relatively stable).

Collective agreements coverage rate for employees (in %)

2008	2009	2010	2011	2012	2013	2014
30	32	35	38	29*	30	30

Source: *Experts evaluation – ISTUR of CITUB*

*Data from National representative survey “Work-climate-index” (ISTUR of CITUB)

• **Ongoing important collective bargaining agreements**

As of now, the draft prepared by CITUB experts (in coordination with Podkrepa CL) about the national social partners’ agreement on joint actions related to implementation of the European Framework Agreement on Work Related Stress (2004) and the European Framework Agreement on Harassment and Violence at Work (2007) has not been signed due to the refusal of employers’ organisations to discuss it. However, some affiliates of CITUB – the Bulgarian Union of Teachers (BUT), the Federation of Transport Trade Unions in Bulgaria (FTTUB) and the Federation of Trade Unions – Health Services

(FTUHS) have continued their activities related to stress, harassment and violence at work.

Most of the sector/branch collective agreements were renewed in 2014 and 2015 for a two-year term.

One of the most recent branch collective agreements (BCA) is in metallurgy, signed in April 2015. Despite the current difficult economic and market environment, the social partners managed to improve a number of important parameters in the BCA related to workers’ incomes. A 7 per cent increase in the minimum wage in the core business was agreed. The minimum wage agreed in the



branch collective agreement is 27.7 per cent higher than the statutory minimum wage in Bulgaria. An increase in the starting wages of low-skilled employees in the non-core business was also agreed and these are 3 per cent higher than the national minimum wage. The new BCA provided for a 23 per cent hike in remuneration for night work and the agreed minimum payments in metallurgy are now over three times higher than the statutory minimums.

• **Trade union density**

The explanations of the changes in the collective agreement coverage rate also apply

for trade union density. As a rule, when there is higher employment (as Bulgaria had in 2008) the relative share of the trade union membership is lower. When the number of the employees in the national economy decreased, trade union membership density increased due to the fact that the majority of the dismissed/laid off employees were not trade union members. Data from empirical sociological research indicate a slight increase in trade union density (around 21-22 per cent). However, despite the establishment of a number of new trade union organisations in some branches, as a whole the trend towards decreasing trade union density (in absolute figures) remains.

Trade union density (number of trade union members to the number of total employees – in %)

2008	2009	2010	2011	2012	2010	2012	2013	2014
16.9	17.3	18.9	18.9	19.0	21.2*	21.9*	20.9**	20.9**

Source: Experts evaluation – ISTUR of CITUB, *Data from National representative survey “Work-climate-index” (ISTUR of CITUB), **Data from National representative survey “Syndibarometer” (ISTUR of CITUB).

• **Employer’s organisations density**

According to data from the latest census 2011-2012, the four employer’s organisations recognised as representative at the national level – the Bulgarian Industrial Association (BIA), the Bulgarian Chamber of Commerce and Industry (BCCI), the Confederation of Employers and Industrialists in Bulgaria (CEIBG) and the Bulgarian Industrial Capital Association (BICA) – all reported an increase in their membership. These figures mostly represent medium-sized and large companies as most of the small and micro-enterprises are not members of any of the four nationally representative employers’ organisations.

• **Workplace representation**

Bulgarian labour legislation does not stipulate the establishment of works councils in companies or enterprises. Workplace representation is realised by trade union organisations directly in the workplace and where there are no such organisations the representation can be realised through the general assembly or the assembly of the delegates/proxies of the entire company staff.

In 1997 a Law on Health and Safety at Work was adopted according to which companies

with 50 or more employees must establish committees on working conditions. In all other companies (with less than 50 employees) groups on working conditions have to be established. The committees comprise employees and employer representatives on a parity basis.

In 2001 the general assembly/assembly of representatives’ was entitled to additional functions, e.g. the right to choose representatives for the economic and social interests of the employees; the right to choose representatives for participation in the General Assembly of shareholders/partners/associates; and for companies with 50 and more employees – the right to choose a representative in company governing bodies.

With the amendments to the Labour Code, in force since July 2006, the election of workers’ representatives for information and consultation process is stipulated. Furthermore, a law relating to the election of workers/employees representatives in European Works Councils in multinational companies (MNCs), in bodies of supervision/management in European companies and in European cooperative societies is now in force.



In 2012-2013 CITUB, jointly with the BIA, launched a country-wide campaign "Be Info" to promote and encourage the process of information and consultation in establishments which, as yet, do not have elected employee representatives on information and consultation. After realisation of the first (information) stage of the campaign when 171 establishments/companies throughout the country were visited, the next stage (consultation stage) was prolonged in 2014. It is expected that as a direct results of this process a minimum of 10-20 per cent of visited companies will create systems for information and consultation in the short-term, and in the long-term, will establish trade union organisations.

However an analysis by CITUB shows that the process of election of employee representatives on information and consultation is slowing down. Such representatives have been

elected in only 20 per cent of the enterprises covered by the law.

A future campaign by CITUB is in preparation and was discussed at the meetings of the Club of trade union leaders of CITUB organisations in the subsidiaries of the MNCs in Bulgaria. The focus of the campaign will be on protecting employees' rights in MNCs through monitoring of the application of national and international labour standards and legislation throughout the value chains, including the MNCs' subsidiaries, subcontractors, suppliers and consumers. This will be a specific mechanism for checking the promotion of employees' rights when there are not general documents of the MNC defining these rights, or the existing Codes/Charters of Conduct, Transnational and other agreements do not relate to the inter-related enterprises.

- **Trade unions**

- a. National Trade Union Confederations**

Name in Bulgarian	Name in English	Number of members*		International affiliation
		2012	2008	
Trade union confederations recognised as nationally representative				
Конфедерация на независимите синдикати в България	Confederation of Independent Trade Unions in Bulgaria (CITUB)	275 762	328 232	ETUC ITUC
Конфедерация на труда Подкрепа (КТ Подкрепа)	Confederation of Labour Podkrepa (Podkrepa CL)	88 329	91 738	ETUC ITUC

Source: Ministry of Labour and Social policy,

* Data from the official censuses carried out in 2011-2012 and 2007-2008



b. Trade Union Federations by branches

TRADE UNION FEDERATIONS AFFILIATED TO CITUB

№	Name in Bulgarian	Name in English	Number of members		International affiliation
			2013	2008	
1	Синдикат на българските учители	Bulgarian Union of Teachers (BUT)	70587	75170	ETUCE EI
2	Федерация на синдикатите от държавното управление и организации	Federation of Independent Trade Unions of State Government and Organisations (FITUGO)	25646	18727	EPSU PSI
3	Федерация на синдикатите в здравеопазването	Federation of Trade Unions – Health Services (FTUHS/ ITUFC)	23152	18575	EPSU PSI
4	Синдикат на железничарите в България	Trade Union of the Railways Workers in Bulgaria (TURWB)	16118	22048	ETF
5	Съюз на транспортните синдикати в България	Federation of Transport Trade Unions in Bulgaria (FTTUB)	11904	13960	ETF ITF
6	Национален браншов синдиката Водоснабдител	National Branch Water-Supply Trade Union (NBTU Vodosnabdittel)	10916	11674	EPSU PSI
7	Национална федерация на енергетиците	National Federation of Energy Workers (NFE/NFEW)	9974	10019	IndustriAll-Europe and Global EPSU/PSI
8	Федерация на независимите синдикати на миньорите	Federation of the Independent Trade Unions of Miners (FISM)	9515	10960	IndustriAll-Europe and Global
9	Национална синдикална федерация Метал - електро	National Trade Union Federation Metal-Electro (NTUF Metal-Electro)	9509	10417	IndustriAll-Europe and Global
10	Синдикална федерация на съобщенията	Trade Union Federation of Communications (TUFC)	9128	9840	
11	Федерация на независимите синдикални организации от леката промишленост	Light Industry Trade Union Organisations Federation (FOSIL/LITUOF)	8904	13162	IndustriAll-Europe and Global
12	Федерация на независимите синдикални организации от българската армия	Federation of Independent Trade Unions in the Bulgarian Army (FITUBA)	6432	7931	
13	Независима синдикална федерация на енергетиците в България	Independent Labour Federation of Workers in Energy (NSFEB /ILFWE)	6224	6569	EPSU PSI
14	Федерация на независимите синдикални организации от горското	Federation of Trade Union Organizations in Forestry and			EFBWW BWI



	стопанство и дървопреработващата промишленост	Woodworking Industry in Bulgaria (FSOGSDP)	5783	7033	
15	Федерация на независимите синдикати в земеделието	Federation of Independent Agricultural Trade Unions (FIATU)	5620	5845	EFFAT IUF
16	Независим учителски синдикат	Independent Teachers' Trade Union (ITTU)	5437	4511	
17	Независима синдикална федерация на търговията, кооперациите, туризма и общественото обслужване	Independent Trade Union Federation of Employees in Commerce, Cooperatives, Tourism, Credit and Social Services (ITUFECTCS)	4466	5341	UNI - EUROPA
18	Национален браншов синдикат Висше образование и наука	National Branch Trade Union of Higher Education and Science (NBTU-HES)	4215	4014	
19	Федерация на независимите строителни синдикати	Federation of Independent Trade Unions in Construction (FITUC)	4120	7236	EFBWW BWI
20	Синдикална федерация МЕТАЛИЦИ	Trade union of METALWORKERS (TU METALIZY)	3572	7387	IndustriAll-Europe and Global
21	Национална федерация на труда Химия и индустрия	National Labour Federation of Chemistry and Industry (NLF Chemistry and Industry)	2871	5867	IndustriAll-Europe and Global
22	Федерация на синдикатите от военнопромишления комплекс	Federation of Trade Unions of the Military Industrial Complex (FTUMIC)	2687	2971	
23	Национален банков синдикат	National Banking Union (NBS)	2208	2168	
24	Синдикална федерация на организациите от електрониката, машиностроенето и информатиката	Trade Union Federation of Organizations of Electronics, Machine-building and Informatics (TUFOEMI)	2137	2169	IndustriAll-Europe jointly with FTISI "Podkrepa"
25	Федерация на независимите синдикални организации от хранителната промишленост	Federation of Independent Trade Unions in the Food Industry (FITU-FOOD)	2126	3002	EFFAT IUF
26	Съюз на българските музикални и танцови дейци	Union of Bulgarian Musicians and Dancers (UBMC)	1973		Before 2012 - member of ITUF CULTURE
27	Независима федерация Култура	Independent Trade Union Federation of Culture (ITUF CULTURE)	1791	1261	



28	Независима синдикална федерация на кооперативните организации	Independent Trade Union Federation of Cooperative Organizations (ITUFC)	1490	2079	
29	Моряшки синдикат	Seamen's Syndicate – Bulgaria	1355	3310	ETF ITF
30	Синдикат Корабостроител	Trade Union Korabostroitel (Shipbuilder) (TU Korabostroitel)	1223	1301	
31	Синдикална федерация на организации от туризма	Trade Unions of Tourism in Bulgaria (TUTB)	1198	1765	
32	Независим синдикат на тютюноработниците	Independent Trade Union of Tobacco Workers (ITUTW)	1131	1433	
33	Синдикат на автотранспортните синдикати	Trade Union of Road Transport Workers (TURTW)	1089	1845	
34	Синдикат Пиво, Храни и Напитки	Trade Union of Beer, Food and Beverages (TUBFB)	888	907	EFFAT IUF
35	Национален радио-телевизионен синдикат	National Radio and TV Trade Union (NRTVTU)	237	297	
36	Национален синдикат на икономистите и одиторите в България	National Trade Union of Economists and Auditors in Bulgaria (NTUEAB)	29	257	
37	Национален синдикат на пожарникарите и спасителите „ОГНЕБОРЕЦ”.	National Trade Union of Firefighters and Rescuers * (NTUFR 'Firefighter')		2 300**	EFFUA

Source: Data from the internal registration system of CITUB

* Affiliated to CITUB in late December 2014, not included in the official census conducted in 2011-2012

** Data for 2014



TRADE UNION FEDERATIONS AFFILIATED TO PODKREPA CL

№	Name in Bulgarian	Name in English	Number of members		International affiliation
			2013	2008	
1	Синдикат Образование	Union of Education	17462	15300	ETUCE EI
2	Медицинска федерация	Medical Federation	9140	6430	EPSU PSI
3	Синдикална миньорска федерация	Miners Federation	7721	7019	IndustriAll- Europe and Global
4	Федерация на транспортните работници	Federation of Transport Workers	6140	7342	ETF
5	Синдикат на административните служители	Union of Administrative Employees	5742	4833	EPSU PSI
6	Федерация Енергетика	Federation of Energy	5573	5766	IndustriAll- Europe and Global EPSU/PSI
7	Федерация Строителство, индустрия и водоснабдяване	Federation of Construction and Water Supply	5428	5081	EFBWW EPSU BWI
8	Синдикална федерация на машиностроителите и металоработниците	Trade Union Federation of Metal Workers	5182	6028	IndustriAll- Europe and Global
9	Федерация Лека промишленост	Federation of Light Industry	3096	3464	IndustriAll- Europe and Global
10	Федерация Търговия, Услуги, Контролни органи и Туризм	Federation of Commerce, Services, Control Bodies and Tourism	2916	1813	EPSU IndustriAll- Global
11	Федерация Съобщения	Federation of Communications	2520	3687	
12	Федерация Химия	Federation of Chemical Industry	2360	3802	IndustriAll- Europe and Global
13	Федерация Атомна енергетика	Federation of Nuclear Energy	2030	1224	IndustriAll- Europe
14	Федерация Металургия	Federation of Metallurgy	2010	3777	IndustriAll- Europe and Global
15	Федерация Земеделие и горско стопанство	Federation of Agriculture and Forestry	1906	1528	IUF
16	Национален железничарски синдикат	National Railway union	1804	1804	
17	Национален професионален синдикат на работещите в сигурността и охраната	National Union of Employees in Private Security Services	1621	1081	



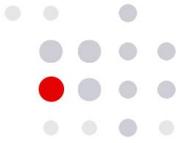
18	Федерация Техническа индустрия, наука, информатика	Federation of Technical Industry, Science, Informatics	1577	985	IndustriAll-Europe jointly with TUFOEMI - CITUB
19	Синдикат Тютюнева промишленост	Union of the Tobacco industry	1307	1447	
20	Федерация Хранителна и питейна промишленост	Federation of the Food and Beverages Industry	1153	2917	EFFAT IUF
21	Синдикат Отбрана	Union of Defence	1115	1270	PSI
22	Федерация Култура	Federation of Culture	1025	726	
23	Синдикат на свещено и църковно служителите	Union of Priests and Churchmen	821	December 2010	
24	Национален синдикат Телевизия и радио	National Union of Television and Radio	204	26	
25	Съюз на журналистите в България Подкрепа	Union of Journalists Podkrepa	187	9	EFJ IFJ

Source: Data from the internal registration system of Podkrepa CL

• **Employers organisations**

	Name in Bulgarian	Name in English	Number of members	International affiliation
1	Българска стопанска камара – Съюз на българския бизнес (БСК)	Bulgarian Industrial Association - Union of the Bulgarian Business (BIA)	93 branch organisations in 26 sectors; 13,082 companies with 644,723 employees; 120 regional chambers;	<u>BUSINESSEUROPE</u> , IOE – International Organization of Employers
2	Българска търговско промишлена палата (БТПП)	Bulgarian Chamber of Commerce and Industry (BCCI)	103 sectoral/branch organisations; 21,977 companies with 665,714 employees; 28 regional chambers;	International Chamber of Commerce, Paris; World Trade Centers Association, USA; EUROCHAMBRES
3	Асоциация на индустриалния капитал в България (АИКБ)	Bulgarian Industrial Capital Association (BICA)	38 sectoral/branch organisations; 6,626 companies with 335,805 employees; 75 regional structures.	European Centre of Employers and Enterprises Providing Public Services (<u>CEEP</u>)
4	Конфедерация на работодателите и индустриалците в България (КРИБ)	Confederation of Employers and Industrialists in Bulgaria (CEIBG)	70 sectoral/branch organisations; 5,336 companies with 504,984 employees; 101 territorial bodies.	International Chamber of Commerce (ICC)

Source: Ministry of Labour and Social Policy. Data from the official census of employer organisations held in 2011-2012 and interviews with employer’s organisations representatives (2013).



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