

The EU social dialogue in a changing world: a way forward
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Building Capacity and Implementing Agreements 2010-2011

- In 2010 experts of the CITUB and Bulgarian Industrial Association (BIA) prepared analysis on the EU Framework Agreement on telework and on the ILO regulations on home work . The analysis were made in the frames of the project "Security via law, flexibility via collective bargaining " (project of the CITUB with the partnership with BIA, supported by the National Operational Program "Human Resources Development-2007-2013")
- On the base of the analysis two framework agreements were prepared and discussed
- On 24 November 2010 the nationally represented social partners –trade union confederations and employer's associations signed bipartite agreements for the regulations of telework and of home work
- In April 2011 amendments of the Bulgarian Labour Code based on the main points of the two agreements were made
- Since 2009 the Association of the home workers in Bulgaria is affiliated to the CITUB (with partial membership, based on contract)

Activities, concerning the work related stress and harassment and violence at work in 2003-2013

- In 2003-2013 some of the sectoral trade unions, affiliated to the CITUB made their own activities , including projects , research, analysis, seminars, preparation and negotiations of provisions, included in the sectoral and company/organisation level collective agreements
- The main sectoral federations, involved in this proces were the Federation of the Independent Trade Unions in the Health Care, Union of the Transport Workers Trade Unions, also the Federation of the Independent Trade Unions of Miners, Trade Union of the Railway Workers and Employees in Bulgaria, Trade Union Federation “Metalicy”, Trade Union of Bulgarian Teachers
- Some of the sectoral trade unions were also involved in activities of the European sectoral trade union federations

Activities, concerning the work related stress and harassment and violence at work in 2003-2013

- In 2003 a team of researchers from the ISTUR at the CITUB made a survey of the work related stress in the education, health care and local administration, in the frames of a project, supported by the ILO
- In 2005 a team of researchers from the ISTUR at the CITUB made a survey of the work related stress in mines and railways, supported by the National Fund for Health and Safety at Work
- In 2010 and 2013 the ISTUR team made two surveys on working climate (in the frames of the project “Security via law, flexibility via collective bargaining), where also the issues of the work related stress are included
- In 2013 experts of the Trade Union of Bulgarian Teachers made a survey of the occupational health and safety and ability to work of the teachers in Bulgaria, where also the issues of the work related stress and harassment and violence at work are included

Activities, concerning the inclusive labour markets before 2012

- Many activities were envisaged in the National Employment Plans and in the programs for employment and implemented projects
- Several main measures were envisaged for the promotion of employment, like activating inactive and discouraged people, improvement qualification of the vulnerable groups, special programs for unemployed young people below 29 years and for the unemployed people over 50 years, for low qualified and disabled persons, special programs for the regions and municipalities with very high unemployment level, coordination between the social partners for improvement the security and flexibility on the labour market
- In April 2011 also amendments of the Labour code, concerning the posted workers and the labour relations of the employed via agencies for temporary work were made

The Action Plan 2012

- On the seminar on 11-12 April, organised by the European social partners in Sofia, action plan for Bulgaria was discussed
- The main point of the action plan is as follows:
 - Preparation of draft national agreement of social partners joint actions for the implementation of the European Framework Agreements on the work-related stress and the Framework Agreement on the harassment and violence at work
 - Also and annex –draft National Employment Action Plan was discussed

Implementing of the Action Plan 2012

- In 2012 researchers from the ISTUR made analysis of the European Framework Agreements on the work related stress and on the harassment and violence at work and of their implementation by the European social partners and national social partners in the EU member states
- In November 2013 experts from the CITUB prepared draft national framework agreement on the work related stress and harassment and violence at work
- The document should be discussed at the meeting of the Coordination council of the CITUB at 19 December; a draft decision, giving opportunity to the leadership of the confederation to organise public discussions and to negotiate with the other social partners for a new agreement will be suggested to the council members

Implementing of the Action Plan 2012

- In June 2012 the nationally represented social partners and the government prepared and signed an agreement named “First Job”, which is a part of the national initiative “Jobs for the young people
- There are many activities, envisaged in the National Strategy for Employment, National Employment Action Plan for 2013, in many of the programs and projects for employment, which also involve social partners
- In the National Employment Action Plan 2013 some of the priorities are as follows: improvement quality of the workforce; national initiative “Jobs for the young people”; support of creation of new jobs in the micro and small enterprises and of “green” and “white” jobs; promotion of employment of the vulnerable groups; improvement of monitoring and control by the side of the National Labour Inspectorate, purposed to the improvement of the working conditions and restriction of the work in the shadow economy

- Thank You for Your Attention !