



2016

Annual Review of Labour Relations and Social Dialogue Bulgaria

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February 2017

- In 2016 the Bulgarian economy showed better than expected performance. The pace of real economic growth of 3.6 per cent in 2015 continued also in 2016. Significant contributors to the growth were consumption and exports, while gross fixed capital formation continued its stagnation.
- Political instability, enhanced fiscal discipline, low domestic investment activity, and slow labour market recovery are among the leading factors that have worsened the environment for development of social dialogue and industrial relations in Bulgaria.
- The minimum wage remains one of the most important tools to influence incomes policy, but increasingly it has been facing more and more intense opposition from employers' organisations. Furthermore, negotiations on minimum insurance thresholds and on a framework for minimum wage-setting have been controversial.
- 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 a particular 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.
- 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 providing necessary information to their negotiating teams are of strategic importance.
- 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

National Statistical Institute (NSI) data on GDP for 2015 and 2016 (adjusted in October 2016) showed a better than expected performance of the Bulgarian economy. The pace of real economic growth of 3.6 per cent in 2015 continued also in 2016 - respectively 3.6 per cent in the first quarter, 3.5 per cent in the second and 3.5 per cent in the third quarter. This is above the EU average. Significant contributors to the growth dynamics were consumption and exports, while gross fixed capital formation continued its stagnation. Analysis of the factors that contributed to this result in 2015 and 2016 indicate that the main contributors were industry (growth by 4.4 per cent) and trade (by 6.1 per cent) while the contribution of agriculture fell by 6.8 per cent. It should be mentioned also that there were initial indications of recovery in construction (up by 2.8 per cent).

The low domestic investment activity accompanied a very weak flow of foreign direct investments (FDI). The net FDI value was €1,692.4 million (3.7 per cent of GDP) in the first nine months of 2015 while in the same period of 2016 FDI further slowed down to only €1,271.2 million (2.8 per cent of GDP). The decline on an annual basis is €339.2 million (or by 21.1 per cent). This is the main reason why economic growth is not adequately reflected in an increase of employment and creation of new jobs.

The trend of improvement of the trade balance, which is expressed as an increase in the current account surplus, continued in 2016. In January-September 2016 the trade balance was negative in the amount of €1,088.1 million (2.4 per cent of GDP) while the deficit for the same period of 2015 was €1,611.8 million (3.6 per cent of GDP). As a result of the declining trade deficit in January-September 2016 the current account was positive and amounted to €2,133 million (4.7 per cent of GDP), against a surplus of €954.6 million (2.1 per cent of GDP) in the same period of 2015.

The fiscal deficit in 2015 showed a negative balance at -1.7 per cent of GDP while public debt reached 26 per cent of GDP. With the forecasted fiscal deficit target of 2 per cent in the 2016 budget, a balanced budget is ex-

pected at the end of 2016. This improvement is a one-time effect, however, which is due on one hand to the expected significant over-fulfilment of tax and social security revenues and on the other hand mostly to a delay of some capital expenditures (based mainly on flow of EU funds).

The three-year trend of deflation with an annual average of decrease of -1.4 per cent in 2014 and -0.1 per cent in 2015 is maintained by data for 2016, as deflation over the last five months (June to October) was -0.8 per cent. The Harmonised Index of Consumer Prices (HICP) is expected to reach -1.0 per cent for 2016 but then prices will accelerate over the next three years under the influence of fuel prices to reach 1.5 per cent, 1.6 per cent and 1.8 per cent respectively.

The average monthly wage (AW) reached BGN 894 (€457) in 2015 with nominal growth of 8.8 per cent over the previous year while the real increase was 8.9 per cent. This trend continued in 2016; in the third quarter AW reached BGN 941 (€481) with an increase of 7.7 per cent on an annual basis. With the background of an overall increase in wages on an annual basis, the gender gap in 2016 declined by 3.7 per cent to 17.5 percentage points. Despite the opposition of employers, the minimum wage was increased from the beginning of 2016 to BGN 420 (€215), representing 44.6 per cent of AW in the third quarter.

The labour market in 2015 and 2016 recorded, albeit slow, positive changes. The total employment rate grew by about 1-2 percentage points on an annual basis, but it remains low at 64.2 per cent. The employment rate was 67.5 per cent for men and 60.9 per cent for women (Q3 2016, population aged 15-64). The gender employment gap is shrinking to 7.4 percentage points. The unemployment rate for the first time since the beginning of the 2008 crisis fell below 8 per cent. Despite the trend of decreasing, the youth unemployment rate is still high, at above 18 per cent. With the background of an aging population and the increasing brain drain of educated and skilled young people, shortages of the qualified labour are being created in many sectors. An important issue for the Bulgarian labour market, however, is the shadow



economy, the share of which is estimated at about 30 per cent of GDP.

Despite the economic growth in the last years, social indicators did not significantly improve. Bulgaria remains among the poorest countries in the EU. According to Eurostat data (SILC-2015), 22 per cent of the population is at risk of poverty after social transfers (compared to 17.3 per cent for the EU28). Inequality has increased. The Gini-coefficient (37 for 2015) is among the highest in the EU and had increased compared to the previous year (35.4).

2. STATE POLICIES

The coalition government of the centre-right "Citizens for European Development of Bulgaria" party (CEDB) and the Reformist Blok, supported by the Patriotic Front and the "Alternative for Bulgarian Revival" (ABV) party led by Boyko Borisov has been in power since November 2014. The political instability in the country related to strained relationships in the ruling coalition deepened further after the presidential elections held in November 2016. Prime Minister Boyko Borissov resigned after the Socialist party-backed candidate, Rumen Radev, a newcomer to politics, won the run-off of the presidential election (13 November). Radev won 59.4 per cent of the vote, compared with 36.2 per cent for the candidate of the ruling CEDB party, Tsetska Tsacheva. The Vice President will be Iliana Iotova, currently a Member of the European Parliament (MEP) affiliated with the Socialists & Democrats (S&D) group. Exit poll data show that many voters from all other political forces, including from Borissov's centre-right party, backed Radev in the run-off.

According to political analysts, Radev entered Bulgarian politics on a wave of discontent with Borissov's government, during which the social and economic situation of Bulgarians did not improve and corruption remained deeply entrenched in society, as well as of concerns among voters over the refugee crisis and the situation in neighbouring Turkey. Borisov's resignation will likely lead to a caretaker cabinet and early elections as soon as in March 2017 and could be followed by months of difficult coalition talks among sev-

eral political groupings about the new cabinet.

All governments since 2007 have persistently maintained a conservative fiscal policy based on low direct taxes (10 per cent corporate tax and a 10 per cent flat personal income tax), a relatively high VAT rate of 20 per cent and almost annually-increasing excise duties. This leads to an unprecedented ratio within the EU 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.

The deficit of effective policies in the social sector (especially healthcare and social assistance) perpetuates inequality, poverty and social exclusion. It is indicative that some of the proposed health reforms were returned for reconsideration by the Constitutional Court. The main shortcomings of the health reform are: the lack of guaranteed access to health services for all due to: poverty; widespread bribery and informal payments; shortages of medical staff; insufficiently effective treatment; and chaos in pricing and reimbursement of pharmaceutical products.

Unions assessed the social component of the government's budgetary policy as being too weak. For seven years in a row social assistance to individuals and families, namely the minimum unemployment benefit and the guaranteed minimum income, remained unchanged. The minimum monthly social pension of 115 BGN (€59) represents only 38 per cent of the official poverty line in 2016 (€153); similarly the minimum old-age pension of 157 BGN (€80) represents only 52 per cent of the poverty line. Such a policy dooms the majority of Bulgarian pensioners to extreme poverty. With the background of a high level of child poverty, the government did not increase the allowance for raising a child from ages one to two years and it remains at BGN 340 (€173) for a third year in a row, despite the public protests and demands to increase it to the level of the minimum wage.

In 2016 the government, in consultation with social partners, discussed in the National Council for Tripartite Cooperation (NCTC)



and then adopted new laws and amendments to existing ones related to labour and social issues. Both trade union confederations presented their statements and proposals related to the draft amendments.

The Civil Service Law was amended to include for the first time ever the public servants right to collective bargaining and strike. However after the second reading without clear motivation or information, Parliament changed the text already adopted with consensus in the National Council for Tripartite Cooperation. In the text adopted by Parliament collective bargaining is not even mentioned. The text reads that the public servants trade union can conclude agreements. And nothing is said about the scope of the agreement and the negotiating procedure.

A new Law on Labour Migration and Work Mobility was adopted (in force since May 2016). It regulates access of workers – nationals of third countries to the Bulgarian labour market; free movement in the Republic of Bulgaria of workers for citizens of EU member states; and the employment of Bulgarian citizens and their free movement within the European Union and European Economic Area. The law provides equal access to the Bulgarian labour market and equal treatment of nationals of other EU member states but sets certain requirements and restrictions on access to the labour market for third countries citizens. Many of the social partners' proposals have been taken into account.

The Labour Code was amended in line with the Posted Workers Directive 2014/67/EC with view to ensure the protection of labour rights of Bulgarian citizens posted or sent in the framework of provision of services in other EU member states. The amendments stipulate that employers (service providers) should provide Bulgarian posted or sent employees at least the same minimum working conditions as for employees performing the same or similar work in the host country. The amendments state that it will be possible to post or send workers abroad only if there is a formal employment relationship between the company and the employee throughout the period of posting.

Parliament adopted amendments to the Labour Code related to the new criteria

for social partners' representativeness, which is demonstrated every four years. Following the 2011 agreement of social partners and proposals for legislative changes associated with the development of industrial relations, including proposals for improvement of social dialogue and collective bargaining, the government adopted in late 2015 amendments to the Labour Code. Of particular importance for the future development of bipartite dialogue is the new provision that entitles social partners to conclude agreements related to amendments to labour and social legislation when: 1. the agreement was concluded at their request after consideration by the State; 2. the state has proposed agreement. The implementation of the agreements is performed by the State. This new provision is also very much in line with the principles of European social dialogue.

Issues related to gender equality have been dealt with in the newly adopted (April 2016) Law on equality of men and women and National Strategy for promotion of gender equality 2016-2020.

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 side the new EU 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. In recent years the previously established



mechanisms, and even the very spirit of social partnership at different levels, have been challenged. Both the processes and outcomes of social dialogue and collective bargaining, as well as labour and trade union rights, have been put under pressure.

The cooperative relationships between national social partners existing in previous years worsened in 2016. Negotiations for minimum social insurance income (MSII) in 2017 were unsuccessful as the employer organisations refused to negotiate. The negotiations on procedure and mechanism for national minimum wage-setting are controversial and it is unlikely a consensus will be reached in the near future.

In recent years the number of collective agreements registered with the Labour Inspection has been declining at all levels. However, the trade unions are not powerless. In discussions held in the National Council for Tripartite Cooperation on the draft 2016 State budget, trade unions, namely CITUB, managed to win (despite strong employer resistance) a minimum wage increase and salary increases in the 2016 budget for public sector employees in education, health insurance administration and a number of other government agencies, as well as in museums and state-run galleries. They also blocked the government's attempts to substantially cut wages and social benefits for police officers and other employees in the public security sector. On the whole, the accepted proposals of CITUB included in the 2016 budget have had a positive direct impact on approximately 175,000 workers and involve an increase in salaries and an increased annual allocation of food vouchers for these employees.

There are no reliable statistics on industrial disputes. However, according to the information of trade unions and the National Institute for Conciliation and Arbitrage (NICA), both industrial disputes and strikes were limited in recent years¹.

Protests and discontent of certain groups of public sector employees in 2016 were mainly related to redundancies, low wages and poor

working conditions and especially against the funding of some activities in the public sector envisaged in the draft 2017 budget.

In April 2016 GPs (general practitioners) and other medical staff in private and public health establishments throughout the country protested against the reform proposed by the Ministry of Health.

In early November scientists from the Bulgarian Academy of Science and Agricultural Academy organised a rally to protest the science underfunding in the draft 2017 budget and low wages of scientists – which are significantly lower than the average for the country – with a starting wage for a young scientist at the level of the minimum wage.

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

In May 2016 both confederations and the tobacco unions called a demonstration in front of the government headquarters against the decision of the country's major tobacco holding company, Bulgartabac, to close down a Sofia-based tobacco plant which will result in over 400 lost jobs. In October 2016 Bulgarian coal miners at the Babino mine, part of the Bobov Dol mining complex, stayed underground to protest delayed wages and planned layoffs of about 700 miners as the owner, Bulgarian businessman Hristo Kovachki, recently decided to shut down two of his underground mines due to their high costs and low efficiency.

In 2016, there were no 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 that are likely to change the industrial relations landscape.

In 2016 the government conducted a regular census of social partners' organisations to prove their representativeness. According to a Council of Ministers decision (10 August 2016), based on a census of social partners'

¹ NICA (2016). Analysis of collective labour agreements and collective labour disputes in 2015 (in Bulgarian) <http://www.nipa.bg/sites/default/files/2016%20CLA%26CLS%20Annual%20Report.pdf>



organisations, there are five officially recognised nationally representative employer organisations and two trade union confederations:

- Confederation of Independent Trade Unions in Bulgaria (CITUB) with 271,312 members;
- Confederation of Labour Podkrepa (CL Podkrepa) with 79,567 members.

Data from official censuses show that the trend of declining union membership has continued, albeit at a slower pace than in the initial years of transition. Despite that trend, new local trade union organisations affiliated both to CITUB and Podkrepa CL were established. In May 2016 the Federation of Trade Unions in the Financial Sector with about 5,000 union members from two banks, representing 91 per cent of employees in UBB and 61 per cent of employees in UniCredit Bulbank affiliated to CITUB as an associate member. The Federation is a member of the Global Union Federation UNI Finance. In July 2016 the newly-established National Branch Trade Union in ICT (Information and Communication Technology) also affiliated to CITUB. The most significant is the increase of union members in education, higher education and science, culture, and in forestry and wood production. CITUB has started preparation for its Congress to be held in May 2017. The drafts of an amended Statute and new programme have already been prepared.

The employer organisations officially recognised as representative at the national level in 2016 are:

- Association of Industrial Capital in Bulgaria (AICB);
- Bulgarian Industrial Association (BIA);
- Confederation of Employers and Industrialists in Bulgaria (CEIB);
- Bulgarian Chamber of Commerce and Industry (BCCI);
- Union for Private Economic Enterprise (UPEE).

The UPEE was not recognised as representative in the 2012 census. However in 2016 it managed to regain its representative status. It is worth mentioning that all other

employer organisations strongly opposed recognition of UPEE representativeness and this might aggravate the climate of trust on the employers' side. The National Union of Private Producers Vazrazdane also applied to obtain representativeness status but failed, as in 2012 census, to meet the criteria.

There have been some changes in the membership between the two censuses. In 2016 the number of affiliated branch organisations to BIA, BICA and CEIBG increased, while the member organisations of BCCI decreased. As for the companies and employees covered, the picture is also mixed as shown in the annex.

4. TRIPARTITE SOCIAL DIALOGUE

Tripartite social dialogue at 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 and disregarding their proposals, further aggravated the environment for social dialogue.

At national level, tripartite social dialogue takes place in the National Council for Tripartite Cooperation (NCTC). NCTC worked with variable intensity and controversial results in 2016. This, to some extent was due to the political instability in the ruling coalition; unwillingness of the government to share power with the social partners 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.

While it is easy to reach consensus on policies and measures related to the labour market, vocational education and training, the views of employers and trade unions on income policy diverge. Such was the case when the 2017 draft budget was discussed in the NCTC. The main points of controversy were again the issues of social security and



minimum wage increase. For the first time since 2002 the social partners did not manage to negotiate on minimum social insurance incomes (MSII) for 2017. The four employers' organisations in a joint Declaration refused to negotiate on 2017 minimum insurance thresholds and appealed to their members not to sign the agreements or to withdraw their signatures on already agreed MSII.

Some of the established sector/branch tripartite councils for social dialogue do not work on a 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.

In 2017 the budget deficit is expected to return to around -1.4 per cent of GDP, but within the planned fiscal consolidation it will politicians, however, foresee a recent update of the budget, probably after the early parliamentary elections in spring 2017.

The average wage in Bulgaria will continue to grow under the pressure of strong demand for a skilled workforce and its competitive remuneration within the common European labour market. At the same time the adoption of a mechanism and criteria for a minimum wage increase remains uncertain considering the already announced freeze, by the current government in resignation, of the minimum monthly wage in 2018 and 2019 at the level of BGN 460 (€235) that is foreseen from 1 January 2017.

The concerns of trade unions rise further, considering the firm position of employers' organisations to boycott the negotiations on minimum social insurance incomes by sectors/branches for 2017 and their aspiration for decentralisation of collective bargaining. As shown however in the annex, the situation with collective agreements at company level is not promising at all, as the

- Changes in outcomes of collective bargaining – provisions related to employment, training, and social benefits instead of wage increases.

5. FORECASTS

The forecast for the country's economic development in 2017 and over the mid-term is risky due to the inability to predict the results of early parliamentary elections, possible emergence of a new ruling majority or a deepening political crisis.

The mid-term forecast for GDP growth of 2.6 per cent in 2016, 2.5 per cent in 2017 and 2.7 per cent in 2018 and 2019 seems unrealistic with the background of the revised growth rates in the last two quarters of 2016 at about 3.5 to 3.6 per cent. The preservation of this trend of a 3 to 4 per cent average annual growth would secure better prospects for rapid labour market recovery; however, there is a need for a substantial increase in domestic investment activity as well as attracting significantly more FDI.

continue to decrease to -1 per cent in 2018 and -0.5 per cent in 2019. Experts and

number of concluded company CAs steadily declined in recent years.

A serious challenge to the development of tripartite social dialogue will be the continuing political instability, which can both lead to discontinuing of social dialogue at the national level and hamper sectoral social dialogue. With the background of an inefficient or poorly functioning social dialogue at national level, the social partners should seek opportunities for development of autonomous social dialogue and to continue the dialogue on other levels. Trade unions, however, will continue their engaged and responsible participation in the monitoring of the European Semester and will support and implement the policies and decisions of the ETUC related to new economic governance, sustainable economic and social progress, and labour and social rights.



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 collective agreement. The Labour Code clearly outlines the scope, the parties to a CA, and 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 insurance incomes for each economic activity and for nine occupational groups.

The collective agreement applies to employees who are members of the trade union organisation(s) that are party to the agreement. Employees who are not members of the trade union organisation(s) that are 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.

Regardless of 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 of the agreements over all companies in the respective sector/branch was applied for the first time, despite the legislative provision that has existed since 2003. 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. The extension was intended to tackle the growing informal economy, and to prevent unfair competition and social dumping. This practice was not contin-

ued in the following years, however, with the government and employers using the crisis as an excuse to avoid additional commitments.

According to the database of registered CAs at the National Institute for Conciliation and Arbitrage (NICA) the ratio of collective agreements in the public and private sectors is 85:15. In 2015, 121 collective agreements were concluded in the private sector, representing 13 per cent of all CAs at the enterprise level. Of these, 84 are in national enterprises and 37 in foreign-owned enterprises.²

² NICA (2016). Analysis of collective labour agreements and collective labour disputes in 2015 (in Bulgarian) <http://www.nipa.bg/sites/default/files/2016%20CLA%26CLS%20Annual%20Report.pdf>



Information about valid collective agreements (CAs), 2008-2015

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
2015	63	9	54	1228**	987	241

Source: General Labour Inspectorate and CITUB

* Includes also collective agreements of large establishments with national significance and agreements in public administration

** According to the CITUB Map of Collective Bargaining in 2015 there are 2226 valid company CAs.

The main level of collective bargaining remains at the enterprise/company level. This decentralisation 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' sector/branch organisations. So, for example, in the production of chemical products there is no sector collective agreement since 2002. Similar was the situation in light industry and in some branches of the food production industries. However, after a long period without sector collective agreement in the electronics and electrical engineering industries, the social partners managed to agree to a sector collective agreement in 2014 and renewed it for the period 2016-2018.

• 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:

- National level social dialogue is conducted within the National Council for Tripartite Cooperation, set up in 1993. It has standing commissions covering 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' organisations 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 special commissions for social partnership are the employer and the existing trade union organisation(s).

The National Council for Tripartite Cooperation (NCTC) functions on the national level. It comprises, on a parity basis, representatives of the government, workers' and employers' organisations which are recognised as nationally representative (according to a census conducted every four years) under criteria for representativeness set up in the Labour Code. After the last census of 2016 two trade union



confederations and five employers' organisations (instead of four in the period 2012-2015) were recognised as nationally representative.

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.

The social partners participate also 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 a tripartite principle, as well as in the Monitoring Committees of Operational Programmes co-funded by the European Stability Fund and other EU funds. 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.

• **Social security systems**

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

Insurance type	2010	2011	2012	2013	2014	2015	2016 Q1	2016 Q2
Health insurance (number of insured persons, in relation to the LF = employed + unemployed persons)	72.8
Pension insurance (number of insured persons related to all employed)	79.7	84.0	80.6	79.8	79.7	80.0	77.1	76.4
Insurance for unemployment (number of insured persons related to all employees)	88.9	92.7	90.5	92.5	92.8	97.3	96.4	96.1

Source: National Social Security Institute (NSSI), various years.

* The coverage is calculated on the basis 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 portion 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 adoption of a law on pre-school and school education, such a law was promulgated in the official State Gazette in October 2015 and has been in force since August 2016. It aims at creating conditions for inclusive education and improved equal access to quality education for disadvantaged groups, including Roma. It is an important

step towards a comprehensive reform of the school system.

The Ministry of Education and Science elaborated a Concept for VET Development which is still being discussed in the regions. The pilot phase of the introduction of dual training is in progress after the legislative provisions in 2015 and it is expected that the dual training would be a serious precondition for overcoming labour market demand and supply mismatches. In the 2016-2017 schoolyear, the number of participants in the dual training doubled.



In the field of higher education the 2016 policy focus was on implementation of the Action Plan of the Strategy for Development of Higher Education 2014-2020 and on the regulatory framework (including admission and financing model of higher education institutions), promoting activities related to improving the quality of education and learning outcomes in priority economic areas, as well as successful realisation of graduates in the labour market.

The government approved the Annual Action Plan 2016 for implementing the National Strategy for Lifelong Learning (2014-2020). The document envisages a series of measures to establish a functioning national system of lifelong learning, encompassing all stages (pre-school, school, VET, higher edu-

cation and adult learning) and forms (formal, non-formal and informal) of education and training, allowing lifelong learning through flexible pathways.

The government and the European Commission adopted the Science and Education for Smart Growth Operational Programme which will be one of the key instruments for achieving the education and training targets adopted by Bulgaria under Europe 2020 in the coming years.

Trade union representatives participate in the National Consultative Council on Workforce Professional Qualification and in the Governing Council and expert commissions of the National Agency for Vocational Education and Training (NAVET), built on tripartite principle.

- **Employment rate**

Employment rates (%)

	2010	2011	2012	2013	2014	2015	2016- 1 st quarter	2016-2 nd quarter	2016-3 rd quarter
Population aged 15 years and over									
Total	46.7	46.6	46.6	46.9	48.0	49.1	48.5	49.5	49.9
Men	51.3	51.1	50.8	51.4	52.7	54.1	53.8	54.6	55.2
Women	42.4	42.4	42.6	42.8	43.6	44.5	43.6	44.8	45.0
Population aged 15-64									
Total	59.7	58.4	58.8	59.5	61.0	62.9	62.3	63.7	64.2
Men	63.0	61.2	61.3	62.1	63.9	65.9	65.7	66.7	67.5
Women	56.4	55.6	56.3	56.8	58.2	59.8	59.0	60.7	60.9
Population aged 20-64									
Total	65.4	62.9	63.0	63.5	65.1	67.1	66.5	68.0	68.5
Men	69.1	66.0	65.8	66.4	68.1	70.4	70.2	71.3	72.0
Women	61.7	59.8	60.2	60.7	62.0	63.8	62.8	64.6	65.0

Source: National Statistical Institute. Labour force survey, various years.



• **Unemployment rate**

Unemployment rates (%)

Calculated on the basis:	2010	2011	2012	2013	2014	2015	2016 1 st quarter	2016 2 nd quarter	2016 3 rd quarter
K ₁ : Population aged 15 years and over	10.2	11.3	12.3	12.9	11.4	9.1	8.6	8.0	7.0
K ₂ : Population aged 15-64	10.3	11.4	12.4	13.0	11.5	9.2	8.7	8.2	7.1
K ₃ : Population aged 15-24 (Youth unemployment)	23.2	25.0	28.1	28.4	23.8	21.6	18.4	14.4	18.8
K ₄ : Registered unemployed persons in the employment offices	9.5	10.1	11.1	11.3	11.2	10.1	10.0	8.8	8.0

Source: For K₁, K₂ and K₃ - National Statistical Institute (Labour Force Survey) and for K₄ - National Employment Agency (registered unemployed persons in Employment Offices), various years.

• **Average monthly wages**

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

	2010	2011	2012	2013	2014	2015	2016 – 1 st quarter	2016 - 2 nd quarter	2016 – 3 rd quarter
Total	331	351	374	396	420	457	471	484	481
Public sector	383	389	405	427	454	475	479	498	497
Private sector	312	338	363	386	409	451	469	479	476

Source: National Statistical Institute. Statistics of employment and labour costs, various years. Data for 2016 quarters is preliminary.

• **Gender pay gap**

There have not been significant 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 sectors, 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 such as metallurgy, energy/power engineering, coal extraction and ore extraction 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 € (Euro) and women/men wage ratio (%)

	2010	2011	2012	2013	2014	2015	2016- 1st quarter	2016-2nd quarter	2016- 3rd quarter
Men	367	389	417	440	467	501	515	529	527
Women	296	313	331	353	373	395	425	437	434
Ratio w/m	80.6	80.5	79.4	80.2	79.9	78.8	82.5	82.6	82.4

Source: National Statistical Institute. Employment statistics and labour costs, various years. Quarterly data for 2016 are preliminary.

• **Monthly minimum wage**

Monthly minimum wage in the country (in €)

from 1.1.2009	without 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	from 1.1.2016
123	123	138	148	158	174	184	194	215

Source: National Statistical Institute, various years

• **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 option of dismissal of workers rather than looking for ways to maintain employment levels.

Average actual weekly working hours

	2010	2011	2012	2013	2014	2015	2016 1 st quarter	2016 2 nd quarter	2016 3 rd quarter
Total	40.5	40.2	40.1	40.0	40.0	40.1	40.4	39.8	40.2
By Gender:									
Men	40.8	40.5	40.4	40.3	40.4	40.5	40.7	40.2	40.6
Women	40.1	39.9	39.8	39.6	39.6	39.7	40.1	39.3	39.7
By type of ownership:									
Private sector	41.0	40.7	40.6	40.4	40.5	40.6	40.8	40.2	40.7
Public sector	38.9	38.8	38.8	38.6	38.6	38.8	39.3	38.4	38.7

Source: National Statistical Institute. Labour Force Survey, various years.

• **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 share of the shadow economy in Bulgaria is estimated at over 30 per cent, compared with an EU average of 18 per cent in 2015). The largest number of undeclared workers can be found 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 a stable downward trend of decreasing employment without contracts can be seen since 2003, employment with “hidden clauses” shows the opposite trend – it increased to include about 10 per cent of the employees. The social partners are concerned about the prevalence of the shadow economy and its effect on the legitimate businesses and the labour and social rights of undeclared workers. In recent years the social partners have launched a number of joint measures and



initiatives for its prevention, including joint projects, training of workers and employers, forums and conferences.

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

	2010	2011	2012	2013	2014	2015	2016 1 st quarter	2016 2 nd quarter	2016 3 rd quarter
By the length of working time:									
Full time	98.3	98.2	98.0	97.8	97.9	98.1	98.2	98.1	98.3
Part time	1.7	1.8	2.0	2.2	2.1	1.9	1.8	1.9	1.7
By type of contract with the employer:									
Labour and civil service contract	96.8	97.5	97.5	97.0	97.0	97.1	97.5	96.6	96.7
Civil contract	1.2	0.9	1.0	1.2	1.1	1.0	0.8	0.9	0.8
Without any contract	2.0	1.6	1.5	1.8	1.9	1.9	1.7	2.5	2.5
By type of working activity:									
Permanent job	95.5	95.9	95.5	94.3	94.7	95.5	96.7	95.5	94.8
Temporary/agency work	4.5	4.1	4.5	5.7	5.3	4.5	3.3	4.5	5.2

Source: National Statistical Institute. Labour force survey, various years.

- **Migration**

External migration by gender*

Number of persons	2012			2013			2014			2015		
	total	men	women	total	Men	women	total	men	women	total	men	women
Immigrants in the country	14103	8182	5921	18570	10496	8074	26615	14712	11903	25223	13493	11730
Emigrants from the country	16615	8836	7779	19678	9841	9837	28727	15747	12980	29470	15360	14110
Mechanical increase/decrease	-2512	-654	-1858	-1108	655	-1763	-2112	-1035	-1077	-4247	-1867	-2380

Source: National Statistical Institute (Population and demography), various years.

* 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	0.782
Ranking (from 186 countries)*				57	58	59
Life expectancy at birth (years)	73.1	73.2	73.3	73.4	73.5	74.2
Mean years of schooling of adults (years)	10.5	10.6	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	14.4
Gross national income per capita (PPP \$ - 2011)	14,501	14,695	14,793	15,178	15,402	15,596

Source: UNDP. Human Development Report 2015. Work for Human Development.

*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	2015
Bulgaria	33.4	33.2	35.0	33.6	35.4	35.4	37.0
EU-27	30.5	30.5	30.8	30.4	30.5	31.0	31.0
Ranking (BG in EU-27)	5	6	2	5	1	3	3

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 Bulgaria

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	2015
30	32	35	38	29*	30	30	30

Source: Expert estimate – ISTUR of CITUB

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

• **Ongoing important collective bargaining agreements**

Currently, negotiations at the national level are taking place related to the elaboration of a concept and procedure for setting the national minimum wage. The negotiations are controversial and the employers’ organisations and trade unions did not reach consensus on some points. Till now, the draft Agreement on Violence and Stress at the Workplace prepared by CITUB experts two years ago (in coordination with Podkrepa CL) aiming at 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 by employers’ organisations to discuss it.

Most of the sector/branch collective agreements were renewed in 2014 and 2015 for a two-year term. A number of sector/branch collective agreements renegotiated in 2016 for two years, including in: health care; education; trade; tourism; electrical engineering and electronics; water supply and sewage; energy; Ministry of Defence, professional football; and road



construction. The social partners in brewery requested an extension of the branch collective agreement but the government refused to extend it.

Overall, despite the current difficult economic and market environment, the sector/ social partners managed to improve a number of important parameters in the sector/ branch CAs related to workers' wages and social benefits.

• **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 higher trade union density (around 21-22 per cent) in 2010 and 2012. This is also due to the fact that members of trade unions not recognised as representative were included in the surveys, while the census data relate only to members of representative trade unions. 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 remains, though at a lesser pace.

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

2008	2009	2010	2011	2012	2010	2012	2013	2014	2016
16.9	17.3	18.9	18.9	19.0	21.2*	21.9*	20.9**	20.9**	15.3

Source: Expert estimate – ISTUR of CITUB,

*Data from National representative survey "Work-climate-index" (ISTUR of CITUB),

**Data from National Representative Survey "Syndibarometer" (ISTUR of CITUB). Data for 2008, 2012 and 2016 based on the official censuses.

*** Trade union density is underestimated as it is calculated on the base of trade union members only of representative trade unions.

• **Employer's organisations density**

According to data from the census 2011-2012, the four employer's organisations recognised as representative at the national level for a four-year period were 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). The census of employers' organisations in 2016 recognised as representative five employers organisations, with the Union for Private Economic Enterprises (UPEE) regaining its representative status. The Bulgarian Union of Private Producers 'Vazrazhdane' also applied for recognition of representativeness but failed to meet the criteria.

Employer's organisations density 2016 (%)

	BIA	BCCI	CEIBG	BICA	UPEE	Total
Membership as % of companies	1.4	10.1	1.1	2.1	0.6	15.5
Membership as % of employees	5.7	14.8	16.4	13,8	2.2	53.1

Source: MTSP. Census data, 2016; NSI, own calculations



- **Workplace representation**

Bulgarian labour legislation does not provide for 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 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. However, the board level representation is still rarely realised.

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.

With the amendments to the Labour Code, in force since July 2006, the election of workers' representatives for information and consultation process was 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 in force since 2006. 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.

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.



• **Trade unions**

a. National Trade Union Confederations

Name in Bulgarian	Name in English	Number of members*		International affiliation
		2012	2016	
Trade union confederations recognised as nationally representative				
Конфедерация на независимите синдикати в България	Confederation of Independent Trade Unions in Bulgaria (CITUB)	275 762	271 312	ETUC ITUC
Конфедерация на труда Подкрепа (КТ Подкрепа)	Confederation of Labour Podkrepa (Podkrepa CL)	88 329	79 567	ETUC ITUC
Total		364 091	350 879	

Source: Ministry of Labour and Social policy. Data from the official censuses carried out in 2012 and 2016

b. Trade Union Federations by sector/branch

TRADE UNION FEDERATIONS AFFILIATED TO CITUB

№	Name in Bulgarian	Name in English	Number of members		International affiliation
			2013	2016	
1	Синдикат на българските учители	Bulgarian Union of Teachers (BUT)	70587	80352	ETUCE; EI
2	Федерация на синдикатите от държавното управление и организации	Federation of Independent Trade Unions of State Government and Organisations (FITUGO)	25646	25037	EPSU PSI
3	Федерация на синдикатите в здравеопазването	Federation of Trade Unions – Health Services (FTUHS/ ITUFC)	23152	22126	EPSU PSI
4	Синдикат на железничарите в България	Trade Union of the Railways Workers in Bulgaria (TURWB)	16118	12781	ETF
5	Съюз на транспортните синдикати в България	Federation of Transport Trade Unions in Bulgaria (FTTUB)	11904	11215	ETF ITF
6	Национален браншов синдиката Водоснабдител	National Branch Water-Supply Trade Union (NBTU Vodospabdittel)	10916	10638	EPSU PSI
7	Национална федерация на енергетиците	National Federation of Energy Workers (NFE/NFEW)	9974	9023	IndustriAll-Europe and Global EPSU/PSI
8	Федерация на независимите синдикати на миньорите	Federation of the Independent Trade Unions of Miners (FISM)	9515	9274	IndustriAll-Europe and Global
9	Национална синдикална федерация Метал - електро	National Trade Union Federation Metal-Electro (NTUF Metal-Electro)	9509	10121	IndustriAll-Europe and Global
10	Синдикална федерация на съобщенията	Trade Union Federation of Communications (TUFC)	9128	7787	
11	Федерация на независимите синдикални организации от леката промишленост	Light Industry Trade Union Organisations Federation (FOSIL/LITUOF)	8904	7399	IndustriAll-Europe and Global



12	Федерация на независимите синдикални организации от българската армия	Federation of Independent Trade Unions in the Bulgarian Army (FITUBA)	6432	6266	
13	Независима синдикална федерация на енергетиците в България	Independent Labour Federation of Workers in Energy (NSFEB /ILFWE)	6224	4961	EPSU PSI
14	Федерация на независимите синдикални организации от горското стопанство и дървопреработващата промишленост	Federation of Trade Union Organizations in Forestry and Woodworking Industry in Bulgaria (FSOGSDP)	5783	5737	EFBWW BWI
15	Федерация на независимите синдикати в земеделието	Federation of Independent Agricultural Trade Unions (FIATU)	5620	4845	EFFAT IUF
16	Независим учителски синдикат	Independent Teachers' Trade Union (ITTU)	5437	6097	
17	Независима синдикална федерация на търговията, кооперациите, туризма и услугите	Independent Trade Union Federation of Employees in Commerce, Cooperatives, Tourism, Credit and Social Services (ITUFECCTCS)	4466	3294	UNI -EUROPA
18	Национален браншов синдикат Висше образование и наука	National Branch Trade Union of Higher Education and Science (NBTU-HES)	4215	4843	
19	Федерация на независимите строителни синдикати	Federation of Independent Trade Unions in Construction (FITUC)	4120	3040	EFBWW BWI
20	Синдикална федерация МЕТАЛИЦИ	Trade union of METALWORKERS (TU METALIZY)	3572	2882	IndustriAll- Europe and Global
21	Национална федерация на труда Химия и индустрия	National Labour Federation of Chemistry and Industry (NLF Chemistry and Industry)	2871	3456	IndustriAll- Europe and Global
22	Федерация на синдикатите от военнопромишления комплекс	Federation of Trade Unions of the Military Industrial Complex (FTUMIC)	2687	2085	
23	Национален банков синдикат	National Banking Union (NBS)	2208	2361	
24	Синдикална федерация на организациите от електрониката, машиностроенето и информатиката	Trade Union Federation of Organizations of Electronics, Machine-building and Informatics (TUFOEMI)	2137	1808	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	1962	EFFAT IUF
26	Съюз на българските музикални и танцови дейци	Union of Bulgarian Musicians and Dancers (UBMC)	1973	1762	Before 2012 member of ITUF CULTURE
27	Независима федерация Култура	Independent Trade Union Federation Culture (ITUF CULTURE)	1791	2053	



28	Независима синдикална федерация на кооперативните организации	Independent Trade Union Federation of Cooperative Organizations (ITUFC)	1490	968	
29	Моряшки синдикат	Seamen's Syndicate – Bulgaria	1355	625	ETF; ITF
30	Синдикат Корабостроител	Trade Union Korabostroitel (Shipbuilder) (TU Korabostroitel)	1223	739	
31	Синдикат на туризма в България	Trade Union of Tourism in Bulgaria (TUTB)	1198	1161	
32	Независим синдикат на тютюноработниците	Independent Trade Union of Tobacco Workers (ITUTW)	1131	473	
33	Синдикат на автотранспортните синдикати	Trade Union of Road Transport Workers (TURTW)	1089	935	
34	Синдикат Пиво, Храни и Напитки	Trade Union of Beer, Food and Beverages (TUBFB)	888	982	EFFAT IUF
35	Национален радио-телевизионен синдикат	National Radio and TV Trade Union (NRTVTU)	237	226	
36	Национален синдикат на икономистите и одиторите в България	National Trade Union of Economists and Auditors in Bulgaria (NTUEAB)	29	0	
37	Национален синдикат на пожарникарите и спасителите „ОГНЕБОРЕЦ“.	National Trade Union of Firefighters and Rescuers * (NTUFR 'Firefighter')	2300**	2041	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
			2016	2013	
1	Синдикат Образование	Union of Education	18 032	17462	ETUCE EI
2	Медицинска федерация	Medical Federation	8 074	9140	EPSU PSI
3	Синдикална миньорска федерация	Miners Federation	7 262	7721	IndustriAll- Europe and Global
4	Федерация на транспортните работници	Federation of Transport Workers	5 232	6140	ETF
5	Синдикат на административните служители	Union of Administrative Employees	5 039	5742	EPSU PSI
6	Федерация Енергетика	Federation of Energy	4 483	5573	IndustriAll- Europe and Global
7	Федерация Строителство, индустрия и водоснабдяване	Federation of Construction and Water Supply	5 058	5428	EFBWW EPSU BWI
8	Синдикална федерация на машиностроителите и металоработниците	Trade Union Federation of Metal Workers	4 711	5182	IndustriAll- Europe and Global
9	Федерация Лека промишленост	Federation of Light Industry	2 366	3096	IndustriAll- Europe and Global
10	Федерация Търговия, Услуги, Контролни органи и Туризм	Federation of Commerce, Services, Control Bodies and Tourism	2 350	2916	EPSU PSI
11	Федерация Съобщения	Federation of Communications	2 110	2520	UNI Europe
12	Федерация Химия	Federation of Chemical Industry	2 131	2360	IndustriAll- Europe and Global
13	Федерация Атомна енергетика	Federation of Nuclear Energy	1 412	2030	IndustriAll- Europe
14	Федерация Металургия	Federation of Metallurgy	771	2010	IndustriAll- Europe and Global
15	Федерация Земеделие и горско стопанство	Federation of Agriculture and Forestry	2 173	1906	EFFAT IUF
16	Национален железничарски синдикат	National Railway union	1 695	1804	
17	Национален професионален синдикат на работещите в сигурността и охраната	National Union of Employees in Private Security Services	96	1621	UNI Europe
18	Федерация Техническа	Federation of			IndustriAll-



	индустрия, наука, информатика	Technical Industry, Science, Informatics	2 251	1577	Europe jointly with TUFOEMI - CITUB
19	Синдикат Тютюнева промишленост	Union of the Tobacco industry	475	1307	
20	Федерация Хранителна и питейна промишленост	Federation of the Food and Beverages Industry	1 554	1153	EFFAT IUF
21	Синдикат Отбрана	Union of Defence	1 185	1115	EPSU PSI
22	Федерация Култура	Federation of Culture	1 068	1025	
23	Синдикат на свещено и църковно служителите	Union of Priests and Churchmen	-	821	
24	Национален синдикат Телевизия и радио	National Union of Television and Radio	34	204	
25	Съюз на журналистите в България Подкрепа	Union of Journalists Podkrepa	5	187	EFJ IFJ

Source: Data from the internal registration system of Podkrepa CL

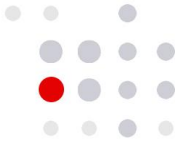
• **Employers organisations**

	Name in Bulgarian	Name in English	Number of members 2012	Number of members 2016	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;	117 branch organisations in 117 economic activities; 5 668 members with 132 217 employees; 143 regional chambers	<u>BUSINESSEUR OPE</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;	73 branch organisations in 74 economic activities; 39 669 members with 341409 employees; 98 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.	101 sectoral/ branch organisations in 60 economic activities; 8281 members with 317 617 employees; 171 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.	114 sectoral/ branch organisations in 117 economic activities; 4 598 members with 378 869 employees; 128 regional structures.	International Chamber of Commerce (ICC)
5	Съюз за стопанска инициатива на гражданите (ССИ)	Union for Private Economic Enterprising (UPEE).	Not recognised as representative at national level	40 sectoral/ branch organisations in 39 economic activities; 2651 members with 51 742 employees; 88 regional structures.	International Organisation of Employers (IOE) European association of craft, small and medium size enterprises (UEAPME)

Source: Ministry of Labour and Social Policy. Data from the official censuses of employer organisations held in 2011-2012 and in 2016.



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Imprint

Friedrich-Ebert-Stiftung | Regional Project on
Labour Relations and Social Dialogue

Maróthyho 6 | 81106 Bratislava | Slovakia
www.fes-socialdialogue.org

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