



Bulgarian national seminar “Direct participation – European experience and its implementation in Bulgaria”

REPORT

The Bulgarian National Seminar was conducted in Sofia, in Globe Congress Center, 1 Macedonia square, on 6 June 2018, from 9.30 – 17.30, following the Agenda and was organized jointly by CITUB and BIA – the Bulgarian partners in the project.

41 participants took part in the seminar – experts from CITUB and BIA, shop stewards at company level from MNCs in Bulgaria, members of EWCs, researchers from the Institute for Social and TU research, representatives from CITUB federations and BIA branch chambers.



The seminar started with welcome and introduction by CITUB vice -president – Chavdar Hristov and BIA vice-president – Dimitar Brankov who focused upon the importance of DP both from TU and Employers’ perspective in the context of the industrial relation and challenges that Bulgaria faces recently. The aims of the workshops were introduced: to present and discuss the results from the National report and to define how this form of participation is placed within the system of the social dialogue in Bulgaria, is it duplicated with the I&C mechanisms; is it related to the issues of collective bargaining and the mechanisms for collective labour disputes resolutions and how it contributes to increasing employee satisfaction and motivation and productivity and competitiveness in the enterprise; is there a ground for the fears that, through direct participation, there is a possibility of circumvention of trade unions or that both forms of participation are mutually complementary and beneficial. The morning session of the seminar was chaired by Maryia Mincheva. After the presentation of the project DIRECT there were two presentations:





Tomcho Tomov – manager of the National Center for Evaluation of Competences at BIA presented how the DP is linked with the contemporary tendencies of human resources management and Kevin P O’Kelly made an overview of employee involvement and social dialogue in EU; presented DP as part of EU social dialogue, including the work of the EU Work Organisation Network (EUWON), the Eurofound EPOC definition and study and some overall results; talked on the wider issue of democracy at work, including the ETUC Resolution on Democracy at Work. Both presentations were followed by a plenary discussion.



The Bulgarian National report was presented by the Ekaterina Ribarova in the afternoon session. The report findings and conclusions were followed by discussion and Q&A session, where the participants shared their views and opinions. After that Ekaterina Ribarova presented the Bulgarian case-studies from the Sectors Transport and Food Industry and representatives from both Federations expressed also their point of view on the topics. At the end of the Seminar some conclusions and recommendations were made.

