

**QUESTION RECOMMENDED  
TO THE WRITTEN SUMMARY  
TO BE PREPARED BY THE COUNTRIES**

**BULGARIA**

**I.  
ECONOMIC DATA OF THE SECTOR**

Please, describe the **economic data of mining (M)** separately and according to the international statistic classification. **The starting year should be 2000** or the year nearest to it, while the **closing year should be 2005** but please, provide the estimated preliminary data for the year **2006**, too.

- 1.) Companies in the sector mining **according to size** and on the basis of the ILO classification.
- 2.) Companies in the sectors on the basis of **ownership relations** i.e. majority (more than 50%)
  - **state** ownership - 2
  - **domestic private** ownership - 14
  - **foreign** ownership.
- 3.) The number of **employees** in the sectors according to the ISCO 88 categories
  - **physical** workers (main group 4-9.),
  - **intellectual** workers (main group 1., 2., 3.).

*- Total number of workers – 18 000*
- 4.) The sectors'
  - **Production value** at comparative prices, from this:
  - **Domestic sales** - yes
  - **Export** - no
  - **weight** in percentages within the industry structure - *40 % from the production of electric power*
  - **Import** – *coals - 5% for year*
- 5.) How did the factors described under 1-4 between 2000. (or the last year with data available) and the year 2005?
- 6.) **Written opinion** on the situation of the industry. (max. 3 pages!)

**II.**

## LEGAL FRAME

Please, enlist the exact the field of the legal frame of the industrial relations in the mining sector (title number of the act and the date it took force.) - *Labour code, Social Insurance Code – 2000, October 1(sector/branch collective agreements); Collective labour agreement;*

### III. PRIVATISATION

- 1.) Has **privatisation started and how far has progressed** in the different sectors? - *yes*
  - *What % of former companies was involved?*
  - *What % of the employees were?*
  - What % of the employees was involved in the so-called outsourcing? - *no*
  - What % of employees in former companies has become unemployed? - *60 %*
  
- 2.) **Foreign capital**
  - What percent of it is strategic and what percent is financial investors? - *no*
  - What countries has it come from? Please, enlist them according to volumes. - *no*
  - Which multinationals and foreign or domestic investors have come (in which companies, sectors etc.)? - *no*
  
- 3.) **How do privatised companies perform?**
  
- 4.) What **possibilities have trade unions and workers' representations had**
  - In launching privatisation - *participation in Employees & management buy off*
  - In the actual change of ownership - *no*
  - In getting into the bodies of the new companies (supervisory board etc.) - *no*
  
- 5.) **Written opinion on the positive and negative experience of privatisation. Under 1-4 please describe the mining, the chemical and the energy sectors separately.**

### IV.

#### SOCIAL DIALOGUE - TRADE UNIONS, EMPLOYER ORGANISATION

- 1.) Which national **trade union confederations/employer organisations** are present in the sectors with **branch/sectoral unions/organisations**? Please, enlist them according to their size (with exact name and address). How do they co-operate? - *CL "Podkrepa", CITUB and Bulgarian Mining Chamber*
  
- 2.) The development of the organisation rates **at the workplace level** between 2000 – 2005 as % of the total number of employees. - *tendency to decrease TU members*

- 3.) How many **workplaces** (small, medium size and large companies) **are not organised?** –  
*≈ 4000 workers*
- 4.) Are there any other **workers' representations** parallel to the trade unions at the workplaces
- Works councils, with a detailed description of their activities *- no*
  - Labour safety committees with exact description of their structure *- yes*
  - Workers' representatives in supervisory boards etc.? Who elects or delegates them?  
*- no*
- 5.) **Are there any**
- *Agreements with the government or national employers' organisations covering the whole of the national economy?*
  - Collective agreements, wage agreements at the branch level? *- yes*
  - Collective agreements, wage agreements at the workplace level? *- yes*
- 6.) - What % -of the workplaces? *- 100 %*  
 - What % -of the employees are covered by **collective agreements**? *- 70 %*
- 7.) Do you have social dialogue at branch level in your country? How works this? *- yes, it have social dialogue, but there is not good effectiveness*

## V. PROPOSALS

- 1.) **Vision** of the sector in the respected countries with some characteristics. (maximum 3 pages) *- tendency to decrease the workplaces, and increase the effectiveness of the production*
- 2.) Major **objectives and demand of the trade unions** in the country. If possible, present in one or two **short case studies** the best and the worst cases or situations. (maximum 3 pages)  
*-negotiation for better conditions at workplace, increase the wages and the labor productivity*
- 3.) Proposals on the „**Manual of Good practices**” to be prepared by the EU-project and on the reorganisation guide (attachment requested). (Maximum 3 pages)  
*- building Councils for social partnership in all companies members of TU , as well as Committees observing the work conditions*
- 4.) *Requests, proposals, ideas*