



Bulgarian association of metallurgical industry

B I C O

**Bipartite multi-actor partnerships for information,
negotiation and cooperation in sector strategies for
strengthening vocational further training
management, promoting new skills and workforce
development in SME-industries**

**09 – 11 September 2013
Hamburg, Germany**



Bulgarian association of metallurgical industry

Results from Social Partnership – 2013

I. Branch Collective Labour Agreement (BCLA)



- Signed on 03 April 2013
- Bargaining parties:
BAMI, TU Federation “Metalicy“, Federation „Metallurgy“
- In force 2013 – 2014





Follow economical parameters are improved :

- Increase of minimum wages in the sector – with 7,5 %;
- enlarged size of minimal supplementary support in case of retirement – twice
- Increase of supplementary payment of night shifts – with 8,3 %;
- Increasing of the sum for due free food – with 11.1 %;





Agreements for Training in the Sector :

- **Art.8.** For sustainable development and competitiveness, the parties agreed on:
 - **p.1.** Employers have to assure organizational and financial conditions for Qualification and Training of employees according to the aims and company's development programs.
 - **p.2.** Employees are obliged to sustain and develop their theoretical and practical qualifications in accordance with Employer's regulations and Job requirements.
 - **p.3.** Trade Unions have to participate actively with suggestions and initiatives in the process of development of HRD programs and efficiency assessment of Qualification and Training measures.
 - **p.6.** TU representatives have to participate actively in the work of the Sector Consultation Committee and in implementation of the Sector Competence models.
 - **Art.44.p.5.** Parties agreed to establish preconditions for motivated participation of employees in different forms of Training to raise their qualification, knowledge and skills, for assessment of their competences and implementation of Competence models.





II. Signed Agreement for Minimal insurance income (MII) in Metallurgy Sector for 2014

Increased levels of MII in the following Staff groups:

- Assistance Administration Staff - with 3 %;
- Staff engaged in service and accompanying activities– with 6.5 %;
- Vocations without special qualification - with 6.5 %.

Note: These vocations cover the most vulnerable groups of employees, with low level of Education or Qualification

The main goal of Social Partnership is to decrease the number of these groups, as the employees develop constantly their qualification and acquire new skills and competences





III. Conducted trainings for strenghtening skills and competences in the Sector

1. Under the project „*Development of Information system for Labour force Competence assessment at Sector and Regional levels*“:

- Digital competences - 8
- Management and Social competences - 12
- Business processes optimizing - 5

2. Implementation of Staff Training program in KCM AD on New technologies and production capacities in the Lead production—150 trainings covering variety of vocations and jobs.

3. SCC “Metallurgy” adopted Labour Force Competence Analysis for the sector, Oct.- Dec. 2013





Thanks for your attention!

P. Paunova– Executive Director

**Bulgarian association of metallurgical industry
Sofia1309, 205 Al. Stamboliiski blvd
e-mail: bcm@mb.bia-bg.com
www.bcm-bg.com**

