

# Sector activities for promoting Further Vocational Training

For Wood and Furniture sectors in  
Bulgaria

# Bulgaria in 2013

- Political crisis, started in February;
- Reflects on Economic development of the country;
- Social tension;
- Insecurity;
- Non perspectives

# Studying CVT before BICO project

In some medium-sized and more small enterprises there is no:

- HRD and CVT system;
- Planned financial costs for CVT;
- Special responsible person for Staff Training issues;
- Systematic planning and organisation of Training measures– episodically trained personnel when technical and technology changes occur.

Project BICO will support the enlargement of the number of Employers, convinced:

- In the need of Systematic Training of the Staff;
- That the Training costs allocated are good investment for the companies;
- That the qualified workers make the company more competitive, and they are more responsible and do not allow accidents in the workplace.

## The project approach leads to:

- Common actions of Trade Unions and Employers;
- Co-operative seeking ways of planning and realization of Training measures;
- Promoting practices for Training Needs research;
- Effective approaches for Staff motivation for Training;
- Constant Needs satisfying.

## Federation's position

Our clear position is that Quality employment provides :

- Higher competitiveness of the enterprises;
- Better Job security;
- Better Work conditions;
- Better payment.

# Bipartite consultation and bargaining

- Successful Social Dialogue with BCWFI;
- New BCA signed on 26.04.2013 , 2 years in force;
- Consultations, debating and common activities.

# Agreements at Sector level

Employers from the 2 sectors are obliged:

- To create Qualification committees, with participation of Workers representatives;
- To work on Annual Programs for sustaining and raising personnel Qualification and re-Qualification;



## Agreements at Sector level (cont.)

Employers from the 2 sectors are obliged: :

- To assure up to 5 (five) days supplement annual leave for Training;
- To include in the Internal payment regulations criteria for stimulating qualification with real range of payment increase.

# Collective Agreements

- Federation supports companies, where Collective bargaining is in action, in order to include BCA regulations and even to enlarge them in accordance with company specific needs and conditions.

## Next steps to the end of November:

- Informing all members about project activities and project progress, by regular Federation Newsletter and on the Federation web site;
- Implementing BCA measures, in both sectors and support of TU company organisations in the Collective bargaining process;

## Next steps to the end of November :

- Common meeting of the Chair Committees of the Federation and the Branch chamber for presentation of project results and their implementation in the two pilot companies as well as adoption of further CVT policies;
- Organizing in appropriate way best practices dissemination from the two pilot companies;
- Actions for improvement and introducing validation of skills and competences for improving workers position.

## Expected project results

We are convinced, that with common efforts of Employers and Trade Unions will :

- Raise the Qualification level of the Wood and Furniture sectors;
- Create Further Training traditions in the companies' practice.

# Thanks for attention!

eng. Petar Abrashev - President  
of FSOGSDP

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