

F SOGSDP - KNSB - BULGARIA

Sectoral activities to strengthen the CVT

Dear partners,

BICO project is implemented in terms of the political crisis in the country, which began in February and continued until now. This gives a significant impact on economic development at the national level, respectively in woodworking and furniture sectors. Is impaired social environment haunting uncertainty and lack of prospects.

In these conditions it is difficult to expect prioritize training and retraining of staff and generally continuing training in enterprises.

To be fair, we should note that even now in most enterprises, especially medium and especially small systems lack the human resources development and appropriate continuing professional education. There are missing budgets for this purpose. Usually there is not person responsible for issues of staff training. As a result -not achieved and non-systematic planning and organization of training activities in enterprises. Training is sporadic and mainly in relation to changes in technology and the introduction of new technology into production.

Regardless of the situation , and the complicated conditions in the country as a whole, we as Federation believe that this project , its practice - applicability will reflect on the training of staff in the long run - in the first two pilot companies in woodworking and furniture and subsequently extend its application to other small and medium enterprises (SME) in the sectors .

Very positive approach to the project is that it is carried out jointly by Trade Unions and employers. This leads to a real chance of achieving a conviction among employers :

- the need for staff training and establishing a system for the development of human resources, which as an integral part to attend continuing professional training;

- that invested in training and retraining funds are a good investment for the enterprise;
- that qualified personnel make their businesses more - competitive that they are - responsible and prevent accidents and workplace accidents.

Such employers position facilitates definitely us, Trade unions in the implementation of our activities . There can be no other outcome when unions and employers work together on the issue when he and explore ways to plan and implement activities for the training of staff and as a result, promote regular practice to explore the needs and meet the organization 's needs .

What we as a Trade union advocate that quality employment implies - better working conditions , more security in the workplace, but also well- paid work - according to the efforts , skills and qualifications. In this regard , it is in full force , the question arises for the training and qualification of employees .

In our efforts we have the full support of the management of Employers' organizations - Branch Chamber of Woodworking and Furniture Industry (BCWFI) . Result of this understanding are the new agreements in Sectoral collective agreement (BCA), signed on 26.04.2013. In Section IV of the BCA "Employment , vocational training and retraining " there is obligation on employers to maintain and improve the professional skills of employees. For example, employers in both sectors (woodworking and furniture) shall:

- create Qualification Committees with participation of representatives of employees;
- work on the annual program of maintenance and improvement of the qualification of the personnel;
- Provide five (5) days additional paid leave for training;
- involve in the Internal Rules of salary (VPRZ) criteria to promote improvement of the qualification of real terms growth in wages and more.

These arrangements facilitate sectoral level negotiations in the companies because by law they are minimal and binding. Based on this, we now support enterprises in which currently there are negotiating process to sign new collective bargaining agreement (CBA), to reflect upon in the BCA and even to expand in line with their specific circumstances and needs.

Dear partners,

In general the steps that we take and the Federation provides to the end of November this year are:

- inform all members on the activities and progress of the project by issuing a quarterly newsletter and our website ;
- arrangements made with the employer organization in the sectoral collective agreement for both sectors and assist trade unions in negotiations to sign new collective agreement at company level ;
- with BCWFI we foreseen in the end of November, to organize a joint meeting of the two Management Board (Branch Chamber and the Federation) to highlight the results of the project and their application in two pilot plants and outlining future policies about CVT;
- organizing dissemination of the positive experience of the two pilot enterprises to small and medium-sized enterprises (SMEs) from both sectors ;
- Actions to promote and ever - wider application validation of knowledge and skills in businesses woodworking and furniture .

Dear Colleagues,

We believe that the results of the project will provide a lasting impact , the joint efforts of trade unions and employers to raise the skills levels of employees and creating traditions in business activity in terms of continuing vocational training.

Thanks for the attention,

Eng. Petar Abrashev – President of FSOGSDP