

SECOND NATIONAL SEMINAR – BULGARIA 27-29 JANUARY 2016
**"TRADE UNION AND REPRESENTATION IN THE GLOBAL WORLD: EWCS, TNCS,
COLLECTIVE BARGAINING"**

REPORT

The Second National Seminar was conducted in Sofia, in Globe Congress Center at CITUB, starting on 27 January 2015, 13.00 AM and concluded on 29 January in the afternoon according to the Agenda.

30 participants took part, representing trade union leaders and secretaries at company level from MNCs in Bulgaria.

First day

The seminar started with welcome and introduction by WETCO Executive Director and presentation of the seminar objectives, as well as WETCO activities. The Project manager presented the ITEM project, stressing on the aims and objectives of the training activities and the different target groups.

Mr. Ricard Bellera, being an ETUI trainer in Sofia, was invited to present CCOO and ETUI, stressing on our common need of renewal of the trade unions and new strategies for TU organising, particularly in MNCs.

Then all participants and trainers presented themselves, their experience and expectations from the training. Most of participants expressed willingness to gain detailed information on the legislation regarding I&C, to

exchange good and bad practices in collective bargaining in MNCs represented in Bulgaria, and, as there are newcomers (newly elected trade union leaders at company level), to create a network among participants to help each other in their work at MNC company level.

The second module "MNCs and Industrial relations" was carried out by Ekaterina Ribarova, researcher at ISTUR, giving participants deep and up-to-date knowledge on MNCs structure, organisational complexity and specifications of those presented in Bulgaria. In the following open discussion the participants discussed various experiences from their TNC and ideas how to promote workers' participation in company's policies.





Second day

The morning session started with wrap-up activities from the first day followed by presentation of MNCs in Bulgaria and the challenges that the Bulgarian trade unions are facing with regard to I&C, Collective Bargaining and workers' representation. All participants agreed on the differences and similarities of TNCs presented in different BG regions and conditions to implement I&C rights of workers at company level.

Several Transnational Agreements in different economical sectors were discussed in order participants to acquire knowledge of these

agreements – SKF, Shneider Elektrik, Italcementi etc..

The third module “**Global Trade Unions**” was carried out by the CITUB International relations expert. History and development of Global Trade Unions were presented (ITUC, ETUC, PERC, ETUF and GUFs), and different TU representation models were discussed. An open discussion was carried out related to EU and Global TU representation, the future developments in Trade Unions and their role in strengthening Social Dialogue and positions in workers' rights defense.



Third day

The morning session was devoted to European Legislation framework for Information and Consultation; EWCs in Bulgaria; Bulgarian law on I&C. Presentations and Question and Answer were conducted by the input of CITUB Legal Expert. The European and National Legislation framework concerning Information and Consultation and the EWCs structures was introduced to the participants, followed by questions, answers and reflections by the participants on the practical implementation of the rules, challenges and advantages for Trade Unions. In this regard participants shared personal experiences in using I&C regulations and created strategies for better TU performance in TNCs.

The last module of the seminar was 'Collective Bargaining in MNCs', presenting good practice examples of Collective Agreements in MNCs in Bulgaria and dedicated to trade union strategies for better intervention in second level bargaining within transnational agreements with the help of EWCs.

Participants, with the input of the expert, looked at Collective Agreements, negotiated by Trade Unions and Employers in some MNCs presented in Bulgaria – Aurubis, Karlsberg, Dundy precious etc..

Participants expressed strong interest in better TU performance at company, national and EU level, and agreed on ideas for networking, stronger workers rights defence and TU renewal.



The seminar was concluded with evaluation session in order to assess Training achievements and the level the seminar met the participants' expectations. Participants have filled-in an evaluation form assessing the seminar content, methodology, aims achievement, relevance to the participants' work, satisfaction. About 90% are highly satisfied, and about 50% would need a

further training on the topics concerned. All participants have shown their admirations to the high qualified and professionally performed training as well as the shortage of time to be obstacle for more interactive sessions- role play, case studies etc. These reflections will be taken into consideration for the next seminar and future trainings on these subjects.



attachments:
 Agenda
 Ppt s (bg)

Evaluation form (example Bg)
 List of participants
 photos

