

FNSZ position toward access to Training and Education of workers and farmers in Bulgarian Agriculture

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Contribution to the project



ФЕДЕРАЦИЯ НА НЕЗАВИСИМИТЕ СИНДИКАТИ ОТ ЗЕМЕДЕЛИЕТО

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AGROSTAR
FEDERATA NAZIONALE A INDIRIZZARE DI AGRICOLTURA
ALIMENTARE, TUTTA, SOVANI E SERVIZI CONSUMI



EFFAT



**Industriegewerkschaft
Bauern-Agrar-Umwelt**



ALPA



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Agriculture in Bulgaria - as a state policy or strategic industry?

- In Bulgaria national policy aims to develop:
 - *a competitive and sustainable agriculture in rural areas*
 - *sustainable management of natural resources*
 - *application of high quality standards for agricultural products.*
- Strategic documents - the implementation of the common agricultural policy by the Programme for Rural Development for the past period 2007-2013 and forthcoming.

Some characteristics of the sector I

- Utilised agricultural land - 2011- 5 087 948 ha - 45.8% of the territory of Bulgaria
- Structure of agricultural holdings:
Total number of farms - 371,000 units

In comparison to 2007 there is a reduction with $\frac{1}{4}$. This decreasing trend is stable over the last 10 years.

- Farmers - 98%
 - Commercial companies - 1%
 - Cooperatives - 0.3%
 - Other - 0.6%
- Average size of farms - about 9.8 ha
 - Specialized mainly in grain, livestock and more.

Some characteristics of the sector II

- **Value of gross production from Agricultural sector** for 2011, according to the current manufacturer's price levels is amounted to 4 431,6 million Euro. It is composed by the value of:
 - Production from plant-growing: 5 100,8 mill. BGN (2 608 mill. Euro) or 58,8%;
 - Production from livestock breeding: 2 438,0 mill. BGN (1 246,5 mill. Euro) or 28,1%;
 - Production from inseparable supplementary activities: 619,8 mill. BGN (316,9 mill. Euro) or 7,2%;
 - Agricultural services: 508,9 mill. BGN (260,2 mill. Euro) or 5,9%.
- **The gross value added** (according to basic prices) generated in agriculture in 2011 marked an growth of 19,8% (524,4 mill. BGN) in comparison with 2010 and is 3 176,7 mill. BGN.
- **Gross value added (GVA)** for the year 2011 by economic sectors is allocated as follows:
 - Industry (including Construction) – 31,2%
 - Services – 63,2%
 - **Agriculture (agriculture, forestry and fisheries) – 5,6%.**
- The share of Agriculture in Bulgarian Gross domestic product (GDP) is 5,4% for 2010, 7,5% for 2011, and 9% for 2012.

Employment in Agriculture – our TU concern and still big mystery for the statistics

- According to the National Statistic Institute people, invested their labor in the agricultural holdings in 2011 are **678 000**. Compared to the total employment rate they create 19,9% of the structure. There is a reduction by 3,79% in their number in comparison to 2010. Employed in the sector are 84 000, which is 3,4% of the total employment rate and self-employed are 594 000, or 64% compared to the total employment rate.
- Looking in the Agricultural census (2010) points that the people working in the agricultural holdings are 751 000. 697 400 of them are so called “Family labor/workers” which is **92,8%** of the people investing labor in the sector.
- The paid labor force is **54 300**.
- The people working under labor contracts in the sector, thus they do pay their social contributions are 58 044.
(the data are collected from the National Social Insurance Institute dated to April 2011).
- The seasonal workers in the sector provide about **24 000** annual working units, which is 24 000 employed on fulltime job.
- The main part of the family workers are doing work in low-productive semi-market holdings , where the new technologies and effective technique are limited to be used.

Decent employment – decent payment?

- Average annual salary of the persons employed under employment contracts or under civil servant employment contracts nationwide, including bonuses, reached the level of BGN 7 769, which was by BGN 460 or by 6,3% more in comparison to 2009.
- The salaries in the sectors of agriculture, forestry and fisheries the increase made was by 11,8% to reach an average of BGN 5 899 for 2010.
- For 2011 the average monthly wage in the sector of agriculture was 540 BGN (276 Euro) which is 78% of the average monthly salary for the country.

The labor force in Agriculture

- The labor force in Agriculture is very heterogeneous. Nevertheless it could be described as follow: the ratio between man and women is **55,7% : 45,3%**, but the tendency is to decrease in favor of women.
- Age structure of the labor force it is unfavorable – 61% of the employed are in the age 35-64, in the agricultural holdings 9,8% are in the age 15-34, and 29,2% are over 65.
- Level of education of holding managers – only 4% of them have high agricultural education

From the facts follows:

- Bulgaria is among the countries with a high share of agriculture in GDP.
(Countries with high agricultural potential and developed agriculture have low share of agriculture in GDP)
- But there are many workers (by economic reasons) in many small farms with low cost of production.

FNSZ – 90-years old but modern trade unionism in Bulgaria

- 5,500 employees in various systems of the Bulgarian agriculture: Farms, cooperatives, agricultural enterprises
 - Irrigation systems
 - Bulgarian Food Safety Agency (BFSA)
 - Agency Hail Suppression
 - Agency "Selection and Reproduction in Animal Breeding"
 - Agricultural Academy
 - small farmers
- 120 trade unions - 4 structured branches and other
- Member of CITUB
- Member of the IUF and EFFAT
- Active participant in social dialogue at all levels

Access to vocational training for farmers and workers

- New requirements of the labor market - a flexible workforce with new skills and competencies
- Higher agricultural education has a small role in the performance of professional education and continuous learning
- Vocational agricultural education in Bulgaria - 120 years of history
- Today serious deficiency:
 - *No clear analysis of the relationship between sectoral labor market and new skills for new jobs*
 - *Update required to study programs, according to new technologies in the branch*
 - *Lack of will among employers to invest in training of the workforce*
 - *Limited access of workers to trainings - especially seasonal workers, low-skilled, family labor*

The problem today is

- The sector of Agriculture in Bulgaria shows a big deficit of correspondence between the Sectoral labor market needs and the system of VET.
- The formal educational system – the professional schools still do have specialties, that do not match the real requirements of the labor market or release workers with inadequate skills, based on old study system and techniques.

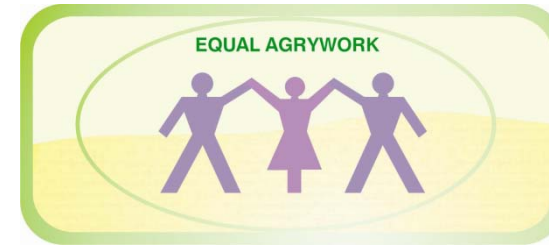
Financing of the VET

- Financing of the VET comes mainly from the state budget and the public-private partnership is still exclusion.
- There is no information system with a database for the person followed the VET in the sector Agriculture, which has to assist the employers in hiring employees.
- The lack of institutional harmony leads to profound imbalance between supply and demand of qualifications in the labor market in the sector.
- There are two main laws regulated the process of Vocational training – The Law for Vocational education and training and the Law of promoting employment. Both of them do have unanswered questions that need to be addressed by actions of the social partners and concrete measures to be applied.
- **There is a need of concerted actions of the social partners in the sector to improve the system and to promote the access of workers and farmers to the system of LLL and VET.**
- **Introduction of sector social security schemes in Agriculture**

Sectoral Council for Education and Training

- Ability to solve problems with the qualifications of the labor force in Bulgaria
- It consists by the Sectoral social partners - nationally representative and responsible and sensitive to the issue of quality of employment in Bulgarian Agriculture. The council will be a platform for debate and decisions taken by the partners in the field of Education and training.
- Skills and competencies of the employed people in agriculture, the quality, transparency of VET and LLL and access to it for people doing agriculture is of high priority.
- AGRIPASS - introduction of the tool in action
- Tackling clear to all stakeholders to ensure access of all groups in measures of education and training

Equal Agriwork



The recommendations on the basis of the **Peer Review** elaborated under the project are:

- The social partners should initiate and apply a set of measures, including information, dissemination, training and education for women and youth, stimulating the entrepreneurship
- The social partners should be involved in the process of measures development and programs implementation for enhancing capacity, qualification and information access of farmers and especially the young farmers
- Make efforts to establish conditions for permanently sustainable employment of the active population in agricultural regions, not only to generate temporary employment
- The job description, related to the European Portfolio – AGRI PASS should be a matter of bipartite negotiation between social partners
- The working and private life balance should be on focus of the elaboration and implementation of common measures in social and agriculture policy
- Agrarian workers must be included in the General Regime of Social Security
- To have only one collective agreement at a national level for all workers in the sector
- Better control of contracts in origin
- Higher salaries
- Review of the Social security System for seasonal workers concerning the risk of unemployment.

MESDA *Migration, Employment, Social dialogue
challenges and new problematic facing the social partners
in the new member states and candidate countries in*

Agriculture



Communiqué from the final conference in Sofia

- Development of agreements between the social partners, referring to the seasonal/mobile workers in the sector with the sole purpose to reach their equal treatment and to guarantee them access to rights and non-admission of discrimination.
- Development, application and control of the social partners over the specific measures, guarantying the rights of the seasonal workers and their access to the social security system.
- Participation of the sector social partners in the development of measures which will support the reintegration of the returning to the labor market working emigrants (this is of great importance to Bulgaria and Romania)
- Providing a legal opportunity for application of the minimal standards for working conditions and incomes
- Implementation of uniform European passport for the employed in the Agriculture sector - inclusion of the AGRI PASS as part of the EURESS, as an opportunity for career development and promotion of the employment and the working mobility in the sector must be an object of the two-party negotiations between the social partners, identifying the professional competences of the employees and guarantying the working mobility of those employed in the sector, as well as limiting the social dumping and the illegal employment in the sector.



Complex challenges want integrated solutions!

Every job is a challenge, if we dare to sit down at one table.

Thank you for your attention