

Country:

Bulgaria

### Agricultural sector structure

Please give a short description of the agricultural sector in your country, from **2007-2011**. Please give statistical data for each year as well as a short explanation of subject, when the case.

Describe the *farms' and agricultural holdings' structure* – how many types of agricultural entities are there (small farms, big companies, family farms, producers' associations etc.)?

What does each type of holding typically produces?

**Total number of holdings in Agriculture – 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. In the table below are presented the agricultural holdings/units separated by their legal status and by percentage of the land used (utilized agricultural area)

Agricultural holdings – structured under their legal status:	Number of holdings, in %	% of the UAA (Utilized agricultural area)
Natural persons	363 700 98%	33,8%
Trade companies	3 900 1%	31,6%
Sole traders	3 200 0,6%	14,9%
Cooperatives	900 0,3%	17,7%
Associations and others	300 0,1%	2%

Agricultural producers, registered under Regulation Nr3/1999 in the process of years 2007 – 2012

	2007	2008	2009	2010	2011	2012
Number of producers	80 308	95 770	99 087	69306	65 504	67614

The Agricultural Census (2010) is the primary source of information on the status and trends in the development of agriculture. It has the task to ensure the current economic, social and ecological picture of the agricultural sector, necessary for making decisions in the conduct of the common agricultural policy. With the Census of agricultural holdings in 2010 are covered 370 222 farms/holdings on the territory of the country, within the meaning of the law on the census carried out at least one of the following activities - managed agricultural land (UAA), raise farm animals, produce agricultural products or maintain land in good agricultural and environmental condition. According to the census of the total number of agricultural holdings, **357 074 managed farmland**, and **279 657 raised farm animals, birds and bees**. The largest is the number and the relative proportion of farms that simultaneously processed agricultural land and keeping animals – 266 644 holdings or 72% of the total number. Farms without UAA are 13 148, of which 13 013 keeping farm animals, and other cultivated fungi/mushrooms, silkworms, other animals or have hatcheries. On farms without UAA grow around 46% of birds, 44 % of the pigs, 8 % of the cattle. Total utilised agricultural area holdings is 3 616 965 ha, while the average size of the UAA in one unit is 10.1 ha.

Having a look on the agricultural holdings managing farmland, the biggest number of them produce cereal crops – 119 640 (occupied 1 796 148 hectares), followed by the technical crops – 57 694 (managing 1 077 024 hectares), the fodder crops – 75 332 (106 134 hectares), the fresh vegetables – 72 107 (24 708 hectares). There are also farms managing other crops: orchards – 118 610 (99649 ha),

vineyards – 87 002 (52 336 ha), family gardens are accounted for 227 926 agricultural holdings (10 365 ha).

**Having a deeper look on the structures in livestock breeding** the total number of agricultural holdings breeding agricultural animals, poultry and bee colonies in 2011 is around 680 970 units, which is by 63% less in comparison with 2003 (1 848 973 units in 2003).

Types of animals	Number of Agricultural holdings breeding cattle	Animals bred in the agricultural holdings
Cattle	95 357	576 339
Buffaloes	1 028	10 038
Goat	84 581	3888 864
Sheep	91 792	1 415 179
Swine	82 265	670 469
Poultry	185 455	17 491 187
Rabbits	23 704	144 873
Bee colonies	23 982	588 694

The **value of annual production**/sector – national level indicator

**Value of gross production from Agricultural sector** for 2011, according to the current manufacturer's price levels is amounted to BGN 8 667,5 million (Euro 4 431,6 million). It is composed by the value of:

- Production from plant-growing: 5 100,8 million BGN (euro 2 608 mln.) or 58,8%;
- Production from livestock breeding: 2 438,0 million BGN (Euro 1 246,5 mln) or 28,1%;
- Production from inseparable supplementary activities: 619,8 million BGN (Euro 316,9 mln) or 7,2%;
- Agricultural services: 508,9 million BGN (Euro 260,2 mln) or 5,9%.

In 2011 the value of production from plant-growing and livestock breeding increases significantly in comparison to the previous 2010 – respectively in 20,2% and 13,6%. More moderate growth is observed in the value of of the agricultural services – in 3,5%. The value of production from the inseparable supplementary activities went down, by 5,7% only. The total value of the gross production from Agricultural sector grew by 15% compared to the previous 2010 year. This is due to the growth of the productivity in plant-growing and livestock breeding, but also because of the increase of the most of agricultural products' prices.

There is an increase observed in the dis-balance in developing the two main directions - plant-growing and livestock breeding subsectors. In 2011 the share of production from plant-growing increases by 2,5% in comparison to 2010 and by 6,5% in comparison to 2009. So in 2011 the value of the production from plant-growing is two times higher than the one from the livestock breeding.

**The gross value added** (according to basic prices) generated in agriculture in 2011 marked an growth of 19,8% (524,4 million BGN) in comparison with 2010 and is 3 176,7 million BGN.

Taking a deeper look at the Bulgarian economics in 2011 the gross added value of the sectors is 64 831 million BGN (33 147 million Euro) at current prices. In real terms it increases by 1.8% compared to the

	<p>previous year. The added value of subjects of the agricultural sector in 2011 is in the amount of 3,637 million BGN at current prices - with 22.2% in nominal terms above the level of 2010.</p> <p><b>Gross value added</b> GVA for the year 2011 by economic sectors is allocated as follows:</p> <ul style="list-style-type: none"> <li>• Industry (including Construction) – 31,2%</li> <li>• Services – 63,2%</li> <li>• Agriculture (agriculture, forestry and fisheries) – 5,6%.</li> </ul> <p>The share of the agricultural sector in the Gross value added increases by 0,7 points compared to 2010.</p> <p>According to primary data of the National Statistics Institute the common GVA for the economics of Bulgaria for the first six-month-period of 2012 is 29 782 million BGN, where the share of agriculture creates 4,7% (which is 14,5% higher to the same period in 2011). In real terms the added value of the sector increases by 9,2% compared to the 2011.</p>
<p><b>Utilized agricultural area</b> - the total arable land, permanent grassland, land used for permanent crops and kitchen gardens. The UAA excludes unutilised agricultural land, woodland and land occupied by buildings, farmyards, tracks, ponds, etc. (percent from total land and number of hectares)</p>	<p><b>Utilised Agricultural Area (UAA)</b> is composed of the arable land, perennial plants, permanent lawns, family gardens and greenhouse areas. In 2011 it was extended over 5 087 948 hectares, makes 45,8% of the territory of Bulgaria. If compared to the previous year, UAA experienced an increase by 0,7%. <b>Arable lands</b> are lands included in crop-rotation, temporary meadows occupied by and bean plants and fallow lands. In 2011 the arable lands increased by 2% if compared to the previous year, occupying 3 227 237 hectares or 63,4% of the Utilised Agricultural Area. Such growth came as a result of expanded areas where cereals, , maize, sunflower and industrial oleaginous crops were grown. <b>Artificial meadows occupied by bean and cereal grasses</b> in 2011 experienced a downturn by 4,6% in comparison with 2010 down to 84 804 hectares, which makes 2,6% of the arable land and 1,7% of the Bulgaria's Utilised Agricultural Area. <b>Fallow lands</b> in 2011 expanded by 16,1% in comparison with 2010 and occupied 174 110 hectares, which makes 5,4% of the arable land and 3,4% of the Bulgaria's Utilised Agricultural Area. <b>Fruit orchards</b> in 2011 made 1,4% of the Bulgaria's Utilised Agricultural Area, and the areas occupied by fruit orchards experienced an increase by around 1,4% if compared to the previous year. <b>The mixed perennial plants</b> experienced an increase by 17,8%. <b>Vineyards:</b> as pure crop in 2011 these occupied 78 468 hectares, which was a downturn by 5,1% in comparison with 2010. The share occupied by vineyards was 1,5% of the Bulgaria's Utilised Agricultural Area. <b>Permanently productive meadows, highland meadows, grassed surfaces of low productive potential and meadows/fruit orchards,</b> in 2011 occupied 1 678 308 hectares, or 33% of the Bulgaria's Utilised Agricultural Area. <b>Family gardens</b> in 2011 occupied an area of 22 517 hectares or 0,4% of the Bulgaria's Utilised Agricultural Area. As regards these, a rise was registered of 4,1% if compared to the previous year.</p>
<p><b>Number of employees</b> in agriculture (compared to the total employment rate)</p>	<p>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</p>

	<p>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 selfemployed are 594 000, or 64% compared to the total employment rate.</p> <p>Looking in the Agricultural census (2010) results 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 labour in the sector. The paid labor force is 54 300.</p> <p>The people working under labour contracts in the sector, thus they do pay their social contributions are 58 044. They are working leagaly in the sector. (the data are collected from the National Social Insurance Institut dated to april 2011).</p> <p>Following onother european statistics in the Bulgarian Agriculture 44 000 employed are fulltime employed and about 100 000 are seasonal or part-time employed.</p> <p>The economic crisis in the country in 2010, 2011 had also caused a negative impact on the labour market. According to the data provided by the Employment Agency, the level of unemployment in 2012 is variating slightly during the different seasons. In the end of the year it reaches 11,4%, which is 1,3 points higher compared to the 2011.</p> <p>But the actual state of unemploymnt is much higher than the official statistics stated, according to the analysis of trade unions in Bulagaria.</p> <p>The employment coeficient of the populaton between age 15-64 is 58.5%, (compared to the EU27 which is 4,3). The coeficient of youth unemployemnt (in the age 15-20) is 26 %. The specifics of the agricultural production and the low incomes in the sector are an obstacle and limitation for attracting and keep back young people in the sector.</p> <p>The unhomogenous distribution of the employment in the slice willage – city is a lasting trend. Again, the economic crisis and the different opportunities and access to employment, which offer town and the village are the main factors influencing the process. The ratio in this aspect generaly for the employment in Bulgaria is 78,2% in the cities : 21,8% in the villages. This trend applyes to the sector too.</p>
<p>Describe the agricultural <b>labour force</b>:  how many man?  how many women?  how many migrants?</p>	<p>As already said the labour force in Agriculture is very heterogenios. Nevertheless it could be discribed as follow: the ratio between man and women is <b>55,7% : 45,3%</b>, but the tendency is to decrease in favour of women. Regarding the age structure of the labourforce 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.</p> <p>There is no official statistics about the migrants in Bulgarian agriculture. The reason is that Bulgaria is a "sending" country, so a lot of Bulgarians go to work in onother european countries.</p>
<p>Describe the <b>categories of agricultural workers</b>:</p>	<p>92,8% (697 400) of the people providing labour in Agriculture are "family workers".</p>

<p>employees, self employed, family workers etc.</p> <p>If there are statistics at national level on these categories, please provide the numbers for 2007-2011.</p>	<p>Employed under contracts are about 54 300.</p> <p>The seasonal workers in the sector provide about 24 000 annual working units, which is 24 000 employed on fulltime job.</p> <p>The main part of the family workers are doing work in low-productive semi-market holdings , where the new technologies and effective technick are limited to be used.</p> <p>In the table below the figures of working people are presented in dynamics by years:</p> <table border="1" data-bbox="566 459 1324 952"> <thead> <tr> <th></th> <th>Doing labour in agriculture (In thousands)</th> <th>Employees In thousands</th> <th>Selfemployed In thousands</th> </tr> </thead> <tbody> <tr> <td>2007</td> <td>723,9</td> <td>81,4</td> <td>642,5</td> </tr> <tr> <td>2008</td> <td>737,3</td> <td>89,1</td> <td>648,2</td> </tr> <tr> <td>2009</td> <td>730,8</td> <td>87,6</td> <td>643,1</td> </tr> <tr> <td>2010</td> <td>703,7</td> <td>82,2</td> <td>621,5</td> </tr> <tr> <td>2011</td> <td>678,0</td> <td>83,9</td> <td>594,0</td> </tr> </tbody> </table>		Doing labour in agriculture (In thousands)	Employees In thousands	Selfemployed In thousands	2007	723,9	81,4	642,5	2008	737,3	89,1	648,2	2009	730,8	87,6	643,1	2010	703,7	82,2	621,5	2011	678,0	83,9	594,0
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<p>Describe the <b>unregistered work phenomena</b> (or even black agricultural labour market, if the case)</p>	<p>The gray part of the economy of Bulgaria are the low payed jobs and part-time-jobs. This includes explicitly the jobs in Agriculture, where the "illegal" workers are 54%.</p> <p>Why the people do job without contract? Usually they are longlasting unemployed, low educated with no prospective to have an access to the labour market. Working on the black economy is the only exit when the economy is in stagnation, or the state could not pay unemployment benefits for the part of its labour force. Another conclusion is that working leagally in Bulgaria in low payed jobs means to pay additionally. Annalising the social policy in Bulgaria a person with a minimum wage without family and children has to give up with 50% of his weage in order to be correct to the sistem and to be in wite site of the economy.</p> <p>Some of the most frequent gray practices in agriculture are incorrectly or imprecisely drawn up employment contracts, working with extended working hours, hiring of workers on lower than the actual for the proffesion or position salary, extra payment 'under the table", irregular payment of salaries, no respect to the working conditions, no right to sick leave or maternity, no actual or lack of social and health insurance.</p> <p>(According to World Bank Report on the gray economy in Eastern Europe)</p>																								
<p>Agricultural <b>wages structure:</b> basic wage, productivity-based wage, other added payment to the wage (bonuses, quotas etc.), the percent of the social contributions from the salary.</p>	<p>According to preliminary data provided by the NSI, in 2010 the 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</p>																								

	<p>the country. There is an intention of the government the average monthly wage in Bulgaria in 2013 to increase by 25-30% and to overcome this one in Romania as the politicians promiss. In the last two decades there are serious problems in Bulgaria related to the labour' price definition. The most frequent perception is that the low price of labour is a competitive advantage of the country for attracting foreign investments here. The neto rate of the minimum wage for the country (excluding the period of 2006-2008) keeps being about and lower than the poverty line, which krees an stable group of working poors. The low-payd workers (their wages are 2/3 of the avarage one for the country) are mainly in sewing, textile etc industry, but also in agriculture and forestry. The facts show that the compensation of the work as a share of GDP is one of the lowest in EU-27 – 37,2% (compared to the one in the EU-27, where is 49,2%). The main reason for that is the asimetria in the process of primary distribution of the income.</p> <p>The structure of the agricultural wage we could describe as follow: The nominal wage is formed by the components:</p> <ol style="list-style-type: none"> <li>1. Basic salary, which is defined in the employment contract for the owned qualification, for labour and occupational tasks and obligations. It is with accordance with the Minimum insurance income (agreed by the social partners at national level and aproved/adopted by the Minystry of Labour and social policy)for a specific specialty or qualification group in the sector and may not be lower than it. This is the guarenteed minimum.</li> <li>2. Salary over the basic remuneration - overweight or premium compensation of employees for the results achieved</li> <li>3. Additional/supplementary remuneration for long-time work, proffesional experience, and higher personal qualifications, for night work, overtime work, worked during the holidays, etc.</li> <li>4. Remuneration in special cases covered by the Labour Code - for stay/no work because of production/technological needs, the prolongation of working time, part-time, failure of labour standards, etc.</li> </ol> <p>The percentage of social contributions are diveded between the employer and employee in ratio 60:40 and for the employee and are – 9,7% for publick pension insuranse sistem and 3,2% for the publick healthcare system.</p>
<p>Provide <b>statistics</b> regarding each type of <b>work relations</b>:</p> <p>what percent of all agriculture workers are permanent employees?</p> <p>what percent of all agriculture workers are temporary?</p> <p>what percent of all agriculture workers are seasonal?</p>	

<p>what percent of all agriculture workers have other types of contracts?</p>	
<p><b>Share of agriculture in the GDP (%)</b></p>	<p><b>Gross Domestic Product, GDP in 2011</b> in Bulgaria grew by 1,7% in real terms if compared to the previous year. In nominal terms, the GDP for 2011 amounted to 75 265 million BGN (38 483 million Euros), whereas the GDP per capita reached 10 109 BGN (5 169 Euro.). The share of Agriculture in Bulgarian GDP is 5,4% for 2010, 7,5% for 2011, and 9% for 2012.</p>
<p><b>Agricultural policy</b></p>	
<p>What is the <b>strategic document</b> defining the national agricultural policy, within 2007 and 2011?</p>	<p>The State policy in the field of agriculture is aimed at promoting the development of agriculture competitive and viable rural areas, sustainable management of natural resources and compliance with high standards of food safety and animal welfare. Basic strategic document is the Program for development of rural regions 2007-2013. In the period required are also applied other documents: the Program of the Government for the European development of Bulgarian (the governing party) 2009-2013, which promotes the development of agriculture as the major factor for the overall economic development of the country and active participation in the discussion on the future of the CAP policy after 2013 and protection of interests of Bulgarian agriculture. National program for conservation, restoration and sustainable development of fishery resources 2008-2013 National plan for development of organic farming in the Bulgarian 2007-2013</p>
<p>What are the <b>main measures</b> on agriculture, defined in the policy?</p>	<p>Amongst the all measures are: Ensure that national and European funding for the revival of Bulgarian agriculture and efficient and transparent management of European funds, based on good systems for monitoring and evaluation of projects for European funding; Using the capabilities of State aid as a tool to solving the problem and priority directions in agricultural policy; Using the market mechanisms for creating competitive and sustainable agricultural holdings; Sustainable markets for agricultural products; Creating conditions for support of the small and medium sized producers; Sustainable development of the fishery and aqua resources; Enhancing the administrative capacity of the sector; Improving the effectiveness of the system for advising in agriculture and of application of the scientific researches in the agricultural sector by improving the link 'research – advice in agriculture – agricultural business'; Regulation and protection of the production and labels of traditional Bulgarian agricultural production; Optimize the infrastructure of hidromelioration for efficient use of water resources; Applying a targeted policy for rural development and the revival of the traditions of rural areas, taking into account the specific characteristics of rural communities, local potential and encouraging local initiative; Improving the quality of life, development of infrastructure and basic services to businesses and the general public in the rural areas; Encourage farmers to use the possibilities of assistance in the field of Agro ecology and compensatory payments in Natura 2000;</p>

<p>What are the <b>specific measures</b> related to the <b>access of agricultural workers to training and education programmes</b>? Please describe, shortly.</p>	<p>In the Program for rural development 2007-2013 there is also a special measure M111 “for professional education, information activities and dissemination of scientific knowledge for farmers”.</p> <p>It is targeted to:</p> <ul style="list-style-type: none"> <li>• Farmers registered under internal legal regulation Ordinance No.3/1999</li> <li>• Managers or employed with an employment contract in the legal entity registered as a farmer in accordance with Ordinance No. 3 of 1999. for the creation and maintenance of a register of farmers</li> <li>• Natural person who is the owner/co-owner of forests and/or lands of the forest fund 1999)</li> <li>• Manager or employed with an employment contract in the legal entity who is the owner/co-owner or beneficiary of Woods and/or lands of the forest fund</li> <li>• An approved user of assistance under Ordinance No. 11 of 2009 on the conditions and procedure for applying the measure 214 'agri-environment payments' from the Rural development program for the period 2007-2013.</li> </ul>
<p>What are the <b>main active employment policies</b> that could help agricultural workers adapt easily to agricultural labour market changes?</p> <p>How do these active measures work?</p>	<p>There is a National Employment action plan, which aim is to increase the employment rate trough qualitative labour force and inclusion on the labour market of the vulnerable/deprived groups in priority those form the most affected by the crisis regions of the country. This Action plan is refined evry year.</p> <p>Active labour market policy has a partial impact on the process of speeding up the economic recovery, insofar as they may affect directly on the labour supply (quantity and quality) and to provide fast and quality transitions on the labour market. The provision of training and subsidised employment of the most vulnerable groups of the unemployed is at the same time, social protection and social inclusion for these groups, providing the earned income and insurance rights, receipts from taxes and social contributions for the State and the assumption of part of the costs for the staff of the companies is the support and encouragement to create jobs.</p> <p>Unfortunately, the Programs of the employment agency for temporary and poorly paid employment reveal jobs with low quality. Between 45% and 53% of incoming work over the past five years are without qualifications. This practice partially relieves the current situation on the labour market, but creates risks and issues in the strategic plan. Creation of new and quality jobs is associated with investments in the economy, including in the agricultur, and they are sharply reduced. Under the Operational program 'Human resources development', the Ministry of labour and social policy and Employment agency do not conduct a targeted policy to strengthen the labour market with the mobilization of skills needed for a sustainable and competitive development of the economy. It is very much trough when it comes to Agricultural sector. A lot of the employed in Agriculture are excluded</p>



	from the Active measures of OPHRD, or Employment agency.
<p>Is there any predictability of <b>labour market changes</b> in terms of skills?</p> <p>Is there coordination between what kind of trainings are delivered and what kind of skills are needed on the labour market?</p> <p>How does the government monitor changes in agricultural labour market and how does it assess future needs?</p>	<p>The labour market needs are collected and accessed by the Employment agency (in the Ministry of employment and social policy). The problem is that the data and prognosis are short-term and there is no long-term analysis.</p> <p>Apart that there is a National Agency for professional training, where the social partners and state discuss the problems of VET in the sector and the educational centres, which provide training, professional education.</p> <p>Education and qualification system does not provide the necessary for the economy human resources. The relationship between the specialities and the number of students with the needs of the business is increasingly weak and does not reflect the real needs of the labour market in the individual sectors and industries.</p> <p>It is clear that there is a need of reformation of the educational system, including: deepening the link between the education and the business by tax-breaks and other incentives, simplification of procedures for the admission of private investment in the public education system, active participation of the business in the governing bodies of universities, high schools; establishment of a national system for quality assurance of vocational education and training; incl. the quality of the courses and qualification of teachers; establishment of uniform standards for specific professions; development of tools for validation of the knowledge and skills acquired in an informal way. A public requests for the necessary manpower in the medium (up to 5 years) and long-term (up to 15-20 years) to be carried out on the basis of the annual reports on the status of the labour force and the need for skilled manpower, collected from the responsible ministries in cooperation and coordinated with sectoral employers' and trade union organisations.</p>
<b>Agriculture unions</b>	
<p>What are the most <b>representative agricultural workers' unions</b> in your country?</p> <p>Who are the members?</p> <p>What is the percent of unionized agricultural workers out of the total agricultural workers?</p> <p>What categories are rather not belonging to unions?</p>	<p>There are 2 nationally representative trade union headquarters in Bulgaria – Confederation of independent trade unions in Bulgaria, CITUB and Confederation of Labour Podkrepa. CITUB has 28 sectoral federation organizations</p> <p>On the sectoral level in Agriculture they are presented by their founding members – Federation of Independent Trade unions in Agriculture, FNSZ and NFZGS.</p> <p>The Federation of Independent trade Unions in Agriculture –FNSZ represents and defends the interests of 5 500 employed in Agriculture - includes agricultural workers, as well employees in veterinary services, in irrigation services, in the agricultural sciences academy, Grain and Seed production, in storm (hail) damage protection services and stockbreeding selection organisations. It has 5,500 members, i.e. 9,6% of sector workers, united in 118 trade unions organizations structured in branch and territorial associations. All organizational activities of the federation aims to defend and protect the interests of</p>

	<p>labour and trade union rights of the workers in the sector and to counteract the negative processes in the restructuring the sector using all legal instruments, including the collective bargaining and social dialogue.</p> <p><b>PODKREPA</b> has 90,000 members. Its agricultural federation has around 1,000 members.</p> <p>Outside the unions are mainly the employed in small or medium size agricultural farms/units, seasonal workers, family workers.</p>
<p>What are the most <b>representative agricultural employers</b> in your country/employers' organisations in agriculture?</p> <p>Who are the members?</p>	<p><b>Four national employers' confederations</b> are recognised as representative on the basis of the criteria set out in the Labour Code (due to the last census 2012):</p> <ul style="list-style-type: none"> <li>- Bulgarian Industrial Chamber</li> <li>- Industrial Capital Association</li> <li>- Bulgarian Chamber of Commerce and Industry,</li> <li>- Confederation of Employers and Industrialists of Bulgaria</li> </ul>
<p>Describe the <b>collective bargaining process</b> and how does it meet the needs of agricultural workers.</p> <p>What effects does it have?</p>	<p><b>The Sectoral Council for Social Dialogue in Agriculture</b>, which gives statements in the field of the agricultural policy, is organised in the same manner - farmers are represented by the national employers' confederations and the employees in the sector are represented by FITUA/CITUB and KT Podkrepa.</p> <p>The Social dialogue in the sector stems from the period of the planned economy, developed in Bulgaria till 1989. Following the changes in the labour code in 1992 has been constructed the Sectoral Council for Tripartite Cooperation at the Ministry of Agriculture and Food, which works with variable success with the different governments. Due to the functional structure of this council the trade unions have the opportunity to receive in time the information needed for the budget of Ministry of Agriculture and Food and its allocation to structural units and policies, number, average wage, the State Fund of Agriculture, direct payments and to present statements and positions on all important policy issues in agriculture.</p> <p>It should be noted that in the period 2005 - 2012 the SCSDA holds regular meetings again initiated by the social partners - FNSZ and the Association of Agricultural Producers. Important issues are discussed related to the structural, financial and organizational problems affecting the industrial relations, incomes and employment of workers in the both units of the Ministry of Agriculture and Food and farmers.</p> <p>There are two levels of negotiation - Branch level and company level.</p> <p>Considering the complexity and diversity of farming and agriculture sector for Bulgaria is important to differentiate the terms "sector", "sub-sector" and "branch". This is particularly important when dealing with concepts of "sectoral collective agreement", "Branch collective agreement". In the branches may be contracted as sectoral collective agreements as well recommending agreements to be reflected in the negotiation in the companies.</p>

**Sectoral collective agreement**

The territorial scope of the sectoral collective agreement can be national or regional. If the agreement is not extended regardless of the legislation, it is only applicable in companies where the employer belongs to one of the employers' organisations have signed the agreement.

Extended can be only that collective agreement which is signed by any nationally represented employers' confederation and by the both trade union confederations. For an effective social dialogue are needed capable and well-structured social partners. Unfortunately, in the agriculture sector the employers' unions and associations have failed to unite into one integrated organization in order to facilitate the negotiations and implementation of agreements and rules.

Till the finalization of the Agrarian reform in Bulgaria and the restitution of the land in 1998 a Sectoral collective agreement has been concluded between the Ministry and social partners, which has been annually renewed by additional agreements, settling the initial monthly wages according to the position and qualification categories of the employees in Agriculture This SCA till 1998 was applied in companies, organizations and associations in manufacturing, service, research, development, trade and other activities to MAF and has regulated the matters of labour rights, incomes, employment, social services, privatization, social security, working conditions and trade union activity. This brief historical overview of the recent decades gives, we think, a better clarity of the trade unions and in particular FNSZ efforts to defend the fundamental principles of the social model in the hard transition period.

After this period the FNSZ efforts are directed more and more to the collective bargaining at sectoral and company level. Collective agreements have been successively concluded with the Agricultural Chamber and the Union of Agricultural Cooperatives. There is growing initiative to improve the work of the Sectoral Council for Tripartite Cooperation to the MAF with the representative employers' organizations in agriculture.

Currently are being led negotiations with the Agricultural cooperation union for signing of a new branch collective agreement.

Since 2004 FITUA has bargained annually with the organizations of farmers, members of national employers' representative structures the minimum insurance incomes/thresholds for all qualification categories of employees in agriculture and fisheries and related to them services. Almost every year due to the insistence of FNSZ are being increased with 15-20% for every qualification groups

**Collective agreement at company level**

Legislation on the conclusion of the CA at branch and company level is settled in the Labour Code. CA aims to achieve more favourable working conditions than those established by labour law. The contractual obligations laid down in the sectoral agreement if any must

	<p>be included.</p> <p>If the trade unions in the company are not unanimous in accepting the proposed agreement, each trade union publishes its draft agreement and company workers are then called upon to come out in favour of one of these drafts via a referendum.</p> <p>If all the unions in a company sign the company agreement, this agreement will apply to workers who are trade union members.</p> <p>The employer does not have direct access to the list of union members concerned but there are different ways of finding out. In practice, the problem rarely occurs as all non-union-member workers can join up to the company agreement for the duration of its validity. To do this, workers must pay a contribution to a social fund that is managed at company level. Generally, all non-union-member workers join up. (The contribution is taken at source from wage payment; the employer therefore knows who the beneficiaries of the agreement are!)</p> <p>Examples of good practices in the cooperation between the social partners in Agriculture are the signed 5 brunch agreements and over 45 company agreements acting in the Agriculture sciences academy, Irrigation systems , the National veterinary and medical services, The Executive agency of storm damage protection services, Executive agency of selection and reproduction in animal breeding and other structure units of the Ministry of agriculture and foods, as well as state enterprises and agricultural co-operatives.</p> <p>These achievements of the social dialogue are due to the established and continuously operating councils for social partnership - a sign of successful social dialogue.</p>
<p>Describe the <b>role of unions and employers' organisations</b> in delivering training and education for agricultural workers.</p>	<p>Vocational training is legally regulated in the Labour Code, which makes it an integral part of the collective agreement too. In the changes in the regulation of professional qualifications has been adopted the approach of mutual obligations in resolving this major issue - of both employer and employee.</p> <p>The specific parameters of these obligations are settled by the legislation. These changes have reflected immediately and upgraded in the new signed CA. The employer has a duty to care for the professional growth of his employees.</p> <p>Parallel the trade unions provide short-term trainings of their activists on issues related to changes in the labour laws, European regulations, communication and negotiation and other themes interesting for trade unionists.</p> <p>This form of informal learning has an important role in the career advancement of workers and supports the conducting successful social dialogue.</p>
<p><b>Financing trainings for agricultural workers</b></p>	
<p>Are there any <b>opportunities for financing training</b> for agricultural workers?  Are they local, regional,</p>	<p>Having regard the abovementioned problems of professional education for Agriculture needs in Bulgaria we should recognise that as a formal system for education its' beginning is dated 120 years back in the history but now there is a clear shortages – no clear analysis of the link sectoral labour market and need's analysis for the new skills for new jobs, there is a need of actualisation of the</p>

<p>national or European?</p> <p>Please describe the main opportunities and the type of trainings they support.</p>	<p>educational programs, according to the new technics and technologies applied in the sector; no enough will shown by the employer to invest in the education and qualification of the workforce.</p> <p>Our trade unions' analysis shows, that a possible solution may be the development of sectoral funds for professional qualification and sectoral schemes for financing the LLL process and training. Such mechanisms – funds and schemes could contribute to the aims "New skills for new jobs" and also for more focussed absorption of the funds for VET in the context of the economic reality. It could also help to promote the learning of the working place, to be a solution for the seasonal workers and low -qualified and low-paid jobs, or for those threaten by firing. Of course this process needs the engagement of the social partners and the states, but more over needs political will for long-term solutions for the sector.</p>
<p>What are the main <b>entities able to apply for funding</b> for training for agricultural workers (agricultural holdings, unions, NGOs etc.)?</p>	<p>When it comes to the Program for Rural development, M111, the main entities, which are eligible to apply for funding as training providers are: Educational institutions, licensed by the NAVET according to the Legislation, High schools, which conducted trainings in the field of agriculture, plant protection, veterinary medicine, agricultural equipment and technology, forestry, ecology and conservation of the environment., Legal entities with non-profit and scientific-research institutes.</p> <p>As far as the final beneficiaries, they are:</p> <ul style="list-style-type: none"> <li>• Farmers registered under internal legal regulation Ordinance No.3/1999</li> <li>• Managers or employed with an employment contract in the legal entity registered as a farmer in accordance with Ordinance No. 3 of 1999. for the creation and maintenance of a register of farmers</li> <li>• Natural person who is the owner/co-owner of forests and/or lands of the forest fund 1999)</li> <li>• Manager or employed with an employment contract in the legal entity who is the owner/co-owner or beneficiary of Woods and/or lands of the forest fund</li> <li>• An approved user of assistance under Ordinance No. 11 of 2009 on the conditions and procedure for applying the measure 214 'agri-environment payments' from the Rural development program for the period 2007-2013.</li> </ul>
<p>Does the <b>state finance</b> specific training programmes for agricultural workers?</p>	<p>NO</p>
<p><b>Training Providers</b></p>	
<p>How do <b>unions outreach and involve agricultural workers</b> in training activities? Do the unions assess the training needs in agriculture? Please describe how ?</p>	<p>The unions are included in the consultative or working groups dealing with the issues of employment and vocational training. But we do not have capacity/or obligation to assess the training needs.</p>

<p>Are the trainings mostly free or do the trainees have to pay for them?</p> <p>Do unions train people outside the unions?</p>	<p>50:50</p> <p>yes</p>
<p>Are there rather public or private <b>training providers</b>?</p> <p>How is the training for agricultural workers sector divided?</p>	<p>Public providers : private providers are in a ration 20:80</p> <p>According to the Legislation framework for Education in the Formal system and also to the Law for the VET the training is divided into different qualification levels – from 1-5 in the European framework of qualification.</p> <p>Depending the level of the qualification aquired the horarium of the training may vary from: 330 training hours, 660 training hours and 990 training hours.</p> <p>There are also cources provided short – time 30 hours and long-time 150 hours</p>
<b>Training curricula</b>	
<p>What are the <b>main topics</b> of available training programmes for agricultural workers?</p>	<p>Appart the specific topics, related to the speciality covered by the program there are also additional actual issues included such as: CAP, Labour legislation, Working conditions, linguistic specific terminology in agriculture, PC skills etc.</p>
<p>How are the <b>curricula</b> usually established by the training provider?</p> <p>What is the role of unions in defining training topics when the training providers is the state?</p> <p>What is the role of the future trainees in defining the curricula (when they are members or employees of the training provider)?</p>	<p>The program is established by the provider according the needs of the potential trainees and the specificities of the topics.</p>
<b>Access to training</b>	
<p>To what extent do agricultural workers have <b>access to training</b>?</p> <p>Is there a difference in accessing training for employees of big holdings as compared to</p>	<p>Yes,</p>

<p>small/semi-subsistence/ family farms?</p> <p>Is union membership a condition for better access to training?</p> <p>Is a particular level of education a condition for better access to training?</p>	<p>Yes</p> <p>Yes</p>
Best practice example	
<p>Please provide a <b>best practice example</b> from your country regarding training for agricultural workers.</p> <p>Who initiated the training?</p> <p>How was it financed?</p> <p>What topics did the curriculum covered?</p> <p>Who was trained?</p> <p>How were they selected?</p> <p>What changes did occur after the training?</p> <p>How do you see the long term results of the training?</p> <p>*Please feel free to include any other facts about the best practice example, not covered in these questions.</p>	

This information is completed using the information sources as follow:

1. MINISTRY OF AGRICULTURE AND FOOD ANNUAL REPORT ON THE SITUATION AND DEVELOPMENT OF AGRICULTURE, **AGRARIAN REPORT, 2011**
2. MINISTRY OF AGRICULTURE AND FOOD ANNUAL REPORT ON THE SITUATION AND DEVELOPMENT OF AGRICULTURE, **AGRARIAN REPORT, 2012**
3. NATIONAL STATISTIC INSTITUT OF BULGARIA,  
[HTTP://WWW.NSI.BG/OTRASAL.PHP?OTR=10&A1=825&A2=826&A3=827#CONT](http://www.nsi.bg/OTRASAL.PHP?OTR=10&A1=825&A2=826&A3=827#CONT)
4. NATIONAL AGENCY OF EMPLOYMENT  
[HTTP://WWW.AZ.GOVERNMENT.BG/INTERNAL.ASP?CATID=25&BM=0](http://www.az.government.bg/internal.asp?catid=25&bm=0)
5. MESDA PROJECT, VS/2008/0503– Migration, Employment and Social Dialogue challenges in Agriculture facing the social partners in the new member states and candidate countries”\_ [www.fnsz.org](http://www.fnsz.org)