



Solidarnosc



EWC – processing financial information as a key factor for effective communication and negotiation (VS/2019/0025)

Steering Group 3rd Meeting (19-20.11.2019 Madrid)



one with the financial support of the European Commission. The author takes all responsibilities for the content of this document and none of the positions there could be taken as an official position of the Commission.



Солідарність



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- **Adrian Iliev** (National Legal Expert)
- **Emil Antonov** (International Expert)



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Солідарність



Research Work Done and Results of the Consultations Carried out at the National Meeting in Bulgaria

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Research Work Done and Results of the Consultations Carried out at the National Meeting in Bulgaria



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Industrial Relations in Bulgaria

Government
MLSP

Trade
Unions

Employers
Organisations



Industrial Relations in Bulgaria

Government
MLSP

Trade
Unions

Employers
Organisations

- **Industrial Relations on National and Sectoral Level**



Industrial Relations in Bulgaria

Trade
Unions



Employers

- **Industrial Relations on the Level of a Company**



Industrial Relations in Bulgaria

- **Europe is too far away**



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Industrial Relations in Bulgaria

- West-East; North-South; Old-New
 - Economical Migration
 - Closer Interest of Member States
-
- Europe is too far away



Industrial Relations in Bulgaria

- **Democracy is not developed**



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Industrial Relations in Bulgaria

- Best Follower of Soviet Union
 - Fasade Democracy
 - Fraud of European Tools
- **Democracy is not developed**





Industrial Relations in Bulgaria

- Best Follower of Soviet Union
- Fasade Democracy
- Fraud of European Tools



• **Democracy is not developed**



False introduction of EWCs in Bulgaria

- **Fraud of transposition process**
- **Attempt to discard the Trade Unions**
- **Weaknesses in European legislation**



Coverage in Bulgaria

- **Membership in Trade Unions ~ 36,0%**
- **Representativeness in EWCs ~ 4,5%**
- **EWCs without Trade Unions ~ 0,1%**



Triggers of the EWCs operation in Bulgaria

- **Collective Bargaining**
(National Level)
- **Corporative Social Responsibility**
(EU Level)



Weaknesses / Strengthening the EWCs legislation

- **Guarantees for workers' will during elections**
- **Guarantees for integrity of the representatives**
- **Guarantees for the information quality**
- **Strengthening of the EWCs coordination**



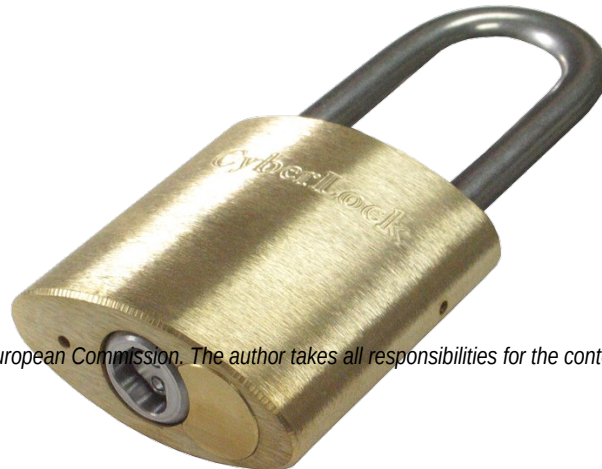
Weaknesses / Strengthening the EWCs legislation

- **Guarantees for workers' will in elections**
 - ➔ **Initiative for nomination**
 - ➔ **Elections commissioning**
 - ➔ **Hidden (e) (re) voting**
 - ➔ **Counting security**

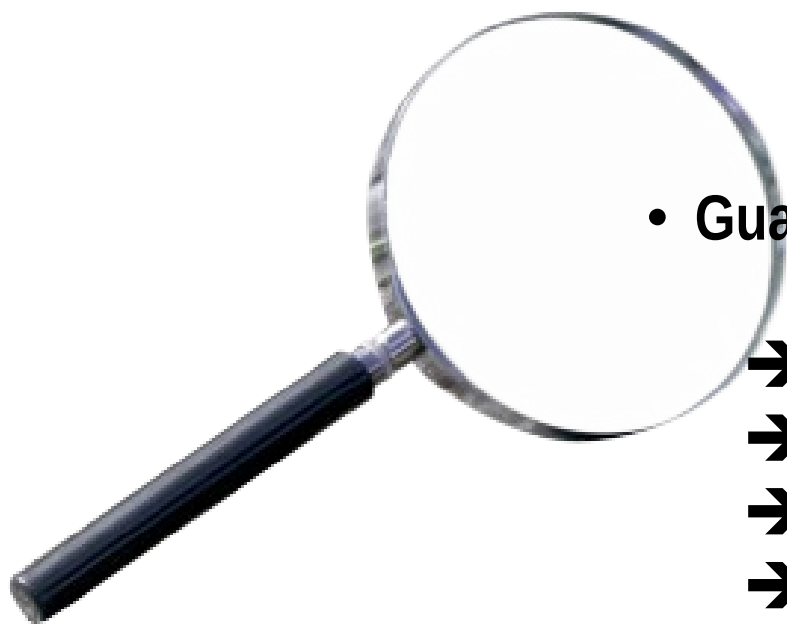


Weaknesses / Strengthening the EWCs legislation

- **Guarantees for integrity of the representatives**
 - ➔ **Motivation of the candidates**
 - ➔ **Protection against unemployment**
 - ➔ **Reporting and involving**
 - ➔ **Possibility to revoke**



Weaknesses / Strengthening the EWCs legislation



- **Guarantees for the information quality**

- **The Definition**
- **Detailed procedure**
- **Cooperation with institutions**
- **Sanctions**



Weaknesses / Strengthening the EWCs legislation

- Strengthening of the EWCs coordination

- Information technologies
- Notifications exchange
- Legitimacy of interest
- Solidarity of operations



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EWC – processing financial information as a key factor for effective communication and negotiation (November 2025)

Steering Committee Meeting
(Madrid)

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