



TENDENCIES AND MEASURES OF LABOUR INSPECTION IN THE CONDITIONS OF CRISIS



The Project is supported by a grant from Norway through the Norwegian Cooperation Programme for Economic Growth and Sustainable Development in Bulgaria

Проект с финансовата подкрепа на Правителството на Норвегия чрез Норвежката програма за сътрудничество за икономически растеж и устойчиво развитие в България





THE ENVIRONMENT IN WHICH THE INSPETORATE IS FUNCTIONING

- **Decrease of the number of the functioning enterprises;**
- **Decrease of the number of the employed;**
- **Increase of the number of the enterprises that are facing financial difficulties;**
- **Increase of violations related to payment of wages;**
- **Changes in the priorities of the employers (very often the main priority is the survival);**
- **Bigger expectations and requirements towards the General Labour Inspectorate Executive Agency (GLI EA) by the employed people and society;**



THE ENVIRONMENT IN WHICH THE INSPETORATE IS FUNCTIONING

- Frequent pattern of thinking of the employers:
“It’s better to keep the jobs of my employees even if I have to make a compromise with the safety due to lack of resources”
- Attempts to impose that way of thinking upon the inspectors.



BEHAVIOUR AND ACTIVITIES OF GLI EA

- **Respect of the law, regardless of the circumstances;**
- **Long-term priorities – in accordance with the operational objectives of the strategic action plan of GLI EA 2008 – 2012;**
- **Drive towards active and fruitful cooperation;**
- **Openness and accessibility;**
- **Optimizing the activities of the structures a project).**

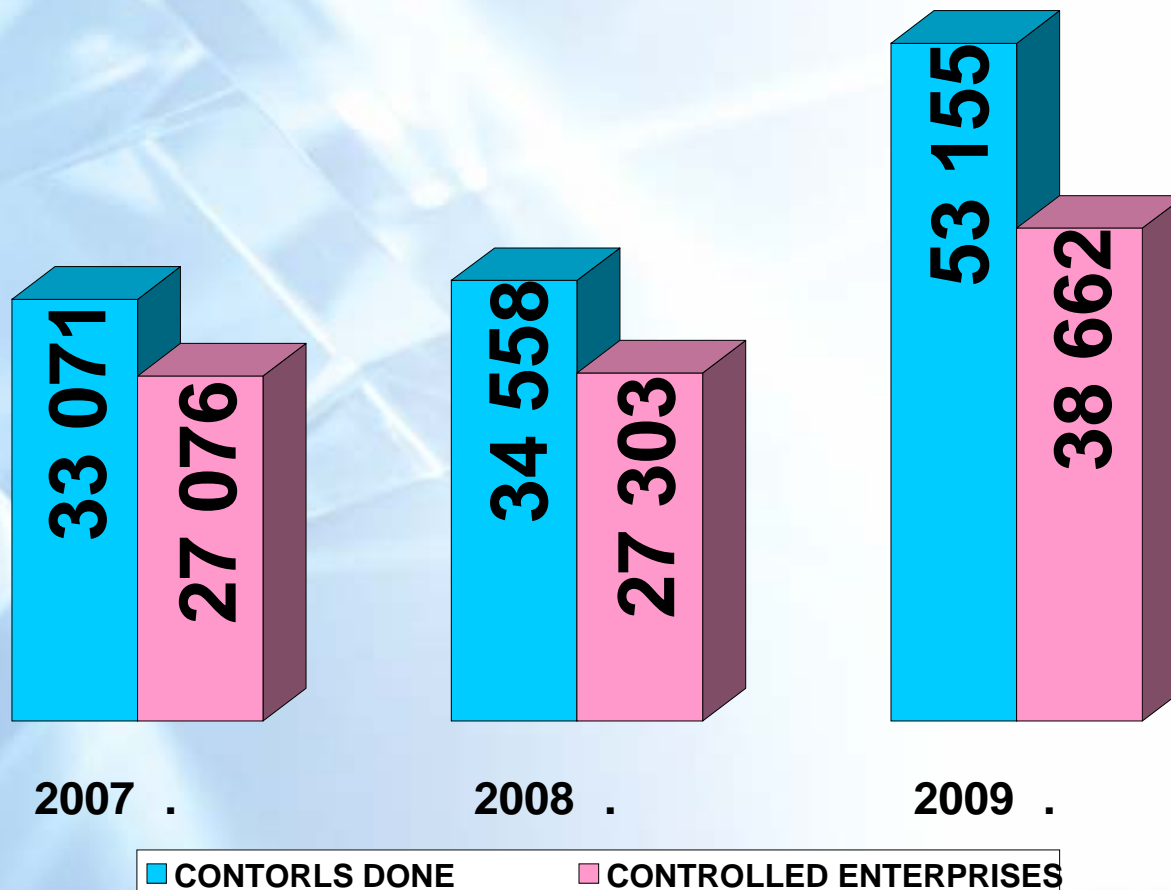


RESPECT OF THE LAW REGARDLESS OF CIRCUMSTANCES

- **Accomplished plan for 2009 for all the planned indicators;**
- **Systematic implementation of the plan;**
- **Keeping the scope and depth of the controls;**
- **Keeping the criteria for imposing coercive administrative measures.**



RESULTS OF THE IMPLEMENTED CONTROLS (NUMBER) IN 2007, 2008 AND 2009





ADMINISTRATIVE MEASURES UNDERTAKEN IN 2009

**Total number of administrative measures –
228584;**

including:

- **imposed coercive recommendations – 226821;**
- **suspended machines and equipment – 914;**
- **removed workers from their workplaces –
116;**
- **given recommendations for the introduction of
a special regime of safety at work – 42.**



LONG TERM PRIORITIES

- **Planned activities in accordance with the strategic plan of GLI EA, including:**
 - ✓ **Elaboration and introduction in the inspection practice of a common methodology for control;**
 - ✓ **Elaboration of a methodology for assessment of the efficiency and efficacy of the inspection activities;**
 - ✓ **Redirection of the control activities towards protection of the employed people from the emergence of new risks as a result of the social economic changes;**
 - ✓ **Systematic control of precarious workplaces/sites;**
 - ✓ **Increase of the efficiency of the control of enterprises with high level of traumas**



PRIORITIES – PROBLEMS THAT ARE IMPORTANT IN THE CURRENT SITUATION

Reactions (given in operational order) to the newly emerged problems:

- **Controls implemented jointly with representatives from the Regional Directorate of the National Revenue Agency and the Vehicle administration Executive Agency**
- **Special campaigns in agriculture**
- **Special campaigns in enterprises for production of fruit cans and production of wines**



MAIN ISSUES FOR THE JOINT CONTROLS

- **Labour contracts**
- **Payment of wages**
- **Payment and arrangement of overtime work**
- **Respect of the working time**

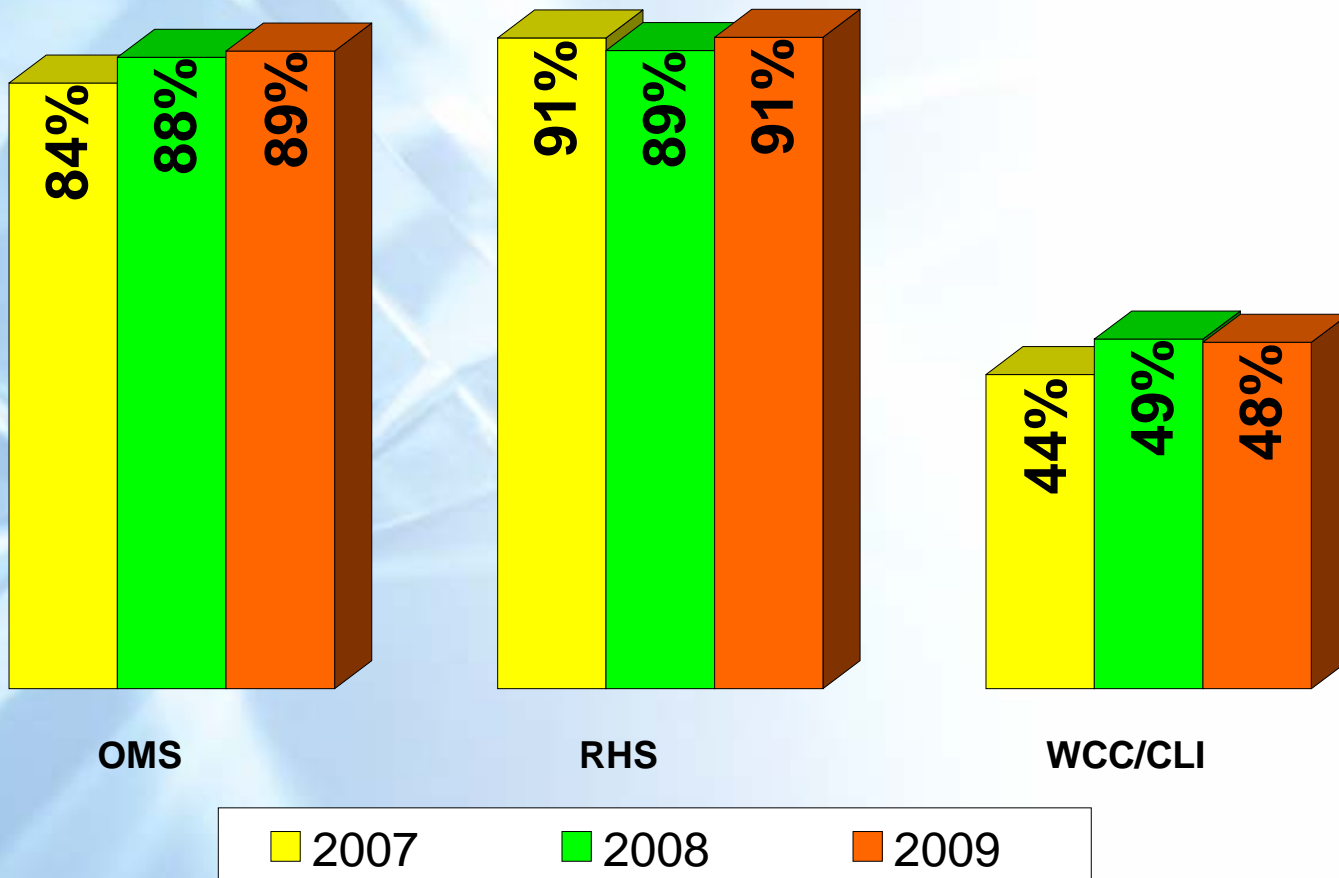


MAIN RESULTS OF THE INSPECTION IN 2009

- **Increase of the number of the controls - with 54% compared to 2008**
- **Increase of the relative share of the enterprises implementing the main requirements of the Law for Health and Safety at Work - with 10%**
- **Decrease of the work related trauma – with 21%**
- **Improvement of work conditions – relative share of the employed people working in bad conditions which are not relevant to the safety norms and requirements decreased with 5%**

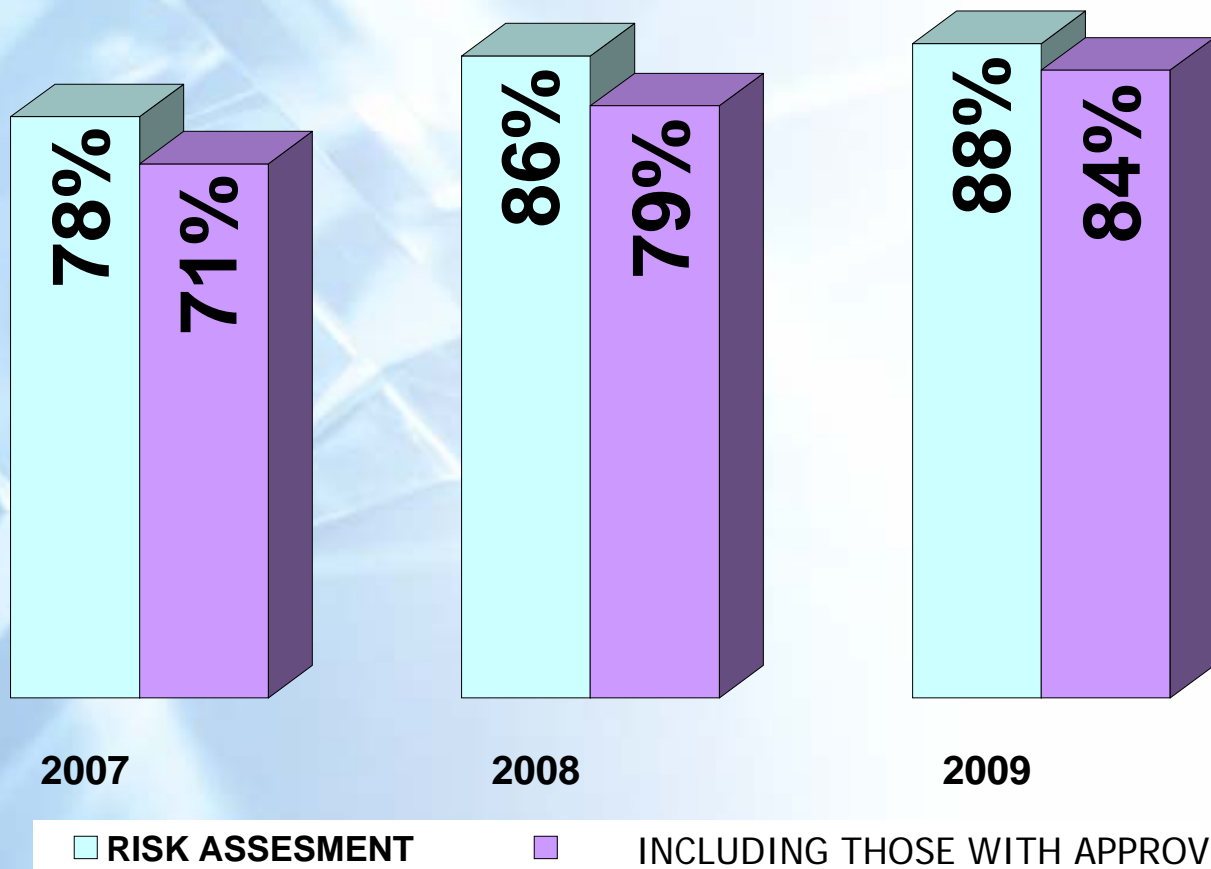


IMPLEMENTATION OF THE MAIN REQUIREMENTS OF HSE



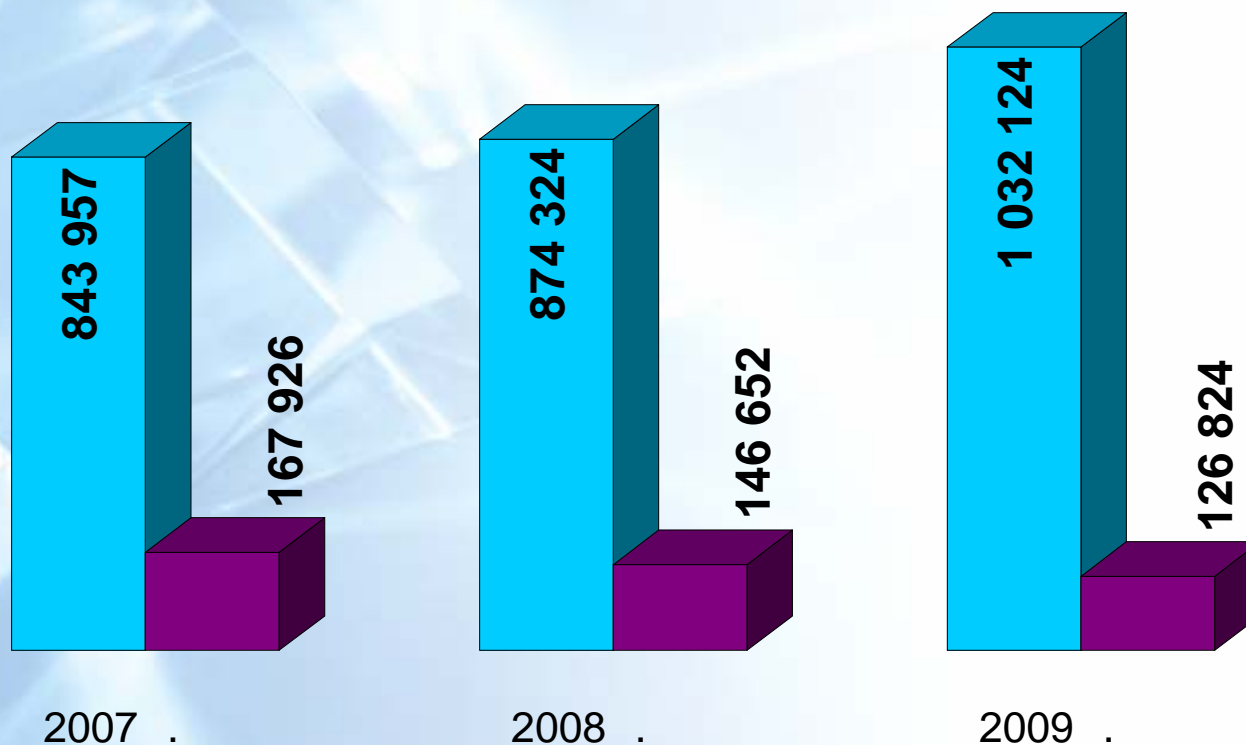


IMPLEMENTATION OF THE MAIN REQUIREMENTS OF HSE





ACCORDANCE WITH THE H&S NORMS

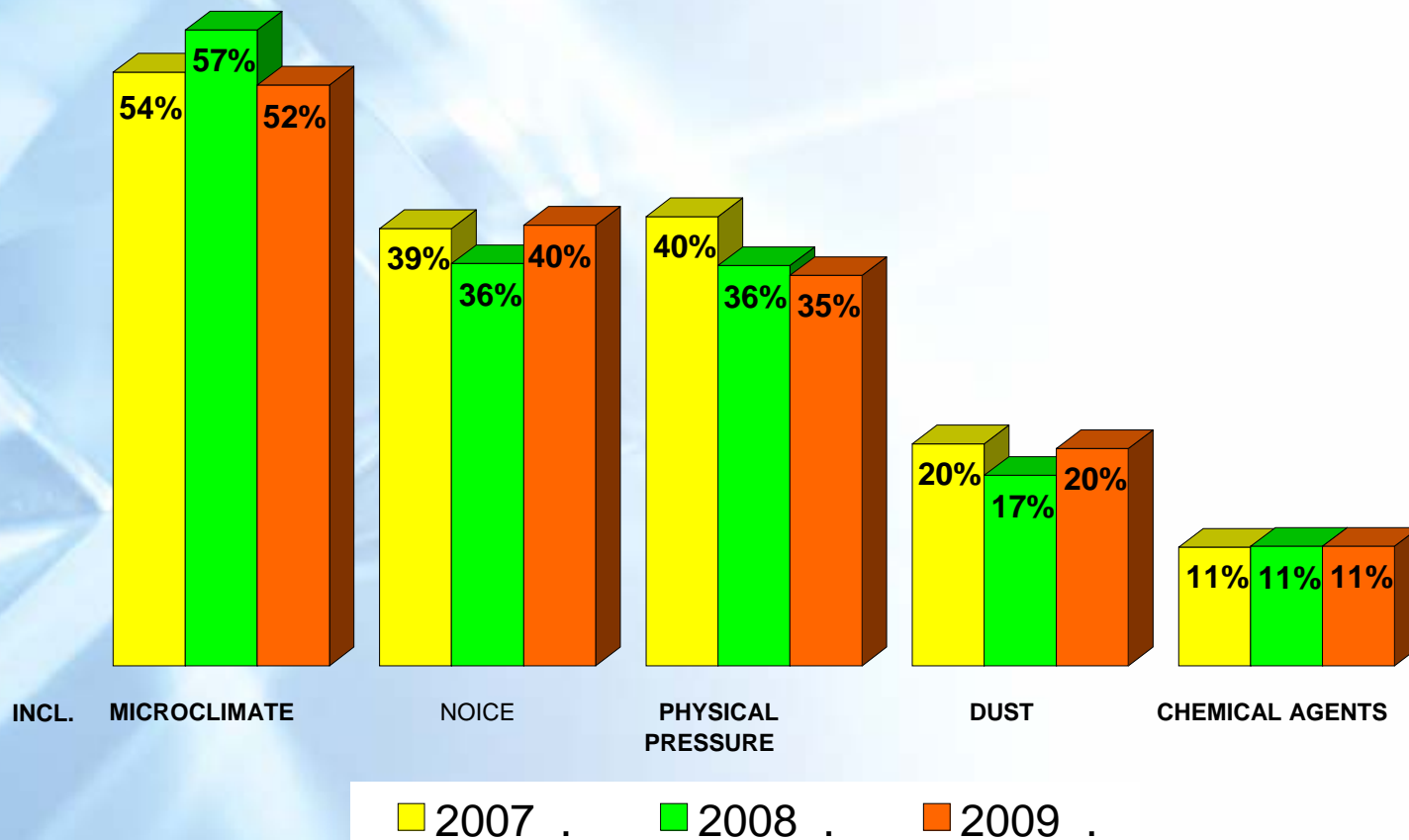


■ TOTAL NUMBER OF STAFF

■ NUMBER OF EMPLOYED WORKING IN BAD CONDITIONS



RELATIVE SHARE OF THE EMPLOYED UNDER NON RESPECTED NORMS OF THE SEPARATE FACTORS OF WORK ENVIRONMENT





MAIN NEGATIVE TENDENCIES FOUND AFTER LABOUR INSPECTIONS

- **Non payment in duly time of work salaries;**
- **Declaration only of part of the remuneration;**
- **Non legally binding labour relations between employer and employee;**
- **Prolongation of the working time and work at weekends;**



ACTIVE AND FRUITFUL COOPERATION

Joint actions and cooperation:

- **when carrying out requirements in accordance with the legislation;**
- **on a voluntary basis**



Joint actions and cooperation in the implementation of legislative requirements

- grounds – **Inspection Act**;
- stipulated mechanism for the functioning of the national system for labour inspection;
- national council for labour inspection;
- the inspection is implemented mainly by **GLI EA**



JOINT ACTIONS (COOPERATION) ON VOLUNTARY BASIS

BASIS OF THE COOPERATION

- **Common goal – decent labour and life;**
- **Realized mutual benefit;**
- **Readiness for cooperation;**
- **Acknowledgement of the statute and the rights of the parties**



COOPERATION AT NATIONAL LEVEL

- **On the basis of written agreements, including:**
 - **nationally representative trade unions;**
 - **General Directorate of the Inspectorate for State Technical Control;**
 - **Control and Technical Inspectorate at the Ministry of Agriculture and Foods;**
 - **National Revenue Agency.**

- **Without agreements – traditionally good contacts with branch and sectoral councils for social cooperation**



JOINT ACTIONS AND MEASURES UNDER THE AGREEMENT WITH THE NATIONALLY REPRESENTATIVE TRADE UNIONS

- **Elaboration and strengthening of a national program for work inspection;**
- **Established Expert council at the Executive Director of GLI EA;**
- **Carrying out of joint national, branch and regional initiatives:**
 - ✓ meetings;
 - ✓ seminars;
 - ✓ press conferences;
 - ✓ public campaigns for the protection of the rights of the employed people



COOPERATION AT REGIONAL LEVEL

- **Active participation in the work of the Regional Councils of Work Conditions;**
- **Informing the structures of trade unions and employers for the results of the action for control at regional level;**
- **Actions in case of signals for violation of the legislation;**
- **Providing the action plans for opinion and taking into consideration the recommendations.**

COOPERATION AT ENTERPRISE LEVEL

- **Balance between inspection and advice/consultations;**
- **Elaboration and dissemination of information materials;**
- **Rousing the activities of the Work Conditions Councils and Groups, mainly aiming at:**
 - **training of WCC/WCG representatives;**
 - **respecting the timeframe set for discussion of the activities on health and safety at work**
- **Expert support to the Work Conditions Committees and Groups via:**
 - **advice;**
 - **participation in trainings;**
 - **participation in meetings when invited by WCC/WCG.**



COOPERATION. REALIZED MUTUAL BENEFIT

PROJECT

BG051PO001- 2.3.01 „PREVENTION FOR HEALTH AND SAFETY AT WORK“

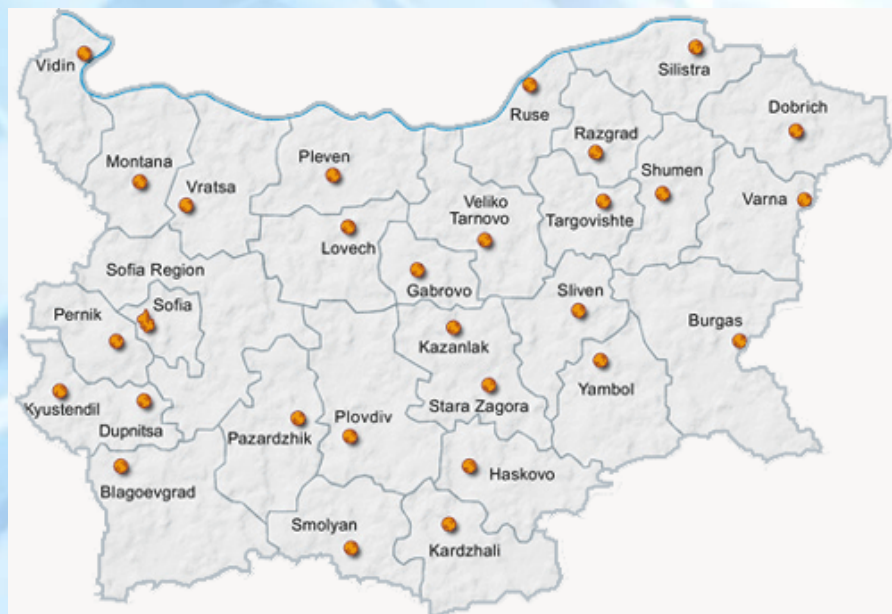
- **Funded under Human Resources Development Operational Programme ;**
- **Elaborated by GLI EA;**
- **GLI EA is the promoter and beneficiary responsible for the management of the project;**
- **Target groups and beneficiaries – all social partners.**



PROJECT

BG051PO001- 2.3.01 „PREVENTION FOR HEALTH AND SAFETY AT WORK

Scope of the project



28 regions
264 municipalities



Time frame of the project



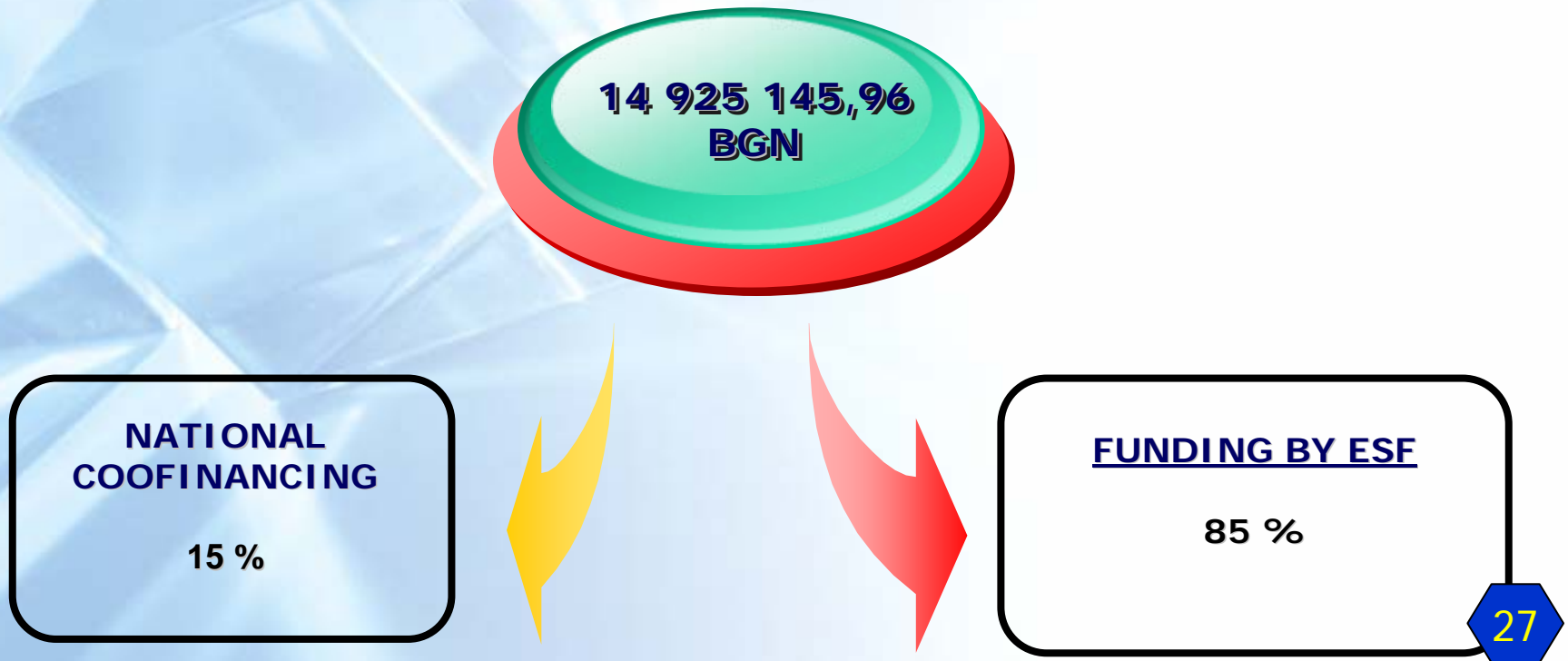
Start: September 2009

End: September 2013

Duration: 49 months



THE PROJECT PROVIDES RESOURCES FOR PREVENTION FOR HEALTH AND SAFETY AT WORK IN THE CONDITION OF CRISIS!!!





PROJECT

BG051PO001- 2.3.01 „PREVENTION FOR HEALTH AND SAFETY AT WORK“

EXPECTED RESULTS – DIRECTED TOWARDS THE SOCIAL PARTNERS

- **Accomplished national research of the work conditions in Bulgaria;**
- **Elaborated 12 profiles for health and safety at work for 12 branches;**
- **Elaborated and introduced 12 models for systems for management of the health and safety activities (November);**
- **Elaborated 12 methodologies for assessment of the risk at work place;**
- **Elaborated and disseminated minimum 12 practical toolkits (codes of good practices)**



OPENNES AND ACCESSIBILITY OF THE INSPECTION

- **Publicity of the main materials related to the activity;**
- **Reaction to each signal regardless of its origin;**
- **Media presence and performance;**
 - ✓ **Informing the medias for each case of public interest;**
 - ✓ **Interviews and participation in broadcasts of electronic medias;**
 - ✓ **Press conferences and informing medias at regional level;**
 - ✓ **Publications in newspapers, magazines, etc.**
- **Service system for citizens based on the principle “one desk”;**
- **Hot telephone line for consultations and signals;**
- **Participation in seminars and trainings**



Optimizing the activity and the structure (in the project)

- **New organizational rules;**
- **Specialized structure for control of precarious workplaces/sites;**
- **Specialized structure for internal audit;**
- **Common procedures for the activity.**



Optimizing the activity

COMMON PROCEDURES FOR THE INSPECTION ACTIVITY

EXAMPLE

- **Elaboration of basic schemes for inspection on separate branches and activities:**
- **Defining the major (low in number), easily comprehensible issues;**
- **Defining the elements for inspection in a clear and comprehensive way.**
- **Preliminary announcement of the issues for inspection.**



A STEP FORWARD. WHAT CAN WE DO BETTER TOGETHER?

- **Future elaboration with concrete actions of the main elements of the agreement with the trade unions;**
- **Maximum use of WCC and WCG for the follow up of the implementation of the imposed by GLI EA coercive administrative measures.**



OUR MESSAGE

WE ARE PARTNERS!

RUMIANA MIHAILOVA
EXECUTIVE DIRECTOR
OF GLI EA



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GENERAL LABOUR INSPECTORATE EXECUTIVE AGENCY