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Заклучителна международна конференция
ПОДОБРЕН СОЦИАЛЕН ДИАЛОГ
ЧРЕЗ СЪТРУДНИЧЕСТВО МЕЖДУ НОРВЕГИЯ И БЪЛГАРИЯ

***“What is my participation in the Work Conditions’
Committees and Groups?”***

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



“What is my participation in the work conditions’ committees and groups?”

- What is the root cause for the creation of *work conditions committees and groups*?
- Adopt a policy of **prevention** and elimination of production risk as remove the compensation of employees in poor working conditions;
- Taking full **responsibility of the employer** for safety and health of workers employed by him;
- **Include employees** in the prevention and elimination of workplace risk;

“What is my participation in the work conditions’ committees and groups?”

Definitions

- *„Work conditions’ committee”*
- *„Group conditions’ committee”*
- *„Employee representative on Safety and Health at Work”*
- *Working conditions*
- *„Healthy and safe working conditions” /OHS/*
- *„ Harmful factors for health and safety”*
- *„Prevention”*
- *„Professional risk”*
- *„Minimum requirements for ensuring health and safety” and others.*

“What is my participation in the work conditions’ committees and groups?”

- **Statutory basis for the construction of the WCC/WCG**
- **Constitution of the Republic of Bulgaria**, which stands as a fundamental the right to safe and healthy working conditions of employees.
- **Labour Code**, which sets health and safety as basic rights and obligations of parties to employment relationships.
- **The Social Insurance Code**, which establishes a single security system in which the main element is the system to provide workers for the risk “accident” and “occupational disease”.

“What is my participation in the work conditions’ committees and groups?”

- **Health and safety at work Act (HSWA), defining the general principles of prevention and measures to encourage improvements in the safety and health at work:**
 - prevention of occupational risks;
 - safety and health;
 - eliminate the risks and causes of work accidents and occupational diseases;
 - information, consultation and training;
 - balanced participation.

“What is my participation in the work conditions’ committees and groups?”

Regulations

These are:

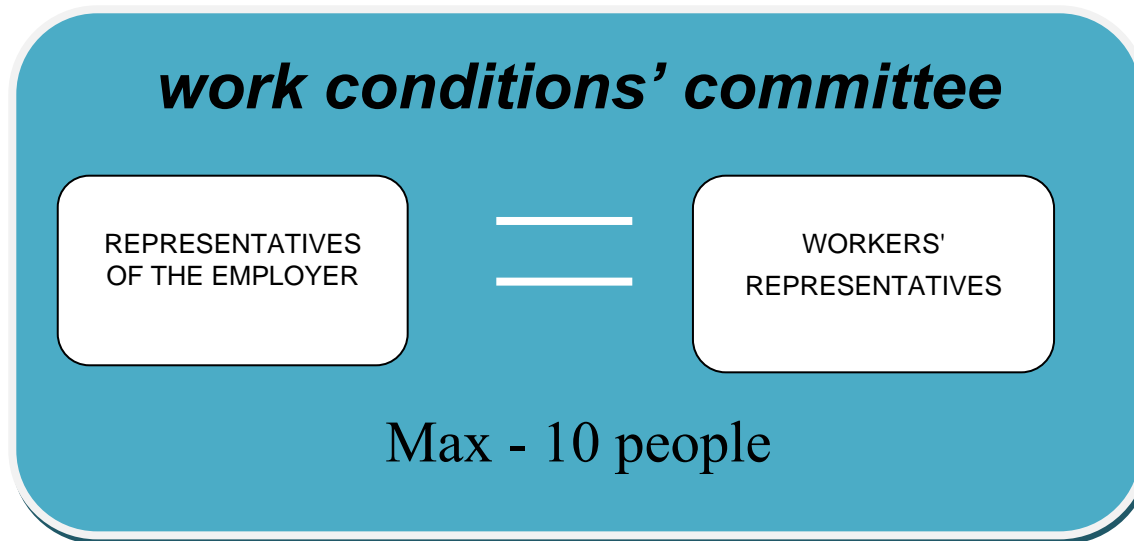
- **Ordinance №7** of 1999 minimum health and safety at workplaces and the use of working equipment;
- **Ordinance №5** of 1999 the order, manner and frequency of risk assessment;
- **Ordinance №11** of 2005 laying down the procedures for providing free food and /or supplements thereto;
- **Ordinance** to determine the types of work, which establishes a **part-time**;
- **Ordinance** to determine the types of work, which establishes **additional annual leave**;
- **Ordinance №3** of 2008 the terms and conditions for the activities of occupational health services, and others.

How to set up a work conditions' committee or group?

- **Work conditions' committees and groups** are modern form of social cooperation in security and control of safe and healthy working conditions at **enterprise level**.
- **Where established a Work conditions' committee?**
- [Health and Safety at Work Act](#) determined that the Working condition committee are established:
- In companies and other businesses and organizations with **more than 50 workers**;
- In companies, businesses and organizations with a large staff, complex structure and territorial fragmentation can be constructed unless committees at enterprise level and committees at the corresponding structural units.

How to set up a work conditions' committee or group?

- **What is the composition of the work conditions' committee?**



How to set up a work conditions' committee or group?

How are elected members of the WCC?

- **Worker representatives** on the working conditions committee shall be elected by the General Assembly (or meeting of the proxies) of the company.
- **Representatives of employers** in the working conditions committee are determined by the employer with an order.
- **The chairman** of the working conditions committee is the employer or his representative and **Vice-President** is the representative of workers on safety and health at work.

How to set up a work conditions' committee or group?

- **Where established a Work Conditions' Group (WCG)?**
- Health and Safety at Work Act determined that the Working condition group is established:
- In companies and other businesses and organizations with a staff of 5 to 50 employees including;
- In the individual structural units of companies, businesses and organizations with more than 50 workers.



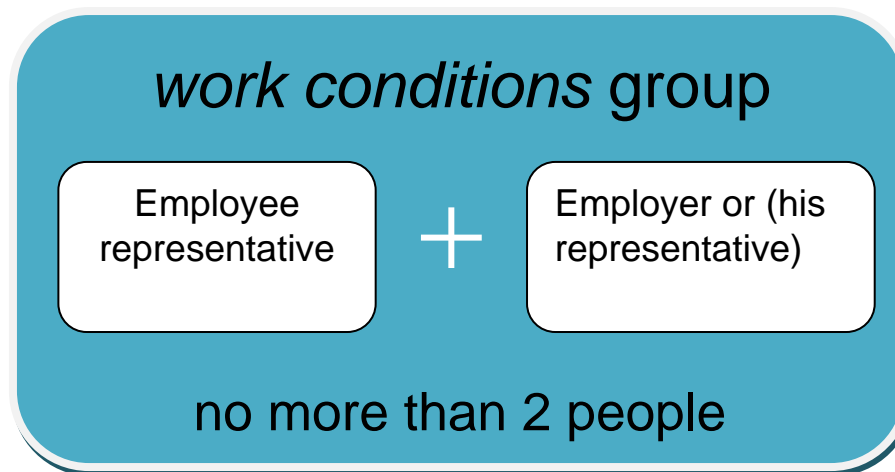
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How to set up a work conditions' committee or group?

- „The *work conditions'* group consists of employer or the manager of the structural unit and one employee representative“.



How to set up a work conditions' committee or group?

How are elected members of the WCG?

- **Worker representatives** on the working conditions group shall be elected by the General Assembly (or meeting of the proxies) of the company.
- **The employer** (at WCG in the company to 50 people) or **the head of the unit** (at WCG in the structural unit of a company with over 50 people);

What comes after the election of a representative of employees?

- **first meeting** for formation of the WCC/WCG employer (employer representatives) and the elected representatives of workers
- documented and certified by a protocol signed by all present.
- identify first future tasks
- preparation of annual business plan and participation in training.
- identify concrete measures.

What rights do the members of work conditions' committee and group have?

- The employer must provide to workers' representatives on safety and health at work:
 - necessary conditions, time and money to fulfil their rights and duties;
 - relevant training and qualifications held during working hours without affecting the amount of labor remuneration.
 - representatives of workers in working conditions committee and group can not be placed at a disadvantage for their actions to ensure healthy and safe working conditions.

The training of *work conditions' committee and group*

- Health and Safety at Work Act **requires** representatives in committees and groups at work **to train**.
- **Ordinance № 4 since 3.11.1998 for the training of representatives in committees and groups at work in enterprises**, which provide the order, requirements, content and scope of the mandatory training of representatives of employers and employees in the working conditions committee and group.
- Objective: To acquire knowledge and skills necessary to implement the rights and obligations.

The training of *work conditions' committee and group*

- Training is obligatory (art. 30 from HSWA).
- Training is conducted during working time without affecting the salary of representatives
- The employer shall ensure all costs associated with training of representatives.
- The employer shall with a written order to identify by name the representatives who will be trained, the period and how to conduct the training.
- **The initial training** of the representatives is held within one month of their election.
- not less than **30 hours** for the initial training.

The curricula for initial training shall include the following topics:

1. government policy, legislation and management activities to ensure healthy and safe working conditions nationwide;
2. company policy and organization in ensuring safe and healthy working conditions in the enterprise;
3. rights, duties and responsibilities of participants in the labor process associated with providing safe and healthy working conditions;
4. harmful factors of health and safety to the workers - a species impact on health and performance, preventive measures for the protection and health promotion;
5. methods for assessment and analysis of occupational risks and working conditions, sources of information;
6. employment injuries, occupational morbidity and work-related diseases, health, social and economic consequences;
7. social partnership, rights and obligations of representatives, teamwork, basic tasks of working conditions committees and groups;
8. requirements for recruitment, training, training, coaching and awareness of employees in occupational safety and health at work;
9. special protection of certain categories of workers;
10. organization of control activities, order and method for control.



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What is my participation in the work conditions' committees and groups?"

- **Each worker is obliged to care for his health and safety, and health and safety of the other persons directly affected by his activities in accordance with qualifications and instructions given by the employer.**