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Final International Conference

Improved Social Dialogue on HSE through the Cooperation between Norway and Bulgaria

SUSTAINABLE COLLABORATIONS FOR SOCIAL DIALOGUE ON WORKERS' HEALTH AND SAFETY: MEETING THE NEEDS, BRIDGING THE GAPS

Nadezhda Daskalova, PhD, Institute for Social and Trade Union research

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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

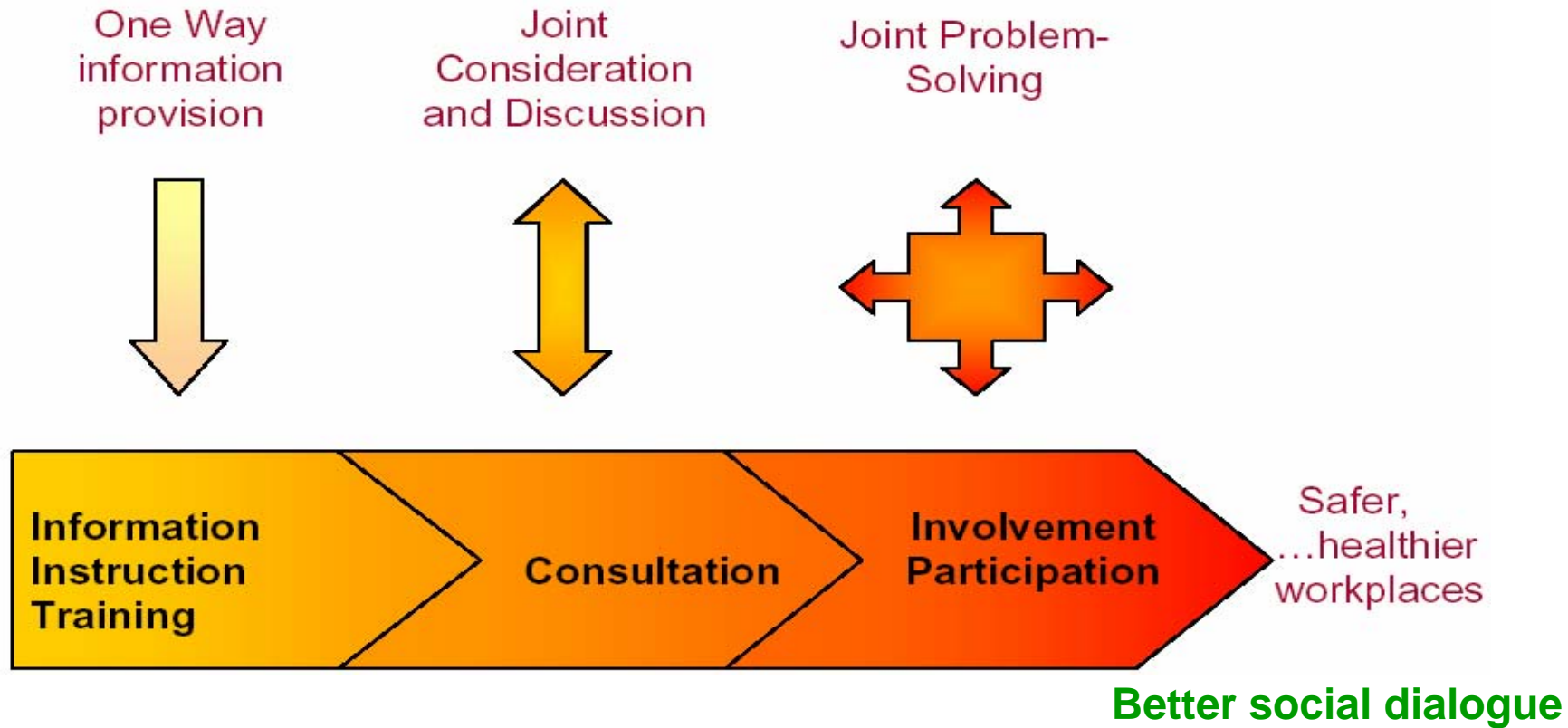




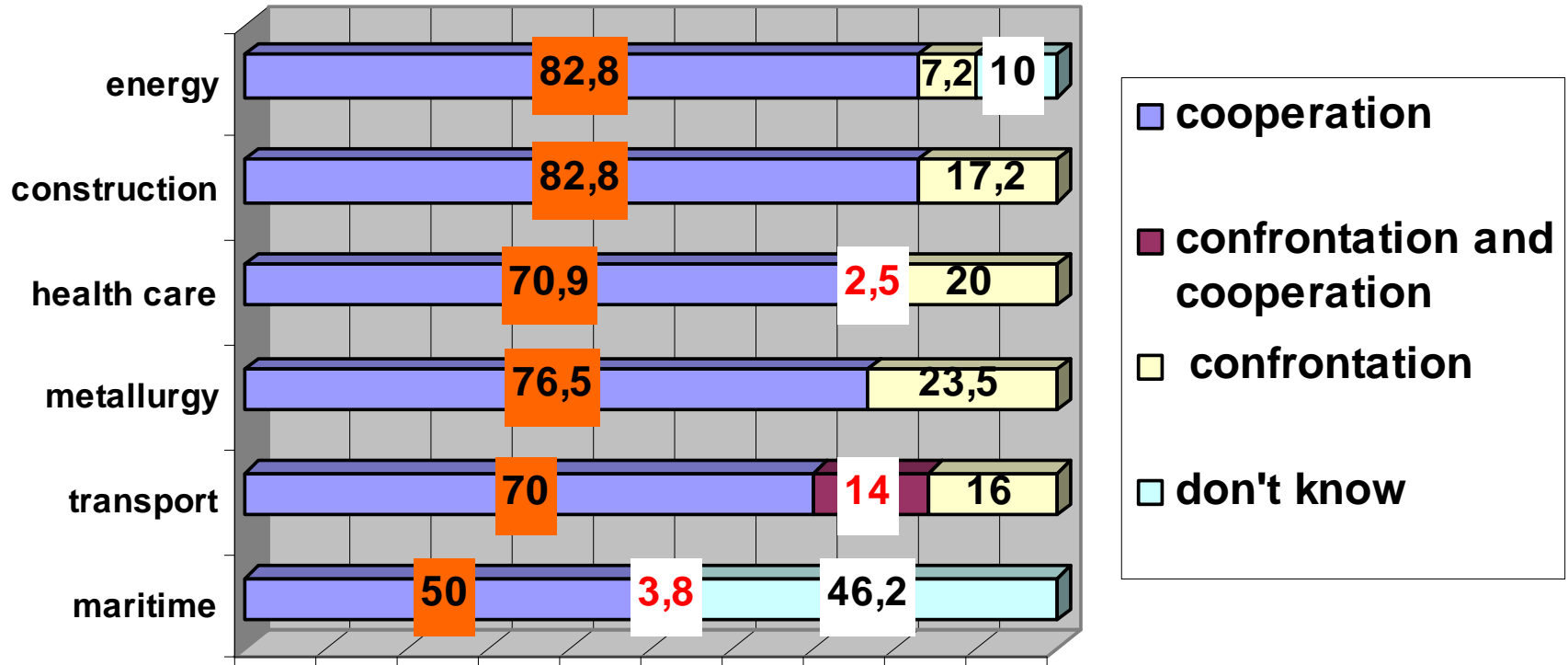
SOCIAL DIALOGUE AND EFFECTIVE MANAGEMENT OF H&S:

- **Effective H&S improvements** require the active, constructive and sustainable participation of employers and workers and their organisations
- Laws provide clear system of regulations, additional arrangements subject to agreement between the social partners:
 - Tripartite social dialogue
 - National (NWCC, WC Fund)
 - *Sectoral/branch social dialogue (Sectoral/branch WCC)*
 - *Regional partnership (Regional WCC)*
 - **Collaboration within the enterprise**
 - *Collective bargaining and collective agreements*
 - *Working conditions committees and groups – active involvement and participation*

EFFECTIVE WORKER REPRESENTATIVES INVOLVEMENT AND PARTICIPATION MODEL



EFFECTIVENESS OF THE WCC DEPENDS ON THE WORK CLIMATE IN IT



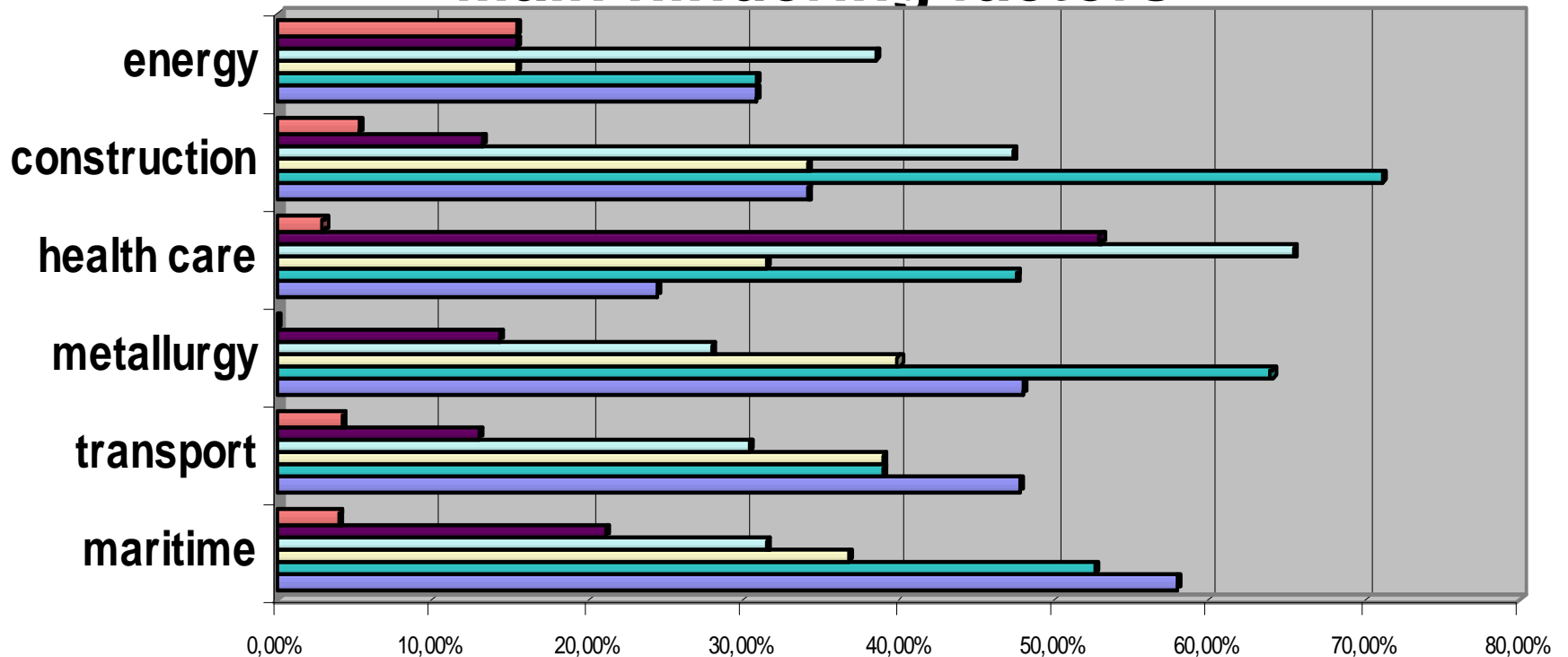
IMPACT OF THE WCC ACTIVITY

- **decreased number of accidents and absence from work** – from 37,2% (health care) to 83,3% (energy)
- **improved working conditions** – from 50,5% (health care) to 75% (energy)
- **timely settlement of OSH related problems** – from 46,2% (maritime transport) to 72,4% (construction)
- **increased employees' awareness and information about OSH** – from 58,6% (construction) to 70,80% (energy)

IMPACT OF THE WCC ACTIVITY - 2

- decreasing number of OSH related disputes – from 36,2% (construction) to 55,10% (health care)
- better observation of the workers' labour rights – from 24,1 %% (construction) to 58,30% (energy)
- better compliance with the legislation – from 30,80% (maritime transport) to 44,8% (construction)
- The highest complex impact of the WCC – in construction, energy and maritime transport

Main hindering factors



- underestimation of the WCC by the employees
- lack of time
- underestimation of the WCC by the employer
- lack of resources
- lack of knowledge and experience
- lack of support by company TU



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FACTORS THAT CAN SUPPORT THE IMPROVEMENT OF THE WCC ACTIVITY

- Provision of as much as possible training for the WCC members (*the need for “soft” skills are just as important as H&S knowledge*)
- Overcoming the formal character of the activity of the WCC
- Better implementation and enforcement of the legislation
- Provision of better conditions for the realization of the WCC activity
- Making use of the best national and European practices
- Increasing workers awareness and initiative
- Better opportunities for voicing the workers interests



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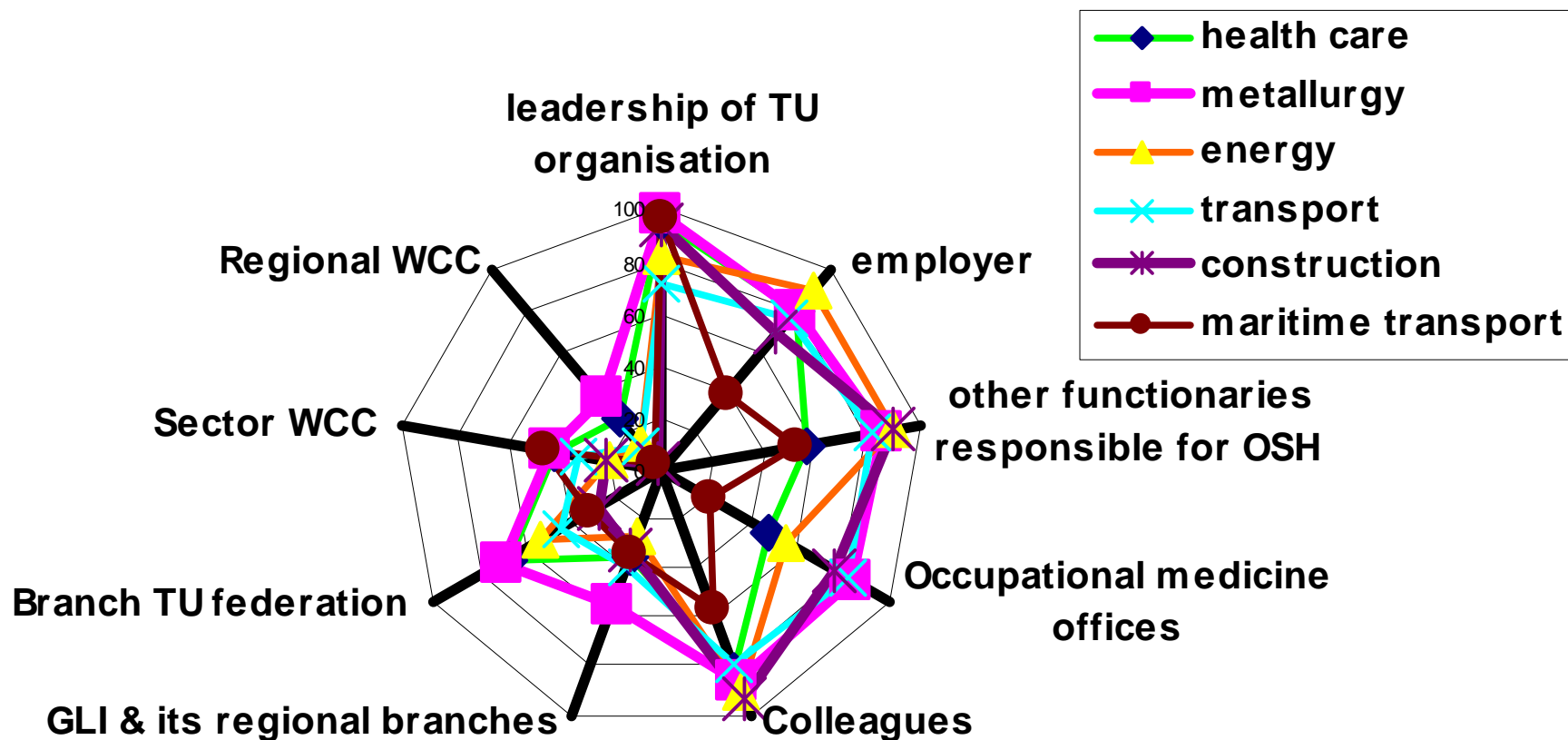
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FACTORS THAT CAN SUPPORT THE IMPROVEMENT OF THE WCC ACTIVITY - 2

- Development of comprehensive programme for improvement of the working conditions with clearly assigned responsibilities of all stakeholders
- Elaboration of concrete measures for risk prevention
- Wider opportunities for participation in the decision making
- Closer link with and support from the General Labour Inspectorate
- Stronger support by trade unions at all levels for resolving the emerging problems

OVERCOMING THE ASYMMETRY IN THE SUPPORT TO WCC



SUSTAINABLE COOPERATION FOR SOCIAL DIALOGUE ON H&S: THE JOINT CITUB-LO PROJECT CONTRIBUTION

The gains from doing comparative research – the ISTUR point of view

- **Intellectual gains are huge**
 - *Lack of research in Bulgaria on health and safety*
 - *emphasis on identifying and mapping similarities/ differences to build up empirical knowledge base*
 - *next steps - conceptual/theoretical/practical developments to better interpret and explain the knowledge generated through comparative investigations*
- **Collaborations of the partners from the two institutes (ISTUR and Fafo)**
 - *wider engagement with debates in other national context and traditions;*
 - *establishment of networks of human resources and research tools and methodologies*
 - *creation of new knowledge*
- **Partner as ‘informant’ – their country, their academic literatures & sources...**
 - *Learning their strengths and weaknesses as our collaboration develops*



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SUSTAINABLE COOPERATION FOR SOCIAL DIALOGUE ON H&S: THE JOINT CITUB-LO PROJECT CONTRIBUTION - 2

- **Main strength** – the possibility to combine research and practice related to national and branch industrial relations and social dialogue on H&S in Norway and Bulgaria
- **Comparative analyses** – BG – NO; BG-RO-NO
- **Workshops and conferences** – sharing of experience and good practice in the six pilot branches - a depository of knowledge and good practices, motivation for more active participation in the WCC and social dialogue
- **Wide participation** of representatives of the government and social partners – open and meaningful debate leading to commitment by trade unions, employer and government representatives for better social dialogue
- **Establishing the network**



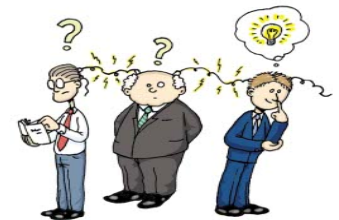
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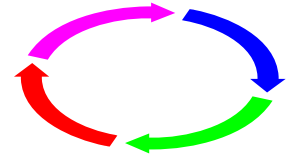


THE NETWORK

- Not just a web site, data base or collection of good practices
- Technology - just a supporting factor
- Network members and their collaboration are the key for its sustainability
- Social software – collaborative technology tools - wikis, listserv, blog, forum, FAQ, bulletin boards, e –conferences, etc.
- Creation of virtual community
- Important for the sustainability of the project – knowledge creating and sharing platform, base for future projects and a tool for better development of the collaboration between social partners

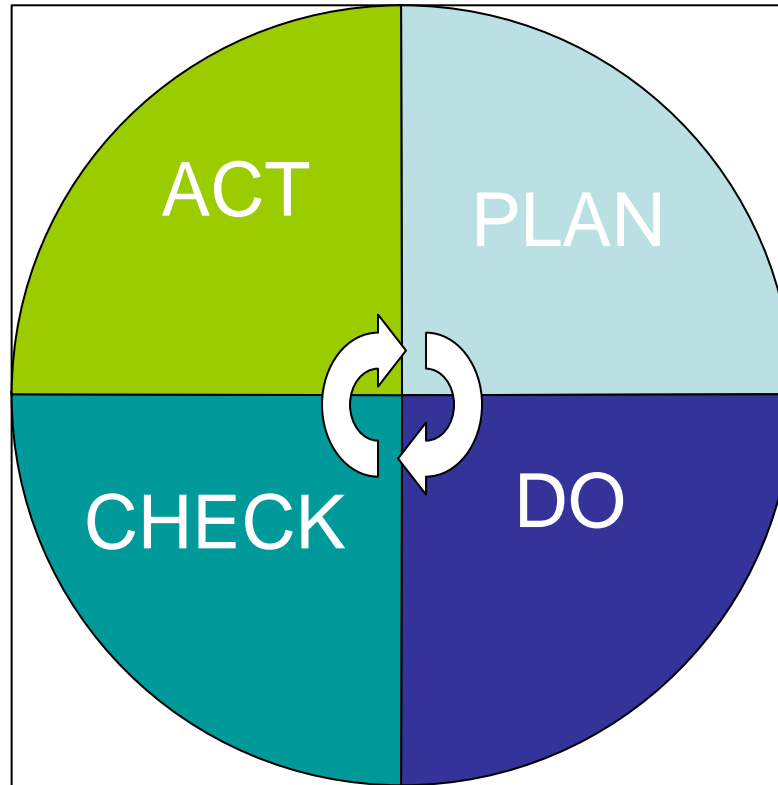


The Deming Cycle – implementation and continuous improvement (PDCA-Plan-Do-Check-Act)



Updating of the Plan - use of what works better (good practices) (new cycle)

Check - assessment of the results (effect) comparison with new data & documents – actions for improvement



Where are we now
Where are we trying to get to

Collection of data + survey(s), assessment of the situation – SWOT analysis – strengths and areas for improvement, Elaboration of PLAN

Realisation of the PLAN

**IMPROVEMENT OF THE QUALITY OF THE SOCIAL
DIALOGUE ON H &S *is a Journey,
not a Destination***

**(the project as a process directed towards the future –
improved social dialogue and future joint projects)**

