



Federation of Construction, Industry and Water supply - Podkrepa



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Internationale des Services Publics
Internacional de Servicios Públicos
Internationale der Öffentlichen Dienste
Internationell Facklig Organisation för Offentliga Tjänster
國際公務勞連

European Federation
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WHO WE ARE?

F "CIW" - "PODKREPA" IS A SYNDICATE, ESTABLISHED ON 03.02.1990. WE ARE REPRESENTING A VOLUNTARY UNION ON THE PRINCIPLE OF FREE FEDERATION OF TRADE UNION ORGANIZATIONS OF CITIZENS, WHO WORK IN THE FIELD OF:

- CONSTRUCTION, RESEARCH AND DESIGN, PRODUCTION OF BUILDING MATERIALS;**
- WATER SUPPLY, SEWERAGE AND WATER PURIFICATION;**
- REPAIR AND OPERATION OF CONSTRUCTION SITES AND ENGINEERING, OTHER ACTIVITIES RELATED TO THE INVESTMENT PROCESS, ROAD CONSTRUCTION, REFURBISHMENT, CONSULTANCY AND ROAD DESIGN;**



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OUR AIM

- F "CIW" - "PODKREPA" HAS AS ITS AIM - THE PROTECTION OF THE RIGHTS, DIGNITY, PROFESSIONAL AND SOCIAL INTERESTS OF THE EMPLOYEES IN THE SPHERE;
- THE FEDERATION WORKS TO SECURE THEIR RIGHTS IN THE FIELD OF PROFESSIONAL ACTIVITY, PAY, TECHNICAL SAFETY AND SECURITY, AND SOCIAL AND LIVING CONDITIONS AND PROTECTS THE HEALTH, MATERIAL, SOCIAL AND CULTURAL INTERESTS OF THEIR MEMBERS AND THEIR FAMILIES;



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MEMBERSHIP

**F "CIW" - "PODKREPA" IS A MEMBER OF NATIONALLY
REPRESENTED UNION CONFEDERATION OF LABOUR
"PODKREPA";**

F "CIW" - "PODKREPA" IS MEMBER OF:

- PUBLIC SERVICES INTERNATIONAL (PSI);**
- EUROPEAN PUBLIC SERVICE UNION (EPSU);**
- BUILDING AND WOOD WORKERS INTERNATIONAL(BWI);**
- EUROPEAN FEDERATION OF BUILDING AND
WOODWORKERS (EFBWW);**



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TRADE UNION MEMBERS

- THE RATE OF UNIONIZATION IN BULGARIA IN 2016/ 2017 IS 15%;
- THE RATE OF COLLECTIVE BARGAINING IN 2016/2017 IS ABOUT 15 %;
- THE RATE OF THE ORGANIZED YOUTHS IS 2 %;
- - F CIW PODKREPA HAS 4790 TRADE UNION MEMBER;
- - 73% MALE AND 23% FEMALE (2015);
- - APPROXIMATE MEMBER'S AGE IS 48 YEARS;
- - 4% (20-30Y); 22% (30-40Y); 34% (40-50Y); 34% (50-60Y); 6% OVER 60 YEARS OLD;



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COLLECTIVE AGREEMENT

- **WE HAVE SIGNED BRUNCH COLLECTIVE AGREEMENT FOR THE WATER SUPPLY SECTOR ON 02.05.2018 FOR 2 YEARS;**
- **WE HAVE SIGNED BRUNCH COLLECTIVE AGREEMENT FOR THE ROAD SECTOR 21.07.2016 FOR 2 YEARS;**
- **WE ARE STILL IN PROCESS OF NEGOTIATION FOR THE CONSTRUCTION SECTOR;**



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YOUTH NETWORK

- **THE YOUTH NETWORK OF OUR FEDERATION IS PART OF THE YOUTH ORGANISATION OF CONFEDERATION OF LABOUR" PODKREPA";**
- **WE HAVE 12 REGIONAL COORDINATORS;**
- **WE ARE PART OF EPSU YOUTH NETWORK AND EPSU YOUTH STEERING COMMITTEE;**



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PARTNERSHIP

- - NGO (BULGARIAN RED CROSS);
- - INSTITUTIONS (MINISTRY OF LABOUR AND SOCIAL POLICY; MINISTRY OF REGIONAL DEVELOPMENT), MUNICIPALITIES; INSPECTION OF LABOUR; AGENCY OF EMPLOYMENT;
- - EMPLOYER'S ORGANIZATIONS AND EMPLOYERS;
- - OTHER TRADE UNIONS;



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• PRIVATIZATION

• **PRIVATIZATION IS THE PROCESS OF TRANSFERRING THE OWNERSHIP OF AN ENTERPRISE, FIRM, AGENCY, PUBLIC SERVICE OR REAL ESTATE FROM THE PUBLIC SECTOR TO THE PRIVATE SECTOR OR TO PRIVATE NON-PROFIT ORGANIZATIONS;**



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- **THE CONCESSION IS THE RIGHT TO EXPLOIT AN OBJECT OF PUBLIC INTEREST GRANTED BY A CONCESSIONAIRE TO A TRADER-CONCESSIONAIRE, AGAINST THE OBLIGATION TO BUILD OR MANAGE AND MAINTAIN THE CONCESSION OBJECT AT ITS OWN RISK.**
- **IT IS BASED OF A LONG-TERM WRITTEN CONTRACT WITH A CERTAIN MATERIAL INTEREST CONCLUDED BETWEEN THE GRANTOR AND THE CONCESSIONAIRE;**
- **ACCORDING TO ITS OBJECT MAY BE: CONCESSION FOR CONSTRUCTION, SERVICES AND EXTRACTION;**
- **THE TERM OF THE CONCESSION IS UP TO 35 YEARS WITHOUT THE RIGHT TO CONTINUE;**



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Софийска вода



• THE EXAMPLE

част от  **VEOLIA**

- SOFIYSKA VODA AD WAS ESTABLISHED IN OCTOBER 2000 BY A 25-YEAR CONCESSION AGREEMENT. UNDER IT THE MUNICIPALITY OF SOFIA GRANTS TO THE COMPANY THE OPERATION AND MAINTENANCE OF SOFIA'S WSS SYSTEM.
- SOFIYSKA VODA IS A JOINT - STOCK COMPANY WITH 77.1% OF THE SHARES PARTICIPATING IN ONE OF THE LEADING FRENCH COMPANIES FOR PUBLIC UTILITIES VEOLIA. THE REMAINING 22.9% OF THE SHARES ARE IN SOFIA MUNICIPALITY.
- SOFIYSKA VODA IS NOT THE OWNER, BUT RATHER THE CONCESSIONAIRE OF THE WSS ASSETS - WHICH ARE PUBLIC STATE PROPERTY. ALL NEW FACILITIES CONSTRUCTED WITH THE COMPANY'S FUNDS ARE ALSO THE PROPERTY OF THE CITY.



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HOW DID THE UNION REACTED?

- - IN 2000 WE SIGNED MEMORANDUM FOR PARTNERSHIP WITH INTERNATIONAL WATER, BASED ON THE CONCESSION CONTRACT AS A GUARANTEE FOR THE RESPONSE OF SOCIAL DIALOGUE AND KEEPING THE EXISTING COLLECTIVE AGREEMENT; IN 2004 INTERNATIONAL WATER SELL TO UNITED UTILITIES AND IN 2008 UNITED UTILITIES TO VEOLIA;
- - FOFIYSKA VODA AD HAS 1170 EMPLOYEES;
- - F CIW – PODKREPA HAS TRADE UNION ORGANIZATION WITH 130 TRADE UNION MEMBERS; CITUB HAS ALSO TRADE UNION ORGANIZATION WITH 300 TRADE UNION MEMBERS;
- - THE COMPANY AND THE UNIONS HAS SIGNED THE LAST COLLECTIVE AGREEMENT FOR TWO YEARS SINCE 04.07.2017;



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BEST PRACTICES IN THE COLLECTIVE AGREEMENT

- - ANNUAL INDEXATION OF THE SALARIES WITH THE % OF INFLATION FOR THE LAST YEAR;
- - 22 DAYS ANNUAL PAID HOLIDAYS WITH 1 DAY MORE FOR EACH THREE YEARS INTERNSHIP IN THE COMPANY;
- - 7 LV. DAILY VOUCHER FOR FOOD;
- - MONTHLY CARD FOR TRANSPORT;
- - PAID MOTHERHOOD FOR THE SECOND YEAR MORE THAN THE STATE – GUARANTEED MATERNITY (370LV. MONTHLY) 760 LV. THAT IS THE MINIMAL WAGE FOR THE BRANCH (IN 2017 THERE WERE 25 MOTHERS)



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OBJECTIVES

- **REDUCING WATER LOSSES;**
 - **ENERGY EFFICIENCY;**
 - **TURNING WASTE INTO RAW MATERIAL;**
 - **HIGH QUALITY WASTEWATER TREATMENT;**
 - **REDUCING THE USE OF CHEMICALS AND REAGENTS**
 - **PROTECTING BIODIVERSITY;**
 - **THE OBJECTIVE 2021 IS 100%**
- ENERGY SELF-EFFICIENT WATER SUPPLY AND
SEWERAGE SYSTEM**



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WHAT WERE THE ARGUMENTS TO COUNTER CONCLUSIONS

- THE EXAMPLE MENTIONED ABOVE IS A GOOD PRACTICE OF PUBLICLY - PRIVATE PARTNERSHIP;
- WE HAVE A GOOD COLLABORATION BETWEEN THE MANAGEMENT OF THE COMPANY AND THE TRADE UNION REPRESENTATIVES;
- WE HAVE GOOD PRACTICES FOR CORPORATE SOCIAL RESPONSIBILITY AND ENVIRONMENTALLY FRIENDLY CYCLE ECONOMY;
- ENERGY EFFICIENTLY APPROCH;



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THANK YOU FOR YOUR ATTENTION!

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