



Industrial relations and social dialogue
**Bulgaria: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

**Minimum wages for low-paid workers
in collective agreements**

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Contents

General information	1
1 – Agriculture	2
Background information.....	2
Sampling information	2
Sector related agreements listed and coded in the database.....	3
Self-assessed proportion of included agreements	3
2 - Manufacture of food, leather, textiles, and clothes	5
Background information.....	5
Sampling information	5
Sector related agreements listed and coded in the database.....	6
Self-assessed proportion of included agreements	7
3 - Construction excl. civil engineering	8
Background information.....	8
Sampling information	8
Sector related agreements listed and coded in the database.....	9
Self-assessed proportion of included agreements	9
4 - Retail	11
Background information.....	11
Sampling information	11
5 - Postal, courier, land transport and warehouses	12
Background information.....	12
Sampling information	12
Sector related agreements listed and coded in the database.....	13
Self-assessed proportion of included agreements	14
6 - Hospitality	15
Background information.....	15
Sampling information	15
Sector related agreements listed and coded in the database.....	16
Self-assessed proportion of included agreements	18
7 - Business support services	19
Background information.....	19
Sampling information	19
Sector related agreements listed and coded in the database.....	19
Self-assessed proportion of included agreements	20
8 - Residential and social care	21
Background information.....	21
Sampling information	21
Sector related agreements listed and coded in the database.....	22
Self-assessed proportion of included agreements	26
9 - Arts, gambling and sports	27
Background information.....	27
Sampling information	27
Sector related agreements listed and coded in the database.....	28
Self-assessed proportion of included agreements	31

10 - Personal services	32
Background information.....	32
Sampling information	32
11 - Domestic personnel	33
Background information.....	33
Sampling information	33

This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

The National Institute for Conciliation and Arbitration (NICA) maintains and develops an integrated database of collective labour agreements and collective labour disputes . A systematic review of collective bargaining in Bulgaria is undertaken annually by NICA as part of the annual review report (available online at <http://bit.ly/40xFQRr>).

NICA supports Eurofound by providing available information on collective agreements. Branch and sectoral agreements usually are publicly available, though company level agreements are confidential.

A public register of collective agreements is also available at the General Labour Inspectorate, Ministry of Labour and Social Policy (t https://public.gli.government.bg/GIT_Public/Ktd/InfoKtd). It includes publicly available agreements, but only limited information about coverage, signatory parties, duration and date of entry into force. Collective agreements are added to the register since 2015.

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the collective agreements' coverage by level of bargaining (NICA 2022. p.13).

1 – Agriculture

Background information

Data of total number of employed (NACE-2) is not publicly available.

The NACE-1 sector 'agriculture, forestry and fishing' in Bulgaria employs 205,600 or 6.6% of the employed persons in the country, of which 66,720 were employed under a labour and employment contract. Nearly 83.5% of the employees are in the private sector.

In 2020, the average gross wage in sector amounts to BGN 11,807 per year, with a growth of only 2.2% compared to 2019, nearly 71% of the national average wage. The majority of the employees work in micro and small enterprises (74.4%), and 17.9% in medium-sized enterprises (BCCI 2021).

The trade unions involved in the sector are the Federation of Independent Trade Unions in Agriculture (FITUA) and the Federation of Trade Union Organisations in Forestry and Woodworking (FTUOFW), member of the International Federation of Workers in Construction, Logging and Woodworking, Geneva. Within the Confederation of Labour 'Podkrepa' there is the Federation 'Agriculture and Forestry'.

The agriculture sector is among the economic activities with a low collective bargaining coverage both at enterprise-level and at industry/branch-level (NICA 2022).

There are 75 enterprise-level agreements in force on average between 2011 and 2021, with 5,142 workers covered.

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the number of employees covered by each level of bargaining (NICA 2022, p.13). For collective agreements at "industry/branch" and "municipal" level in Bulgaria there is no data on coverage (except for the brewing industry, where the branch agreement is extended, i.e. it is valid for all workers in the industry). This is because, according to the Labour Code, collective agreements are generally valid for signatory parties only, and there is no information about the coverage of social partners' structures.

Sampling information

One branch collective agreement is available. The text of the latest version is publicly available. It refers to NACE class 01.61, with previous versions from 2015, 2016 and 2018, whose texts are confidential.

Some other agreements are also publicly available, but there is no data on the number of covered employees:

- Bulgarian Agency for Food Safety 2022-2024.
- Municipality Company Ecoravnovesie 2022-2024.
- Branch Collective Labour Agreement of the Agricultural Academy System 2021-2023.
- Collective agreement for the employees of the Hail Control Agency 2021-2023.

This collective agreement is called 'branch', although it concerns only one state-owned company.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			N/A
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	2,084	2,084	NICA

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 1 - Agriculture 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Irrigation branch KTD

Eurofound identifier	CA-BG-2049
Title (native language)	Браншов КТД напояване
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,482
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,482
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 1 - Agriculture (as defined in the project)

- Most (more than 50% to 89%) of those workers in 1 - Agriculture (as defined in the project), which are covered by a collective agreement.

2 - Manufacture of food, leather, textiles, and clothes

Background information

Data on the total number of workers employed in NACE-2 sectors of interest are not publicly available.

Employees in Manufacturing (NACE-1 sector) in 2020 were 577,700 (18.5% of the total national workforce). Out of them, 465,340 are working under labour contract, of which 98.2% are employed in the private sector. The majority of the employees work in SMEs (55%), while 10.5% of employees work in micro enterprises (BCCI 2021).

The trade unions operating in the sector are members of the national confederations Confederation of Independent Trade Unions in Bulgaria (CITUB), Federation of Independent Trade Unions in the Food Industry, Federation of Independent Trade Unions of the Light Industry, and Confederation of Labour 'Pokrepa' (CL Podkrepa) - Federation of Light Industry.

The employer organisations active in the sector are also members of the national employer associations Association of Industrial Capital in Bulgaria (AICB), Bulgarian Industrial Association (BIA), Bulgarian Chamber of Commerce and Industry (BCCI), Confederation of Employers and Industrialists in Bulgaria (CEIB), and Union for Economic Initiative (UEI). Some of the employer organisations in the sector are Bulgarian Association of Apparel and Textile Manufacturers and Exporters (BAPIOT) and Bulgarian Textile, Apparel and Leather Association (BATOK), Association "Food and Drinks Bulgaria", Union of Producers of Vegetable Oils and Oil Products, Union of Fruit and Vegetable Processors, Association of Dairy Processors in Bulgaria, Association of Meat Processors in Bulgaria, National Branch Union of Bakers and Confectioners, Association of Producers of Soft Drinks in Bulgaria.

Branch/sectoral and company-level collective agreements are available in the sector.

Agreements at sector/branch and municipal level cannot always be defined within a single economic activity. According to National Institute for Conciliation and Arbitration (NICA), as of 31 December 2022, within the entire sector there are 106 valid collective agreements and 48,319 covered employees (NICA integrated system).

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the number of employees covered by level of bargaining (NICA 2022. p.13).

Sampling information

We have access to the collective agreement of one of the companies for 2021 and 2022.

Unfortunately, there is no publicly available data about the coverage of employees, but NICA provides its estimates.

The other two listed agreements are from a multinational companies.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
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A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			N/A
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	7,541	7,541	NICA

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Confidential company agreement

Eurofound identifier	CA-BG-2132
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Confidential - Multinational company

Eurofound identifier	CA-BG-2133
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	

Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Confidential - Multinational company

Eurofound identifier	CA-BG-2433
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- Most (more than 50% to 89%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

Data on the total number of employees in the NACE-2 sectors of interest are not publicly available.

Employment in the NACE-1 construction sector amounted to 250,400 or 8.0% of the employed persons in the country. The private sector employs 98.2% of the employed in the sector (BCCI 2021). Small enterprises (up to 50 people) in the construction sector dominate, which total 20,488 or 97% of all enterprises in the sector. Employees in small enterprises represent 54% of all employees in the sector.

Bulgarian Construction Chamber (BCC) is the largest representative branch organization in Bulgaria, with more than 2,800 members. The Chamber is a member of FIEC (European Construction Industry Federation) and EIC (European International Contractors), as well as of CEICB, BIA, and BCCI.

The branch trade unions were founded in 1990: "Construction, Industry and Water Supply" of CL "Podkrepa" and the "Federation of Independent Construction Trade Unions" of CITUB are representative organisations of the employees for both the construction industry and the branches: "Water supply, sewerage and water treatment" and "Roads". The two unions are members of the European Trade Union Federation in Construction and Woodworkers.

Both sectoral and company-level bargaining exists in the sector.

On average, between 2011-2021 12 agreements at company level were in force, covering 4,810 employees in total (NICA 2022, p. 26). As of 31 December 2020, agreements in force are 8, with 4,752 covered employees (NICA 2022).

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the number of employees covered by level of bargaining (NICA 2022. p.13).

Sampling information

Two collective agreements are available for the sector: a branch collective agreement, and a company-level agreement in NACE 43.29, which is confidential. We have access also to previous agreements (annex) for the same company (2015, 2017, and 2019).

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			N/A
B. Total number of employees in the sampled sectors of interest, estimated to	5,581	5,581	NICA

be covered by collective bargaining			
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Construction

Eurofound identifier	CA-BG-1881
Title (native language)	ОКТД Строителство
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,389
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,389
Quality of the figure	Numbers are (relatively) precise and reliable

Confidential Agreement

Eurofound identifier	CA-BG-2134
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	833
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- A good fraction (20% to 49%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

Data on total number of employees in the NACE-2 sectors of interest are not publicly available.

According to national statistics, 513,100 are employed in the NACE-1 sector, in over 270 companies.

Among the main trade union federations operating in the sector: the Independent Trade Union Federation of Trade, Cooperatives, Tourism and Services at CITUB, the National Federation “Trade, Services, Control Bodies and Tourism” at CL Podkrepa.

Among the employer organisations: the Association for Modern Trade (BIA), and the Union of Traders in Bulgaria (BIA).

There is no publicly available information about branch/sectoral agreements, but company level bargaining exists.

Aggregate data shows that 17 company-level agreements were in force on average between 2011 and 2021 covering 1,389 workers (NICA 2022). As of 31 December 2022, there are 9 active company-level agreements in the sector, with 925 covered employees (NICA database).

There is no information on bargaining coverage in the NACE-2 sectors of interest.

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the number of employees covered by level of bargaining (NICA 2022. P.13).

Sampling information

There is only one collective agreement record, according to NICA, but no text is available. Moreover, it covers only 89 employees, representing a relatively small one.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			N/A
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			N/A

5 - Postal, courier, land transport and warehouses

Background information

Data on the total number of employees in the NACE-2 sectors of interest are not publicly available.

According to official statistics for 2020, those employed in the NACE-1 sector amount to 204,900 people and account for 6.6% of the country's employment.

The Federation of Transport Trade Unions in Bulgaria at CITUB and the Federation of Transport Workers 'Podkrepa' at CL Pokrepa are among the main trade union federations. The National Chamber of Transport (member of BIA) is one of the main employers' organisations.

Both branch and company-level bargaining exist in the sector.

As of 31 December 2022, there are 37 valid company-level agreements in the transportation sector, with 43,357 covered employees (NICA 2022).

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the number of employees covered by level of bargaining (NICA 2022, p.13).

Sampling information

All three listed agreements are confidential as regards the company. Collective agreements are available, as well as their Annexes.

One of the agreements refers to a large national company, with structural importance.

The second of the listed agreements refer to another large, state-owned company of strategic importance, with previous collective agreements available (2014, 2016, and 2018).

The third employer also represents a large state company, and we have access to nine previous version of the collective agreement and its annexes.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			N/A
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	35,762	35,762	NICA

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2136
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Confidential Agreement

Eurofound identifier	CA-BG-2143
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Confidential Agreement

Eurofound identifier	CA-BG-2144
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- A good fraction (20% to 49%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

Data on the total number of employees in the NACE-2 sectors of interest are not publicly available.

According to national statistics (2021), 124,000 persons are employed in the NACE-1 sector. The majority of employees work in micro and small enterprises; 14.4% in medium-sized enterprises, and the share of those working in large companies is 7.7%.

Trade Union of Tourism in Bulgaria (CITUB) operates within the sector. The Association of Bulgarian Tour Operators and Travel Agents, the Bulgarian Association of Travel Agencies, the Bulgarian Union of Balneology and SPA Tourism, the Union 'United Future for Tourism', the Bulgarian Association of restaurants (member of AICB and BIA), the Union of Hoteliers of "Golden Sands", and the Bulgarian Hotel and Restaurant Association could be defined as employer representatives within the sector.

Both branch and company-level bargaining exist in the sector.

As of 31 December 2022, within the sector there are 10 active collective agreements covering 2,240 employees (NICA 2022).

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the number of employees covered by level of bargaining (NICA 2022, p.13).

Sampling information

Data about coverage is based on NICA estimations.

Out of the six listed company-level agreements, three of them are suitable for coding, because they represent large companies with active collective bargaining.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			N/A
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	4,355	4,355	N/A

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 6 - Hospitality 6 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Sectoral collective agreement for tourism - Accommodation and food services

Eurofound identifier	CA-BG-1882
Title (native language)	БКТД Туризъм
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	2,632
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Confidential Agreement

Eurofound identifier	CA-BG-2137
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Confidential Agreement

Eurofound identifier	CA-BG-2139
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Confidential Agreement

Eurofound identifier	CA-BG-2140
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	213
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential agreement

Eurofound identifier	CA-BG-2435
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential Annex

Eurofound identifier	CA-BG-2439
Title (native language)	Конфиденциален анекс

Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 6 - Hospitality (as defined in the project)
- Nearly all (90% to 100%) of those workers in 6 - Hospitality (as defined in the project), which are covered by a collective agreement.

7 - Business support services

Background information

Data on the total number of employees in the NACE-2 sectors of interest are not publicly available.

According to national statistics, the NACE-1 sector employs 99,700 people (2021). Employment is concentrated mainly in private sector establishments (82.3% of total employment in this sector).

The National Federation of Energy Workers of the CITUB, the Energy Federation of CT Podkrepa, and the Independent Trade Union Federation of Energy Workers CITUB are operating in the sector. At company level, usually collective agreements are signed by the employer and the trade union sections of CITUB and CL Pokrepa represented in the company.

Company-level bargaining exists in the sector.

As of 31 December 2022, there are 15 active collective agreements in the NACE-1 sector, covering 2,749 employees. Four of these agreements apply to large companies, covering 1,949 employees (NICA 2022).

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the number of employees covered by level of bargaining (NICA 2022, p.13).

Sampling information

For one of the two companies we have access to the texts of previous collective agreements (2013, 2015, 2017, 2019).

Coverage figures are provided by NICA estimation.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			N/A
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	2,516	2,516	N/A

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 7 - Business support services 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2141
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Confidential Agreement

Eurofound identifier	CA-BG-2142
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	589
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	589
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 7 - Business support services (as defined in the project)
- A good fraction (20% to 49%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

Data on the total number of employees in the NACE-2 sectors of interest are not publicly available.

According to NSI (2021), the employees in NACE-1 sector are 168,100. Employment is mainly concentrated in the public sector (73.5% of total employment in this sector).

According to the Labour Code, the collective agreement is valid for signatory parties, but information about their structure and coverage is not available. For instance, the sectoral agreement in health care is not valid for the entire sector, because not all hospitals or health care institutions are members of signatory parties.

Both sector and company-level bargaining exist in the sector.

As of 31 December 2022, there are 266 active agreements in the NACE-1 sector, covering 35,769 employees. Only two of them are in the private sector, covering 883 employees (NICA 2022).

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the number of employees covered by level of bargaining (NICA 2022. p.13).

Sampling information

NICA provides estimation about the collective bargaining coverage.

All agreements are related to specialized state or municipal institutions, with similar sources of funding and similar organization. The agreement regarding the healthcare industry presents the highest coverage.

One of the confidential agreements is signed both by the mayor and the company manager - both representing the employer's side.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			N/A
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	30,224	30,224	NICA

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 8 - Residential and social care 11 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

Healthcare industry

Eurofound identifier	CA-BG-1883
Title (native language)	ОКТД Здравеопазване
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,997
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Confidential Agreement

Eurofound identifier	CA-BG-2145
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2146
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2147
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Confidential Agreement

Eurofound identifier	CA-BG-2148
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2149
Title (native language)	Конфиденциален договор

Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2150
Title (native language)	Конфиденциален договор
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2151
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2152
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Confidential Agreement

Eurofound identifier	CA-BG-2431
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential agreement

Eurofound identifier	CA-BG-2434
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	

Quality of the figure

Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 8 - Residential and social care (as defined in the project)
- Most (more than 50% to 89%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

9 - Arts, gambling and sports

Background information

Data on the total number of employees in the NACE-2 sectors of interest are not publicly available.

According to the NSI data for 2020, employees in NACE-1 sector amount to 32,573 (only 1.5% of the total employment in Bulgaria). The distribution of employment between public and private sectors is almost even, with a slight predominance in favour of the public sector, which accounts for 57% of total employment (BCCI 2021).

Among the trade unions active in the sector are the Independent Trade Union Federation "Culture" (CITUB) and the Union OF Bulgarian Music and Dance Artists (CITUB). The Ministry of culture represents the employers, together with the Bulgarian Cultural Employers Association (BAROC), an association of cultural managers.

Company-level bargaining exists in the sector. There is also a branch collective agreement, 'Music and Performing Arts'.

As of 31 December 2022, the sector has 112 active collective agreements, covering 7,075 employees in total (NICA 2022).

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the number of employees covered by level of bargaining (NICA 2022. p.13).

Sampling information

Four agreements have been selected for coding, two of which are company-level agreements (confidential), while two are sectoral agreements.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			N/A
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	4,764	4,764	NICA

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 9 - Arts, gambling and sports 10 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2153
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Confidential Agreement

Eurofound identifier	CA-BG-2154
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Confidential Agreement

Eurofound identifier	CA-BG-2155
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement

Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2156
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential Agreement

Eurofound identifier	CA-BG-2157
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are best estimates

Note: This collective agreement was listed by the correspondent but not coded in the database.

Branch 'Musical and Performing Arts'

Eurofound identifier	CA-BG-2158
Title (native language)	Браншов колективен трудов договор "Музикално-сценични изкуства"
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Confidential Agreement

Eurofound identifier	CA-BG-2159
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Note: This collective agreement was listed by the correspondent but not coded in the database.

Branch collective agreement 'Theatre'

Eurofound identifier	CA-BG-2160
Title (native language)	Браншови КТД "Театър"
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	
Quality of the figure	No estimates can be made at all (N/A)
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Confidential agreement

Eurofound identifier	CA-BG-2432
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Confidential agreement

Eurofound identifier	CA-BG-2436
Title (native language)	Конфиденциален договор
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 9 - Arts, gambling and sports (as defined in the project)
- Most (more than 50% to 89%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

Data on the total number of employees in the NACE-2 sectors of interest are not publicly available.

According to the NSI data for 2020, employees in the NACE-1 sector amount to 31,554 workers (1.46% of the country's employees). Employment is concentrated almost entirely in the private sector, which accounts for 95.9% of the total employment in this sector.

Nationally representative trade union confederations CITUB and CL Podkrepa operate in the sector, as well as the National Hairdressers Association in Bulgaria (BIA) and the Association of Beauticians in Bulgaria (BCCI) on the employer's side.

There is no reliable information available about the level of collective bargaining, but at least company level exists, according to the NICA database of active collective agreements.

As of 31 December 2022, the NACE-1 sector counts 31 active collective agreements with 1,119 covered employees (NICA 2022). 11 collective agreements concern public sector and cover 814 employees. The remaining 20 agreements cover 305 employees (NICA 2023 database).

There is no information about bargaining coverage within the NACE-2 sectors of interest.

One of the main methodological difficulties in Bulgaria in presenting information on collective bargaining is the number of employees covered by level of bargaining (NICA 2022, p.13).

Sampling information

According to NICA database of active agreements, until the end of 2022 in the NACE-1 sector there were 31 agreements and 1,119 covered employees. Access to these agreements, however, is not available.

11 - Domestic personnel

Background information

There is no information about available collective bargaining in this NACE-1 sector in Bulgaria.

Sampling information

There is no information about available collective bargaining in this NACE-1 sector in Bulgaria.

WPEF23004

The European Foundation for the Improvement of Living and Working Conditions (Eurofound) is a tripartite European Union Agency established in 1975. Its role is to provide knowledge in the area of social, employment and work-related policies according to Regulation (EU) 2019/127.