

ASSOCIATION OF THE BULGARIAN EMPLOYERS ORGANIZATIONS - ABEO



ASSOCIATION OF INDUSTRIAL
CAPITAL IN BULGARIA



BULGARIAN INDUSTRIAL ASSOCIATION
UNION OF THE BULGARIAN BUSINESS



BULGARIAN CHAMBER OF
COMMERCE AND INDUSTRY



**Address by Dimiter Brankov, Vice president of the Bulgarian Industrial Association,
Employer delegate to the 104-th International Labor Conference, on
behalf of Association of the Bulgarian Employers Organizations**

Geneva, June 2015

Thank you Chair,

Excellences, Distinguished delegates, allow me on behalf of the Association of the Organizations of Bulgarian Employers to congratulate the President and Vice presidents on being elected to these important positions and to wish a successful work to the 104th International Labor Conference.

The reports of the Chairperson of the GB and of the Director-General address the global social challenges and the role of ILO and its constituents prior to the forthcoming 100 years' anniversary for sustainable growth, enabling SMEs and job creation, transitioning from informal economy, and labor protection.

We believe this approach enhances the ILC role as a global forum and effective instrument for adoption of core international labor standards and achieving economic and social prosperity for our societies.

Last year Bulgarian employers opposed some, even though isolated attempts for ignoring social dialogue in setting minimum wage without a preliminary impact assessment, introducing basic changes to the social security model, adopting disputable unilateral criminal liability of employers for social contributions evasion and encouragement of "politically" convenient behavior in industrial relations.

The Bulgarian employers will continue to defend their positions, based on the Constitution and the applicable ILO conventions. We also appreciate the valuable experience of ILO and its constituents in settling similar cases.

I would like to stress as well our good cooperation with International Organization of Employers and the support received from the ILO's ACT/EMP.

Further, allow me to outline briefly the priorities of Bulgarian employers for reaching basic reforms in education, pension system and labor legislation:

1. Combating overall and youth unemployment and challenges related to large number of young people not in education, employment, or training.
2. Alignment general and vocational education and training with the labor market needs, legal reforms and enhanced capacity of competent institutions to implement s.c. dual learning and avoid skills mismatch.

3. Assuring necessary data for better informed labor market policy including adopting digital personal education and qualification's profiles of labor force and scrutinized data on regional allocation of employment.
4. Adapting pension system to the negative demographic structure, labor market and emigration impacted by s.c. Currency board arrangements and longstanding internal devaluation.
5. Speeding up delayed reforms for enhancing the three pillars' system, adopting more adequate retirement age, years of service and early retirement provisions.
6. Enhancement of the wage setting mechanism to reinforce the link with productivity and job creation.
7. Reforms in Labor legislation for expanding flexible forms of work such as temporary work agencies, fixed-term and part-time work and other, relevant to the specific employees and employers' needs for higher and better employment and combating informal economy.

We believe social dialogue, cooperation and strive for economic and social prosperity have no alternative.

I would like to close by assuring this highly distinguished forum that the Bulgarian employers are fully devoted and supportive to the efforts of the ILO and the ILC for achieving this goal which is highly valuable to our societies.

Thank you for your attention.