

Dossier

ADAPT

Association for International and Comparative Studies in Labour Law and Industrial Relations

In collaboration with the Marco Biagi Centre for International and Comparative Studies

Social dialogue, renewable energy, female employment

edited by Giulia Rossi and Selma Terzimehic

Annex

Slides presented at the Workshop
Social dialogue, renewable energy, female employment

13th May 2010, Sofia

WiRES



This Dossier has been issued within the *WiRES* project. *WiRES* (*Women in Renewable Energy Sector*) is a project co-funded by the European Commission, DG Employment, Social Affairs and Equal Opportunities, budget heading 04.03.03.01, *Industrial Relations and Social Dialogue*.

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Project co-funded by the European Commission



WiRES

Women in Renewable Energy Sector

Female employment in renewable energy sector: the state of art in the European labour markets

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Sofia, 13 May 2010

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Outline

- Preliminary questions
- Female employment in Green Jobs
- Female employment in Renewable Energy (RE) Sector
- Challenges and opportunities for women in RE sector

Preliminary questions

- How can we define green jobs?
- How can we identify jobs RE sector?
- How can we calculate the occupational impact of investments in RE technologies?

Green Jobs = *positions in agriculture, manufacturing, construction, installation and maintenance, as well as scientific and technical, administrative and service-related activities, that contribute substantially to preserving or restoring environmental quality.*

(UNEP et al. 2008)

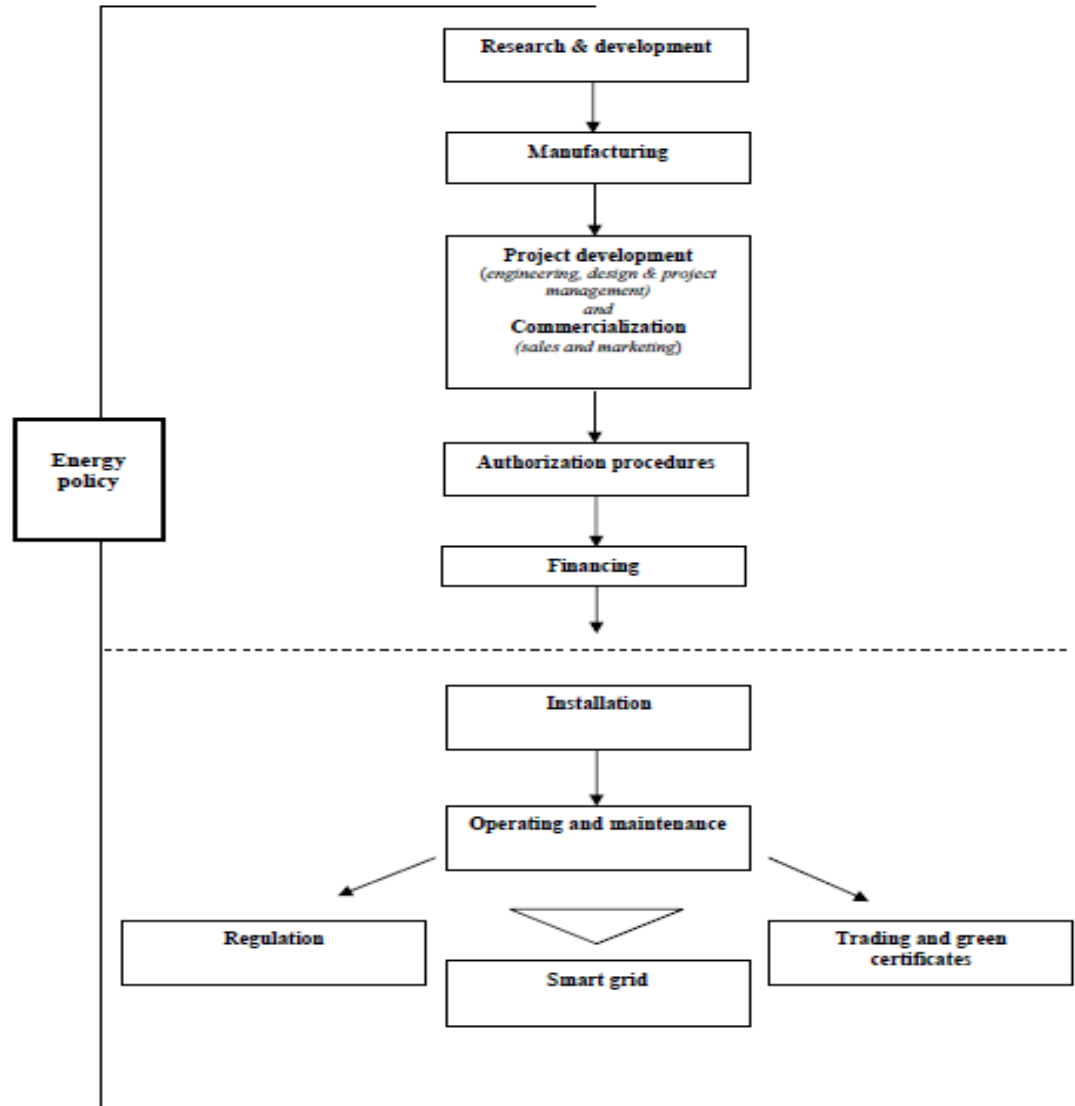
Why it is important to have a clear definition?

- Identification of those sectors mostly involved in this green transformation of the economy: *agriculture and forestry, tourism, finance-insurance, health, energy, construction and transport*
- Wide array of skills, educational backgrounds, occupational models...

Jobs in RE Sector

The first obstacle found by a researcher trying to quantify employment levels in RE sector is the **delimitation of the companies that are part of it**, given the non-existence of an official classification.

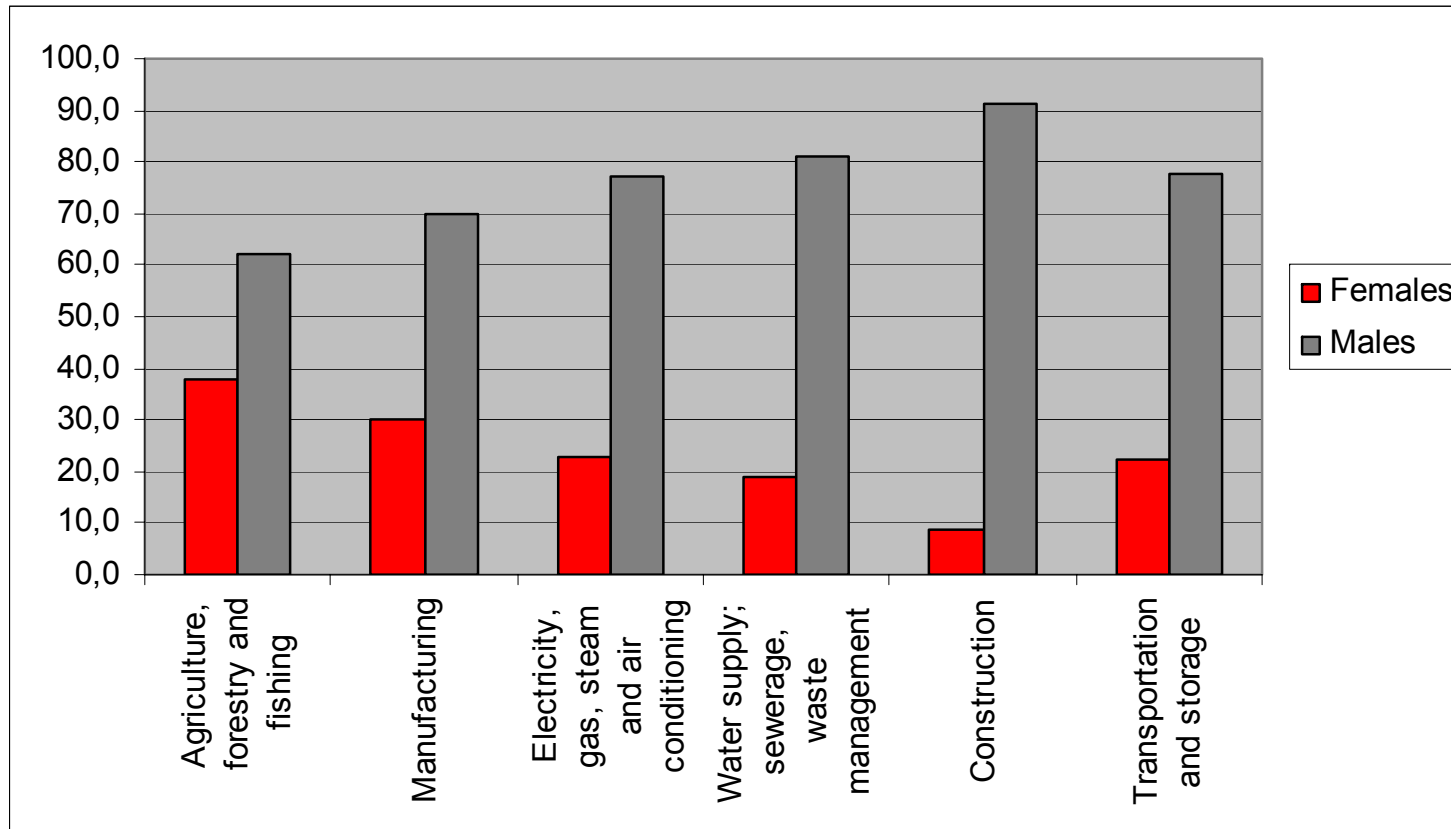
- Insufficient knowledge of the employment types required by the RE Industry
- Shortage of skilled workers in certain fields
- Concept of “Value Chain” (Source: IRES 2010)



How can we calculate the occupational impact of investments in RE technologies?

- Lack of detail in the official statistics
 - I-O Models
 - Analytical Models
 - Tailored surveys
- ⇒ Different results depending on the methodology and initial hypothesis!

Employment composition by gender in those activity sectors mostly related with green investments – 2009 (Source: Eurostat)



Employment in RE Sector

- *UNEP et al. 2008*: 20 million of jobs in RE sector by 2020 at the global level
- *Greenpeace and EREC 2009*: 2.7 millions of additional jobs in the energy sector by 2030 at the global level
- *EmployRES 2009*: 240,000 additional jobs in RE sector by 2020 in Europe

Women in the Energy Sector

- The share of female employees in the energy sector is estimated at **20%**, most working in **non-technical fields** such as administration and public relations.
- The share of female **technical staff** is at most **6%**, in **decision making positions** it is about **4%** and in the **top-management** is less than **1%**.

- The energy sector has an highly masculine image which deters women (Clancy et al. 2001)
- Increasing the share of women in this sector will certainly require a combination of innovative and traditional strategies, overcoming discriminatory and organizational barriers.

The EMCEF position

Relevant barriers for women in the sector:

- Flexible working hours
- Childcare needs
- Culture of organization

⇒ Electricity sector has been through rapid changes and restructuring

⇒ New challenges and new possibilities for promoting equality in the industry and integrating equality into an effective human resource planning.

⇒ In such dynamic industry, as RE, **company work-life policies** should be developed and should be targeted both to women and to men. In particular, if long working hours or shift turns are requested (e.g. for PV cell manufacturing) some measures and **innovative working arrangements** are needed in order to do not disadvantage working parents.

An overview on the main requested professional profiles...

Wind Energy Industry

The shortage of skilled workers is more acute for positions that require an high degree of experience and responsibility.

Some examples: wind farms' designers, wind turbines' electrical engineers, project managers...

⇒ Labour market policies must take into account that part of the problem is the **fields women typically chose to enter**. Rectifying this gender gap depends also on school systems to give information, counselling and financial incentives to female students to enter more technical fields of study

Thank you for your attention!



FIRST THEMATIC WORKSHOP:

SOCIAL DIALOGUE, RENEWABLE ENERGY,
FEMALE EMPLOYMENT

Green Economy - Impact on Female Employment

Supranational Legal Issues

Balazs Rossu

Assistant Research Fellow

University of Szeged, Hungary

13 May 2010,

Sofia, UPEE premises, 30 Cap. Todor Nochev str.

I. Basic Question(s)

Defining „Green Jobs” as a term



II. Legal Background

Treaty of Lisbon

Article 1a

- The Union is founded on the values of respect for human dignity, freedom, democracy, equality, the rule of law and **respect for human rights**, including the rights of persons belonging to minorities. These values are common to the Member States in a society in which pluralism, **non-discrimination**, tolerance, justice, **solidarity and equality between women and men prevail**.

Article 2

- The Union shall establish an internal market. It shall work for the sustainable development of Europe based on balanced economic growth and price stability, a highly competitive social market economy, **aiming at full employment** and social progress, and a high level of protection and improvement of the quality of the environment. It shall promote scientific and technological advance.

Article 2 (cont.)

- It shall combat social exclusion and **discrimination**, and shall promote social justice and protection, equality between women and men, solidarity between generations and protection of the rights of the child.

Article 5b

- In defining and implementing its policies and activities, the Union shall aim to combat **discrimination based on sex**, racial or ethnic origin, religion or belief, disability, age or sexual orientation.'

Treaty of Lisbon: Shared competence

Article 2 C

- 1. The Union shall share competence with the Member States where the Treaties confer on it a competence.
- 2. Shared competence between the Union and the Member States applies in the following principal areas:
 - (a) **internal market;**
 - (b) **social policy, for the aspects defined in this Treaty;**
 - (c) **economic, social and territorial cohesion;**
 - (d) agriculture and fisheries, excluding the conservation of marine biological resources;
 - (e) environment;
 - (f) consumer protection;
 - (g) **transport;**
 - (h) trans-European networks;
 - (i) **energy;**
 - (j) area of freedom, security and justice;
 - (k) common safety concerns in public health matters, for the aspects defined in this Treaty.

LEGISLATION RELATING TO RES

Chronology:

- Commission **Green Paper** of 20 November 1996 on renewable sources of energy [[COM\(96\) 576 final](#) □ Not published in the Official Journal].
- **Nov. 1997**: Commission publishes **White Paper** setting out a Community Strategy and Action Plan for renewable energy. [Commission Communication of 26 November 1997 on energy for the future: renewable sources of energy □ White Paper for a Community strategy and action plan [[COM\(97\) 599 final](#)] □ Not published in the Official Journal].
- **Sept. 2001**: EU adopts **Directive 2001/77/EC** Directive on the Promotion of Electricity from Renewable Energy Sources.
- **Directive 2002/91/EC** of 16 December 2002 on the **energy performance of buildings**.
- **May 2003**: EU adopts **Directive [2003/30/EC Directive]** on the promotion of the use of biofuels or other renewable fuels for transport.
- Decision No [1230/2003/EC](#) of the European Parliament and of the Council of 26 June 2003 adopting a multiannual programme for action in the field of energy: "Intelligent Energy □ □ Europe" (2003 □ 2006) [Official Journal L 176 of 15.7.2003].
- **Commission Communication** of 26 May 2004 on the share of renewable energy in the EU. Commission Report in accordance with Article 3 of Directive [2001/77/EC](#)

- **Communication** from the Commission of 7 December 2005 □ *Biomass Action Plan* [[COM\(2005\) 628](#) final □ Official Journal C 49 of 28.02.2005].
- **Commission Communication** of 7 December 2005 "The support of electricity from renewable energy sources" [[COM\(2005\) 627](#) final □ Official Journal C 49 of 28 February 2006]
- **Decision 1639/2006/EC** of the European Parliament and of the Council of 24 October 2006 establishing a Competitiveness and Innovation Framework Programme(2007□2013).
- **Communication** from the Commission to the Council and the European Parliament of 6 October 2006: "Mobilising public and private finance towards global access to climate□friendly, affordable and secure energy services: **The Global Energy Efficiency and Renewable Energy Fund**" [[COM\(2006\) 583](#) final □ Not published in the Official Journal].
- **10 Jan. 2007**: Commission presents **Renewable Energy Roadmap** as part of its energy and climate change package. [Commission Communication of 10 January 2007: "*Renewable Energy Road Map*. Renewable energies in the 21st century: building a more sustainable future" [[COM\(2006\) 848](#) final □ Not published in the Official Journal].
- **March 2007**: EU summit endorses a binding target to source 20% of the bloc's energy from renewable sources by 2020.

- **Communication** from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions of 13 November 2008 – ‘Offshore Wind Energy: Action needed to deliver on the Energy Policy Objectives for 2020 and beyond’ [[COM\(2008\) 768 final](#) – Not published in the Official Journal]
- **23 Jan. 2008**: Commission presents a proposal for a new renewables **Directive**.
- **9 Dec. 2008**: Political agreement on the Renewables Directive .
- **11 □ 12 Dec. 2008**: EU summit agrees final version of the Renewables Directive.
- **Directive [2009/28/EC](#)** of the European Parliament and of the Council of 23 April 2009 on the promotion of the use of energy from renewable sources and amending and subsequently repealing Directives 2001/77/EC and 2003/30/EC (Text with EEA relevance).
- **30 June 2009**: EU issues template for National Renewable Energy Action Plans (NREAPs).
- **30 June 2010**: Deadline for EU states to present National Renewable Energy Action Plans.
- **2020**: Target date for EU objective of sourcing 20% of energy from renewable sources.

III. Social Dialogue

- **1. Parties:** These can be direct relations between the social partners themselves ("bipartite") or relations between governmental authorities and the social partners ("tripartite").
- **Examples** of social dialogue activity include mutual information, open discussion, concertation (on-going tripartite dialogue), exchanges of opinions, consultation and negotiation (agreements /common opinions).
- **Sources:** European social dialogue is enshrined in the Treaty of Maastricht (articles 138 and 139; ex 118a and 118b) and it is promoted by the European Commission as an instrument for a better governance and promotion of social and economic reforms.
- **Types:** There are two approaches:
 - 1) cross-industry social dialogue and
 - 2) sectoral social dialogue.

- The concept of “social dialogue” pervades discussions of labour relations in Europe.
- Value: In the estimation of many scholars and policymakers, the concept opens the way to an entirely new and potentially transformative paradigm in deliberative democracy.

Treaty of Lisbon: social dialogue

Article 136a

- The Union **recognises and promotes the role of the social partners** at its level, taking into account the diversity of national systems. It shall facilitate dialogue between the social partners, respecting their autonomy.
- The Tripartite Social Summit for Growth and Employment shall contribute to social dialogue.’.

Maastricht Art. 138

Article 138

- 1. The Commission shall have the task of promoting the consultation of management and labour at Community level and shall take any relevant measure to facilitate their **dialogue** by ensuring balanced support for the parties.
- 2. To this end, before submitting proposals in the **social** policy field, the Commission shall consult management and labour on the possible direction of Community action.
- 3. *If, after such consultation, the Commission considers Community action advisable, it shall consult management and labour on the content of the envisaged proposal. Management and labour shall forward to the commission an opinion or, where appropriate, a recommendation.*
- 4. *On the occasion of such consultation, management and labour may inform the Commission of their wish to initiate the process provided for in Article 139. The duration of the procedure shall not exceed nine months, unless the management and labour concerned and the Commission decide jointly to extend it.*

Maastricht Art. 139

Article 139

- 1. Should management and labour so desire, the **dialogue** between them at Community level may lead to contractual relations, including **agreements**.*
- 2. Agreements concluded at Community level shall be implemented either in accordance with the procedures and practices specific to management and labour and the Member States or, in matters covered by Article 137, at the joint request of the signatory parties, by a Council decision on a proposal from the Commission.*

IV. Mainstreaming Gender Equality

Combating discrimination is a major challenge for the European Union. The Union is founded on the principles of liberty, democracy, respect for human rights and fundamental freedoms, as well as the rule of law. Hence **the EU must take all measures necessary to combat discrimination of all kinds**, notably as regards employment and the labour market.

The focus is on creating better living and working standards for women and men by alleviating poverty, promoting human rights and fostering gender equality and equal opportunities for all.

- For many years the focus of EU action in the field of non-discrimination was on preventing discrimination on the grounds of nationality and sex (NB: The European Commission refers to sex discrimination as 'gender' discrimination).
- In 1997, however, the Member States approved unanimously the Treaty of Amsterdam. Article 13 of this new Treaty granted the Community new powers to combat discrimination on the grounds of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.
- Since the Treaty of Amsterdam came into force in 1999, new EC laws, or Directives, that have been enacted in the area of anti-discrimination are the Racial Equality Directive, **2000/43/EC**, and the Employment Equality Directive, **2000/78/EC**.

Directive [2000/78/EC](#) of 27 November 2000, establishing a general framework for equal treatment in employment and occupation

- Employment and occupation are crucial to ensuring equal opportunities for all and in large measure contribute to the full participation of citizens in economic, social and culture life.

However, many cases of discrimination have been identified in the field of employment and the labour market.

- The Member States ban discrimination in the field of employment and occupation. However, the scope of this prohibition, its content and enforceability vary from country to country. Hence the Directive is designed to lay down a general minimum framework in this area.

Scope of the Directive

The proposal concerns the following areas:

- conditions of access to employed or self-employed activities, including promotion;
- **vocational training**;
- employment and working conditions (including pay and dismissals);
- membership of and involvement in an organisation of employers or workers or any other organisation whose members carry on a particular profession.
- This applies as much to the public sector as to the private sector including public bodies as well as for paid and unpaid work.

The concept of discrimination

- **The concept of discrimination**
- The proposal for a directive aims to combat both **direct discrimination** (differential treatment based on a specific characteristic) and **indirect discrimination** (any provision, criterion or practice which is neutral on its face but is liable to adversely affect one or more specific individuals or incite discrimination). **Harassment**, which creates a hostile environment, is deemed to be discrimination. Reasonable arrangements must be made to guarantee the principle of equal treatment for disabled persons, limiting it to cases which do not involve unjustified difficulties.
- **Minimum requirements**
- The proposal contains a "non-regression" clause which concerns Member States whose legislation provides for a higher level of protection than that afforded by the Directive.

Cases in which differences in treatment are Authorised

Genuine occupational qualifications

- In certain cases differences in treatment may be justified by the nature of the post or the conditions in which the job is performed.

Differences in treatment on grounds of age

- Differences in treatment on grounds of age are permissible when they are objectively and reasonably justified by a legitimate labour market aim and are appropriate and necessary to the achievement of that aim (protection of young people and older workers, requirements as to the extent of job experience, etc.).

Positive action

- Member States have the right to maintain and adopt measures intended to prevent or compensate for existing inequalities (measures to promote the integration of young people, the transition from work to retirement, etc.).

The Employment Equality Directive 2000/78/EC

- Implements the principle of **equal treatment in employment and training** irrespective of religion or belief, disability, age or sexual orientation in employment, training and membership and involvement in organisations of workers and employers.
- Includes identical provisions to the Racial Equality Directive on definitions of discrimination and harassment, the prohibition of instruction to discriminate and victimisation, on positive action, rights of legal redress and the sharing of the burden of proof.
- Requires employers to make reasonable accommodation to enable a person with a disability who is qualified to do the job in question to participate in training or paid labour.
- Allows for limited exceptions to the principle of equal treatment, for example, where the ethos of a religious organisation needs to be preserved, or where an employer legitimately requires an employee to be from a certain age group to be recruited.

THANK YOU FOR YOUR ATTENTION!

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Sofia, 13 May 2010

Selma Terzimehic
University of Modena and Reggio Emilia

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WiRES partners

WiRES consortium is set up as an interdisciplinary international expert network in European social dialogue, gender equality, vocational education and training, industrial relations and labour law, environmental and labour economics.

WiRES partners are:

Adapt – Association for International and Comparative Studies in Labour Law and Industrial Relations

Prof. Michele Tiraboschi – Italy

University of Szeged, Faculty of Law

József Hajdú – Hungary

UPEE – Union for Private Economic Enterprise

Teodor Detchev – Bulgaria

WiRES supporters

The project is supported by:

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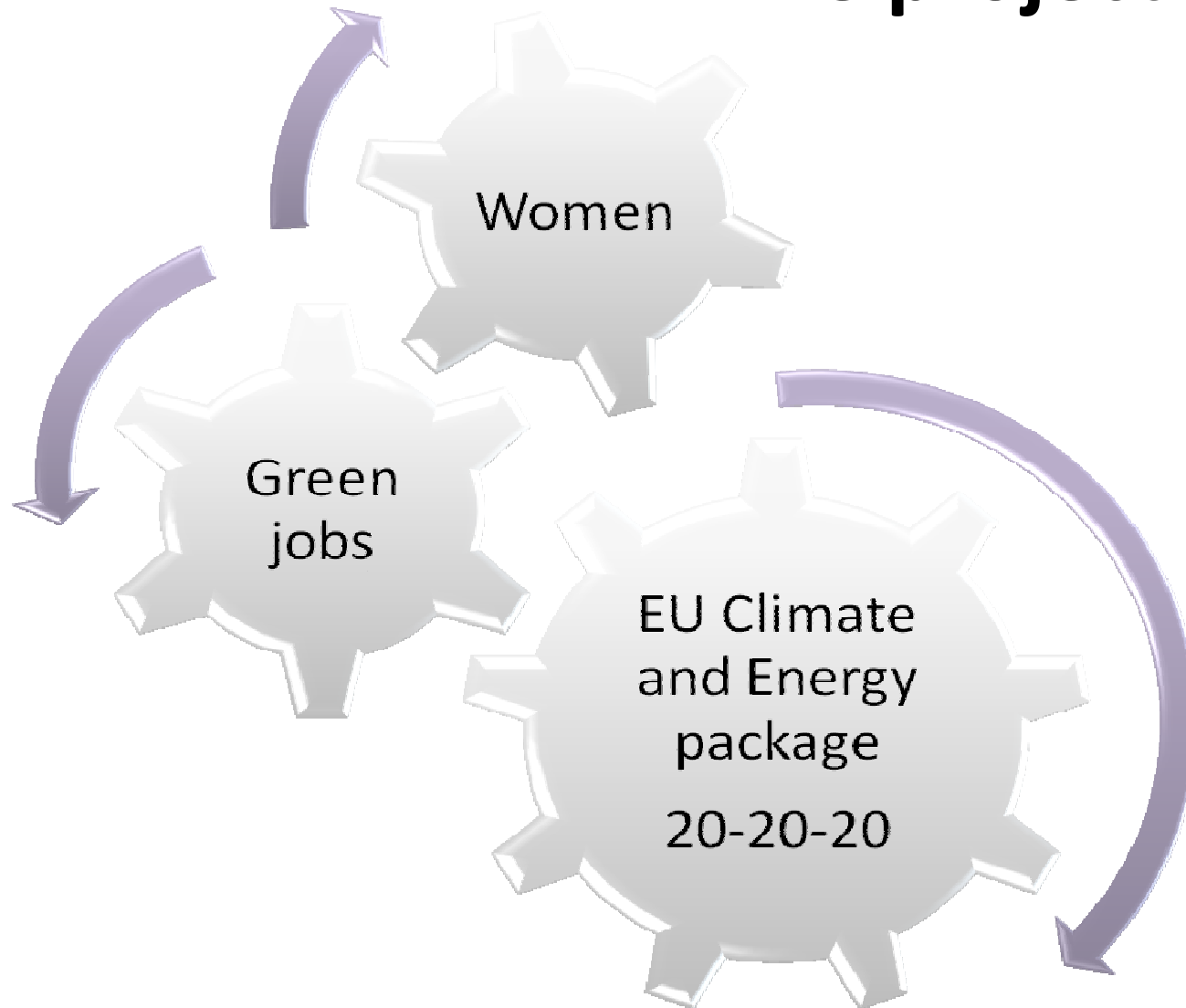
LIFE-Genanet (Germany)

National Counsellor for Gender Equality at Work (Italy)

Sardinia Region – Labour Department (Italy)

VBFF, Verein zur beruflichen Förderung von Frauen (Germany)

The project



What role can social dialogue and industrial relations play?

Background

Climate and Energy package, European Commission, October 2008

- By 2020, the use of renewable energy sources (wind, solar, biomass, etc.) should increase up to 20% of the total energy production
- Occupational impact: green jobs
 - *1 million jobs forecasted*
 - *The “job churn effect”*

Female employment and gender equality

- One of the main challenges in the EU and one of the key elements of Lisbon Strategy and EU 2020 Strategy
- Female employment rates are increasing... but it is not enough (Italy 46,3% vs UE-27 58,2% vs Lisbon’s target 2010 60%)

Women - disadvantaged position in the labour market:

- Concentrated in low-paid sectors, under-represented among senior and managerial positions
- Unvoluntary part-time and misuse of atypical contracts
- Glass ceiling
- Unequal family-care burden
- Persistent negative pay – gap:
 - EU 27 (18%), Czech Republic (26.2%), Germany (23.2%), Greece (22%), Austria (25.5%)
- Stereotypes in education: low participation in MST, engineering, computing, architecture, building

Gender occupational segregation:

Women workers not equally distributed among occupations (in Europe 25.3% occupational and 18.3% sectoral segregation)

- under-represented in certain private sectors that are crucial for economic growth (e.g. engineering as a male domain)
- Over-represented in low-paid jobs

...and the Renewable Energy Sector (RES)?

Opportunities and solutions, but also risks and challenges

Female employment and green economy

“If **green economy initiatives** do not take into account relevant social factors, such as **income equality, job quality** and **gender equality**, they may maintain or even aggravate, the negative social and distributive trends of the traditional economy”
(Sustainlabour, 2009).

RES as a male – dominated sector

The role of social dialogue ?

- Participation of trade unions and employers' organizations
- New consultation and participation rights
- Roundtables and collective bargaining
- Gender mainstreaming approach and equal opportunities
- Improving working conditions in RES
- Anticipating specific sectoral skill needs

Research phases

Quantitative and qualitative methodologies and a multidisciplinary approach during the three phases:

- **Phase 1: occupational impact** for women in RES in Europe. Selection of a set of indicators, sector related problems and challenges.
- **Phase 2: the role of social dialogue:** sectoral table relating to women access to employment in renewables and the relative working conditions.
- **Phase 3: specific regional case studies** – selected at national, local and company level – and **best practices of social dialogue and policy recommendations**

The methodology of the research:

- **Descriptive analysis** of female working conditions and trends across the EU regions
- **Ranking and clustering** of EU regions, according to both gender equality and productivity potential, to identify specific regional areas of interest
- **A literature** of available articles, books, documents and conference proceeding etc.;
- **Consultations and interviews** with:
employers and trade unions; associations promoting gender equality and/or renewable energy; Government Bodies and agencies, local authorities.

Dissemination activities

- An **international conference** (Rome, 4th February 2010)
- Three **thematic workshops**: data collection and social dialogue promotion
- An **electronic Dossier** published after each workshop on www.adapt.it
- A **final conference** (November 2010) for the presentation of the research outcomes
- An **on-line forum** to facilitate information exchange among partners on www.adapt.it
- **Adapt on-line publications** (weekly newsletter, special bulletins, dossiers, working paper) and **Green Jobs Observatory**

Research outputs

- A **final report** explaining the results of the research
- A guide of **good practices** and a set of **recommendations** for policy makers and social partners

Added value of the research

- **The lasting impacts:** the transferability of the methodology approach and the political agenda
- New clustering and ranking technique providing for a scientific model to further the state of the art of **the issue of women and green jobs**

WiRES: an open network

For contributions, more information about publications and events related to WiRES

<http://www.adapt.it> (Progetti)

Thank you for your attention!

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Women in Renewable Energy Sector

* The WiRES logo has been created with eco-font *Spranq eco sans*, allowing to save ink and to reduce pollution while printing

**Power engineering sector and renewable energy
subsector – socio-economic context, industrial
relations realities and
social dialogue perspectives.
(With an emphasis on women employment)**

13.05.2010 Sofia, Bulgaria

Teodor Detchev - MSc, PhD

Union for Private Economic Enterprise (UPEE)



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AVERAGE NUMBER OF EMPLOYED PERSONS IN THE POWER ENGINEERING SECTOR (Production and distribution of electricity, heat and gaseous fuels) - 2001, 2002, 2008, 2009

| Year | Total employed | Employed in the public sector | Employed in the private sector |
|------|----------------|-------------------------------|--------------------------------|
| 2001 | 31635* | 31189 | 322 |
| 2002 | 33005** | 32492 | 384 |
| 2008 | 34 706*** | 17 761 | 16 945 |
| 2009 | 32 498*** | 17 442 | 15 056 |

* Includes 124 owners of companies and self employed.

** Includes 129 owners of companies and self employed.

*** No data available for owners of companies and self employed.



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SHARE OF THE EMPLOYED IN THE PRODUCTION AND DISTRIBUTION OF ELECTRICITY, HEAT AND GASEOUS FUELS – 2008

| Economic activities | Total | Public sector | Private Sector |
|--|-----------|------------------|-------------------|
| Total | 2 466 852 | 614 768 | 1 852 084 |
| Production and distribution of electricity, heat and gaseous fuels | 34 706 | 17 761 | 16 945 |
| % | 1,41 | 2,89 | 0,91 |



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SHARE OF THE EMPLOYED IN THE PRODUCTION AND DISTRIBUTION OF ELECTRICITY, HEAT AND GASEOUS FUELS – 2009

| Economic activities | Total | Public sector | Private Sector |
|--|-----------------------------|------------------|-------------------|
| Total | 2 295 196 609 604 1 685 592 | | |
| Production and distribution of electricity, heat and gaseous fuels | 32 498 | 17 442 | 15 056 |
| % | 1,41 | 2,86 | 0,89 |



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AVERAGE ANNUAL SALARY FOR THE PERSONS EMPLOYED IN THE POWER ENGINEERING SECTOR (Production and distribution of electricity, heat and gaseous fuels) – 2001, 2002, 2008, 2009 (Bulgarian levs)

| Year | Total | In the public sector | Employed in the private sector |
|-------------|--------------|-----------------------------|---------------------------------------|
| 2001 | n. d. a | n. d. a | n. d. a |
| 2002* | 5724 | n. d. a | n. d. a |
| 2008** | 13 061 | 14 497 | 11 555 |
| 2009** | 15 437 | 17 435 | 13 121 |

n. d. a. – no data available

* “Life Standard” magazine, issued by the Confederation of Independent Trade Unions of Bulgaria, No. 3, 2003, p. 26.

** Source – The National Statistical Institute.



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COMPARISON AMONG THE AVERAGE ANNUAL SALARIES FOR THE EMPLOYED PERSONS – WITH LABOUR CONTRACTS AND CIVIL SERVANTS IN 2008 (Highest salary, lowest salary and the salary for the “Production and distribution of electricity, heat and gaseous fuels” economic activity) (Bulgarian levs)

| Economic activities | Total | Public sector | Private Sector |
|---|--------------|----------------------|-----------------------|
| Total | 6 538 | 7 811 | 6 114 |
| % | 100 | 100 | 100 |
| Production and distribution of electricity, heat and gaseous fuels | 13 061 | 14 497 | 11 555 |
| % | 200 | 186 | 189 |
| Hotels and restaurants | 3 963 | 5 667 | 3 879 |
| % | 61 | 73 | 63 |
| Creation and dissemination of information and creative products; telecommunications | 13 984 | 10 787 | 14 295 |
| % | 214 | 138 | 234 |
| Financial and insurance activities | 14 582 | 17 584 | 14 460 |
| % | 223 | 225 | 237 |



**COMPARISON AMONG THE AVERAGE ANNUAL SALARIES FOR THE EMPLOYED PERSONS – WITH LABOUR CONTRACTS AND CIVIL SERVANTS IN 2009 (Highest salary, lowest salary and the salary for the “Production and distribution of electricity, heat and gaseous fuels” economic activity)
(Bulgarian levs)**

| Economic activities | Total | Public sector | Private Sector |
|--|--------|---------------|----------------|
| Total | 7 094 | 8 534 | 6 566 |
| % | 100 | 100 | 100 |
| Production and distribution of electricity, heat and gaseous fuels | 15 437 | 17 435 | 13 121 |
| % | 218 | 204 | 200 |
| Hotels and restaurants | 4 535 | 6 262 | 4 436 |
| % | 64 | 73 | 68 |
| Financial and insurance activities | 15 456 | 17 692 | 15 358 |
| % | 218 | 207 | 234 |



GROSS PAYMENT PER HOUR BY SEX AND ECONOMIC ACTIVITIES
(In Bulgarian levs)
2004

| No | Economic activities | Total | Men | Women |
|----|--|-------|------|-------|
| 1 | Total | 2.04 | 2.20 | 1.87 |
| 2 | Extractive industry | 3.48 | 3.64 | 2.76 |
| 3 | Processing industry | 1.79 | 2.11 | 1.49 |
| 4 | Production and distribution of electricity, gaseous fuels and water | 3.86 | 4.02 | 3.36 |
| 5 | Construction | 1.69 | 1.70 | 1.65 |
| 6 | Trade, repair of motor vehicles, motorcycles, personal and household goods | 1.48 | 1.60 | 1.38 |
| 7 | Hotels and restaurants | 1.23 | 1.33 | 1.18 |
| 8 | Transport, storage and communications | 2.43 | 2.47 | 2.35 |
| 9 | Financial intermediation | 4.62 | 5.37 | 4.23 |
| 10 | Real Estate and business services | 1.81 | 1.79 | 1.85 |
| 11 | State government; compulsory social securities | 3.23 | 3.43 | 3.08 |
| 12 | Education | 2.40 | 2.78 | 2.30 |
| 13 | Healthcare and social activities | 2.34 | 2.93 | 2.18 |
| 14 | Other community and personal services | 1.41 | 1.44 | 1.38 |



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Women in Renewable Energy Sector



COMPARISON OF THE EMPLOYERS' LABOUR COSTS PER EMPLOYEE UNDER LABOUR CONTRACT (OR CIVIL SERVANT) IN 2008 (In Bulgarian levs)

| Economic activities | Total | Public sector | Private Sector |
|---|--------------|---------------|----------------|
| Total | 8 246 | 10 317 | 7 556 |
| % | 100 | 100 | 100 |
| Extractive industry | 14 315 | 23 192 | 11 324 |
| % | 174 | 225 | 150 |
| Production and distribution of electricity, heat and gaseous fuels | 20 101 | 23 083 | 16 976 |
| % | 244 | 224 | 225 |
| Hotels and restaurants | 4 873 | 7 368 | 4 752 |
| % | 59 | 71 | 63 |
| Creation and dissemination of information and creative products; telecommunications | 16 682 | 13 329 | 17 008 |
| % | 202 | 129 | 225 |
| Financial and insurance activities | 17 783 | 22 110 | 17 608 |
| % | 216 | 214 | 233 |
| Administrative and supporting activities | 4 885 | 4 096 | 5 222 |
| % | 59 | 40 | 69 |
| State Government | 11 800 | 11 800 | X |
| % | 143 | 114 | X |



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Women in Renewable Energy Sector



COMPARISON OF THE STRUCTURE OF EMPLOYERS PAYMENT FOR LABOUR COSTS 2008 (In Bulgarian levs)

| Economic activities | Total | Salaries | Compensations | Social and health insurance, paid by the employers | Other social costs and allowances | Tax upon the social costs |
|---|--------|----------|---------------|--|-----------------------------------|---------------------------|
| Total | 100.00 | 79.29 | 1.53 | 16.92 | 2.20 | 0.06 |
| Agriculture, forestry and fishing | 100.00 | 80.42 | 1.13 | 17.08 | 1.34 | 0.03 |
| Production and distribution of electricity, heat and gaseous fuels | 100.00 | 64.97 | 2.93 | 19.72 | 12.15 | 0.23 |
| Transport, storage and communications | 100.00 | 73.22 | 2.42 | 17.35 | 6.80 | 0.21 |
| Hotels and restaurants | 100.00 | 81.32 | 0.90 | 17.00 | 0.74 | 0.04 |
| Creation and dissemination of information and creative products; telecommunications | 100.00 | 83.83 | 1.46 | 13.57 | 1.09 | 0.05 |
| State Government | 100.00 | 77.37 | 1.74 | 19.66 | 1.19 | 0.04 |



WiRES

Women in Renewable Energy Sector



PAYMENT GAP BY SEX (%)

2002, 2006 and 2007

| No | Economic activities | 2002 | 2006 | 2007 |
|----|--|-------------|-------------|-------------|
| 1 | Total | 17,8 | 10,8 | 10,7 |
| 2 | Extractive industry | 21,7 | 27,7 | 29,5 |
| 3 | Processing industry | 27,5 | 23,4 | 23,6 |
| 4 | Production and distribution of electricity, gaseous fuels and water | 14,3 | 9,2 | 7,7 |
| 5 | Construction | -2,9 | - | - |
| 6 | Trade, repair of motor vehicles, motorcycles, personal and household goods | 10,2 | 11,5 | 12,1 |
| 7 | Hotels and restaurants | 0,7 | 5,9 | 7,6 |
| 8 | Transport, storage and communications | 7,8 | 2,7 | 1,3 |
| 9 | Financial intermediation | 13,7 | 22,5 | 26,6 |
| 10 | Real Estate and business services | - | - | - |
| | | 10,4 | 17,1 | 17,9 |
| 11 | State government, compulsory social securities | 9,5 | 2,1 | 2,6 |
| 12 | Education | 16,3 | 14,7 | 14,3 |
| 13 | Healthcare and social activities | 23,9 | 28,5 | 28,1 |
| 14 | Other community and personal services | 10,1 | 6,8 | 13,9 |



WiRES

Women in Renewable Energy Sector



NUMBER OF PERSONS, EMPLOYED OR OCCUPIED IN THE POWER ENGINEERING SECTOR AND RATIO MEN / WOMEN FOR THE PERIOD

| Economic activities | Year | Total | Men | Women | Ratio (M/W) |
|---|------|--------|----------|----------|----------------|
| E.40.1. Production, transfer and distribution of electricity (Persons occupied in the sector including owners and self employed) | 2001 | 31 635 | n. d. a. | n. d. a. | n. d. a. |
| E.40.1. Production, transfer and distribution of electricity (Persons with <u>labour contracts</u> or civil servants) | 2001 | 31 511 | n. d. a. | n. d. a. | n. d. a. |
| E.40.1. Production, transfer and distribution of electricity (Persons occupied in the sector including owners and self employed) | 2002 | 33 005 | n. d. a. | n. d. a. | n. d. a. |



NUMBER OF PERSONS, EMPLOYED OR OCCUPIED IN THE POWER ENGINEERING SECTOR AND RATIO MEN / WOMEN FOR THE PERIOD

| Economic activities | Year | Total | Men | Women | Ratio (M/W) |
|---|--------|----------|----------|-------|----------------|
| E.40.1. Production, transfer and distribution of electricity (Persons with <u>labour contracts</u> or civil servants) | | | | | 73 / 27 |
| 2002 | 32 876 | 23 852 | 9 024 | | |
| Production and distribution of electricity, heat and gaseous fuels (Persons with <u>labour contracts</u> or civil servants) | | | | | n. d. a. |
| 2008 | 34 706 | n. d. a. | n. d. a. | | n. d. a. |
| Production and distribution of electricity, heat and gaseous fuels (Persons with <u>labour contracts</u> or civil servants) | | | | | n. d. a. |
| 2009 | 32 498 | n. d. a. | n. d. a. | | n. d. a. |
| Production and distribution of electricity, heat and gaseous fuels (Persons occupied in the sector including owners and self employed) | | | | | 75 / 25 |
| 2009 | 41 200 | 31 100 | 10 100 | | |

n. d. a. – no data available



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Women in Renewable Energy Sector



BRANCH COLLECTIVE LABOUR CONTRACT No. 08 / 05. 06. 2003.

Signed on June 02-nd 2003 .

Registered in the General Labour Inspectorate on June 05-th 2003 - № 08.

Parties:

The Bulgarian Branch Chamber of Energy (*Българска браншова камара на енергетиците*) - sectoral employer's organization.

The National Federation of Energy Workers (*Национална федерация на енергетиците*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria (*Независима синдикална федерация на енергетиците в България*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.



WiRES
Women in Renewable Energy Sector



BRANCH COLLECTIVE LABOUR CONTRACT No. 08 / 05. 06. 2003.

Signed on June 02-nd 2003 .

Registered in the General Labour Inspectorate on June 05-th 2003 - № 08.

Covers the following economic activities:

Nuclear Power Engineering

Producing of Electricity

The National Electricity Company

Distribution of Electricity

Heat

Developing of Electricity Infrastructure

Repair, Maintenance and Modernization; Efficient Use of Energy Resources



WiRES
Women in Renewable Energy Sector



**ANNEX
TO
BRANCH COLLECTIVE LABOUR CONTRACT No. 08 / 05. 06. 2003.**

Signed on November 11-th 2003 .

**Registered in the General Labour Inspectorate on November 25-th 2003, attached to
CLC June 05-th 2003 - № 08.**

Parties:

The Bulgarian Branch Chamber of Energy (*Българска браншова камара на енергетиците*) - sectoral employer's organization.

The National Federation of Energy Workers (*Национална федерация на енергетиците*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria (*Независима синдикална федерация на енергетиците в България*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.



WiRES
Women in Renewable Energy Sector



**ANNEX
TO
BRANCH COLLECTIVE LABOUR CONTRACT No. 08 / 05. 06. 2003.**

Signed on November 11-th 2003 .

**Registered in the General Labour Inspectorate on November 25-th 2003, attached to
CLC June 05-th 2003 - № 08.**

Covers the following economic activities:

Nuclear Power Engineering

Producing of Electricity

The National Electricity Company

Distribution of Electricity

Heat

Developing of Electricity Infrastructure

Repair, Maintenance and Modernization; Efficient Use of Energy Resources



WiRES
Women in Renewable Energy Sector



COLLECTIVE LABOUR CONTRACT No. 24 / 04. 06. 2004.

Signed on June 01-st 2004 .

Registered in the General Labour Inspectorate on June 04-th 2004 - № 24.

Parties:

National Electric Company (*Национална електрическа компания*) – employer.
The National Federation of Energy Workers (*Национална федерация на енергетиците*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria (*Независима синдикална федерация на енергетиците в България*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.



WiRES
Women in Renewable Energy Sector



COLLECTIVE LABOUR CONTRACT No. 24 / 04. 06. 2004.

Signed on June 01-st 2004 .

Registered in the General Labour Inspectorate on June 04-th 2004 - № 24.

Covers the following economic activities:

The National Electricity Company



WiRES
Women in Renewable Energy Sector



**ADDITIONAL AGREEMENT
TO
COLLECTIVE LABOUR CONTRACT No. 24 / 04. 06. 2004.**

Signed on July 16-st 2004 .

**Registered in the General Labour Inspectorate on July 28-th 2004 – attached to CLC
№ 24 / 04. 06. 2004.**

Parties:

**High Voltage Network - National Electric Company (*Мрежи високо напрежение -
Национална електрическа компания*) – employer.**

**The National Federation of Energy Workers (*Национална федерация на
енергетиците*) - member of the Confederation of Independent Trade Unions in
Bulgaria, CITUB.**

**The Independent Trade Union Federation of Workers in the Energy Industry in
Bulgaria (*Независима синдикална федерация на енергетиците в България*) -
member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.**

**The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” –
Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.**



WiRES
Women in Renewable Energy Sector



**ADDITIONAL AGREEMENT
TO
COLLECTIVE LABOUR CONTRACT No. 24 / 04. 06. 2004.**

Signed on July 16-st 2004 .

**Registered in the General Labour Inspectorate on July 28-th 2004 – attached to CLC
No 24 / 04. 06. 2004.**

Parties:

Covers the following economic activities:

High Voltage Network in the National Electricity Company.



WiRES
Women in Renewable Energy Sector



**ADDITIONAL AGREEMENT
TO
BRANCH COLLECTIVE LABOUR CONTRACT No. 08 / 05. 06. 2003.**

Signed on May 20-th 2005 .

**Registered in the General Labour Inspectorate on May 30-th 2005, attached to CLC
June 05-th 2003 - № 08.**

Parties:

**The Bulgarian Branch Chamber of Energy (*Българска браншова камара на енергетиците*)
- sectoral employer's organization.**

**The National Federation of Energy Workers (*Национална федерация на енергетиците*) -
member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.**

**The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria
(*Независима синдикална федерация на енергетиците в България*) - member of the
Confederation of Independent Trade Unions in Bulgaria, CITUB.**

**The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” – Подкрепа*) -
member of the Confederation of Labour ПОДКРЕПА.**

**The Federation of Atomic Energy Workers – Подкрепа (*Федерация „Атомна енергетика” –
Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.**

**The Union of Energy Workers (*Съюз на енергетиците в България*) – member of the Union
of Syndicates affiliated to the “Promyana” Unification.**



WiRES
Women in Renewable Energy Sector



**ADDITIONAL AGREEMENT
TO
BRANCH COLLECTIVE LABOUR CONTRACT No. 08 / 05. 06. 2003.**

Signed on May 20-th 2005 .

**Registered in the General Labour Inspectorate on May 30-th 2005, attached to CLC
June 05-th 2003 - № 08.**

Covers the following economic activities:

Nuclear Power Engineering

Producing of Electricity

The National Electricity Company

Distribution of Electricity

Heat

Developing of Electricity Infrastructure

Repair, Maintenance and Modernization; Efficient Use of Energy Resources



WiRES
Women in Renewable Energy Sector



BRANCH COLLECTIVE LABOUR CONTRACT No. 16 / 11. 10. 2005.

Signed on September 30-th 2005 .

Registered in the General Labour Inspectorate on October 11-th 2005 - № 16.

Parties:

The Bulgarian Branch Chamber of Energy (*Българска браншова камара на енергетиците*) - sectoral employer's organization.

The National Federation of Energy Workers (*Национална федерация на енергетиците*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria (*Независима синдикална федерация на енергетиците в България*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.

The Federation of Atomic Energy Workers – Подкрепа (*Федерация „Атомна енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.

The Union of Energy Workers (*Съюз на енергетиците в България*) – member of the Union of Syndicates affiliated to the “Промыана” Unification.



WiRES
Women in Renewable Energy Sector



BRANCH COLLECTIVE LABOUR CONTRACT No. 16 / 11. 10. 2005.

Signed on September 30-th 2005 .

Registered in the General Labour Inspectorate on October 11-th 2005 - № 16.

Covers the following economic activities:

Nuclear Power Engineering

Producing of Electricity

The National Electricity Company

Distribution of Electricity

Heat

Developing of Electricity Infrastructure

Repair, Maintenance and Modernization; Efficient Use of Energy Resources



WiRES
Women in Renewable Energy Sector



COLLECTIVE LABOUR CONTRACT No. 19 / 12. 06. 2006.

Signed on May 29-th 2006 .

Registered in the General Labour Inspectorate on June 12-th 2006 - № 19.

Parties:

National Electric Company (*Национална електрическа компания*) – employer.

The National Federation of Energy Workers (*Национална федерация на енергетиците*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria (*Независима синдикална федерация на енергетиците в България*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Federation of Energy Workers – Podkrepa (*Федерация „Енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.

The Federation of Atomic Energy Workers – Podkrepa (*Федерация „Атомна енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.

The Union of Energy Workers (*Съюз на енергетиците в България*) – not affiliated.

The National Professional Federation of Energy Workers (*Национална федерация на енергетиците*) – member of National Trade Union “Promyana”.

Association of Democratic Syndicates (*Асоциация на демократичните синдикати*) – the section of the Association, which operates in the power engineering sector.



WiRES
Women in Renewable Energy Sector



COLLECTIVE LABOUR CONTRACT No. 19 / 12. 06. 2006.

Signed on May 29-th 2006 .

Registered in the General Labour Inspectorate on June 12-th 2006 - № 19.

Covers the following economic activities:

The National Electricity Company



WiRES
Women in Renewable Energy Sector



**ADDITIONAL AGREEMENT
TO
COLLECTIVE LABOUR CONTRACT No. 19 / 12. 06. 2006.**

Signed on October 02-nd 2007 .

**Registered in the General Labour Inspectorate on 11. 10. 2007, attached to CLC
June 12-th 2006 - № 19.**

Parties:

National Electric Company (*Национална електрическа компания*) – employer.

**The National Federation of Energy Workers (*Национална федерация на енергетиците*) -
member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.**

**The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria
(*Независима синдикална федерация на енергетиците в България*) - member of the
Confederation of Independent Trade Unions in Bulgaria, CITUB.**

**The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” – Подкрепа*) -
member of the Confederation of Labour ПОДКРЕПА.**

**The Federation of Atomic Energy Workers – Подкрепа (*Федерация „Атомна енергетика” –
Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.**

The Union of Energy Workers (*Съюз на енергетиците в България*) – not affiliated.



WiRES
Women in Renewable Energy Sector



**ADDITIONAL AGREEMENT
TO
COLLECTIVE LABOUR CONTRACT No. 19 / 12. 06. 2006.**

Signed on October 02-nd 2007 .

**Registered in the General Labour Inspectorate on 11. 10. 2007, attached to CLC
June 12-th 2006 - № 19.**

Parties:

The National Professional Federation of Energy Workers (*Национална федерация на енергетиците*) – member of National Trade Union “Promyana”.

Association of Democratic Syndicates (*Асоциация на демократичните синдикати*) – the section of the Association, which operates in the power engineering sector.

Covers the following economic activities:

The National Electricity Company



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Women in Renewable Energy Sector



BRANCH COLLECTIVE LABOUR CONTRACT No. 20 / 30. 10. 2007.

Signed on October 25-th 2007.

Registered in the General Labour Inspectorate on October 30-th 2007 - № 20.

Parties:

The Bulgarian Branch Chamber of Energy (*Българска браншова камара на енергетиците*) - sectoral employer's organization.

The National Federation of Energy Workers (*Национална федерация на енергетиците*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria (*Независима синдикална федерация на енергетиците в България*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.

The Federation of Atomic Energy Workers – Подкрепа (*Федерация „Атомна енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.



WiRES
Women in Renewable Energy Sector



BRANCH COLLECTIVE LABOUR CONTRACT No. 20 / 30. 10. 2007.

Signed on October 25-th 2007.

Registered in the General Labour Inspectorate on October 30-th 2007 - № 20.

Covers the following economic activities:

Nuclear power engineering and radioactive waste treatment.

Producing of electricity

The National Electricity Company

Distribution and selling of electricity

Heat

Developing of electricity infrastructure

Repair, maintenance and modernization; Efficient use of energy resources

Other Activities, connected with the sector due to corporative, structural or functional reasons.



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Women in Renewable Energy Sector



**ADDITIONAL AGREEMENT
TO
COLLECTIVE LABOUR CONTRACT No. 19 / 12. 06. 2006.**

Signed on 24. 03. 2008 .

**Registered in the General Labour Inspectorate on 02. 04. 2008, attached to CLC
June 12-th 2006 - № 19.**

Parties:

National Electric Company (*Национална електрическа компания*) – employer.

**The National Federation of Energy Workers (*Национална федерация на енергетиците*) -
member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.**

**The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria
(*Независима синдикална федерация на енергетиците в България*) - member of the
Confederation of Independent Trade Unions in Bulgaria, CITUB.**

**The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” – Подкрепа*) -
member of the Confederation of Labour ПОДКРЕПА.**

**The Federation of Atomic Energy Workers – Подкрепа (*Федерация „Атомна енергетика” –
Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.**



WiRES
Women in Renewable Energy Sector



**ADDITIONAL AGREEMENT
TO
COLLECTIVE LABOUR CONTRACT No. 19 / 12. 06. 2006.**

Signed on 24. 03. 2008 .

**Registered in the General Labour Inspectorate on 02. 04. 2008, attached to CLC
June 12-th 2006 - № 19.**

Parties:

The Union of Energy Workers (*Съюз на енергетиците в България*) – not affiliated.

The National Professional Federation of Energy Workers (*Национална федерация на енергетиците*) – member of National Trade Union “Promyana”.

Association of Democratic Syndicates (*Асоциация на демократичните синдикати*) – the section of the Association, which operates in the power engineering sector.

Covers the following economic activities:

The National Electricity Company



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Women in Renewable Energy Sector



COLLECTIVE LABOUR CONTRACT No. 22 / 10. 07. 2008.

Signed on July 03-rd 2008 .

Registered in the General Labour Inspectorate on July 10-th 2008 - № 22.

Parties:

National Electric Company (*Национална електрическа компания*) – employer.

The National Federation of Energy Workers (*Национална федерация на енергетиците*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria (*Независима синдикална федерация на енергетиците в България*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.

The Federation of Atomic Energy Workers – Подкрепа (*Федерация „Атомна енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.



WiRES
Women in Renewable Energy Sector



COLLECTIVE LABOUR CONTRACT No. 22 / 10. 07. 2008.

Signed on July 03-rd 2008 .

Registered in the General Labour Inspectorate on July 10-th 2008 - № 22.

Covers the following economic activities:

The National Electricity Company



WiRES
Women in Renewable Energy Sector



BRANCH COLLECTIVE LABOUR CONTRACT No. 21 / 19. 10. 2009.

Signed on October 06-th 2009 .

Registered in the General Labour Inspectorate on October 19-th 2009 - № 21.

Parties:

The Bulgarian Branch Chamber of Energy (*Българска браншова камара на енергетиците*) - sectoral employer's organization.

The National Federation of Energy Workers (*Национална федерация на енергетиците*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Independent Trade Union Federation of Workers in the Energy Industry in Bulgaria (*Независима синдикална федерация на енергетиците в България*) - member of the Confederation of Independent Trade Unions in Bulgaria, CITUB.

The Federation of Energy Workers – Подкрепа (*Федерация „Енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.

The Federation of Atomic Energy Workers – Подкрепа (*Федерация „Атомна енергетика” – Подкрепа*) - member of the Confederation of Labour ПОДКРЕПА.



WiRES
Women in Renewable Energy Sector



BRANCH COLLECTIVE LABOUR CONTRACT No. 21 / 19. 10. 2009.

Signed on October 06-th 2009 .

Registered in the General Labour Inspectorate on October 19-th 2009 - № 21.

Covers the following economic activities:

Nuclear Power Engineering

Producing of Electricity

The National Electricity Company

Distribution of Electricity

Heat

Developing of Electricity Infrastructure

Repair, Maintenance and Modernization; Efficient Use of Energy Resources



WiRES
Women in Renewable Energy Sector



ADDITIONAL DAYS LEAVE FOR WOMEN WITH 2, 3 AND MORE CHILDREN, NEGOTIATED FOLLOWING ARTICLE 168 OF THE LABOUR CODE

| No. | COLLECTIVE LABOUR CONTRACT, ADDITIONAL AGREEMENT, ANNEX | Signed on: | Agreed for women with 2 children | Agreed for women with 3 or more children |
|-----|--|--------------|----------------------------------|--|
| 1 | BRANCH COLLECTIVE LABOUR CONTRACT No. 08 / 05. 06. 2003. | 02. 06. 2003 | 2 days leave | 4 days leave |
| 2 | COLLECTIVE LABOUR CONTRACT No. 24 / 04. 06. 2004. | 01. 06. 2004 | 2 days leave | 4 days leave |
| 3 | BRANCH COLLECTIVE LABOUR CONTRACT No. 16 / 11. 10. 2005. | 30. 09. 2005 | 2 days leave | 4 days leave |
| 4 | COLLECTIVE LABOUR CONTRACT No. 19 / 12. 06. 2006. | 29. 05. 2006 | 2 days leave | 4 days leave |
| 5 | BRANCH COLLECTIVE LABOUR CONTRACT No. 20 / 30. 10. 2007. | 25. 10. 2007 | 2 days leave | 4 days leave |
| 6 | COLLECTIVE LABOUR CONTRACT No. 22 / 10. 07. 2008. | 03. 07. 2008 | 2 days leave | 4 days leave |
| 7 | BRANCH COLLECTIVE LABOUR CONTRACT No. 21 / 19. 10. 2009. | 06. 10. 2009 | 2 days leave | 4 days leave |



WiRES

Women in Renewable Energy Sector



MATRIXES “Organized Enterprises in the Renewable Energy Sector in Bulgaria” (OERES in BG)

MATRIX OERES in BG - 120

Includes the enterprises, members of:

АСОЦИАЦИЯ НА ПРОИЗВОДИТЕЛИТЕ НА ЕКОЛОГИЧНА ЕНЕРГИЯ
ASSOCIATION OF PRODUCERS OF ECOLOGICAL ENERGY (APEE)

БЪЛГАРСКА ФОТОВОЛТАИЧНА АСОЦИАЦИЯ
BULGARIAN PHOTOVOLTAIC ASSOCIATION (BFA)

СЪЮЗ НА ПРОИЗВОДИТЕЛИТЕ НА ЕКОЛОГИЧНА ЕНЕРГИЯ – БГ
“ALLIANCE OF THE PRODUCERS OF ECOLOGICAL ENERGY – BG” (SPEE-BG)

СЪЮЗ НА ПРОИЗВОДИТЕЛИТЕ НА СГЛОБЯЕМИ КЪЩИ
BULGARIAN UNION OF THE PRODUCERS OF PREFABRICATED HOUSES
(BSPSK)



WiRES
Women in Renewable Energy Sector



MATRIXES “Organized Enterprises in the Renewable Energy Sector in Bulgaria” (OERES in BG)

MATRIX OERES in BG - 106

Includes the enterprises, members of:

АСОЦИАЦИЯ НА ПРОИЗВОДИТЕЛИТЕ НА ЕКОЛОГИЧНА ЕНЕРГИЯ
ASSOCIATION OF PRODUCERS OF ECOLOGICAL ENERGY (APEE)

БЪЛГАРСКА ФОТОВОЛТАИЧНА АСОЦИАЦИЯ
BULGARIAN PHOTOVOLTAIC ASSOCIATION (BFA)

СЪЮЗ НА ПРОИЗВОДИТЕЛИТЕ НА ЕКОЛОГИЧНА ЕНЕРГИЯ – БГ
“ALLIANCE OF THE PRODUCERS OF ECOLOGICAL ENERGY – BG” (SPEE-BG)



WiRES
Women in Renewable Energy Sector



NUMBER OF EMPLOYEES IN THE ORGANIZED ENTERPRISES IN THE RENEWABLE ENERGY SECTOR IN BULGARIA 2009 – 2010

MATRIX OERES in BG - 106

| | Total | MEN | % | WOMEN | % |
|-----------------|--------------|------------|----------------|--------------|----------------|
| 01. 2009 | 5471 | 4048 | 74 % | 1423 | 26 % |
| 07. 2009 | 5233 | 3842 | 73,42 % | 1391 | 26,58 % |
| 01. 2010 | 5040 | 3715 | 73,71 % | 1325 | 26,29 % |

Source: the information is provided by the National Social Security Institute (NSSI), on the basis of an assignment of the Union for Private Economic Enterprise (UPEE).



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Women in Renewable Energy Sector



NUMBER OF EMPLOYEES IN THE ORGANIZED ENTERPRISES IN THE RENEWABLE ENERGY SECTOR IN BULGARIA 2009 – 2010

MATRIX OERES in BG - 120

| | Total | MEN | % | WOMEN | % |
|-----------------|--------------|------------|----------------|--------------|----------------|
| 01. 2009 | 6023 | 4473 | 74,27 % | 1550 | 25,73 % |
| 07. 2009 | 5727 | 4217 | 73,63 % | 1510 | 26,37 % |
| 01. 2010 | 5550 | 4107 | 74 % | 1443 | 26 % |

Source: the information is provided by the National Social Security Institute (NSSI), on the basis of an assignment of the Union for Private Economic Enterprise (UPEE).



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MATRIXES “Organized Enterprises in the Renewable Energy Sector in Bulgaria” (OERES in BG)

MATRIX OERES in BG – 106

Distribution of the enterprises, following the number of the insured persons.

| | 01. 2009 | 07. 2009 | 01. 2010 |
|-----------------------|----------|----------|----------|
| 0 persons | 39 | 30 | 28 |
| 1 – 10 persons | 36 | 44 | 49 |
| 11 – 50 persons | 21 | 23 | 20 |
| 51 – 100 persons | 3 | 3 | 3 |
| More than 100 persons | 7 | 6 | 6 |

Source: the information is provided by the National Social Security Institute (NSSI), on the basis of an assignment of the Union for Private Economic Enterprise (UPEE).



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Women in Renewable Energy Sector



MATRIXES “Organized Enterprises in the Renewable Energy Sector in Bulgaria” (OERES in BG)

MATRIX OERES in BG – 120

Distribution of the enterprises, following the number of the insured persons.

| | 01. 2009 | 07. 2009 | 01. 2010 |
|-----------------------|----------|----------|----------|
| 0 persons | 40 | 32 | 30 |
| 1 – 10 persons | 40 | 48 | 52 |
| 11 – 50 persons | 28 | 29 | 27 |
| 51 – 100 persons | 3 | 4 | 4 |
| More than 100 persons | 9 | 7 | 7 |

Source: the information is provided by the National Social Security Institute (NSSI), on the basis of an assignment of the Union for Private Economic Enterprise (UPEE).



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Women in Renewable Energy Sector



MATRIXES “Organized Enterprises in the Renewable Energy Sector in Bulgaria” (OERES in BG)

MATRIX OERES in BG – 106

Distribution of the ensured persons, following their age.

| | 01. 2009 | 07. 2009 | 01. 2010 |
|--|-----------------|-----------------|-----------------|
| Number of enterprises with insured persons | 67 | 76 | 78 |
| Total number of insured persons | 5471 | 5233 | 5040 |
| Age up to 18 years | 0 | 3 | 0 |
| Age 19 – 30 years | 889 | 888 | 745 |
| Age 31 – 40 years | 1436 | 1427 | 1310 |
| Age 41 – 50 years | 1817 | 1724 | 1728 |
| Age 51 – 60 years | 1164 | 1057 | 1104 |
| Age more than 60 years | 165 | 134 | 153 |

Source: the information is provided by the National Social Security Institute (NSSI), on the basis of an assignment of the Union for Private Economic Enterprise (UPEE).



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Women in Renewable Energy Sector



MATRIXES “Organized Enterprises in the Renewable Energy Sector in Bulgaria” (OERES in BG)

MATRIX OERES in BG – 120

Distribution of the ensured persons, following their age.

| | 01. 2009 | 07. 2009 | 01. 2010 |
|--|----------|----------|----------|
| Number of enterprises with insured persons | 80 | 88 | 90 |
| Total number of insured persons | 6023 | 5727 | 5550 |
| Age up to 18 years | 0 | 3 | 0 |
| Age 19 – 30 years | 1003 | 989 | 838 |
| Age 31 – 40 years | 1576 | 1552 | 1449 |
| Age 41 – 50 years | 1943 | 1843 | 1851 |
| Age 51 – 60 years | 1303 | 1180 | 1223 |
| Age more than 60 years | 198 | 160 | 189 |

Source: the information is provided by the National Social Security Institute (NSSI), on the basis of an assignment of the Union for Private Economic Enterprise (UPEE).



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MATRIXES “Organized Enterprises in the Renewable Energy Sector in Bulgaria” (OERES in BG)

MATRIX OERES in BG – 106

Distribution of the insurance income (without taking into account the cases of zero incomes).

| | 01. 2009 Number of persons | 01. 2009 Average insurance income | 07. 2009 Number of persons | 07. 2009 Average insurance income | 01. 2010 Number of persons | 01. 2010 Average insurance income |
|--|-------------------------------------|--|-------------------------------------|--|-------------------------------------|--|
| Self employed | 24 | 260,00 | 29 | 320,00 | 28 | 480,00 |
| Management contract | 38 | 1373,67 | 43 | 1369,86 | 45 | 1392,22 |
| Contract following a civil relationship (not employment relationship) | 82 | 409,92 | 111 | 544,14 | 81 | 504,33 |
| Employee with a <u>labour contract</u> or civil servant | 5198 | 950,68 | 4922 | 1047,94 | 4746 | 1084,44 |

The insurance income is given in Bulgarian Levs (Bulgarian Levs denominated in 1999 - BGN).

Source: the information is provided by the National Social Security Institute (NSSI), on the basis of an assignment of the Union for Private Economic Enterprise (UPEE).



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MATRIXES “Organized Enterprises in the Renewable Energy Sector in Bulgaria” (OERES in BG)

MATRIX OERES in BG – 120

Distribution of the insurance income (without taking into account the cases of zero incomes).

| | 01. 2009 Number of persons | 01. 2009 Average insurance income | 07. 2009 Number of persons | 07. 2009 Average insurance income | 01. 2010 Number of persons | 01. 2010 Average insurance income |
|--|-------------------------------------|--|-------------------------------------|--|-------------------------------------|--|
| Self employed | 31 | 379,35 | 35 | 440 | 34 | 511,76 |
| Management contract | 45 | 1347,63 | 50 | 1347,69 | 52 | 1337,63 |
| Contract following a civil relationship (not employment relationship) | 90 | 456,63 | 116 | 556,22 | 84 | 536,44 |
| Employee with a <u>labour contract</u> or civil servant | 5601 | 940,82 | 5395 | 1023,4 | 5119 | 1072,73 |

The insurance income is given in Bulgarian Levs (Bulgarian Levs denominated in 1999 - BGN).

Source: the information is provided by the National Social Security Institute (NSSI), on the basis of an assignment of the Union for Private Economic Enterprise (UPEE).



MATRIXES “Organized Enterprises in the Renewable Energy Sector in Bulgaria” (OERES in BG)

MATRIX OERES in BG – 106

Distribution of the employees (with labour contracts or civil servants), following their incomes.

| Range of incomes | Number of employees 01. 2009 | Number of employees 07. 2009 | Number of employees 01. 2010 |
|---------------------------|---------------------------------|---------------------------------|---------------------------------|
| Up to 240 levs | 161 | 234 | 194 |
| From 240,01 to 500 levs | 688 | 810 | 663 |
| From 500,01 to 1000 levs | 2501 | 1687 | 1661 |
| From 1000,01 to 1500 levs | 1019 | 789 | 849 |
| From 1500,01 to 2000 levs | 829 | 1402 | 1379 |

Source: the information is provided by the National Social Security Institute (NSSI), on the basis of an assignment of the Union for Private Economic Enterprise (UPEE).



ACTUAL SOCIAL PARTNERS IN THE POWER ENGINEERING SECTOR EMPLOYERS ORGANISATION

БЪЛГАРСКА БРАНШОВА КАМАРА НА ЕНЕРГЕТИЦИТЕ (ББКЕ) BULGARIAN Branch Chamber of Power Engineers (BBKE)

- 1606 Sofia, Bulgaria
33 "Ivaylo" str.
- tel.: (+3592) 953 2219
- fax: (+3592) 953 2219
- e-mail: office@bbce.org
- Voluntary NGO
- Protects the interests of employers in the power engineering sector
- Established on the 12-th of May 1992. Registered in court on the 05-th of February 1993
- Collective member of the Bulgarian Industrial Association (BIA)



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ACTUAL SOCIAL PARTNERS IN THE POWER ENGINEERING SECTOR EMPLOYERS ORGANISATION

БЪЛГАРСКА БРАНШОВА КАМАРА НА ЕНЕРГЕТИЦИТЕ (ББКЕ) BULGARIAN Branch Chamber of Power Engineers (BBKE)

Activities:

- Works in accordance with the statutes and principles of the ILO
- Represents the employers in the sectoral council for tripartite cooperation
- Takes part in the sectoral collective bargaining
- Brings together more than 100 companies in the power engineering sector

BBKE unites seven sections:

1. Atomic Energy.
2. Electricity production.
3. National Electricity Company and electricity transmission.
4. Electricity distribution.
5. Heat and steam.
6. Electrical infrastructure construction.
7. Repair and modernization. Efficient use of energy resources.



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**ACTUAL SOCIAL PARTNERS IN THE POWER ENGINEERING SECTOR
TRADE UNION ORGANISATION**

**НАЦИОНАЛНА ФЕДЕРАЦИЯ НА ЕНЕРГЕТИЦИТЕ В БЪЛГАРИЯ
(НФЕ)
NATIONAL FEDERATION OF POWER ENGINEERS IN BUGARIA
(NFE)**

АДРЕС:

Sofia, 51 “James Baucher” bul.

tel. +359(2)868-73-51.

e-mail: centrala@nfebq.com, nfe@bitex.com

ESTABLISHED:

Established on April 17-th – 18-th 1992 at a branch Conference.

1993 An Extraordinary Conference is held,

I st Congress – 1995

II nd Extraordinary Congress – 1997

III Congress - October 2001



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**ACTUAL SOCIAL PARTNERS IN THE POWER ENGINEERING SECTOR
TRADE UNION ORGANISATION**

**НАЦИОНАЛНА ФЕДЕРАЦИЯ НА ЕНЕРГЕТИЦИТЕ В БЪЛГАРИЯ
(НФЕ)
NATIONAL FEDERATION OF POWER ENGINEERS IN BUGARIA
(NFE)**

NUMBER OF MEMBERS:

11 973 union members, united in 70 unions.

BRANCH STRUCTURES:

Trade Union “Nuclear power engineers”

Trade Union “Dams and Cascades”

Trade Union “Electrical infrastructure construction”

Trade Union of workers in the uranium mining.

INTERNATIONAL MEMBERSHIP:

NFE is a member of ICEM.



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**ACTUAL SOCIAL PARTNERS IN THE POWER ENGINEERING SECTOR
TRADE UNION ORGANISATION**

**НЕЗАВИСИМА СИНДИКАЛНА ФЕДЕРАЦИЯ НА ЕНЕРГЕТИЦИТЕ В
БЪЛГАРИЯ
INDEPENDENT TRADE UNION FEDERATION OF POWER
ENGINEERS IN BULGARIA**

**1040 Sofia, Bulgaria, 1 “Macedonia” pl.
tel.+359(02) 981-81-731**

E-MAIL: nsfeb@abv.bg

ESTABLISHED: On April 21-th 1990, at an inaugural conference.



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**ACTUAL SOCIAL PARTNERS IN THE POWER ENGINEERING SECTOR
TRADE UNION ORGANISATION**

**НЕЗАВИСИМА СИНДИКАЛНА ФЕДЕРАЦИЯ НА ЕНЕРГЕТИЦИТЕ В
БЪЛГАРИЯ
INDEPENDENT TRADE UNION FEDERATION OF POWER
ENGINEERS IN BULGARIA**

NUMBER OF MEMBERS: 6 569 union members, united in 67 unions.

SECTOR: NSFEB is a voluntary union of equal and independent trade unions, associations and organizations from the energy industry personnel.

BRANCH STRUCTURE: Electricity, Electricity Generation, Heat, Construction - maintenance and investment.



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Women in Renewable Energy Sector



**ACTUAL SOCIAL PARTNERS IN THE POWER ENGINEERING SECTOR
TRADE UNION ORGANISATION**

**ФЕДЕРАЦИЯ "ЕНЕРГЕТИКА" – КТ „ПОДКРЕПА”
FEDERATION “POWER ENGINEERING” – CL “PODKREPA”**

1125 Sofia, Bulgaria, 35 “Dragan Tzankov” blvd.

Fax: +359(02)870 30 61, Tel. +359(02)870 39 40; +359(02)870 38 56

e-mail: fepodkrepa@podkrepa.org



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**ACTUAL SOCIAL PARTNERS IN THE POWER
ENGINEERING SECTOR**

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**ACTUAL SOCIAL PARTNER IN THE RENEWABLE
ENERGY SUBSECTOR**



**EMERGING SOCIAL PARTNERS IN THE RENEWABLE ENERGY SUBSECTOR
TRADE UNION ORGANISATION**

**ФЕДЕРАЦИЯ НА СИНДИКАЛНИТЕ ОРГАНИЗАЦИИ ОТ ГОРСКОТО
СТОПАНСТВО И ДЪРВОПРЕРАБОТВАЩАТА ПРОМИШЛЕННОСТ
(ФСОГСДП)**

**FEDERATION OF TRADE UNIONS IN FORESTRY AND WOOD
PROCESSING INDUSTRIES (FSOGSDP)**

ADDRESS: 1000 Sofia, Vladayska "29, tel (02) 952-31-21.

E-mail: fsogsdp@abv.bg

ESTABLISHED: On March 24-th 1990 on its First Congress.



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EMERGING SOCIAL PARTNERS IN THE RENEWABLE ENERGY SUBSECTOR TRADE UNION ORGANISATION

**ФЕДЕРАЦИЯ НА СИНДИКАЛНИТЕ ОРГАНИЗАЦИИ ОТ ГОРСКОТО
СТОПАНСТВО И ДЪРВОПРЕРАБОТВАЩАТА ПРОМИШЛЕННОСТ
(ФСОГСДП)**

**FEDERATION OF TRADE UNIONS IN FORESTRY AND WOOD
PROCESSING INDUSTRIES (FSOGSDP)**

NUMBER OF MEMBERS: 7 033 union members, united in 149 trade union sections.

SECTOR: FSOGSDP is an independent voluntary association of trade union workers in forestry, wood, furniture, pulp - paper industry, production of windows, in a plenty of scientific organizations and institutes, in the Union of Hunters and Fishermen in Bulgaria and in other related activities and productions.

BRANCH STRUCTURE: There are 4 separate branches: “Forestry”, “Furniture”, “Pulp and Paper” and “Wood and woodwork”.

INTERNATIONAL MEMBERSHIP: FSOGSDP is a member of the International Federation of the construction, logging and wood processing - Geneva.



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**POTENTIAL SOCIAL PARTNERS IN THE RENEWABLE ENERGY SUBSECTOR
POTENTIAL EMPLOYERS' ORGANISATION**

**АСОЦИАЦИЯ НА ПРОИЗВОДИТЕЛИТЕ НА ЕКОЛОГИЧНА
ЕНЕРГИЯ (АПЕЕ)
ASSOCIATION OF PRODUCERS OF ECOLOGICAL ENERGY (APEE)**

**Varna 9009, Bulgaria
310 "Vladislav Varnenchik" blvd.
tel. +359 (52) 750 550
fax: +359 (52) 750 550**

e-mail: info@apeebg.org

web: www.apeebg.org



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POTENTIAL SOCIAL PARTNERS IN THE RENEWABLE ENERGY SUBSECTOR POTENTIAL EMPLOYERS' ORGANISATION

АСОЦИАЦИЯ НА ПРОИЗВОДИТЕЛИТЕ НА ЕКОЛОГИЧНА ЕНЕРГИЯ (АПЕЕ) ASSOCIATION OF PRODUCERS OF ECOLOGICAL ENERGY (APEE)

The main goal of the Association is to support and protect the private enterprise of Bulgarian entrepreneurs in the field of producing and distributing of ecological energy from renewable sources. The Association aims to represent the economical and branch interests of its members in a dialogue with the State and the state and local administration.

The APEE was established in 2004 by 16 companies, involved in the production of renewable energy. In September 2008 the number of the membership of the APEE consisted of 37 companies.



**POTENTIAL SOCIAL PARTNERS IN THE RENEWABLE ENERGY SUBSECTOR
POTENTIAL EMPLOYERS' ORGANISATION**

**БЪЛГАРСКА ФОТОВОЛТАИЧНА АСОЦИАЦИЯ (БФА)
BULGARIAN PHOTOVOLTAIC ASSOCIATION (BFA)**

**1113 Sofia, Bulgaria
2 Nikolay Haytov str. Office: Г 36 а
Tel./Fax: +359 (2) 954 10 83**

E-mail: office@bpva.org



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POTENTIAL SOCIAL PARTNERS IN THE RENEWABLE ENERGY SUBSECTOR POTENTIAL EMPLOYERS' ORGANISATION

БЪЛГАРСКА ФОТОВОЛТАИЧНА АСОЦИАЦИЯ (БФА) BULGARIAN PHOTOVOLTAIC ASSOCIATION (BFA)

The Bulgarian Photovoltaic Association (BFA) is a newly established business association. It's an NGO, focused on the development of solar energy production in Bulgaria. The Bulgarian Photovoltaic Association (BFA) was presented to the public on October 21-st 2009.

It's first accents were: creation of a sustainable business model and protection of the investments in photovoltaic power stations and instalations; protection of the investments of the producers of components for the photovoltaic industry as well.

The Bulgarian Photovoltaic Association (BFA) was established by a number of companies from the photovoltaic industry – producers of solar panels, designers, companies which have invested in the construction of photovoltaic power plants, project developers, financial institutions, investment intermediators and consultants.



**POTENTIAL SOCIAL PARTNERS IN THE RENEWABLE ENERGY SUBSECTOR
POTENTIAL EMPLOYERS' ORGANISATION**

**„СЪЮЗ НА ПРОИЗВОДИТЕЛИТЕ НА ЕКОЛОГИЧНА ЕНЕРГИЯ -
БГ” (“СПЕЕ –БГ”)**

**“Alliance of the producers of ecological energy – BG” (SPEE-BG)
2700 Blagoevgrad, Bulgaria**

**23 Todor Alexandrov blvd. 6-th floor, office 61 Тел./факс: +359(0)73
56 00 75**

e-mail: main@eco-energy-bg.eu

e-mail: info@eco-energy-bg.eu

e-mail: eco_energy07@abv.bg



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POTENTIAL SOCIAL PARTNERS IN THE RENEWABLE ENERGY SUBSECTOR POTENTIAL EMPLOYERS' ORGANISATION

„СЪЮЗ НА ПРОИЗВОДИТЕЛИТЕ НА ЕКОЛОГИЧНА ЕНЕРГИЯ - БГ” (“СПЕЕ –БГ”)

**“Alliance of the producers of ecological energy – BG” (SPEE-BG)
2700 Blagoevgrad, Bulgaria**

“Alliance of the producers of ecological energy – BG” (SPEE – BG) is registered as a non – profit association on the 19-th of October 2007 for accomplishing social activities.

"SPEE – BG" popularizes activities in the sphere of the renewable and alternative energy sources, such as:

- coordinates;
- offers and helps with realizing initiatives;
- helps with the creating and financing projects;
- carries out activities like:
 - exchange of technical and logistic information,
 - preparation of objective analyses and forecasts, scientific developments,
 - monitoring in the sphere of RES and AES.



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**POTENTIAL SOCIAL PARTNERS IN THE RENEWABLE ENERGY SUBSECTOR
POTENTIAL EMPLOYERS' ORGANISATION**

**БЪЛГАРСКИ СЪЮЗ НА ПРОИЗВОДИТЕЛИТЕ НА СГЛОБЯЕМИ
КЪЩИ (БСПСК)
BULGARIAN UNION OF THE PRODUCERS OF PREFABRICATED
HOUSES (BSPSK)**

**4400 Pazardzik, Bulgaria
2 Lyuben Boyanov str.
tel: +359 (034) 455515
fax: +359 (034) 455548**

e-mail: info@bspsk-bg.org



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**POTENTIAL SOCIAL PARTNERS IN THE RENEWABLE ENERGY SUBSECTOR
POTENTIAL EMPLOYERS' ORGANISATION**

**БЪЛГАРСКИ СЪЮЗ НА ПРОИЗВОДИТЕЛИТЕ НА СГЛОБЯЕМИ
КЪЩИ (БСПСК)
BULGARIAN UNION OF THE PRODUCERS OF PREFABRICATED
HOUSES (BSPSK)**

**The Bulgarian Union of the Producers of Prefabricated Houses
(BSPSK) is established on the 22-nd of November 2002 in the city of
Pazardzhik.**

**On the 24-th of September 2002, BSPSK was adopted as a member
of EFV Europäischer Fertigbauverband - www.e-f-v.eu (the
European Federation of Premanufactured Building).**



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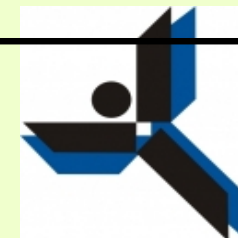


**АСОЦИАЦИЯ НА БЪЛГАРСКИТЕ ЕНЕРГИЙНИ АГЕНЦИИ (АБЕА)
THE ASSOCIATION OF BULGARIAN ENERGY AGENCIES (ABEA)**

| | |
|--|--|
| <p>4000 Plovdiv, Bulgaria 139 "Ruski" blvd., 4-th floor, office: 402 tel./fax: +359 (32) 62 57 54</p> | <p>Energy Agency Plovdiv 4000 Plovdiv, Bulgaria 139 "Ruski" blvd., 4-th floor, office: 402 тел. +359 32 625 755 факс: +359 32 620 780 e-mail: Liyana.Adjarova@eap-save.dir.bg e-mail: nina.raicheva@eap-save.dir.bg</p> |
| <p>Sofia Energy Agency "SOFENA" 1505 Sofia, Bulgaria, 44 "Oborishte" str. 1505 София tel. +359 (2) 943 49 09 fax: +359 (2) 943 44 01 e-mail: issofena@techno-link.com</p> | <p>Energy Center Sofia 1164 Sofia, Bulgaria 37 "Galichnitsa" str. tel.: +359 (2) 962 8443 fax.: +359 (2) 962 8447</p> |



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АСОЦИАЦИЯ НА БЪЛГАРСКИТЕ ЕНЕРГИЙНИ АГЕНЦИИ (АБЕА) THE ASSOCIATION OF BULGARIAN ENERGY AGENCIES (ABEA)

The Association of Bulgarian Energy Agencies (ABEA) is a non-government organization, registered by the law as a legal entity with non-profit purpose. The founder members of the Association are legal entities - agencies for energy management on local and regional level, constituted with the financial and methodological assistance of the European Commission.

Objectives:

The Association supports its members' activity and unifies their efforts either for preparation of suggestions for improvement of the national and local (municipal) normative base so that a sustainable energy policy to be ensured and towards their participation in joint projects at national, European, and international/worldwide level.

Keeping contacts with the Directorate for Energy and Transport aimed at application of the EC directives, as well as participation in its local and regional initiatives.



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АСОЦИАЦИЯ НА БЪЛГАРСКИТЕ ЕНЕРГИЙНИ АГЕНЦИИ (АБЕА) THE ASSOCIATION OF BULGARIAN ENERGY AGENCIES (ABEA)

The Mission of ABEA

The mission of ABEA is to coordinate and to join the potential and the experience of its members and to present them and their positions to the Bulgarian governmental, regional and local authorities, the private communities and to the bodies of the EC and the reflex group (DG TREN) of the Directorate on Energy And Transport for Europe as well as to the energy efficiency network ManagEnergy and other international organizations and structures.

The Vision of ABEA

In the future plans of the association the main priority of the organization is to build and improve a sustainable structure, which would support and influence the potential and will develop and express the positions of its members to the Bulgarian and European authorities, structures and organization, i. e. to act as a main representative of its members, without restricting their activities.



Thank you for your attention

Teodor Detchev - MSc, PhD

Union for Private Economic Enterprise (UPEE)

30 Cap. Todor Nochev Str.
1407 Sofia

Tel./Fax: 00359 2 962 47 84

e-mail: t_dechev@abv.bg

www.ssi-bg.net



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Women in Renewable Energy Sector



This Dossier has been created in collaboration with the members of Adapt

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In-depth study on issues relating to the industrial relations and the labour market – Issue 9, 4 June 2010 – Annex

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