



# **OSH BAROMETER**

## **Bulgaria**

### Country Report

# Bulgaria Country Report Index

This document contains the OSH Barometer Country Report Summary of Bulgaria

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## Introduction **General information**

The **development and provision of the OSH BAROMETER — Status of Occupational Safety and Health in Europe** is a long-term activity of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion (**DG Employment, Social Affairs and Inclusion**) and the European Agency for Safety and Health at Work (**EU-OSHA**). It aims to provide up-to-date online information for all interested parties and stakeholders about the status of OSH in the European Union.

The overall objective of this activity is to design and develop a reliable and stable information system on OSH in Europe, based on data from the relevant national and European data providers. From 2016 to 2018, two contractors of DG Employment, Social Affairs and Inclusion (Kooperationsstelle Hamburg IFE and Eurogip) developed the structure of the system, collected data for a selected number of indicators and assessed their reliability.

EU-OSHA will contribute to the establishment and maintenance of the **OSH BAROMETER** by designing and running the data visualisation tool, ensuring data quality in cooperation with key data providers and stakeholders, and feeding in the quantitative and qualitative data in close collaboration with EU institutions and Member State Contact Points. As part of its activity '**EU OSH INFO System**', EU-OSHA will publish an analytical report, based on the collected data, every 3 years.

The **OSH BAROMETER** uses the following data sources:

- Eurostat: data on economy, sectors, population, and employment
- Eurostat: Labour Force Survey (LFS), particularly the ad hoc module from 2013: 'Accidents at work and other work-related health problems'
- Eurostat: European Union Survey on Income and Living Conditions (EU-SILC)
- Eurofound: European Working Conditions Survey (EWCS)
- EU-OSHA: European Survey of Enterprises' New and Emerging Risks (ESENER) 2014
- European Commission, DG Employment, Social Affairs and Inclusion: several reports and studies
- Senior Labour Inspectors Committee (SLIC): non-confidential country evaluations
- National contact points in Member States: national data and descriptions
- EU-OSHA focal points/EU-OSHA: descriptions of the national OSH Systems in OSHwiki
- comprehensive reports from national or European sources

This methodology contains a compilation of all references and data sources that were used to provide texts, diagrams and tables, and in some cases additional explanations.

In most cases we provide the following data:

- the indicator and diagram/table/description title
- a short description of the data evaluation and visualisation approach
- exact source with name and link
- the period of reference (year/period) and the last update
- the coverage of Member States and other countries
- filter options or selection criteria of the source
- the measuring unit
- any calculation that EU-OSHA performed based on the original data
- visualisation basics
- other useful explanations and additional comments

## Generic information OSH authorities

This indicator is an overview of OSH authorities and relevant OSH institutions in the different Member States and at EU level.

For further information refer to Methodology



### Bulgaria

#### OSH authority

##### Ministry of Labour and Social Policy (MLSP)

See more in its website and in OSHwiki

The MLSP is part of the Bulgarian Council of Ministers (the executive state body). It is in charge of developing, coordinating and implementing the policy on labour, professional qualifications, income and living standards, industrial relations, health and safety at work, social security and social assistance. According to the Health and Safety at Work Law, the tasks of the MLSP in the field of health and safety at work are:

1. to analyse, together with the Ministry of Health, the status, trends and problems in providing healthy and safe working conditions and propose measures for their improvement;
2. to issue, by itself or with other ministries, regulations on the provision of health and safety, organise and coordinate the development of legislation in this area, and establish rules to ensure safe and healthy working conditions;
3. to carry out integrated control, through the General Labour Inspectorate Executive Agency, of legislative compliance and fulfilment of obligations to ensure healthy and safe working conditions in all sectors and activities, regardless of the form of ownership;
4. to establish the terms and requirements for training, measurements and consultation in the field of safety at work.

##### General Labour Inspectorate Executive Agency (GLI EA) (Изпълнителна агенция 'Главна инспекция по труда')

See more in its website and in OSHwiki

The GLI EA is a subordinate of the MLSP. It is in charge of monitoring legal compliance and reporting legislative deficiencies to the MLSP. It provides information and technical advice to both employers and employees. The GLI EA has labour inspection offices in the administrative regions of Bulgaria.

##### Ministry of Health (Министерство на здравеопазването)

See more in OSHwiki

The Ministry of Health leads specific activities related to health protection, cooperates with the MLSP in elaborating laws and standards, and coordinates occupational health services. Jointly with the MLSP, it conducts annual analyses of working conditions and proposes measures.

## Compensation and insurance body

National Social Security Institute (NSSI):

See more in its website and in OSHwiki

Bulgarian social security contributions are managed by the National Social Security Institute. According to the Health and Safety at Work Law, employees must have compulsory social security contributions for work accidents and occupational diseases paid by their employer, which is part of the social security system.

In addition, employees engaged in work that poses a danger to life and health must be insured for the risk 'accident' by their employer under the terms and procedures established by the Council of Ministers. In determining the terms and conditions of this insurance, the economic activity of the enterprise and the national average level of coefficients for frequency and severity of accidents are considered. The sectors are defined yearly by the MLSP and usually include areas that have accident rates higher than the national average, such as construction, wood processing, mining and machine building.

There are also differences in the pension contribution of employees who work in hazardous conditions.

Those employed under the conditions of the first and second labour category have mandatory contributions made to a supplementary professional pensions fund on their behalf. Activities under the first and second labour categories are presented in the Ordinance for Labour Categorisation upon Retirement. The categories are assigned according to the nature and specific conditions of work.

The contribution is 12% for the first category and 7% for the second category. These contributions are made exclusively at the employer's expense and cover the early retirement of workers.

National Revenue Agency

See more in its website and in OSHwiki

Since 2006, notifications about labour contracts, declarations about insured persons and returns about social security contributions due have been filed at the offices of the National Revenue Agency. Returns about the health insurance contributions for persons insured by the state budget, and the returns for social security and health insurance contributions paid in advance are also filed at the Agency.

## Prevention institute

National Centre of Public Health and Analyses (NCPHA)

See more in its website and in OSHwiki

The National Network of Health and Safety Promoting Companies was designed as a social network — the organisation and actions for the mobilisation and facilitation of social support for activities focused on the promotion of health and safety at work. The NCPHA (formerly the National Centre of Public Health Protection, NCPHP) in Sofia, Bulgaria, incorporates units with 50 years of experience in the field. Its main activities include research and development, expert consultancy, methodological and training activities in the area of public health protection, assessment of health risks due to occupational and environmental factors, personal behaviour and lifestyle, health promotion, and integral disease prevention.

## Standardisation body

Bulgarian Institute for Standardisation (BDS):

See more in its website and in OSHwiki

The BDS is the national executive body for standardisation in the Republic of Bulgaria.

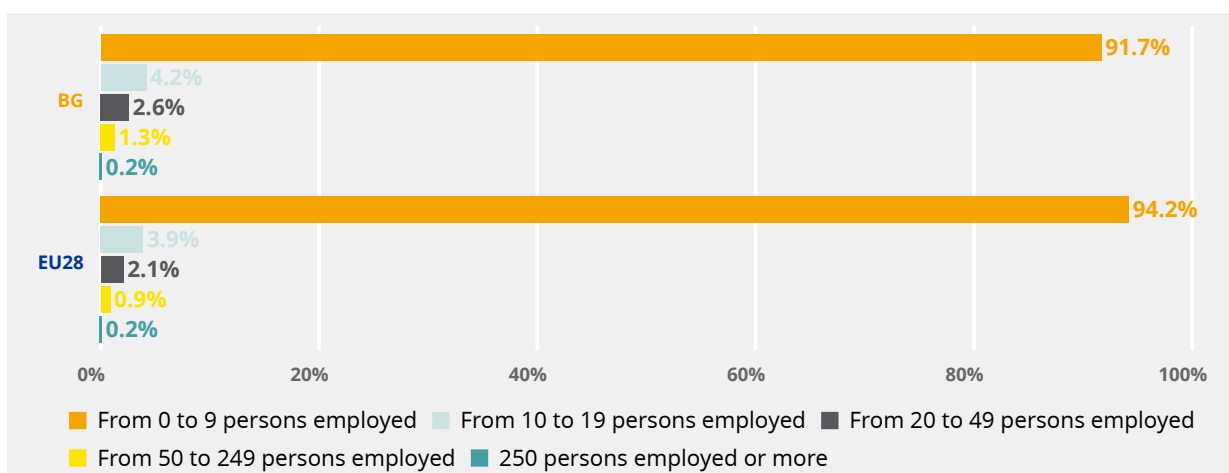
The BDS develops, accepts and approves Bulgarian standards, and participates in the work of international and European organisations for standardisation, as its main target is to defend the Bulgarian interests in that sphere.

## Generic information **Economic and sector profile**

The indicator 'Economic and sector profile' displays relevant data on the economy and sectoral structure of the EU and its Member States, e.g. percentages of company size, employment per sector and information on gross domestic product. Note: Not all data is available for every country.

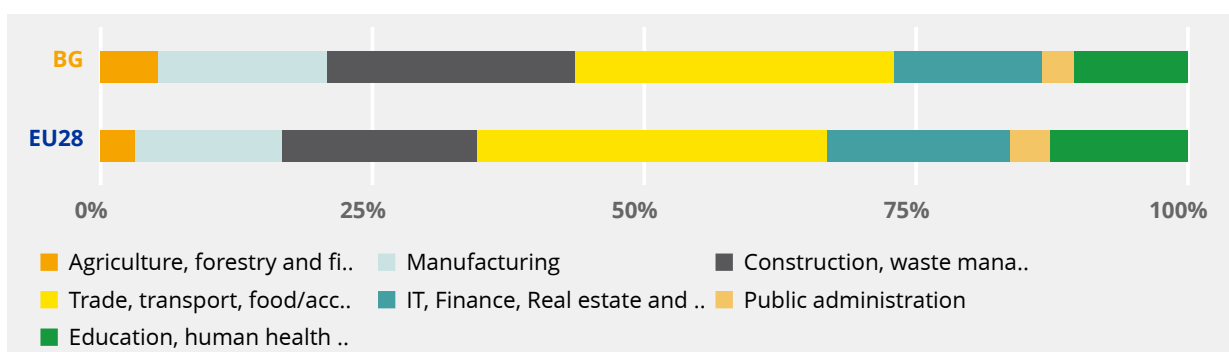
Source: EUROSTAT. For further information refer to Methodology

### Company size



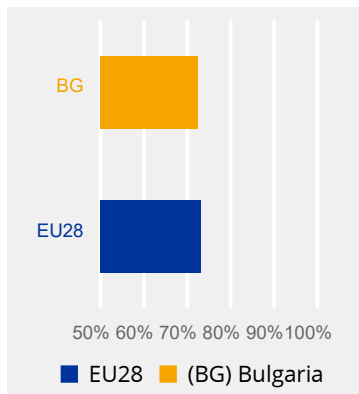
Sector	Country	Value (%)	Country	Value (%)
From 0 to 9 persons employed	BG	91.7	EU28	94.2
From 10 to 19 persons employed	BG	4.2	EU28	3.9
From 20 to 49 persons employed	BG	2.6	EU28	2.1
From 50 to 249 persons employed	BG	1.3	EU28	0.9
250 persons employed or more	BG	0.2	EU28	0.2

### Employment per sector



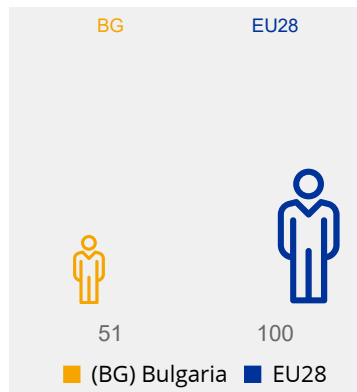
Sector	Country	Value (%)	Country	Value (%)
Agriculture, forestry and fishing	BG	5.3	EU28	3.2
Manufacturing	BG	15.5	EU28	13.5
Construction, waste management, water and electricity supply	BG	22.8	EU28	18
Trade, transport, food/accommodation and recreation activities	BG	29.3	EU28	32.1
IT, Finance, Real estate and other technical scientific or personal service activities	BG	13.6	EU28	16.9
Public administration	BG	3	EU28	3.7
Education, human health and social work activities	BG	10.5	EU28	12.7

## Employment rate



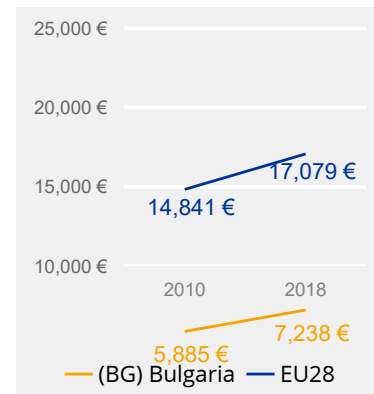
Country	Value (%)
EU28	73.2
(BG) Bulgaria	72.4

## GDP per capita in relation to EU28 average



Country	Value (%)
(BG) Bulgaria	50.8
EU28	100

## Income per capita



Country	Year	Income
(BG) Bulgaria	2010	3017
(BG) Bulgaria	2018	3590
EU28	2010	14841
EU28	2018	17383



## Generic information **Workforce profile**

This indicator includes a few key data on ageing workers and the workforce: median age, employment rate of different age groups, total and sex.

Source: EUROSTAT. For further information refer to Methodology

 <b>EU28</b>	Median age of population: <b>43.3 years</b>	Employment rate (55 - 64): <b>58.7 %</b>	Employment rate (female): <b>67.4 %</b>	Employment rate (male): <b>79 %</b>	Employment rate (total): <b>73.2 %</b>	Unemployment rate: <b>6.8 %</b>
 <b>BG</b>	Median age of population: <b>44.5 years</b>	Employment rate (55 - 64): <b>60.7 %</b>	Employment rate (female): <b>68.3 %</b>	Employment rate (male): <b>76.5 %</b>	Employment rate (total): <b>72.4 %</b>	Unemployment rate: <b>5.2 %</b>

## Steering of OSH National strategies

National strategies are well known as a policy instrument to enhance the effectiveness of an OSH system through the collaborative and smart use of resources. They include approaches such as priority setting, prior action defining and action plans. You will find here a short harmonised description of current national strategies based on the full mapping report of EU-OSHA on national strategies (December 2017) plus later updates as received from Member States.

For further information refer to Methodology



### Bulgaria

#### Structure of each National strategy

##### Basic information

Bulgarian document: Национална програма за безопасност и здраве при работа 2018-2020

English document: National Programme for Occupational Safety and Health, 2018-2020 (NP OSH 2018-2020)

Former strategies:

Национална програма по безопасност и здраве при работа (НПБЗР) 2016-2018

Стратегия за безопасност и здраве при работа 2008 - 2012 г.

Национална програма по безопасност и здраве при работа 2014 година

Национална програма по безопасност и здраве при работа - 2013 г.

## Background

Over the last few years the efforts have been focused on practical enforcement in the country. Considerable progress has been made on ensuring occupational health and safety for workers because of the purposeful policy pursued by the government and the social partners.

The following can be added to the positive findings from the application of the occupational safety and health legislation:

- Most of the requirements and principles for ensuring health and safety at work contained in the Health and Safety at Work Act are applied in practice.
- Labour inspectors report that there is evidence of general improvement in the activities for ensuring occupational safety and health in the country.
- The European health and safety at work standards are a goal but also an achievement for many enterprises.
- The number of enterprises investing in safe technologies and working equipment is constantly rising.
- Considerable experience has been gained in preparing risk assessments and this has effect on the quality of assessments. The share of enterprises with implemented programmes for eliminating and minimising the production risks is increasing.
- Many enterprises have in place developed and approved internal statutory instruments – regulations on internal working procedures, work safety rules and instructions, wage organisation rules, etc.

The range of enterprises having occupational health services for their workers has been extended.

Despite the upward trend in the number of enterprises which do fulfil their obligations to ensure occupational safety and health for their workers, the economic and social changes give rise to new challenges for employers, as well as for the entire system of ensuring occupational safety and health. In this context, the focus in the next period should be on improving the work of prevention services which are the most direct contributors to the working conditions of every workplace. It is also necessary to change the existing system for medical surveillance of workers, taking into account the changes planned in the medical assessment and workability assessment system, as well as to envisage measures to enhance the capacity of the relevant bodies and services concerned by the problem.

## Characteristics and objectives

**Strategic Objective:** Improving the occupational safety and health of every worker and every workplace

### Priority areas:

1. Improving the application of the OSH legislation
2. Prevention of occupational risks, including new and emerging risks;

Prevention of occupational diseases and occupational accidents.

## **Details and activity**

### **Priority Area 1: Improving the application of the OSH legislation.**

Developing national legislation in line with the better regulation principles, the EU law and the international standards of the International Labour Organisation (ILO)

1. Harmonising the occupational exposure limit values with regard to chemical agents and carcinogens/mutagens, in line with the amendments to the occupational safety and health directives on protecting the health of workers with regard to risks related to exposure to chemical agents and carcinogens/mutagens.

Implementation: In accordance with the deadlines laid down by the European Parliament and the European Commission in the relevant directives.

*Responsibility:* MH, MLSP

*Budget:* Within the approved budgets of the respective institutions.

2. Improving the quality and control of the activities of the occupational medicine services for workers and employees.

Implementation: 2018-2019.

Responsibility: MH, MLSP.

Budget: Within the approved budgets of the respective institutions.

3. Improving the system of compulsory preliminary and regular health checks of workers and employees

Implementation: 2018-2020.

Responsibility: MH/MLSP, social partners. Implementation 2018-2019.

4. Improving the system for training of representatives in working conditions committees and groups in enterprises

Implementation: 2019

Responsibility: MLSP, MH

Budget: Within the approved budgets of the respective institutions

5. Setting OSH requirements for blasting operations and operations with explosives, products containing explosives, ammunition and pyrotechnic products

Implementation: 2020

Responsibility: MLSP, MoI, GLI EA

Budget: Within the approved budgets of the respective institutions

6. Setting minimum requirements for lighting at work

Implementation: 2020

Responsibility: MLSP, MH

Budget: Within the approved budgets of the respective institutions

7. Improving the minimum OSH requirements for handling operations

Implementation: 2019

Responsibility: MLSP

Budget: Within the approved budgets of the respective institutions

8. Improving the OSH regulatory basis in metallurgy, metal casting and the energy sector

Implementation: 2019-2020

Responsibility: MLSP, MH, ME, MEn, GLI EA, social partners in the industry - BAMl, BBCMB, TUF "Metal Workers", NF „Metallurgy", OSH officials in enterprises, external experts

Budget: Within the approved budgets of the respective institutions

9. Drafting an Ordinance amending and supplementing Ordinance No. 2 / 2004 on minimum OSH requirements in construction and assembly works

Implementation: 2019

Responsibility: MRDPW/MLSP, social partners

Budget: Within the approved budgets of the respective institutions

10. Amending the legislation related to the State (Uniform) OSH Rules

Implementation: 2018-2019

Responsibility: MLSP, MH, social partners

*Budget:* Within the approved budgets of the respective institutions

11. Updating Ordinance No 12 of 27 December 2004 on the provision of health and safety at work with motor vehicles

Implementation: 2018-2019

Responsibility: MLSP, MTITC, social partners

Budget: Within the approved budgets of the respective institutions

Ensuring effective and efficient control for compliance with OSH legislation

1. Strengthening the administrative capacity of GLI EA

Implementation: 2018-2019

Responsibility: GLI EA, CHRDRl at MLSP

Budget: Within the approved budgets of the respective institutions

2. Provision of effective control

Implementation: 2018 – 2020

Responsibility: GLI EA

Budget: Within the approved budgets of GLI EA

3. Development of criteria to evaluate the likelihood of committing violations of the labour legislation and the gravity (risk) of control sites

Implementation: 2018

Responsibility: GLI EA

Budget: Project BG05M9OP001-3.004 "Optimization and Innovation in GLI EA"

4. Joint participation of inspectors in national control campaigns and in (pilot) projects of the ECHA

Implementation: According to approved national control plans and planned (pilot) ECHA

Responsibility: RIEW, GLI EA, RHI

Budget: Within the approved budgets of the relevant control bodies

5. Investigation of accidents

Implementation: 2018-2020

Responsibility: Mol, FSSP, MEW, MD, RIEW, GLI EA

Budget: Within the approved budgets of the relevant control bodies

Information support of the OSH policy

1. Supporting software for online registrations of one-day employment contracts under Article 114a of LC

Implementation: 2018-2020

Responsibility: Mol, FSSP, MEW, MD, RIEW, GLI EA

Budget: Within the approved budget of GLI EA

2. Processing and systematisation of statistical and operational information about occupational accidents and occupational diseases

Implementation: 18 month after the end of the reference phase

Responsibility: NSSI

Budget: Within the approved budget of NSSI

3. Upgrading the Occupational Accident Information System with a Control Activities module

Implementation: 2018

Responsibility: NSSI

Budget: Within the approved budget of NSSI

4. Processing and publication of information about temporary incapacity

Implementation: 2018 - 2020

Responsibility: NSSI

Budget: Within the approved budget of NSSI

Addressing the challenges related to the application of legislation in SMEs

1. Ensuring safety at work in enterprises, improving the workplace environment, the organisation of work and the management of human resources

Implementation: 2018 – 2020

Responsibility: MLSP/all enterprises in their capacity as employers

Budget: Operation “Good and safe working conditions” under OPHRD 2014-2020

2. Encouraging employers to improve the working conditions in enterprises, including in SMEs

Implementation: 2018 – 2020

Responsibility: WCF /employers

Budget: Within the approved budget of the WCF

## **Priority Area 2: Prevention of occupational risks, including new and emerging risks**

Extending the role of social dialogue for ensuring better protection against occupational hazards

1. Improving the role of social dialogue at sectoral and branch level

Implementation: 2018 - 2020

Responsibility: sectoral /branch working conditions council

Budget: Within the approved budgets of the respective institutions

2. Strengthening and extending the role of social dialogue for enhancing the motivation for OSH enforcement

Implementation: 2018 – 2020

Responsibility: social partners/WCF, EEA, WCC

Budget: Within the approved budgets of the WCF and respective institutions

3. Development and improvement of non-judicial methods for settlement of collective labour disputes.

Implementation: 2018 – 2020

Responsibility: GLI EA

Budget: Within the approved budget of GLI EA

4. Organising competitive initiatives to award companies with achievements in the field of OSH in sectors with higher work-related traumatism – for example in construction

Implementation: 2018

Responsibility: MLSP, GLI EA, social partners

Budget: Within the approved budgets of the respective institutions

Developing and implementing practical tools for control of occupational hazards

1. Updating the instructions on the control for application of Regulations REACH and CLP

Implementation: 2018

Responsibility: MEW/MH and GLI EA

Budget: Within the approved budgets of the respective institutions

2. Designing a specialized brochure/manual for OSH in handling chemical substances and reactants / sampling water samples from larger water basins and by climbing. Implementation: 2019

Responsibility: EEA

Budget: with the approved budgets of the respective institutions.

3. Limiting the risk of asbestos-related illnesses Implementation: 2018-2020

Responsibility: MH, NCPHA, RHI, GLI EA, OHS, NCPHA

Budget: Within the approved budgets of the respective institutions

Awareness raising and culture of prevention

1. Improving the awareness and competence of those active in the area of ensuring OSH

Implementation: 2018-2020

Responsibility: NCPHA

Budget: Within the approved budget of NCPH

2. Improving the competence of managers and of those active in the integration of OSH management systems and quality standards

Implementation: 2018-2020

Responsibility: social partners

Budget: Within the approved budgets of the respective institutions

3. Holding national events within the EU OSHA campaign “Healthy Workplaces Manage Dangerous Substances” 2018-2019

Implementation: 2018-2019

Responsibility: MLSP/MH social partners

Budget: EU OSHA, MLSP-NFP

4. Holding national events within EU OSHA 2020-2021 campaign “Healthy Workplaces – Prevention of Work-Related Musculoskeletal Disorders”

Implementation: 2018-2020

Responsibility: MLSP/MH social partners

Budget: EU OSHA - NFP

5. Distribution of publicity and information materials via the EA OSHA national focal point network

Implementation: 2018-2020

Responsibility: MLSP-NFP network

Budget: EU OSHA - NFP

6. Holding upskilling trainings in the field of accidents prevention and rescue

Implementation: 2018-2020

Responsibility: MLSP, GLI EA, professional organisations

Budget: Within the approved budgets of the respective institutions

7. Holding meetings and training seminars on dangerous/hazardous chemical substances for the industry and the control bodies at central and regional level

Implementation: 2018-2020

Responsibility: MEW/MLSP, MH, RIEW, GLI EA, RHI, social partners

Budget: Within the approved budgets of the respective institutions

### **Priority Area 3: Prevention of occupational diseases and occupational accidents**

1. Provision of health surveillance in economic sectors at risk

Implementation: 2018 – 2020

Responsibility: WCF/MH

Budget: Within the approved budget of the WCF

2. Rehabilitation and reintegration of workers with health problems and victims of occupational accidents or occupational diseases

Implementation: 2018 – 2020

Responsibility: NSSI

Budget: Within the approved budget

3. Ensuring health surveillance in the Healthcare Sector

Implementation: 2018 - 2020

Responsibility: NCPHA; social partners, MH, MLSP,



Budget: Within the approved budgets of the WCF and of NCPHA

**Abbreviations used in the action plan:**

BAMI: Bulgarian Association of the Metallurgical Industry

BBCMB: Bulgarian Branch Chamber – Machine Building

CHRDRI: Centre for Human Resources Development and Regional Initiatives

ECHA: European Chemicals Agency

EEA: Environment Executive Agency

FSPP: Fire Safety and Protection of the Population

GLI EA: General Labour Inspectorate Executive Agency

LC: Labour Code

MD: Ministry of Defence

ME: Ministry of Economy

MEEn: Ministry of Energy

MEW: Ministry of Environment and Water

MH: Ministry of Health

MLSP: Ministry of Labour and Social Policy

Mol: Ministry of Interior

MTITC: Ministry of Transport, Information Technologies and Communications

NCPHA: National Centre for Public Health and Analyses

NF: National Federation

NFP: National Focal Point

NSSI: National Social Security Institute

OHS: Occupational Health Service

OPHRD: Operational Programme “Human Resources Development

RHI: Regional Health Inspectorate

RIEW: Regional Inspectorate for Environment and Water

TUF: Trade Union Federation

WCC: Working Conditions Committees

WCF: Working Conditions Fund

## Actors and stakeholders

The **Council of Ministers** determines the government policy in the field of occupational safety and health in the Republic of Bulgaria.

The **Ministry of Labour and Social Policy** designs, directs, coordinates and implements the government policy for ensuring occupational safety and health.

The **General Labour Inspectorate Executive Agency** exercises overall control for compliance with the labour legislation on ensuring health and safety at work and on employment relations, as well as specialised control under the Employment Promotion Act and the other statutory instruments on employment and unemployment containing explicit provisions to that end.

The **Ministry of Health** manages and coordinates the policy and activities on protection and improvement of health at work. The Ministry of Health includes following institutions:

- Regional Health Inspectorates (RHI),
- National Centre of Public Health and Analyses (NCPHA),
- National Centre for Radiobiology and Radiation Protection (NCRRP).

The effective trilateral cooperation at national, sectoral and regional level is an important factor for the implementation of the national occupational safety and health policy. **The National Council on Working Conditions** is a permanent body at the national level for coordination, consultation and cooperation in designing and implementing the policy for ensuring safety and health at work.

## Resources and timeframe

Time frame: 2018-2020

Resources:

Budget: see activity plan

## Evaluation

The results obtained from implementing the annual National Occupational Safety and Health Programmes over the period 2008-2014 have proven the importance of the strategic planning approach in pursuing a nationally responsible policy aimed at ensuring well-being at work as part of the measures to improve the functioning of the labour market.

The comparative analysis of results of 2016 against 2015 shows that the relative share of the enterprises which have taken measures to remove occupational risks and bring the working conditions in line with the statutory requirements remains constant. A detailed description of the evaluation is provided in chapter 4.1 *Results of control activities* of the National Programme for Occupational Safety and Health 2018-2020.

Ex ante indicators for the years 2012 to 2020

- Number of inspected enterprises
- Number of violations of compliance with the requirements and standards of the labor legislation e.g.:
  - OSH rules
  - Safe work equipment
  - Safe use of electricity
  - Protective interlocking devices
  - Personal protective equipment
  - Prophylactic health checks
  - Provision of sanitary services
- Quality of risk assessments
- Number of work related accidents
- Number of work related fatalities
- Number of work related diseases
- Number of workers covered by rehabilitation
- Number of trainings
- Number of information materials
- Number of information campaigns

## Relation to EU Strategic Framework

The Bulgarian National Programme for Occupational Safety and Health, 2018-2020 follows the EU-OSH Strategic Framework 2014-2020. It is related to all three challenges of the EU-OSH Strategic Framework.

The priority area I of the Bulgarian OSH strategy is related to challenge 1 of the EU-OSH Strategic Framework. Challenge 2 is covered by the priority area II of the Bulgarian OSH strategy. And the strategic objective “Improving the occupational safety and health of every worker and every workplace” addresses vulnerable groups of workers (young or older workers, disabled workers, etc.) – challenge 3 of the EU-OSH Strategic Framework.

## Response of national strategies to EU challenges

## **Implementation record**

### **Priority:**

- Improving the application of the OSH legislation

### **Activity:**

- Addressing the challenges related to the application of legislation in SMEs

### **Measures:**

- Ensuring safety at work in enterprises, improving the workplace environment, the organisation of work and the management of human resources
- Encouraging employers to improve the working conditions in enterprises, including in SMEs

## **Prevention of work-related diseases**

### **Priority:**

- Prevention of occupational risks, including new and emerging risks

### **Activities:**

- Developing and implementing practical tools for control of occupational hazards
- Awareness raising and culture of prevention

## **Tackling demographic change**

### **Strategic Objectives:**

- Improving the occupational safety and health of every worker and every workplace by addressing vulnerable groups of workers (young or older workers, disabled workers, etc.)

### **Priority:**

- Prevention of occupational diseases and occupational accidents.

## Steering of OSH Social dialogue

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



**Bulgaria**

**57 %**

Joint consultative,  
employment forum  
or similar

**79 %**

Health and safety  
representative

**13 %**

Trade union  
representation

**46 %**

Health and safety  
committee



**EU27\_2020**

**24 %**

Joint consultative,  
employment forum  
or similar

**57 %**

Health and safety  
representative

**19 %**

Trade union  
representation

**23 %**

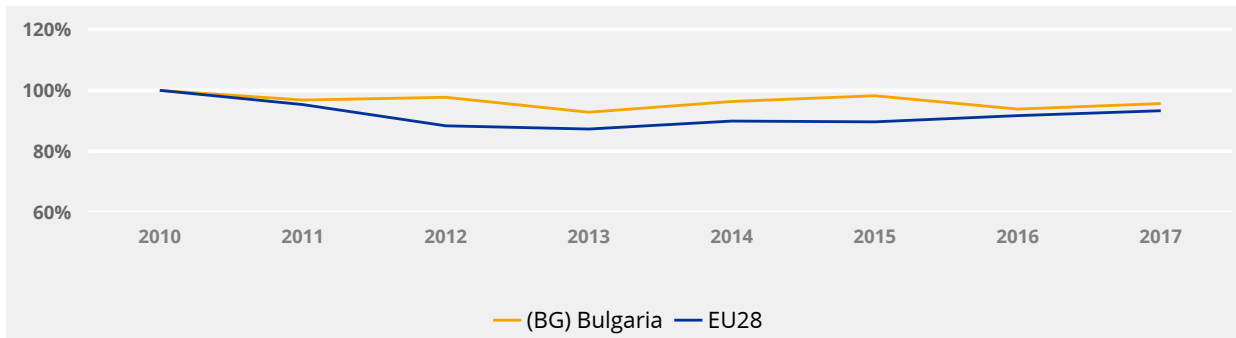
Health and safety  
committee

## OSH outcomes and working conditions **Work accidents**

This indicator consists of two data sets: trends in non-fatal work accidents from 2010, and fatal work accidents (Eurostat data).

For further information refer to Methodology

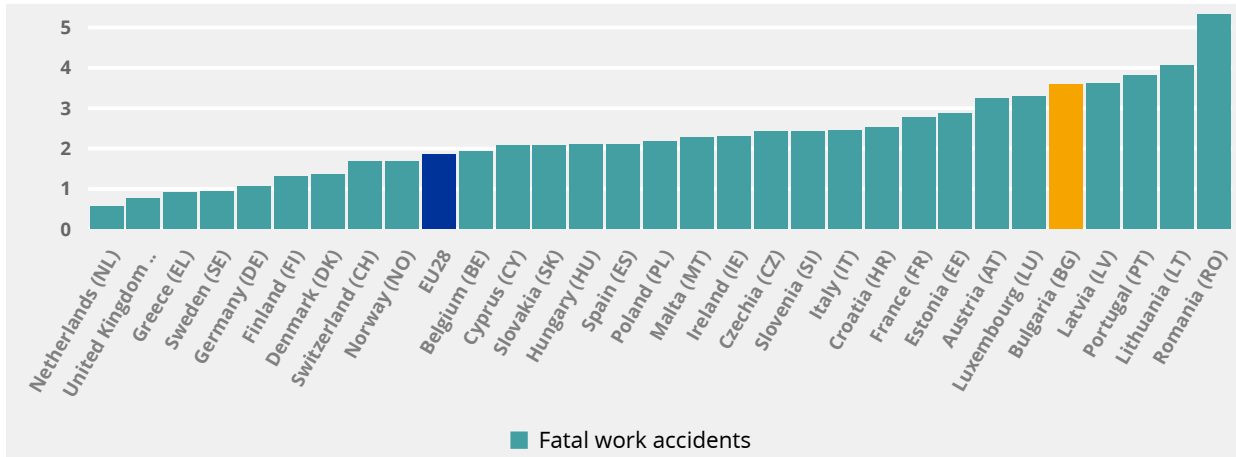
### Non-fatal work accidents



The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

Country	Year	Value (%)	Country	Year	Value (%)
(BG) Bulgaria	2010	100	EU28	2010	100
(BG) Bulgaria	2011	96.8	EU28	2011	95.3
(BG) Bulgaria	2012	97.7	EU28	2012	88.4
(BG) Bulgaria	2013	92.8	EU28	2013	87.3
(BG) Bulgaria	2014	96.4	EU28	2014	89.9
(BG) Bulgaria	2015	98.2	EU28	2015	89.7
(BG) Bulgaria	2016	93.9	EU28	2016	91.7
(BG) Bulgaria	2017	95.7	EU28	2017	93.3

## Fatal work accidents



This diagram shows the number of fatal accidents for every Member State per 100,000 employees. The EU average was 1,85 accidents per 100,000 employees in the period 2010-2017. The source of the data is the incidence rate as published by Eurostat.

Country	Value (accidents)
EU28	1.9
Bulgaria (BG)	3.6

## OSH outcomes and working conditions

### Health perception of the workers

This indicator contains six data sets based on responses in the European Working Conditions Survey (EWCS) 2015 from Eurofound and the Labour Force Survey 2013 from Eurostat. Every 8 years this survey has an ad hoc module on OSH-related questions. All data are from the latest OSH ad hoc module. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



**EU28**

**86 %**

Satisfaction with  
working conditions

**8 %**

Health problem in  
the last 12 months

**42 %** null

**25 %**

Health affected by  
work

**8 %**

More than 15 days of  
absence

**73 %**

Likelihood of staying  
in current job until 60  
years old



**Bulgaria**

**83 %**

Satisfaction with  
working conditions

**4 %**

Health problem in  
the last 12 months

**23 %** null

**27 %**

Health affected by  
work

**8 %**

More than 15 days of  
absence

**67 %**

Likelihood of staying  
in current job until 60  
years old



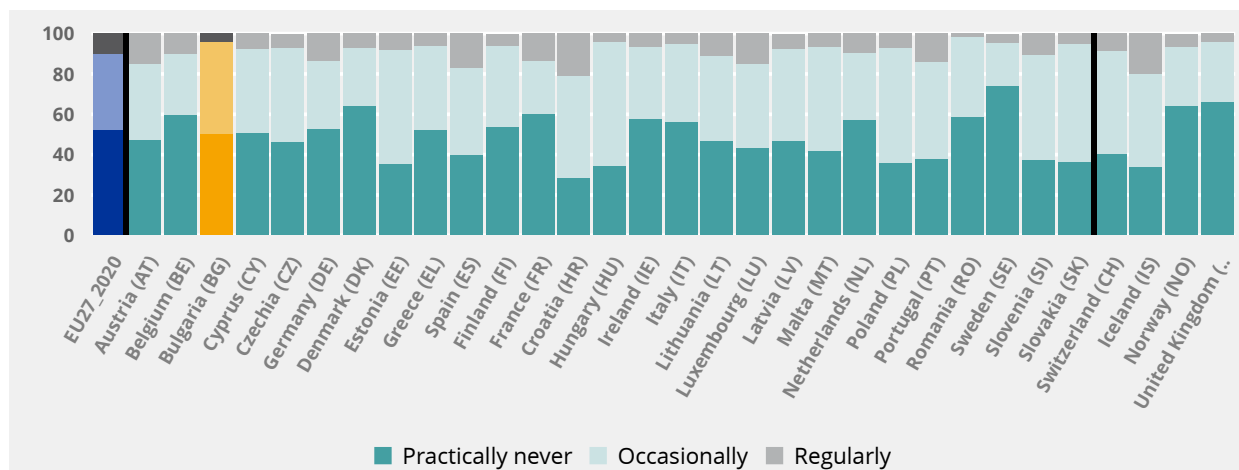
## OSH outcomes and working conditions

### OSH culture and health awareness

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

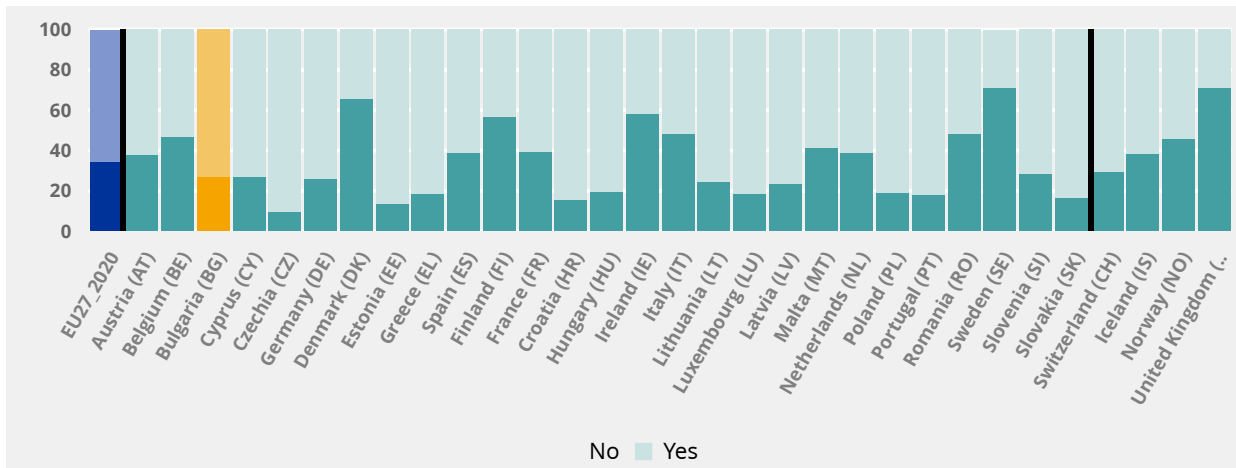
#### Health and safety discussed



The diagram presents the responses in the ESENER 2019 Survey to the question: “How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, only when particular health and safety issues arise or not at all?”

Country	Practically never (%)	Occasionally (%)	Regularly (%)
EU27_2020	10	37.5	52.4
Bulgaria (BG)	4.3	45.4	50.2

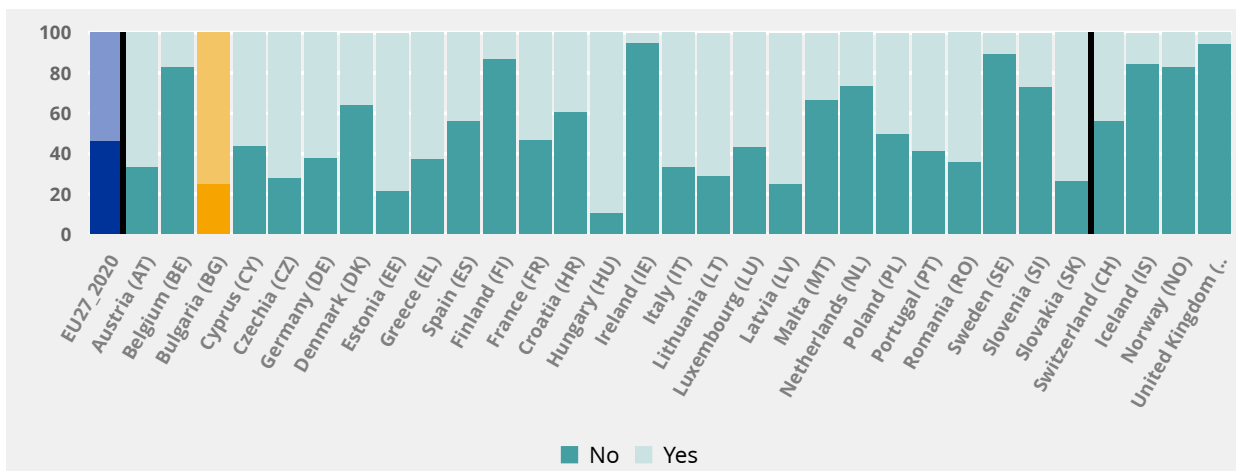
## Action plan to prevent stress



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	34.6	65.4
Bulgaria (BG)	26.9	73.1

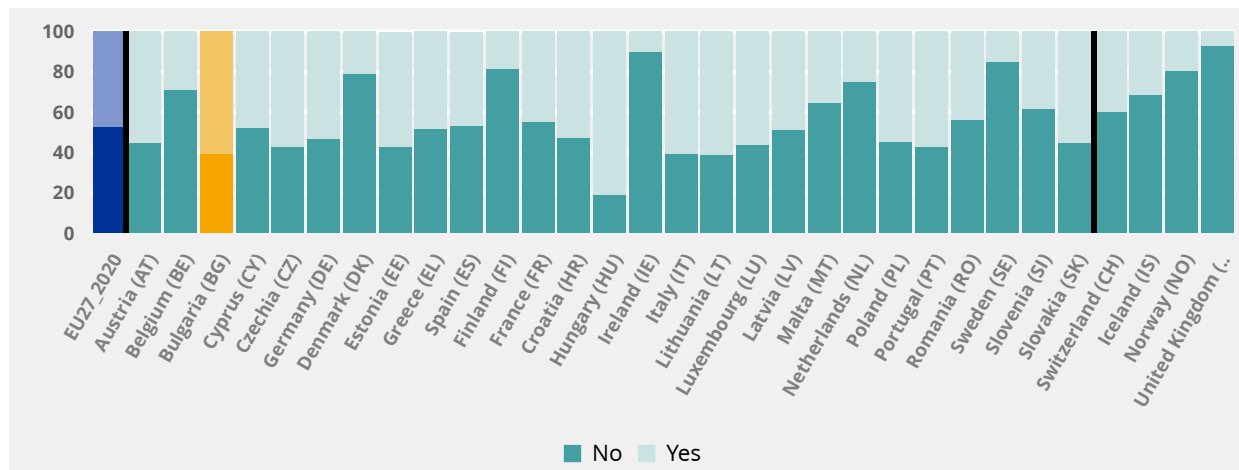
## Procedure against bullying



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

Country	Yes (%)	No (%)
EU27_2020	46.3	53.7
Bulgaria (BG)	24.9	75.1

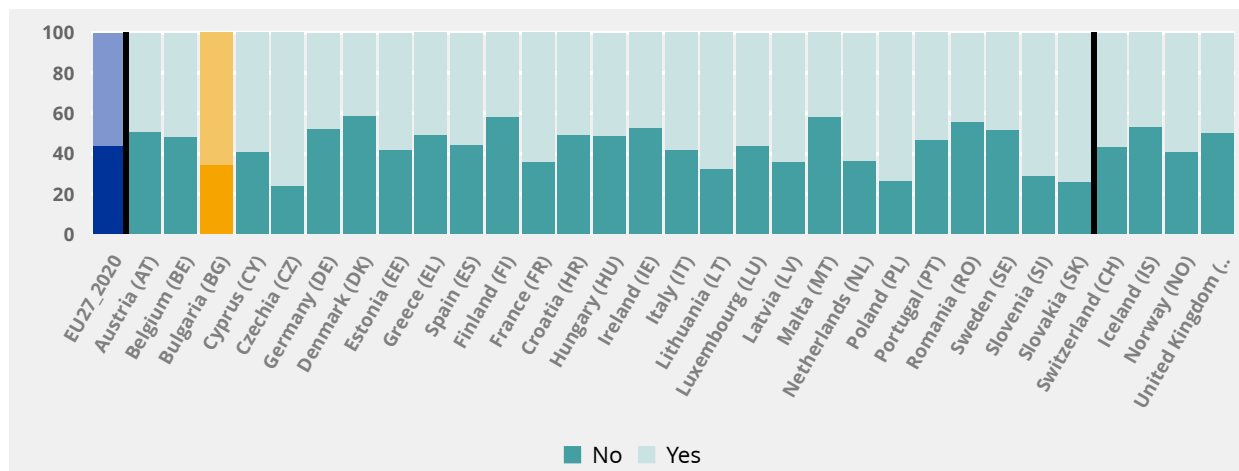
## Procedures to deal with threats



The diagram presents the responses in the ESENER 2019 Survey to the question: “Is there a procedure in place to deal with possible cases of bullying or harassment?”

Country	Yes (%)	No (%)
EU27_2020	52.6	47.4
Bulgaria (BG)	39.2	60.8

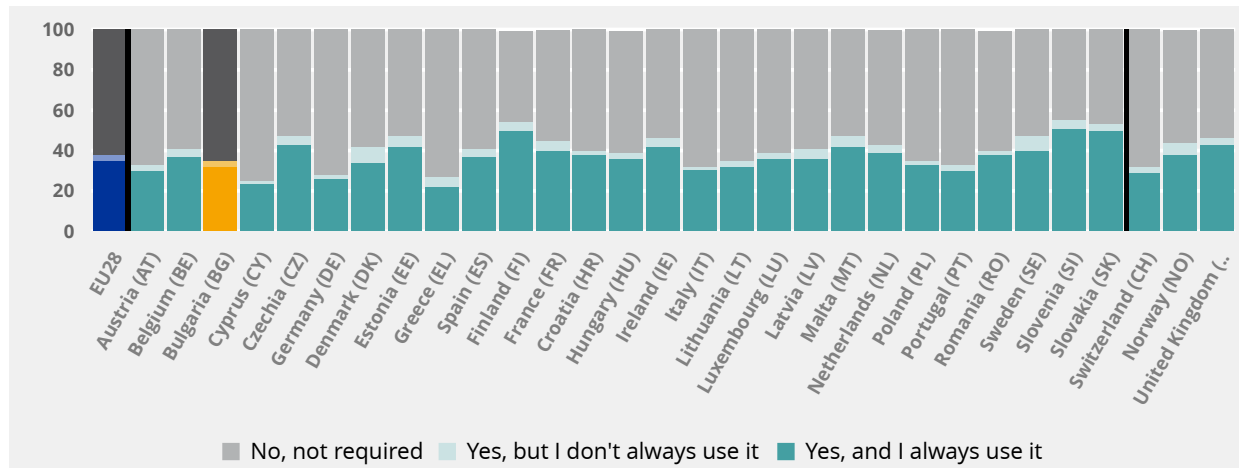
## Measures to reduce work pressure



The diagram presents the responses in the ESENER 2019 Survey to the question: “Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients pupils or members in public?”

Country	Yes (%)	No (%)
EU27_2020	44.1	55.9
Bulgaria (BG)	34.3	65.7

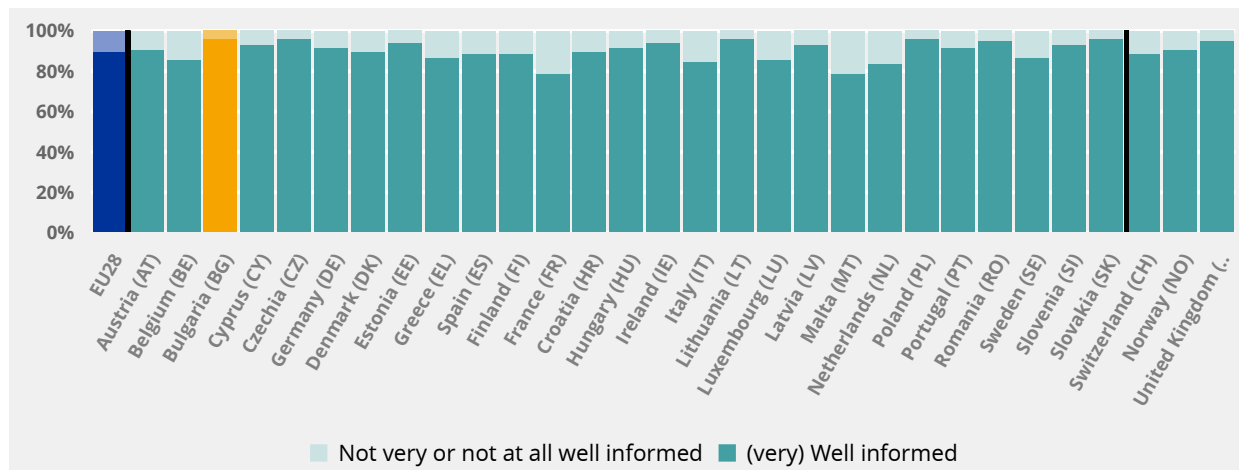
## Use of personal protective equipment



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?" The diagram shows the response to the following answer option: "Reorganisation of work in order to reduce job demands and work pressure"

Country	No, not required (%)	Yes, but not required (%)	Yes and always (%)
EU28	62	3	35
Bulgaria (BG)	65	3	32

## Information about risks



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question : "Does your job ever require that you wear personal protective equipment and do you use it?"

Country	Yes (%)	No (%)
EU28	90	10
Bulgaria (BG)	96	4

## OSH outcomes and working conditions **Working conditions**

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

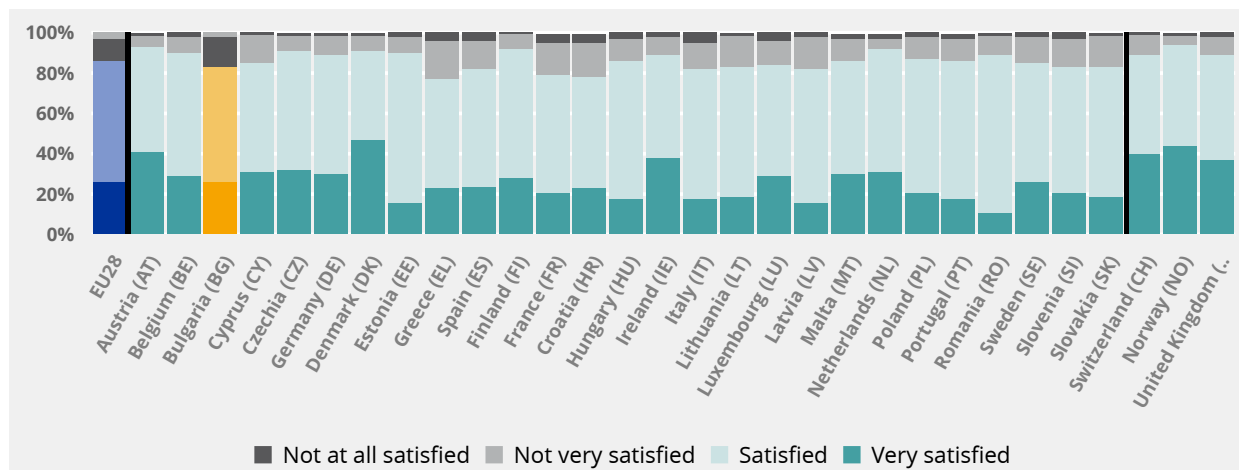
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### Overall opinion

This topic displays data on the workers' overall general assessment of risks and their overall satisfaction with working conditions. Note: Percentages might not total 100% because of rounding.

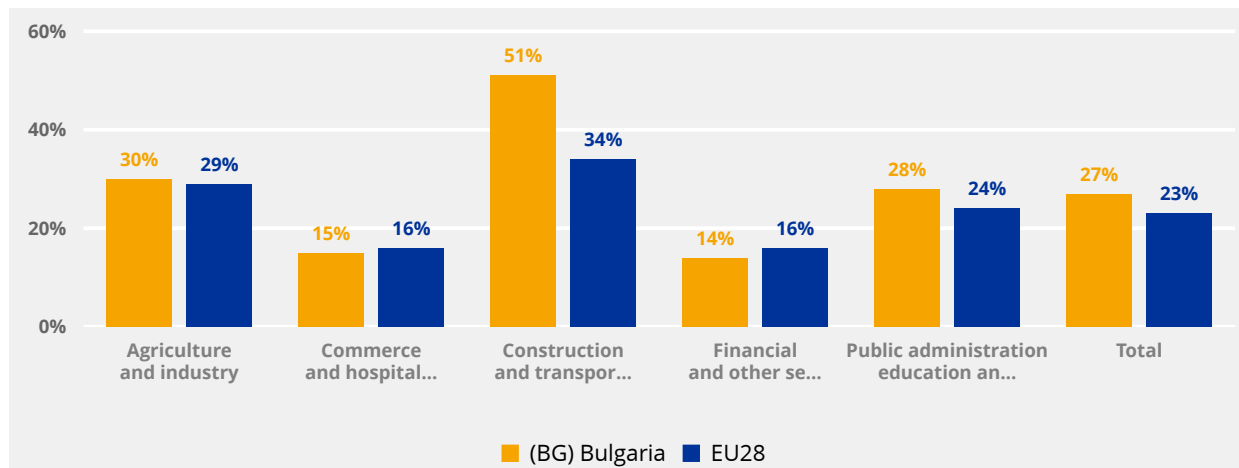
Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### Job satisfaction



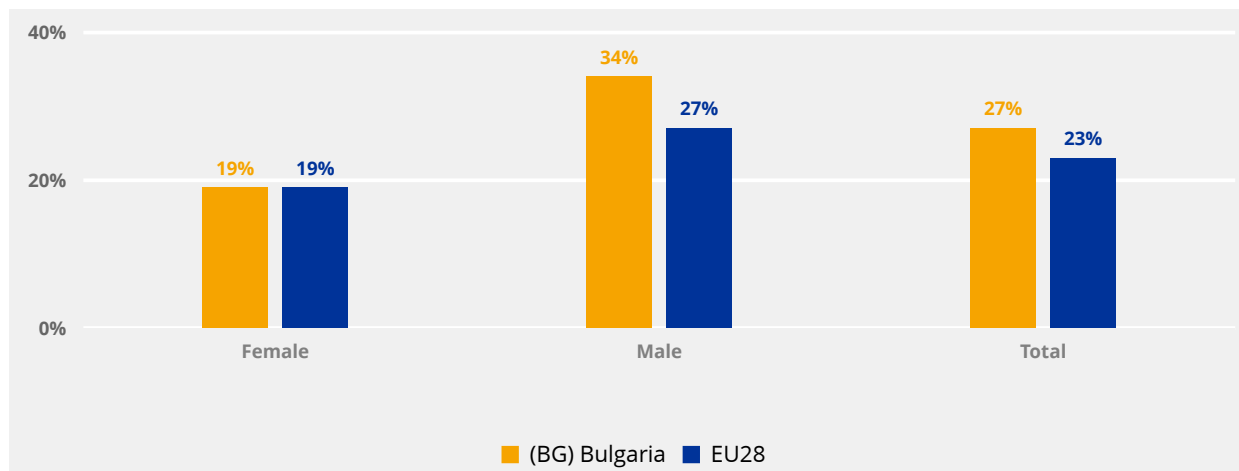
Country	Not at all satisfied (%)	Not very satisfied (%)	Satisfied (%)	Very satisfied (%)
EU28	3	11	26	0
Bulgaria (BG)	2	15	26	0

## Health at risk - Sector



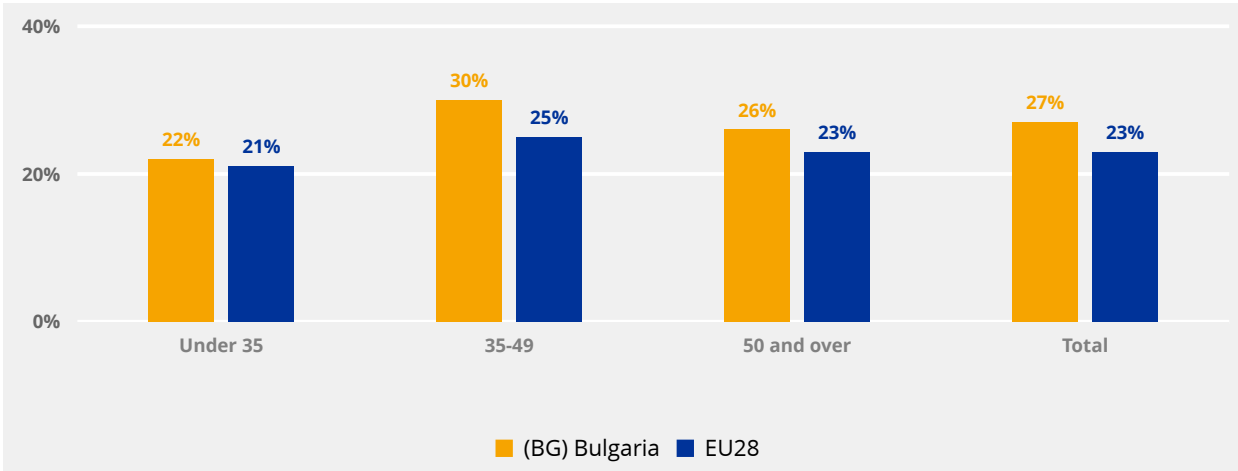
Sector	Country	Value (%)	Country	Value (%)
Agriculture and industry	(BG) Bulgaria	30	EU28	29
Commerce and hospitality	(BG) Bulgaria	15	EU28	16
Construction and transport	(BG) Bulgaria	51	EU28	34
Financial and other services	(BG) Bulgaria	14	EU28	16
Public administration education and health	(BG) Bulgaria	28	EU28	24
Total	(BG) Bulgaria	27	EU28	23

## Health at risk - Gender



Gender	Country	Value (%)	Country	Value (%)
Female	(BG) Bulgaria	19	EU28	19
Male	(BG) Bulgaria	34	EU28	27
Total	(BG) Bulgaria	27	EU28	23

# Health at risk - Age



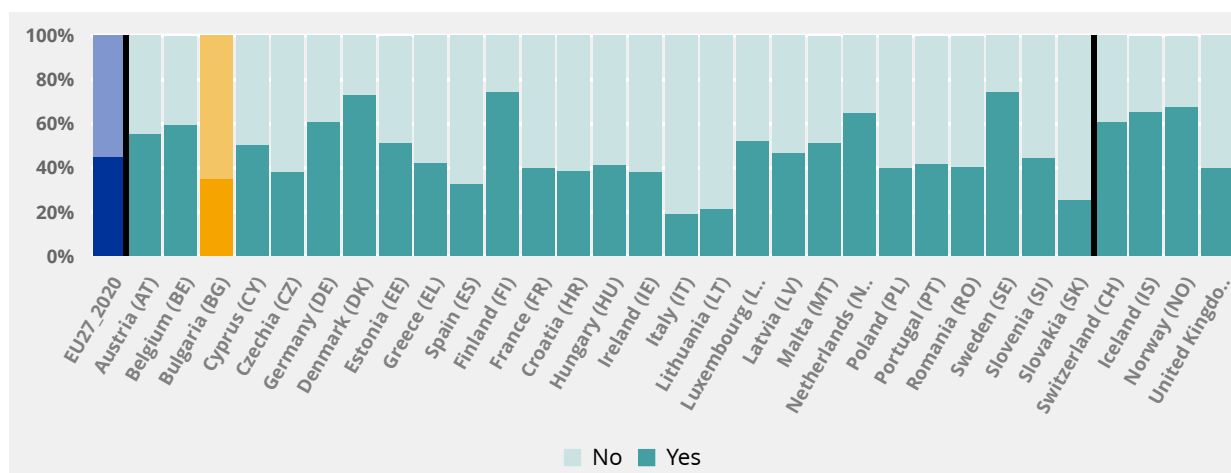
Age	Country	Value (%)	Country	Value (%)
Under 35	(BG) Bulgaria	22	EU28	21
35-49	(BG) Bulgaria	30	EU28	25
50 and over	(BG) Bulgaria	26	EU28	23
Total	(BG) Bulgaria	27	EU28	23

## Mental risk

This topic displays data from surveys on certain important aspects of mental risks such as time pressure, poor communication or cooperation, employees' lack of influence, job insecurity, difficult customers or clients, long or irregular working hours and discrimination. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### Time pressure - ESENER

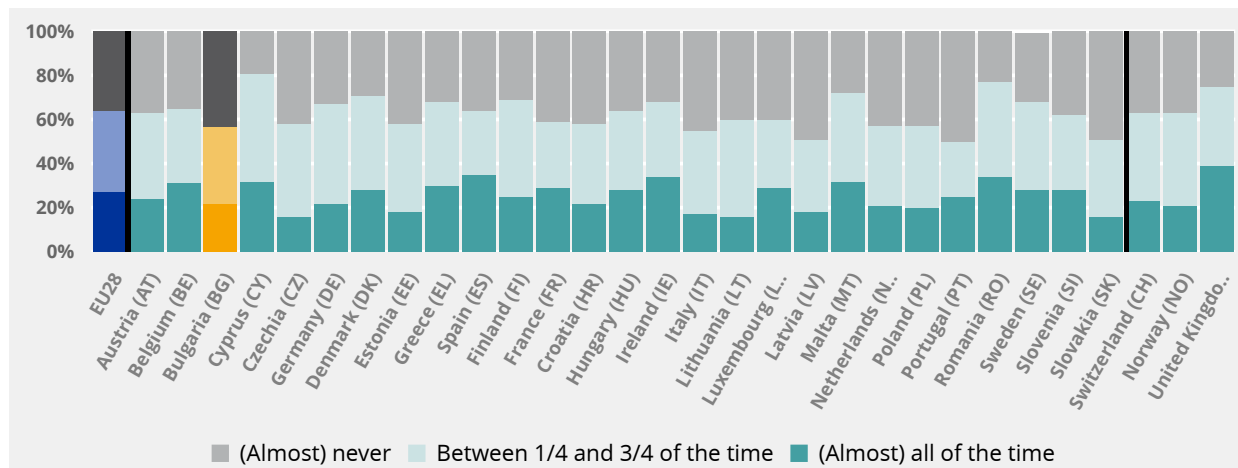


The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Time pressure".

Country	Yes (%)	No (%)
EU27_2020	45.1	54.9
Bulgaria (BG)	34.8	65.2



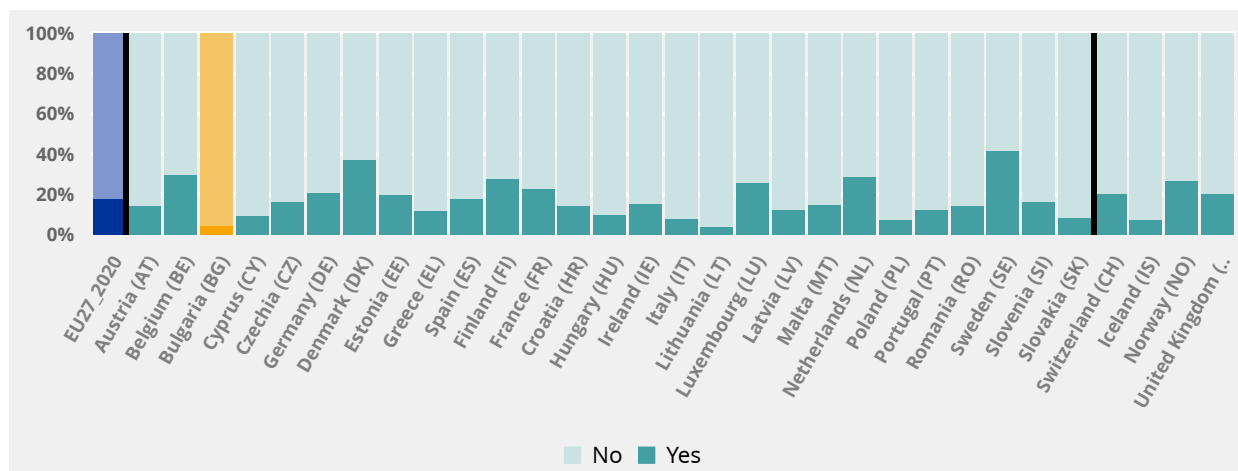
## Time pressure - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your job involve working to tight deadlines?"

Country	Never (%)	¼ and ¾ of the time (%)	All the time (%)
EU28	36	37	27
Bulgaria (BG)	44	35	22

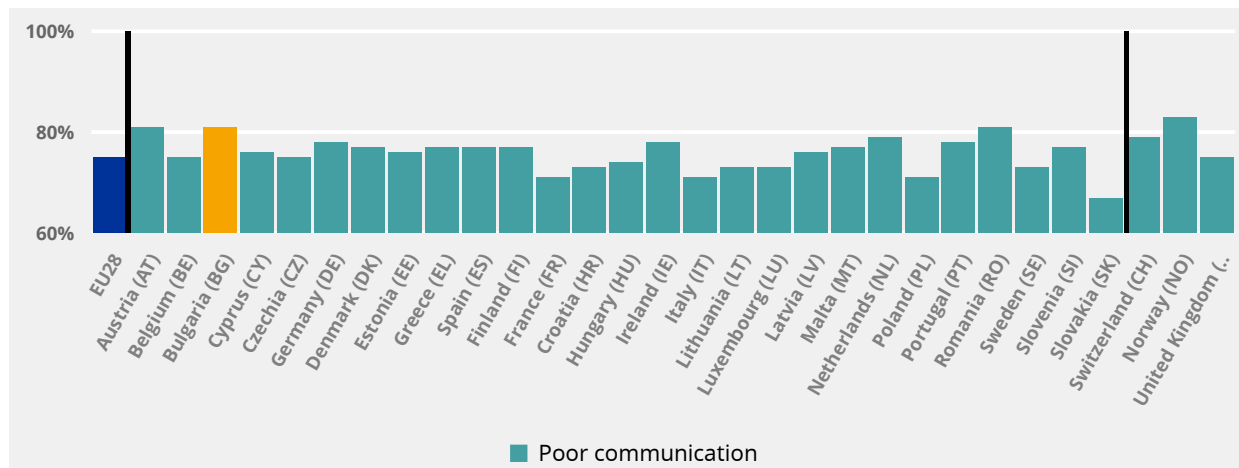
## Poor communication - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Poor communication or cooperation."

Country	Yes (%)	No (%)
EU27_2020	17.9	82.1
Bulgaria (BG)	4.8	95.2

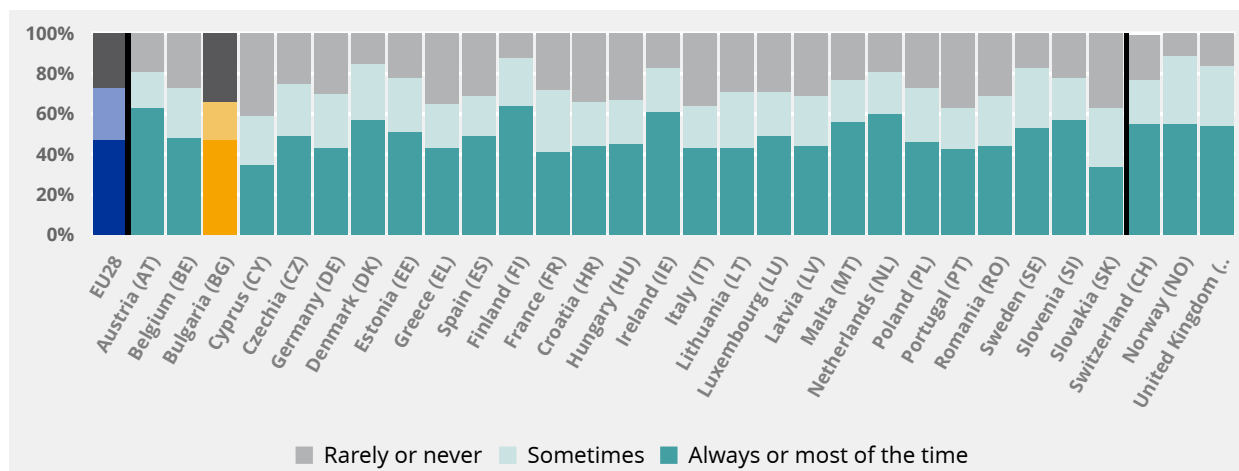
## Poor communication - EWCS



The diagram presents a composite indicator “Level of fairness, cooperation and trust” based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

Country	Value (%)
EU28	75
Bulgaria (BG)	81

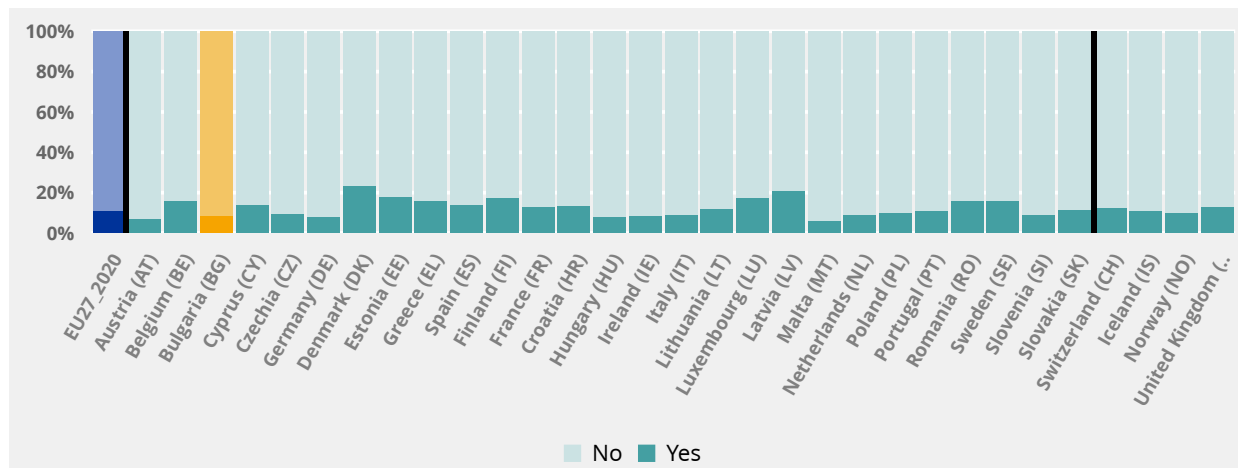
## Influence



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Can you influence decisions that are important for your work?”

Country	Rarely or never (%)	Sometimes (%)	Always or most of the time (%)
EU28	27	26	47
Bulgaria (BG)	34	19	47

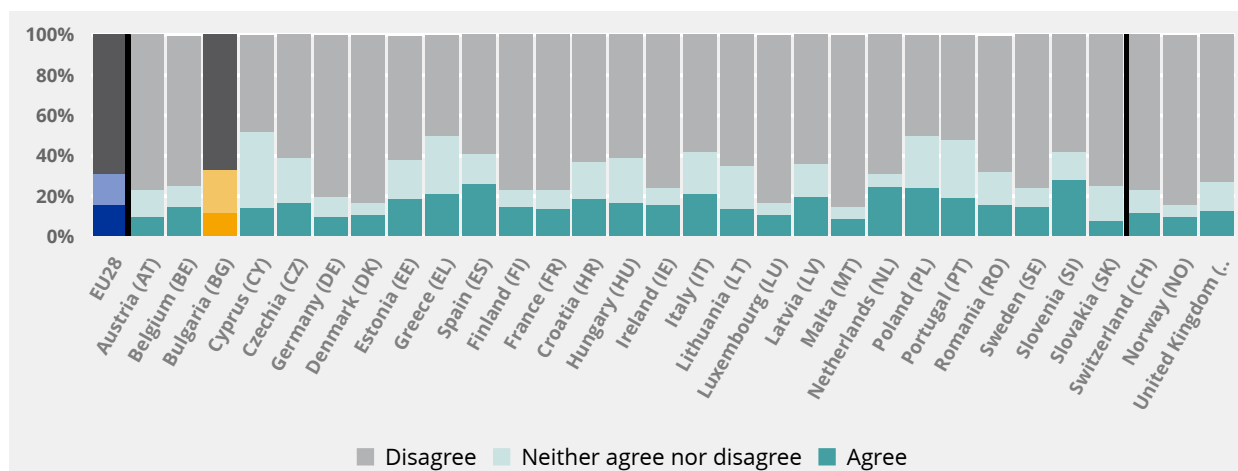
## Fear of job loss - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Fear of job loss."

Country	Yes (%)	No (%)
EU27_2020	11.1	88.9
Bulgaria (BG)	8.4	91.6

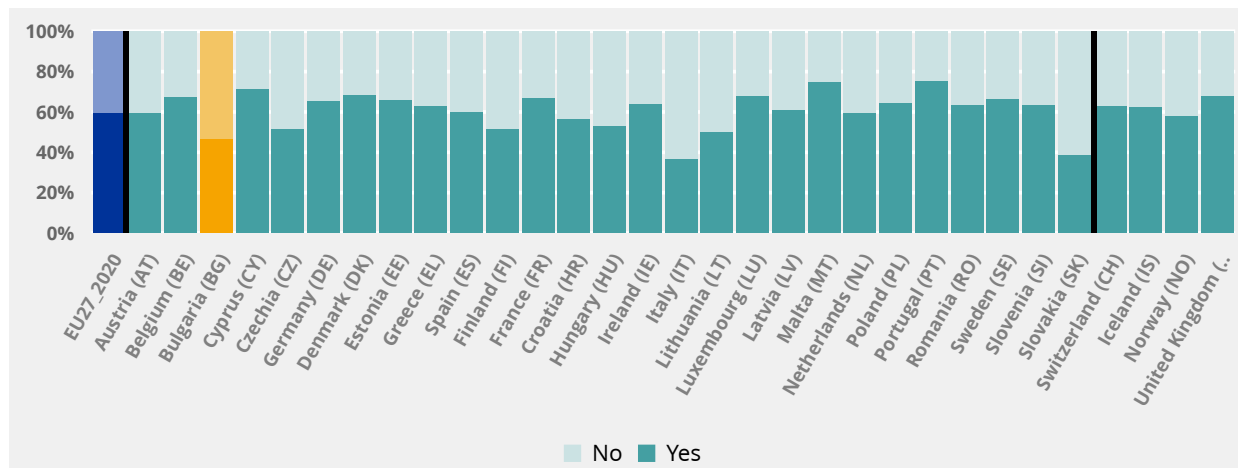
## Fear of job loss - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "I might lose my job in the next 6 months"

Country	Disagree (%)	Neither agree or disagree (%)	Agree (%)
EU28	69	15	16
Bulgaria (BG)	67	21	12

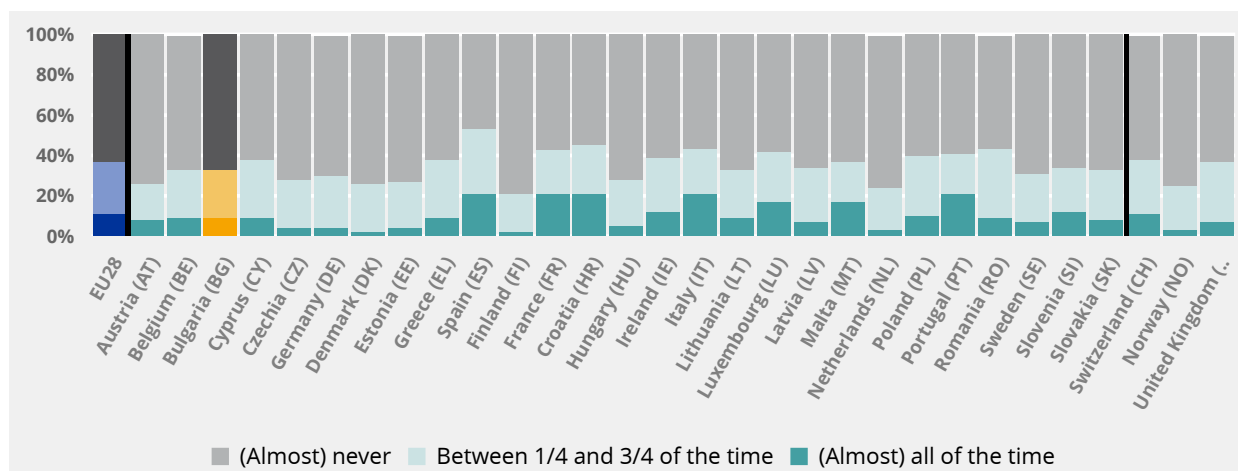
## Difficult clients - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Having to deal with difficult customers, patients, pupils etc".

Country	Yes (%)	No (%)
EU27_2020	59.7	40.3
Bulgaria (BG)	46.8	53.2

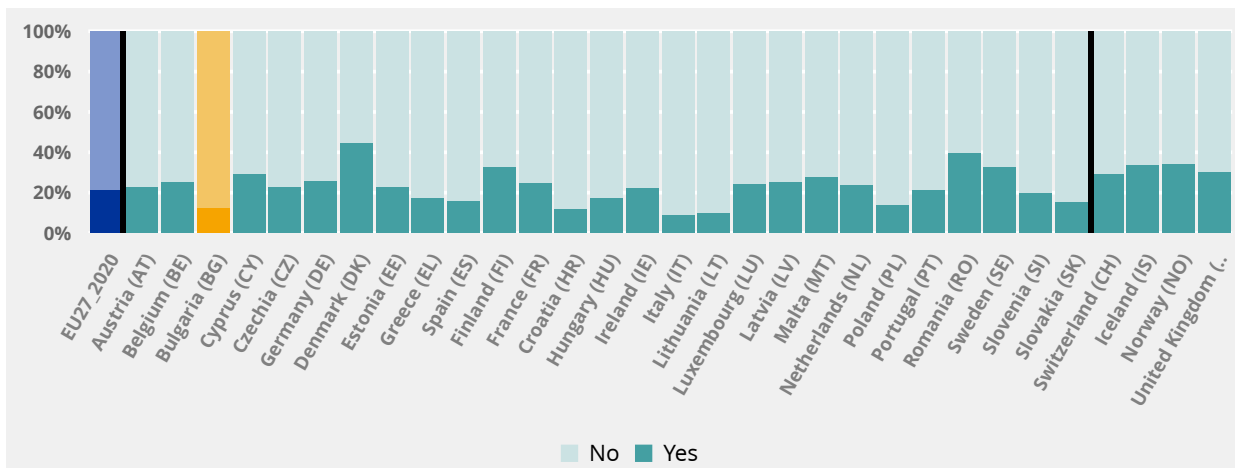
## Difficult clients - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your work involve handling angry clients?"

Country	Never (%)	1/4 and 3/4 of the time (%)	All the time (%)
EU28	63	26	11
Bulgaria (BG)	67	24	9

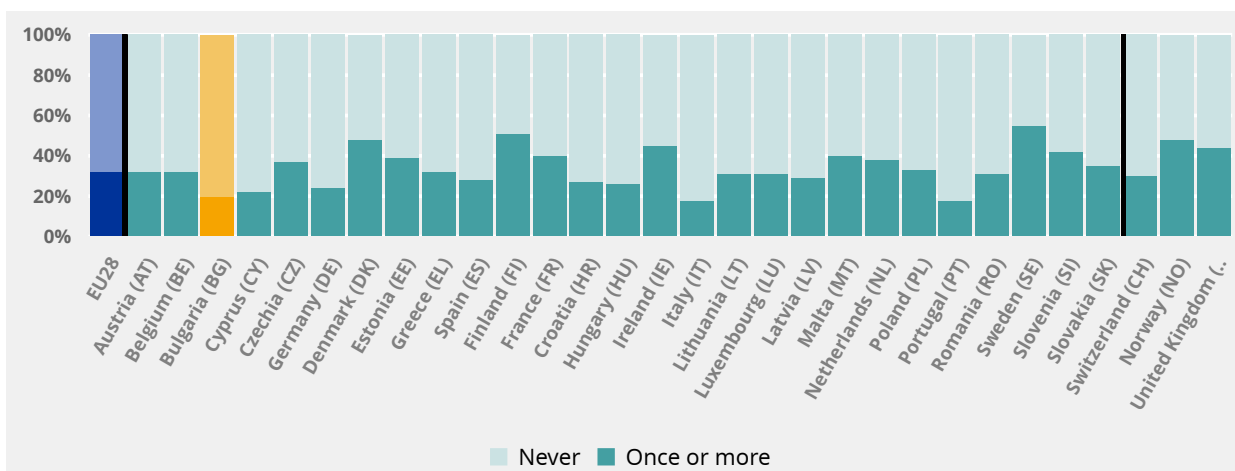
## Working hours - ESENER



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Long or irregular working hours."

Country	Yes (%)	No (%)
EU27_2020	21.5	78.5
Bulgaria (BG)	12.4	87.6

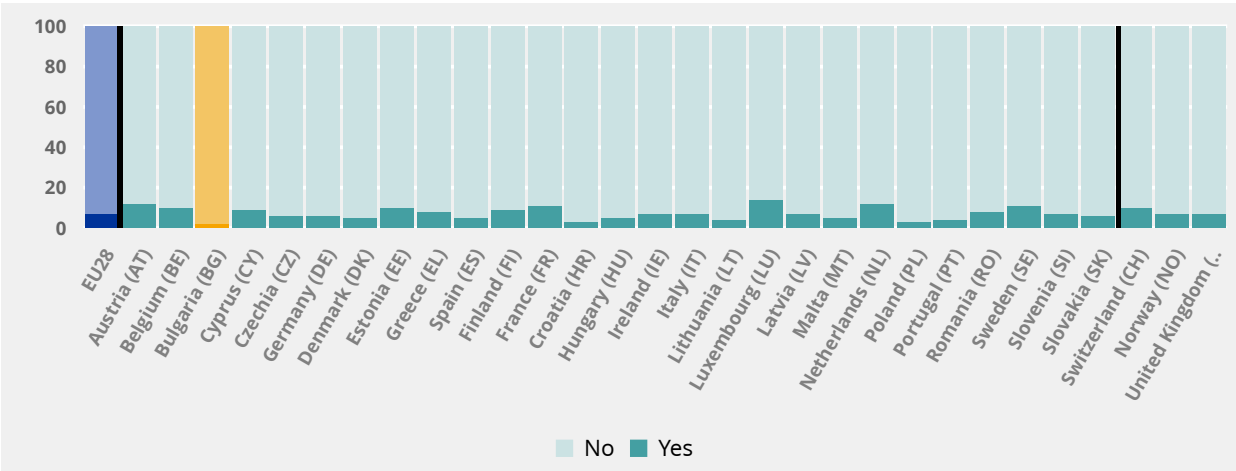
## Working hours - EWCS



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How many times a month do you work more than 10 hours a day?"

Country	Yes (%)	No (%)
EU28	32	68
Bulgaria (BG)	20	80

# Discrimination



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Have you been subjected to discrimination at work in the last 12 months?”

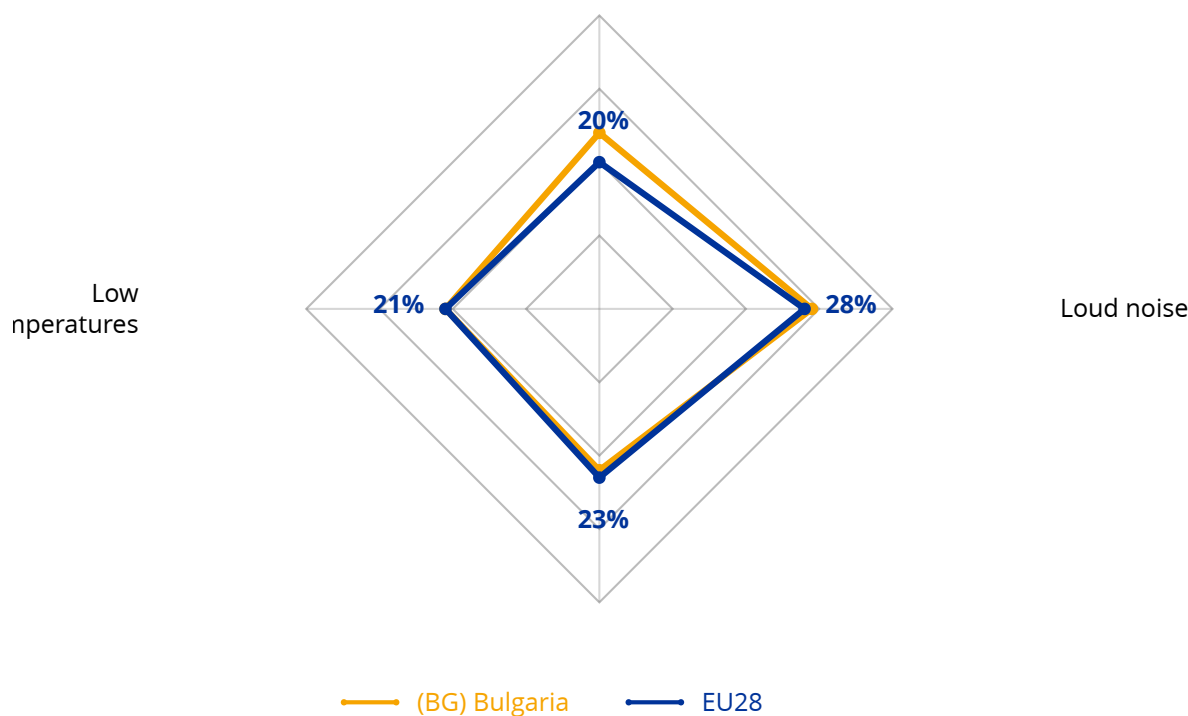
Country	Yes (%)	No (%)
EU28	7	93
Bulgaria (BG)	2	98

## Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

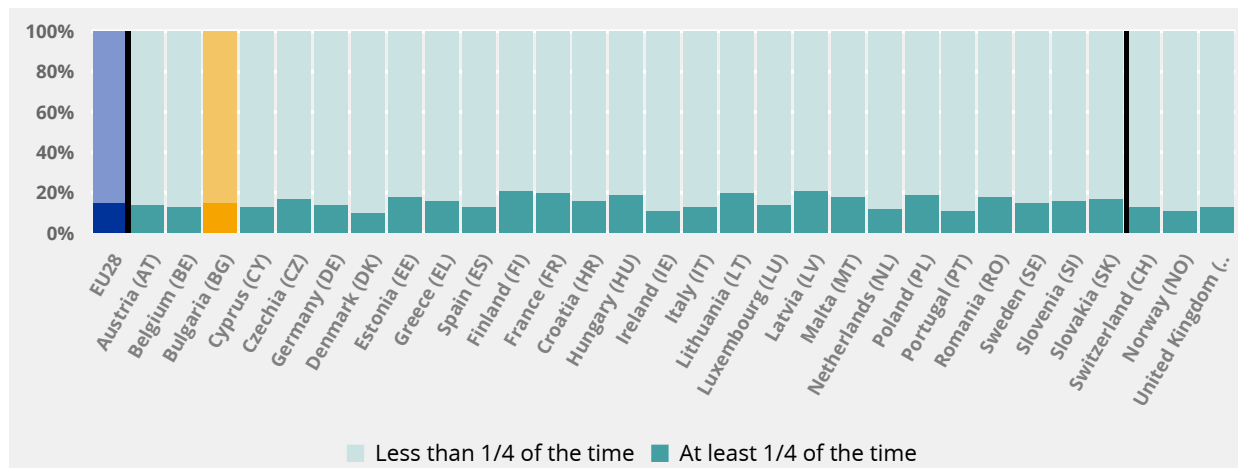
### Vibrations, loud noise and temperature



Indicator	Country	Value (%)
Vibrations from tools or machinery	(BG) Bulgaria	24
Loud noise	(BG) Bulgaria	29
High temperatures	(BG) Bulgaria	22
Low temperatures	(BG) Bulgaria	21
Vibrations from tools or machinery	EU28	20
Loud noise	EU28	28
High temperatures	EU28	23
Low temperatures	EU28	21

### Exposure to dangerous substances

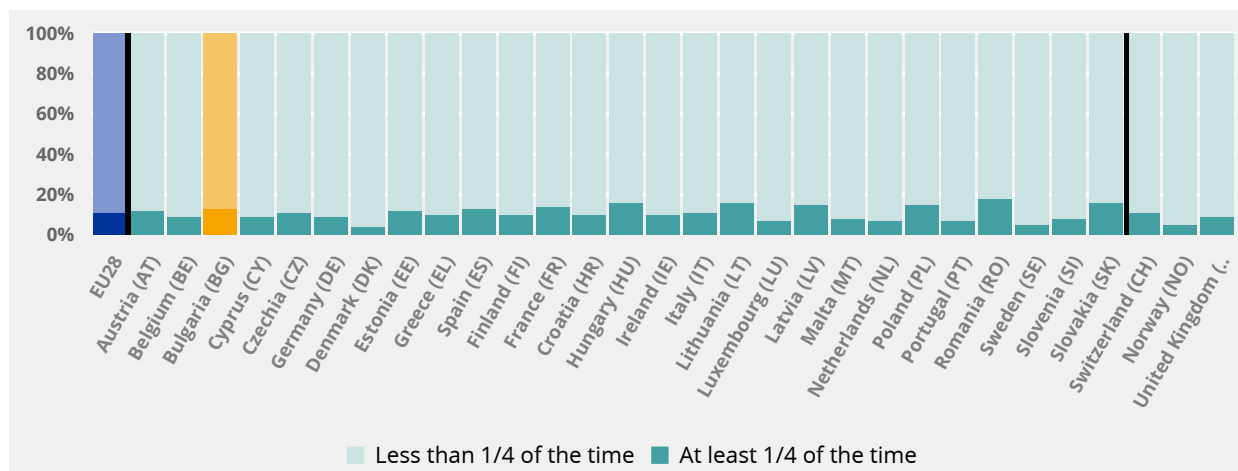
## Smoke, powder or dust



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in smoke, fumes, powder or dust?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	85	15
Bulgaria (BG)	85	15

## Vapours

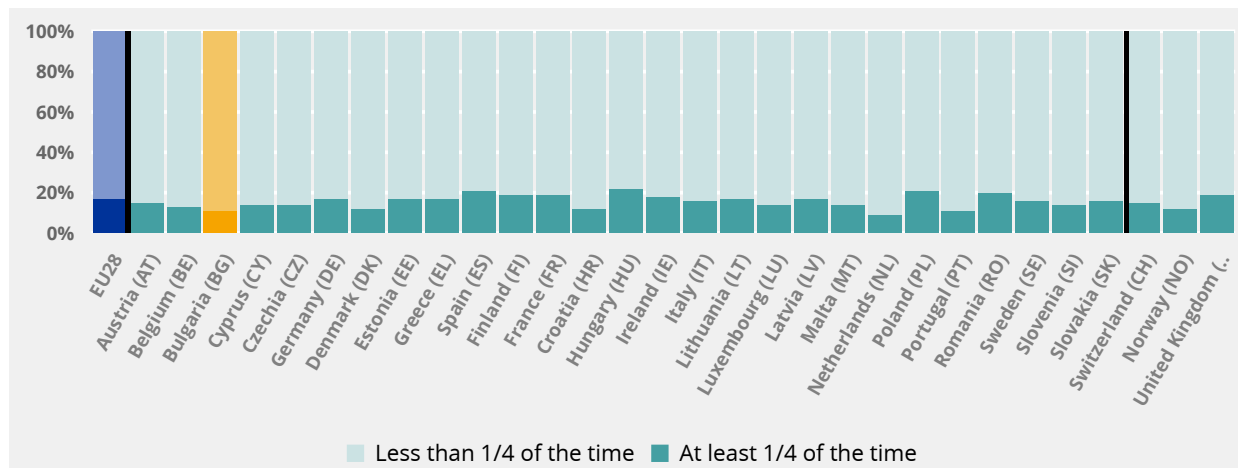


The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in vapours?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	89	11
Bulgaria (BG)	87	13



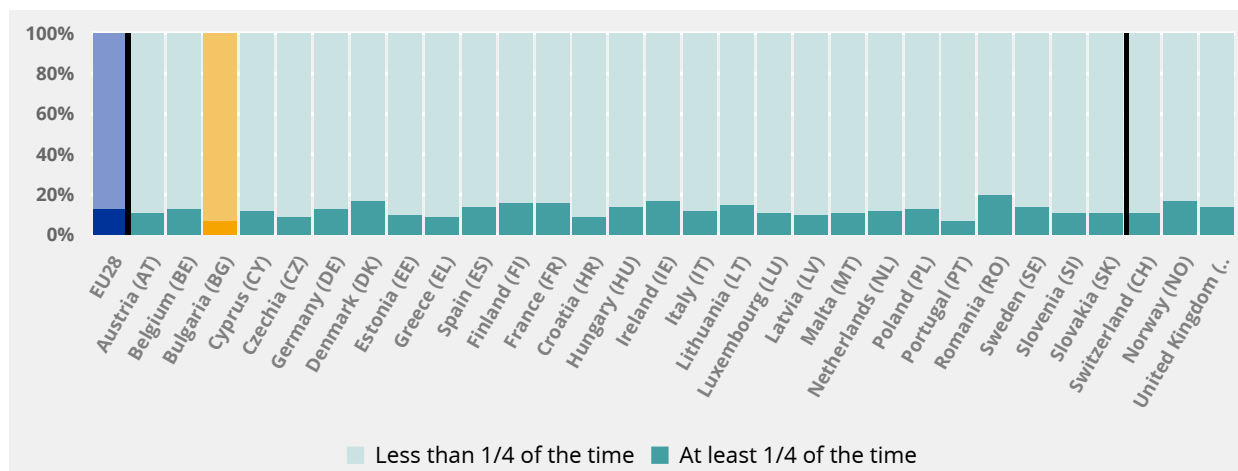
## Chemical products



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to chemical products or substances?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	83	17
Bulgaria (BG)	89	11

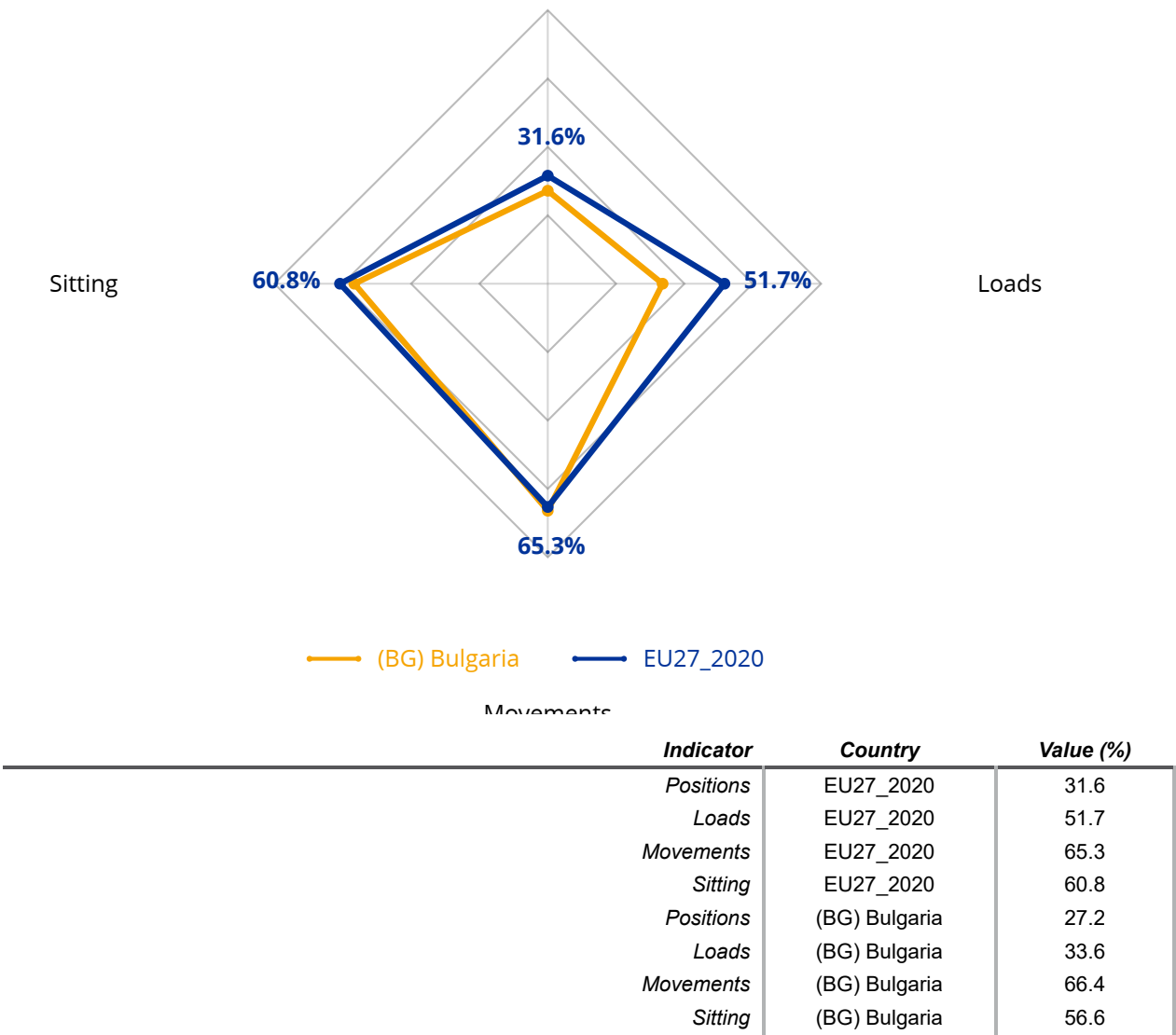
## Infectious materials



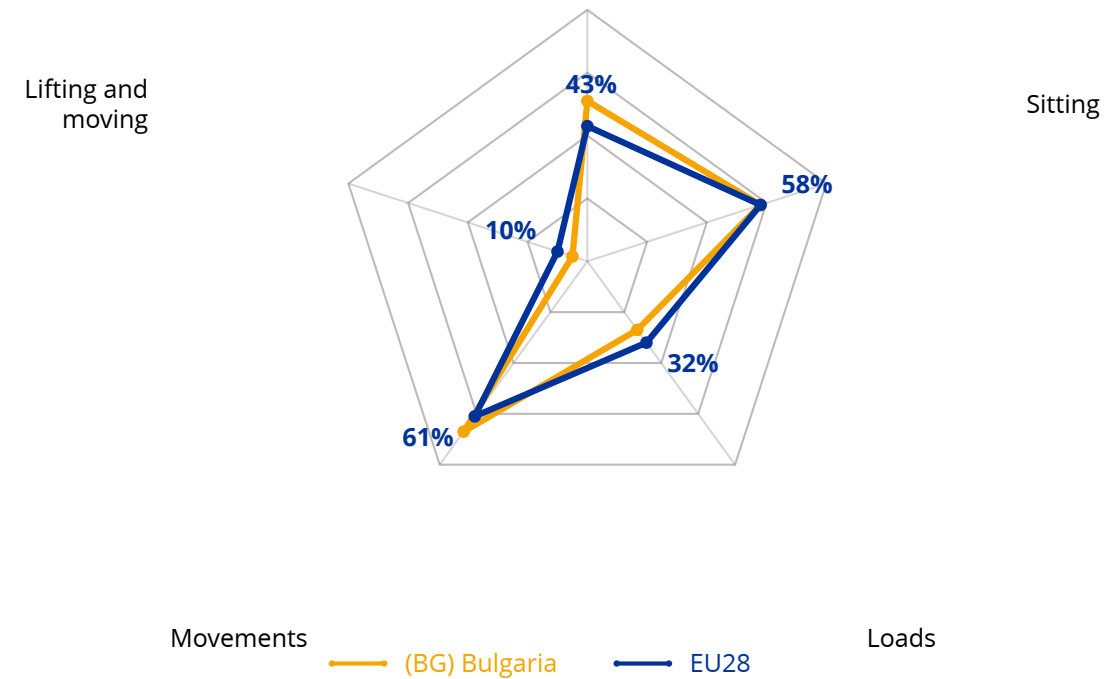
The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

Country	Less than 1/4 of the time (%)	At least 1/4 of the time (%)
EU28	87	13
Bulgaria (BG)	93	7

Ergonomic risks - ESENER



Ergonomic risks - EWCS



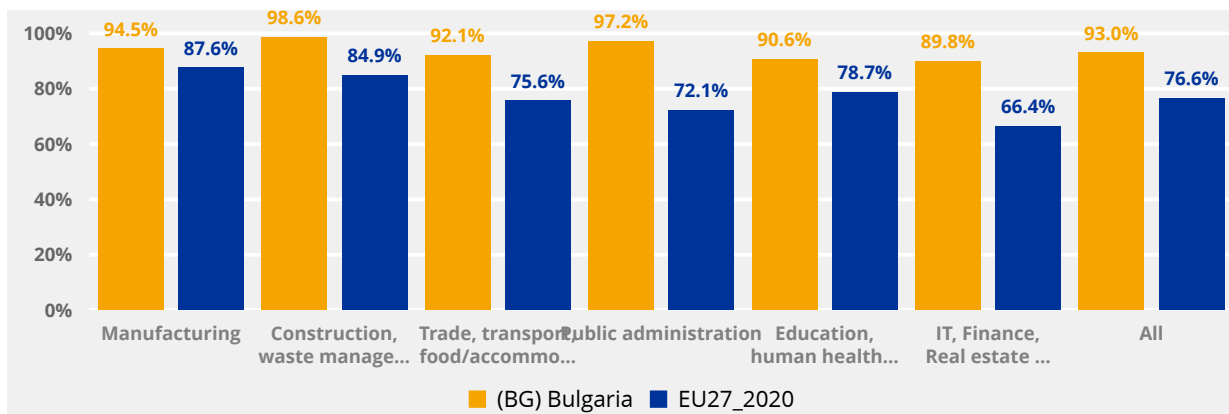
Indicator	Country	Value (%)
Positions	EU28	43
Sitting	EU28	58
Loads	EU28	32
Movements	EU28	61
Lifting and moving	EU28	10
Positions	(BG) Bulgaria	51
Sitting	(BG) Bulgaria	58
Loads	(BG) Bulgaria	27
Movements	(BG) Bulgaria	67
Lifting and moving	(BG) Bulgaria	5

## OSH outcomes and working conditions **Prevention in companies**

This indicator visualises data on how OSH is implemented on company/enterprise level, mainly focusing on risk assessment, related questions and OSH training for workers.

Source: ESENER 2019 Survey. For further information refer to Methodology

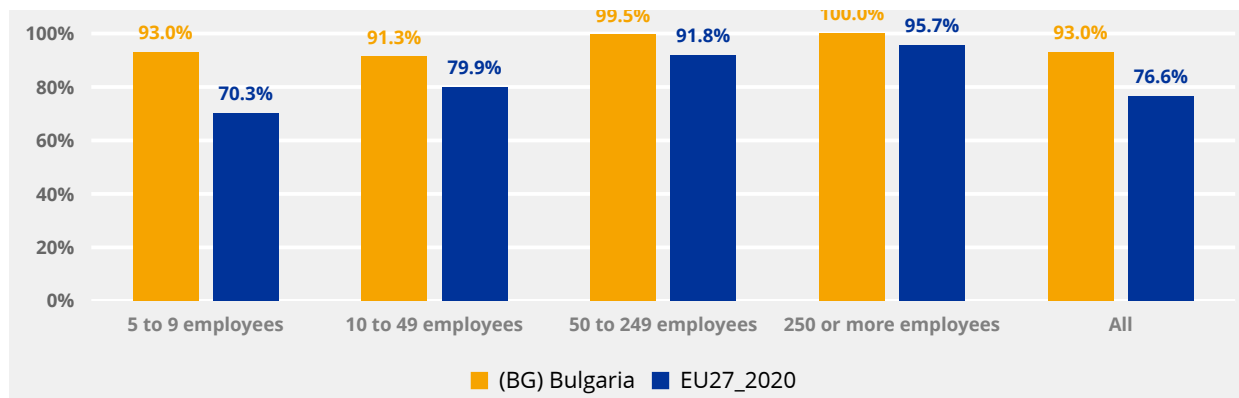
### Risk Assessment - Sector



The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Does your establishment regularly carry out workplace risk assessments?"

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(BG) Bulgaria	94.5	EU27_2020	87.6
Construction, waste management, water and electricity supply	(BG) Bulgaria	98.6	EU27_2020	84.9
Trade, transport, food/accommodation and recreation activities	(BG) Bulgaria	92.1	EU27_2020	75.6
Public administration	(BG) Bulgaria	97.2	EU27_2020	72.1
Education, human health and social work activities	(BG) Bulgaria	90.6	EU27_2020	78.7
IT, Finance, Real estate and other technical scientific or personal service activities	(BG) Bulgaria	89.8	EU27_2020	66.4
All	(BG) Bulgaria	93	EU27_2020	76.6

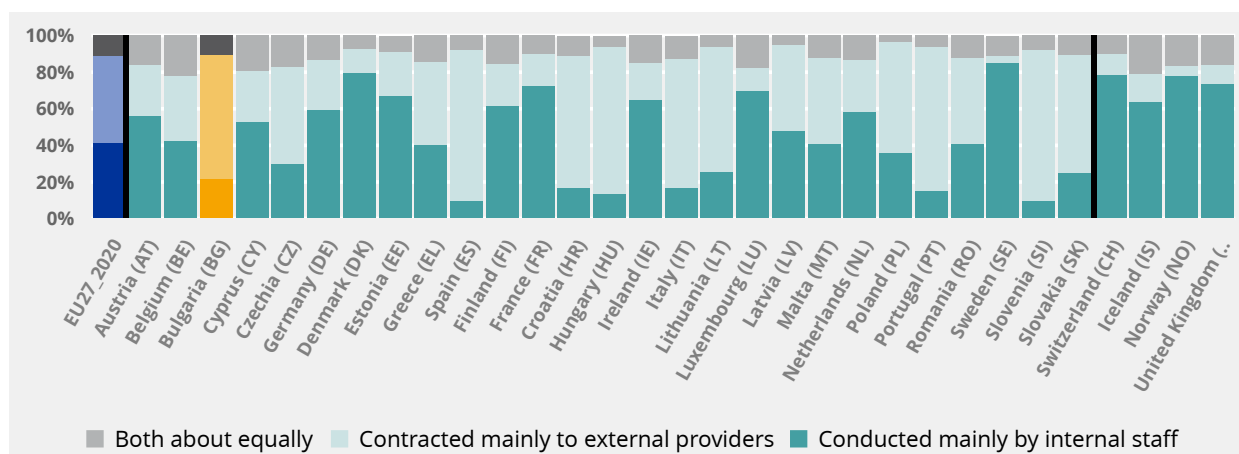
## Risk Assessment - Establishment size



The diagram presents the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : “Does your establishment regularly carry out workplace risk assessments?”

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(BG) Bulgaria	93	EU27_2020	70.3
10 to 49 employees	(BG) Bulgaria	91.3	EU27_2020	79.9
50 to 249 employees	(BG) Bulgaria	99.5	EU27_2020	91.8
250 or more employees	(BG) Bulgaria	100	EU27_2020	95.7
All	(BG) Bulgaria	93	EU27_2020	76.6

## Internal or external RA



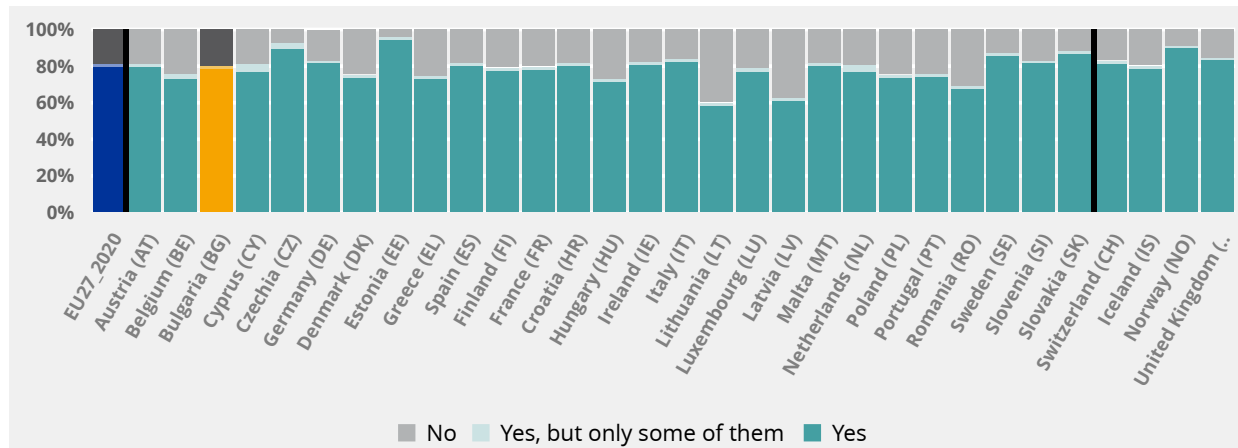
The diagram displays the responses in the ESENER 2019 Survey to the question: “Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?”

Country	Both about equal (%)	External (%)	Internal (%)
EU27_2020	11.2	47.1	41.7
Bulgaria (BG)	10.6	67.3	22.1

## Evaluated aspects in risk assessments

Responses to Evaluated aspects can be found in ESENER 2014 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

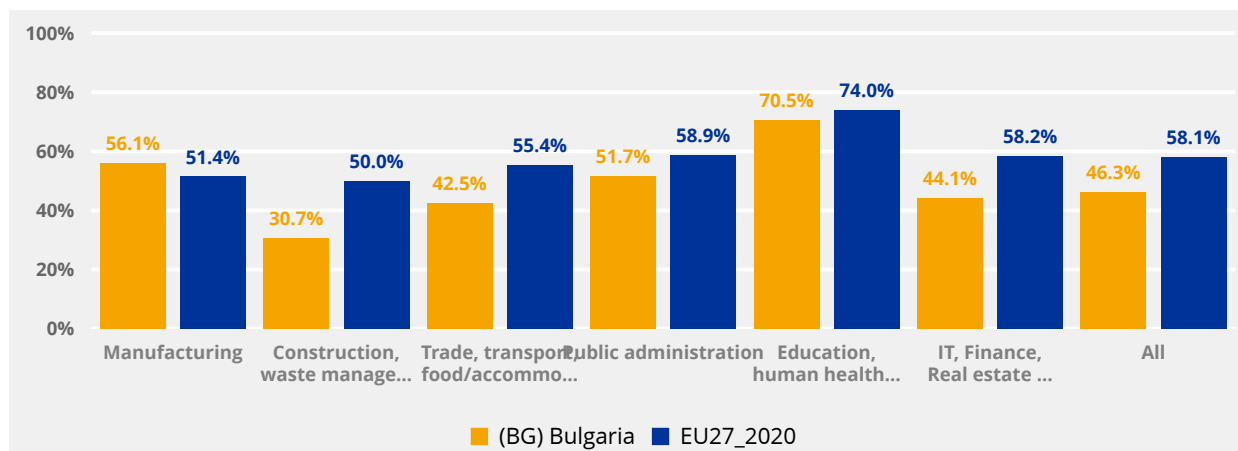
## Training in OSH



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are the health and safety representatives provided with any training during work time?”. additional information about this indicator can be obtained in ESENER 2019 Survey in the section OSH Management – Lack of information or adequate tools to deal with the risk effectively

Country	No (%)	Yes, but only some of them (%)	Yes (%)
EU27_2020	18.7	1	80.3
Bulgaria (BG)	19.9	1.1	79

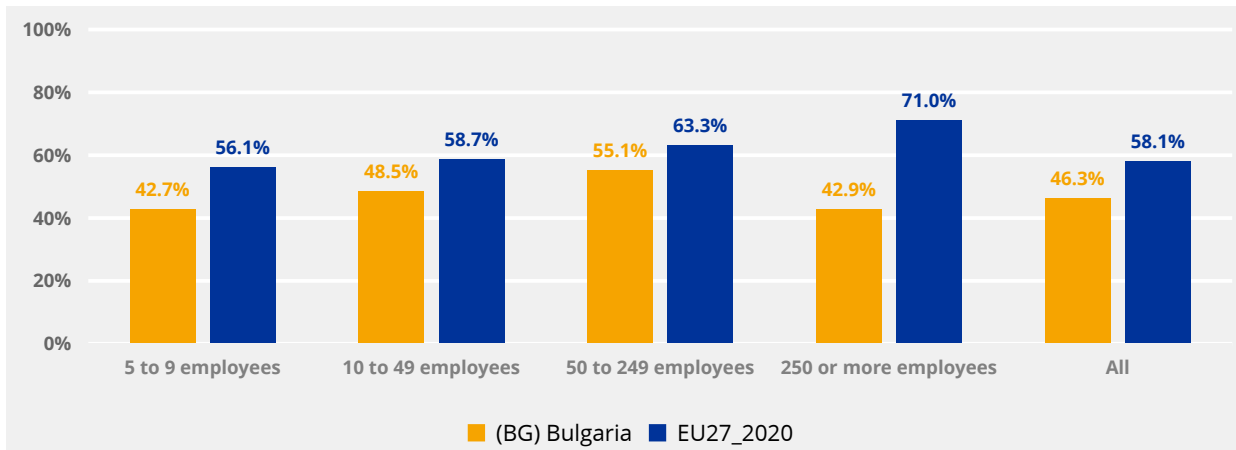
## Employees participation in prevention - Sector



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and sector - to the question : “Did the employees have a role in the design and set-up of measures to address psychosocial risks?”

Sector	Country	Value (%)	Country	Value (%)
Manufacturing	(BG) Bulgaria	56.1	EU27_2020	51.4
Construction, waste management, water and electricity supply	(BG) Bulgaria	30.7	EU27_2020	50
Trade, transport, food/accommodation and recreation activities	(BG) Bulgaria	42.5	EU27_2020	55.4
Public administration	(BG) Bulgaria	51.7	EU27_2020	58.9
Education, human health and social work activities	(BG) Bulgaria	70.5	EU27_2020	74
IT, Finance, Real estate and other technical scientific or personal service activities	(BG) Bulgaria	44.1	EU27_2020	58.2
All	(BG) Bulgaria	46.3	EU27_2020	58.1

## Employees participation in prevention - Establishment size



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

Sector	Country	Value (%)	Country	Value (%)
5 to 9 employees	(BG) Bulgaria	42.7	EU27_2020	56.1
10 to 49 employees	(BG) Bulgaria	48.5	EU27_2020	58.7
50 to 249 employees	(BG) Bulgaria	55.1	EU27_2020	63.3
250 or more employees	(BG) Bulgaria	42.9	EU27_2020	71
All	(BG) Bulgaria	46.3	EU27_2020	58.1

## OSH outcomes and working conditions **Worker involvement**

This section displays mainly quantitative data that show how workers are represented at company level and how they are involved in the prevention policy of the companies.

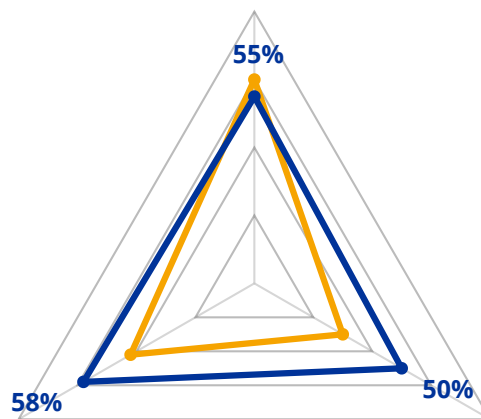
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

### Worker involvement

#### ESENER

Sector	Country	Value (%)
--------	---------	-----------

#### EWCS



H&S delegate  
or committee

Representation of  
employees

— (BG) Bulgaria — EU28

Sector	Country	Value (%)
Employee meetings	EU28	55
Representation of employees	EU28	50
H&S delegate or committee	EU28	58
Employee meetings	(BG) Bulgaria	60
Representation of employees	(BG) Bulgaria	30
H&S delegate or committee	(BG) Bulgaria	42



## OSH infrastructure **Enforcement capacity**

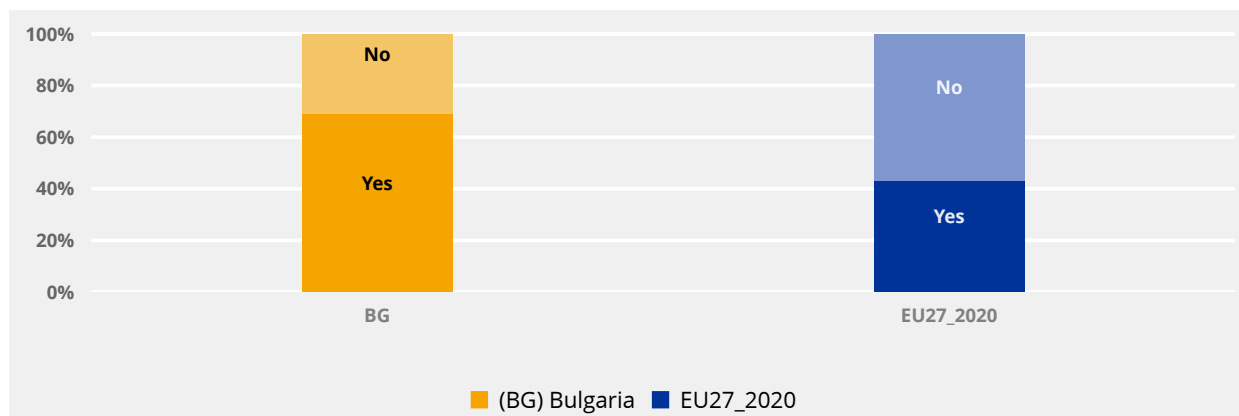
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

### % of establishments inspected

Have you been visited by the labour inspectorate in the last 3 years?



Country	Yes (%)	No (%)
(BG) Bulgaria	69.2	30.8
EU27_2020	43.2	56.8

### Authority

[Link to the institute](#)

### Short abstract

The HSL — the national institute for occupational safety and health research — was originally set up as HSE's laboratory to minimise risks to people's health and safety at work. Today, while continuing to support the HSE, the HSL now works with a wide range of other public and private sector organisations, often conducting detailed and bespoke research and development work on their behalf. The HSL's primary role is to provide investigative work and services arising from HSE's day-to-day operations, which often require a rapid multidisciplinary response. The HSE maintains a dedicated horizon-scanning team, based at the HSL, to keep the health and safety consequences arising from new trends in science and technology under review. The HSL is also a World Health Organisation (WHO) Collaborating Centre in Occupational Health.

See more in OSHWiki

**Scope of the Labor Inspection**

Occupational diseases and work-related diseases in 2014, estonia

**Inspector powers****Data holder:**

Health Board of Estonia

**Functionalities:**

- Monitoring of work-related illness - annually

**Strategy/Plan**

The Work Environment

## OSH infrastructure OSH statistics, surveys and research

Here you will find a comprehensive overview of availability of OSH statistics and surveys on working conditions and research capacities in the different Member States and the EU.

For further information refer to Methodology



### Bulgaria

#### OSH statistics

Accidents at work Statistical Survey

**Data holder:**

National Social Security Institute (NSSI)

**Functionalities:**

- Monitoring of work accidents - annually

Statistical system " Accidents at work"

**Data holder:**

National Statistical Institute (NSI)

**Functionalities:**

- Monitoring of work accidents - annually

Statistical information occupational diseases, recognized 2009-2013

**Data holder:**

National Social Security Institute (NSSI)

**Functionalities:**

- Monitoring of occupational diseases - annually

Statistical system "Occupational diseases"

**Data holder:**

National Statistical Institute (NSI)

**Functionalities:**

- Monitoring of occupational diseases - annually

## Research Institutes

National Centre of Public Health and Analyses (NCPHA)

[Link to the institute](#)

### Short abstract

The NCPHA is a structure within the national healthcare system. It carries out activities for protecting public health, promoting health and preventing diseases, and provides information on healthcare management.

In accordance with its main activities for the purpose of protecting and promoting health, the NCPHA examines the population's health status and the relationship between environmental factors and living conditions; conducts epidemiological surveys and evaluates risk factors for chronic non-communicable diseases; participates in the development, coordination and performance of national programmes and action plans as well as international research programmes oriented to strengthening public health (including mental, reproductive and sexual); carries out intervention activities and training workshops, and publishes information and methodological materials ; assesses exposure and the health risk to the population of the impact of biological, chemical and physical hazards on the environment and in the workplace, since appropriate recommendations have been prepared; monitors nutrition and the nutritional status of the population and develops manuals for the nutrition of target population groups.

[See more in OSHWiki](#)

Institute for Population and Human Studies (IPHS)

[Link to the institute](#)

### Short abstract

The IPHS is an academic centre for theoretical and applied research in different fields of demography and psychology.

The mission of the IPHS is to carry out demographic and psychological research aimed at studying regularities and determinants of population and individual development. Analyses of reproduction processes and psychological mechanisms for the regulation of behaviour are carried out with the purpose of assisting institutions in the implementation of strategies and policies for social and personal growth in the process of European integration and world globalisation.

[See more in OSHWiki](#)

Institute for Social and Trade Union Research (ISTUR)

[Link to the institute](#)

**Short abstract**

The main components of ISTUR's activity are research, consultations and training in the following areas: development of trade unionism and industrial relations — historical development; structures; social partnership; collective bargaining; collective labour disputes; protest actions and strikes; the international trade union movement; labour market and trade union strategies; privatisation; social policy — living standards, prices, income, social protection.

[See more in OSHWiki](#)