



Engaging trade unions  
members on climate  
and environment, and  
Just Transition  
discussions in Bulgaria



# Who we are

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## National Trade Union Federation Metal-Elektro

Our Federation is one of the main members of the Confederation of independent trade union in Bulgaria – the biggest labor umbrella organization in the country.



**КНСБ**

Members of:

- IndustriALL Global Union
- IndustriALL European Trade Union



- IEMF International Eurasian Metalworkers Federation





# Our main goal

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- The environment to become a key aspect of social dialogue



**IMPROVING THE ADAPTIVENESS OF  
EMPLOYEES AND STRENGTHENING  
COLLECTIVE LABOR AGREEMENT  
THROUGH JOINT ACTIONS BY THE  
SOCIAL PARTNERS AT THE  
NATIONAL, SECTORAL AND  
BRANCH LEVEL**



# Collective agreements as a solution to future challenges

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Green provisions to be a part of the traditional Collective bargaining agreements in the industrial sector

- Implementation of the green clauses in the Collective bargaining agreement to fulfill the Green European plans
- Low carbon transition and digital transformation are re-shaping the labor market. The collective bargaining is well placed to design solutions to future challenges by integrating the principles of sustainable development as a part of the collective agreements



# Union environmental representative

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- To make this happen we need to train our activists to raise the awareness and develop a deeper understanding of the environmental and health issues.
- In this way we can engage workers and regional trade union activists as a **union environmental representative**. They will play an important role and will be pro-active on a green policy development, implementation and updating the collective bargaining provision.
- Our Environment Reps will observe the green arrangements and will follow our ambition to put sustainability into the mainstream **of what we should do as a union**



# How to encourage trade union members to play a key role in resolving the green issues

## Training goals:

- ✓ **Raising awareness** of our members on both levels about environmental health issues, health impacts ,climate changes and circular economy
- ✓ **Sharing** a good practices
- ✓ **Give advices on** how to develop and implement green policies
- ✓ **Engaging** workers and regional trade union activists as union environmental representatives.

## Training results:

- Our activists will achieve professional green- skills to support the implementation of the environmental policies
- Union reps will play a key role in engaging all the employers and employees in the green issues
- Prove that the environmental sustainability can be compatible with decent jobs



# Green clause

- Depends on a level of agreement – sector level or enterprise-level

## sector level

- analysis of the impact of transformation , plan for all the worker affected by the transition (re-skill and redeploy) in every factory , mid-term and long-term plans for achieving decarbonization, clean technologies that reduce harmful emissions, renewable energy alternatives, energy-saving measures, plans for building a new green jobs, targets for continual emissions reductions, annually trainings for employees and the management to raise awareness of the health, environmental and economic aspects of climate change and decarbonisation

## enterprise-level

- Individual solutions for each worker, investment in skills , waste management, recycling policies promoting environmental friendly mobility, air quality monitoring -indoor and outdoor , water-saving measures, saving energy and resources

# Interactive approach leading to multiple effect in every aspect of life

- Improves collaborations with local authorities
- Takes joint actions with local public campaign and discussions
- Engages with other organizations inside and outside the sector that are organized on a regional or country basis
- As a leading local community, especially in the small cities, it can further proceed and expand the knowledge beyond the workplaces.







# General impacts of our project:

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- Improving the quality of the existing jobs
- Promoting green and decent jobs creation
- Promoting the integration of green issues as a part of the social dialogue
- Guarantying the worker`s participation in the green polices and practices
- Maintaing sustainable development
- Establishing strong and efficient social protection systems in the transition
- Encouraging individual pro-environmental behavior



# What we have done:

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- Memorandum about sustainability with social partners
- Green provision in the Sectoral collective agreement
- Training in more than 15 factors
- Survey



# Limits that we faced

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- COVID 19
- Demographic problems
- The lack of public dialog and complete public unawareness
- Lack of funding

# Envision a better future



Our project has the potential to serve as a coherent policy framework, to the mutual benefit and improved integration of economic development, investment, decent employment, social protection and environmental health policies.

## Consequences

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The environmental and the social challenges are tightly bonded.

Therefore, they need to be addressed together in a comprehensive manner.

So, we need to work together – health organizations, labors and worker's unions because we need healthy workers, decent and green jobs, sustainable industry and better future.



Nowadays, any economic model that doesn't take into consideration the environment and people's health will not last long.

**Thanks for the  
attention!**