

A blue ballpoint pen is positioned diagonally on the left side of the image, resting on a document. The document features a bar chart with several blue bars of varying heights. The background is a mix of light blue and dark blue geometric shapes.

Corporate Sustainability Reporting (CSRD) in Bulgaria

Initial Awareness

- ▶ Back in **2009**, PODKREPA implemented a project named “PODKREPA for decent work”, which included activities related to corporate social responsibility.
- ▶ First encountered in **Dec 2019** (European Green Deal).
- ▶ Further understanding in **March 2021** (Pillar of Social Rights).
- ▶ Specific awareness of **CSRD** in **early 2023** (ETUC discussions and others).

Sources of Information



WE LEARNED THROUGH
INTERNATIONAL SEMINARS
AND WEBINARS



EU-FUNDED PROJECTS



BULGARIAN INSTITUTIONS
AND EMPLOYER'S
ORGANIZATIONS



PROFESSIONAL
EXPERIENCE (INTERNAL
AUDITOR; ISO/EMAS
INVOLVEMENT)

Expected Impacts

- ▶ Focus on **Social (S)** dimension
- ▶ Trade union engagement in:
 - ✓ Employment and working conditions
 - ✓ Workers' rights and equality
- ▶ Need for:
 - ✓ Training union representatives
 - ✓ Stronger social dialogue at company level

Opportunity or Threat?

Seen as an **opportunity** if trade unions are involved

Potential to:

- Strengthen workers' rights
- Ensure employer accountability
- Institutionalize social dialogue
- Improve corporate culture and ethics



Involvement in National Transposition

- ▶ Participation during public consultation (National Assembly)
- ▶ Submitted written opinion
- ▶ Main concerns:
 - Lack of trade union involvement
 - No legal timelines for consultation
- ▶ Outcome: Comments discussed, **but not adopted**

Legal Status

CSRD has been transposed into Bulgarian law through amendments to:

the Accounting Act
(Aug 14, 2024)

The Independent
Financial Audit Act
(Sept 4, 2024)



Crucial for effective CSRD implementation



Can ensure:

Transparency and accountability

Accurate reflection of social conditions



Practical formats:

Regular consultations

Union reps in ESG working groups

Access to relevant data

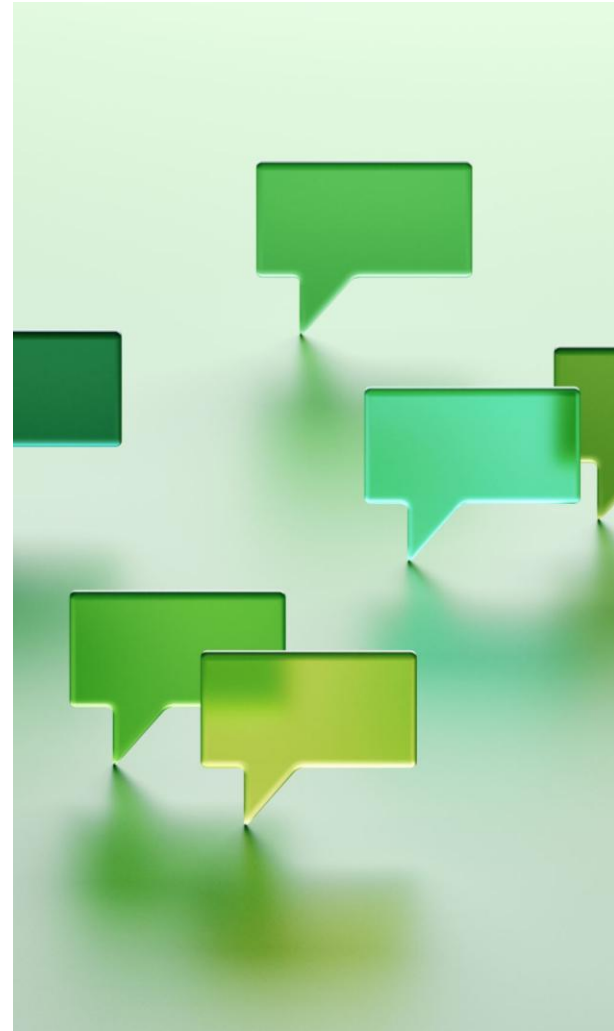
Social Dialogue Potential

Existing Practices & Challenges

- ▶ **Successes:** Initial employer-union discussions exist.
- ▶ **Challenges:**
 - Low awareness
 - Lack of ESG expertise
 - Cultural/organizational barriers
- ▶ **Shortcomings:** No clear mechanisms for union input
- ▶ **Potential:** capacity building and cooperation through training, institutional support, advocacy

Public and Legal Discourse

- Limited public debate on “S” in ESG
- Social issues present in collective agreements but not tied to CSRD
- Risk: Omnibus law may **weaken reporting obligations**
- Need for more structured national dialogue



Expected questions to be answered:



How can trade unions participate in ESG?



What are companies' new duties?



Are there good EU practices?



Is it overly bureaucratic?



Can collective agreements play a role?

Conclusions

- Social dialogue will support effective reporting on ESG
- Enhance legal frameworks to ensure worker participation
- Build union capacity through training
- Align collective agreements with CSRD goals

Thank you for your attention!

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PODKREPA CL

