

Association of the Organizations of Bulgarian Employers

STATUTE

GENERAL PROVISIONS

- Art. 1. The Association of the Organizations of Bulgarian Employers (hereinafter called AOBE) shall be a free union of the employers' organisations that are officially acknowledged as representative in the Republic of Bulgaria according to the legislation in force, as well as of other interested in employers representatives in the Republic of Bulgaria.
- Art. 2. (1) The AOBE shall be a voluntary organisation aiming at co-ordinating the positions of the employers' organisations and at providing assistance for the consolidation, balancing and unified representation of their interests.
- (2) The AOBE shall not be a separate juridical person. It shall be independent from any other governmental or non-governmental bodies and organisations with the exception of those that are its members.
- Art. 3. The AOBE has been established for an unlimited period of time.

BASIC AIMS

- Art. 4. The AOBE shall aim basically at strengthening and developing the co-operation among its members and at representing their interests.
- Art. 5. To achieve its aims, the AOBE shall:
1. Establish conditions for a permanent contact among its members;
 2. Assist for the maintenance of a permanent exchange of opinions and consultations among its members on all issues that are of mutual interest;
 3. Assist in drawing up and coming forward with common positions before the competent bodies and organisations on issues, concerning employers' interests, as well as at the adoption of decisions, stimulating the development of free entrepreneurship, business initiative and market economy;
 4. Work for establishment and maintenance of relations of loyal competition among the Bulgarian employers;
 5. Provide assistance to its members for the settlement of disputes, arisen between them.

MEMBERSHIP

- Art. 6. The AOBE shall have regular members, members-observers and associated members.
- Art. 7. Regular members of the AOBE shall be the employers' organisations that have been recognized officially as being representative ones on a national level according to the legislation in force and have signed or joint to the present Statute.
- Art. 8. Regular members have the right to:

1. Take part in the discussions and decision-making process during the sessions of the General Assembly of the AOBЕ;
 2. Elect and be elected in the managing bodies of the AOBЕ according to the adopted rotation principle, as well as to authorise their representatives to participate in the commissions and working groups that can be established whenever necessary;
 3. Use the services provided by the AOBЕ and receive information about its activities.
- Art. 9. The rights of the regular members shall be exercised by their legal representatives as per their statutes. Other persons may represent members of the AOBЕ only if provided with an explicit letter of authorisation.
- Art. 10. (1) Members-observers in the AOBЕ can be employers' organisations, regularly registered as non-profit organisations under the Bulgarian legislation, regardless of the fact that they do not have the status of representative organisations that adopt the aims and tasks of this Statute and have been approved unanimously as observers by the regular members.
- (2) The status of members-observers shall also have the organisations under Art. 17 para 2.
- (3) The observers shall have the right of a consultative vote.
- Art. 11. (1) Associated members can be companies, registered in the Republic of Bulgaria, interested in participation in the consideration of the issues, connected with the industrial relations in Bulgaria.
- (2) The associated members shall have the right of a consultative vote.
- Art. 12. The members of the AOBЕ shall be obliged to:
1. Comply with the present Statute;
 2. Work towards achieving the aims of the AOBЕ;
 3. Pay regularly their membership dues, should the General Assembly decide to have such;
 4. Pay regularly their respective part of the membership contributions, which the AOBЕ could have to international employers' organisations.

ADMITTANCE OF NEW MEMBERS AND TERMINATION OF MEMBERSHIP

- Art. 13. (1) A new member shall be admitted upon its written request, addressed to the President of the AOBЕ.
- (2) The General Assembly shall consider the request at its coming next session.
- Art. 14. The membership with the AOBЕ can be terminated by a decision of the General Assembly on the following grounds:
1. If the respective employers' organisation is no longer representative on a national level;
 2. Exclusion because of non-fulfillment of the obligations under the present Statute or upon a request of the organisation.

- Art. 15. (1) The request under Art. 14, p. 2 should be addressed in written to the President of the AOBÉ.
- (2) The request should be addressed to the President that should have take the Presidency according to the rotation principle, in case the termination of the membership is desired by the presiding organisation at that time.
- (3) The termination is considered effective as of the day when the written request has been submitted.
- Art. 16. (1) The official publication of the Decision of the Council of Ministers for acknowledgement of the representative employers' organisations for the country is a basis for submission of a request for admittance or exclusion, depending on the fact whether the respective organisation acquires or loses this status.
- (2) In case the organisation loses its status of being representative organisation on national level, it can submit a request for admittance as associated member of AOBÉ. The request shall be considered according to the general procedure.
- Art. 17. (1) A Member of AOBÉ can be excluded with a decision of the General Assembly when doesn't fulfil its obligations under Art. 12 of the present Statute.
- (2) In cases when a regular member doesn't pay its membership dues within the term, given by the General Assembly, and after a written invitation by the President, it loses its status of regular member and acquires a status of member-observer.
- (3) In cases when a member-observer or an associated member doesn't fulfil its obligations for the payment of membership dues within the term, given by the General Assembly, and after a written invitation by the President, its membership to AOBÉ shall be terminated.

FINANCING

- Art. 18. (1) The amount of the membership contributions to the International Organization of Employers shall be distributed proportionately among the organisations - regular members of the AOBÉ.
- (2) The amount and the term of payment of the membership dues of members-observers and associated members shall be fixed by a decision of the General Assembly on annual basis.
- (3) The annual membership dues shall be transferred to a bank account, indicated by the organisation, presiding the AOBÉ for the respective year according to the rotation principle. The presiding organisation, upon collecting the amount, transfers to the International Organization of Employers the due membership contribution.
- Art. 19. The cost for the activity of the working groups, experts, consulting groups, etc. shall be covered as provided by the decision for their establishment.

BODIES OF THE AOBÉ

Art. 20. The bodies of the AOBÉ shall be:

1. The General Assembly;
2. The President and the Vice-President(s).

Art. 21. (1) The General Assembly shall consist of one representative of each member, in compliance with Art. 9 of the present Statute. At the sessions, the representative

may be accompanied by a reasonable number of advisers and experts, provided there is no decision restricting their presence at the respective session.

- (2) The General Assembly shall be convoked and chaired by the President of the AOBÉ or by his/her substitute in the organisation, running the presidency according to the principle of rotation, when the President is hindered.
- (3) The General Assembly shall be convoked whenever necessary for the fulfilment of the aims and tasks of the AOBÉ as per this Statute, but not less than once per three months.
- (4) The President of the AOBÉ shall do the convocation by a written invitation, including the agenda and the materials on it, indicating the date and venue of the session. The invitation shall be sent at least 3 days before the session, except in urgent cases calling for extraordinary sessions. New items can be put on the agenda only with a unanimous decision by all members.
- (5) The sessions of the General Assembly shall be considered regular if attended by more than the half of the regular members. All decisions shall be taken with unanimity by all regular members.

Art. 22. (1) The AOBÉ shall be chaired on a rotation principle by the Presidents of the respective employers' organisations, who shall keep the secretariat of the AOBÉ as well.

(2) For the term under the preceding paragraph, the Vice-President shall be a representative of the employers' organisation that is going to take the chair, as per the order approved by the General Assembly.

(3) The President of the AOBÉ shall be entitled to:

1. Represent the AOBÉ, as per the resolutions of the General Assembly, before all juridical and physical persons in the country and abroad;
2. Convoke and chair the General Assembly of the AOBÉ;
3. To direct the AOBÉ and its activities in fulfilment of the regulations of this Statute and of the Resolutions of the General Assembly;
4. To put forward for approval by the General Assembly the text of his/her report or remarks for the annual session of the International Labour Organization, to report before it about what has been done during the session and to provide the adopted documents to the other members. These obligations hold valid for the representation of the AOBÉ before other bodies of international organisations as well.

(4) For the term of the year during which according to the rotation principle a representative of an employers' organisation is a President of the AOBÉ, a Vice-President shall be a representative of the employers' organisation that has to take up the chair, as per the order approved by the General Assembly.

FINAL STIPULATIONS

Art. 23. The AOBÉ shall have a rectangular stamp with an inscription in Bulgarian and English „Association of the Organizations of Bulgarian Employers" upon the background of the geographic delineation of the Republic of Bulgaria.

Art. 24. (1) The First General Assembly of the AOBÉ shall adopt the principle according to which the rotation of the Presidency shall be effected, as well as of the

representation of the Association at international forums different from the annual sessions of the ILO, for which the participation quota is smaller than the number of members of the AOBÉ.

- (2) When a new member is admitted, it shall be included in the rotation after all remaining members take their turn, as of the year (date) of admission.

Art. 25. This Statute enters into force when signed by all founding members who have to endorsed it in compliance with their statutory documents.

The Statute of the Association of the Organizations of Bulgarian Employers has been adopted:

- *Protocol No 24/7-95 of the Executive Bureau of the Bulgarian Chamber of Commerce and Industry of 10.11.1995 with decision No 1 according to point 1.5*
- *Protocol No 5 of the session of the Board of Directors of the Bulgarian Industrial Association of 7.11.1995 with decision No 4.1. according to point 4*
- *Protocol No 13 of 29.09.1995 - Plovdiv, of the session of the Board of Directors of the Union for Private Economic Initiative*
- *Protocol No 1201 of 30.11.1995 of the National Council of the UPE "Vazrazhdane" and was amended by the General Assembly on 9.11.1999*