

Free Trade Union Institute

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October 31, 1994

Mr. Gerald Hyman, Project Officer
EUR/DR/DPI
Room 4440
320 Twenty-first Street, N.W.
Washington, D.C. 20523-0053

RE: A.I.D. Grant No. EUR-0017-G-00-2025-00

Dear Mr. Hyman:

Enclosed is the Free Trade Union Institute's quarterly program performance report on the referenced grant for the period July 1, 1994 - September 30, 1994.

Several budget adjustments were made on the financial summary which I believe will more accurately reflect the focus of each project. Specifically, the Warsaw Office budget was combined with the Northern Tier budget and renamed "Northern Tier Regional Office (Warsaw)". The Baltic States budget was combined with the Lithuania budget and renamed Baltic States/Lithuania. Finally, section 3 of the Bulgaria budget (Balkan Regional Office) was combined with the Sofia Regional Office and renamed Balkan Regional Office (Sofia); the balance remaining (sections 1 and 2) is targeted for programs within Bulgaria.

Additional reprogramming requests are awaiting approval and will further impact budget figures. Final budget figures will be included with the final quarterly program performance report for this grant.

Sincerely,

Executive Director

Enclosures

QUARTERLY REPORT
TO THE
U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT

Regarding activities and expenditures
undertaken pursuant to **Grant No. EUR-0017-G-00-2025-00**

for the Third Quarter of 1994
July 1, 1994 through September 30, 1994

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INTRODUCTION

This report briefly presents information by country or regional project for the period July 1, 1994 through September 30, 1994. All activities discussed herein were funded under the terms of the grant agreement between the United States Agency for International Development (AID) and the Free Trade Union Institute (FTUI).

This report covers only those efforts already underway as of September 30, 1994. In some cases, even where narrative program reports have been received, complete reporting of overseas financial transactions (and documentation thereof) cannot be completed and verified within 30 days. In these cases, financial information will be completed in subsequent reports.

FTUI's audited ICR has been applied for this quarter.

A financial summary is included at the end of the report.

POLAND

1. **NSZZ SOLIDARNOSC - \$1,387,500**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

Activities under this project are complete. A final report will be submitted in the fourth quarter report.

B. **Implementation Status:**

Project activities have been completed.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

Not applicable.

D. **International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):**

None.

E. **Reasons Why Established Goals Were Not Met:**

Established goals were met.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

2. **ECONOMIC FOUNDATION - \$75,000**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

Activities under this project are complete.

B. **Implementation Status:**

Project activities have been completed.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

Not applicable.

D. **International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):**

None.

E. **Reasons Why Established Goals Were Not Met:**

Established goals were met.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

3. **RURAL SOLIDARITY - \$45,000**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

Activities under this project are complete. No further project activities were undertaken during this quarter.

B. **Implementation Status:**

Project activities have been completed.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

Not applicable.

D. **International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):**

None.

E. **Reasons Why Established Goals Were Not Met:**

Established goals were met.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

4. **CONSULTING AND NEGOTIATING BUREAUS (BKN) \$ 820,278**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

Northern Tier Representative Director Thomas Lewandowski and his family arrived in Poland August 17 to begin a two year assignment. (See Northern Tier Office section of this report for details.)

Mr. Lewandowski travelled to Plock to visit Solidarnosc regional leadership on Aug. 27 and to Gdansk to meet with the union's national leadership on September 8 and September 20. In Plock, he discussed the local impact of the BKN program with Jerzy Tokarczyk, Solidarnosc regional chair and Krzysztof Zywer, regional vice-chair. In Gdansk, Mr. Lewandowski engaged in broader discussions with Solidarnosc leadership on the future of the program, the efforts toward self-reliance, oversight accountability for the BKN program within Solidarnosc, and the need for improvement in reporting. In the context of these discussions, the issue of BKN effectiveness outside urban areas (BKN's are located in 13 metropolitan areas. Solidarnosc has 38 regional jurisdictions.) The meetings in Gdansk were held just before the Solidarnosc National Congress (September 28-October 2), where the BKN issue was discussed. Mr. Lewandowski attended the congress and will file a report at the end of the next quarter. These September meetings were the beginning of a series of consultations on the BKN, which will continue next quarter.

B. **Implementation Status:**

Project activities have been completed.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

Mr. Lewandowski will conduct on-site interviews of BKN staffs in Warsaw, Poznan, and at least one other location. Reports will be written for each site visit. These reports will be set in the context of Mr. Lewandowski's impressions dating to his first visit to Poland last summer. He will also meet with appropriate Solidarnosc national and regional leadership in order to refine existing quantitative and qualitative indicators. He will also help Solidarnosc make better use of the BKN reporting form. He will work directly with the BKN personnel on this as he moves throughout the country monitoring progress.

Mr. Lewandowski, in his conversations with Solidarnosc leadership, will review practical problems related to future BKN self reliance, focusing on rationalizing and integrating regional structures.

Mr. Lewandowski will submit a report on the Solidarnosc conference with a component analyzing the conference's impact on the BKN program.

D. International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):

None.

E. Reasons Why Established Goals Were Not Met:

Established goals were met.

F. Other Pertinent Information:

None to report.

5. **ALBANIA - \$18,000**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

No activities have been conducted during the quarter and all funds have been spent.

B. **Implementation Status:**

All funds have been spent. Albania is included in a Sub-Regional Education Project in FTUI's nine-month "bridge" proposal submitted in December 1993.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

There are no activities planned for next quarter. All funds have been spent.

D. **International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):**

None. All funds have been spent.

E. **Reasons Why Established Goals Were Not Met:**

Program goals were met.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

6. **BALTIC STATES/LITHUANIA - \$388,790**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

LDS Education Program

From August 14-19, FTUI's Director of Technical Assistance, Leon Wickersham, participated in an LDS seminar on collective bargaining for twenty-two local trade union activists. The seminar was divided into a series of sessions focusing on the basic provisions of a collective bargaining contract such as: work time; compensation packages; disciplinary measures; wage scales; workplace safety and the proper allocation of the enterprise "social fund." Participants discussed these provisions in terms of guaranteed coverage under the Lithuanian labor code, precedents set by previous LDS contracts, and reasonable items to negotiate under each provision.

As a result of Mr. Wickersham's participation, the group was exposed to a broader range of alternative approaches to negotiating a collective agreement. For example, in order to guarantee fair representation, Mr. Wickersham suggested that the LDS might request arbitration instead of disciplinary measures, which are currently at management's discretion.

From August 22 - 26, a seminar was conducted in Vilnius for 41 blind and visually-impaired workers. Under the Soviet system, workers who were blind or visually-impaired were guaranteed jobs in factories that identified and isolated tasks which the workers were able to carry out. However, as a result of enterprise restructuring and factory closing, most of these jobs have been eliminated. The purpose of the seminar was to inform this group of workers of the social guarantees and assistance afforded to them under the Lithuanian code. As a united front, these workers stand a much greater chance of having their special needs met under the law.

During this quarter, LDS instructors who have successfully completed the LDS "train-the-trainers" seminars conducted 3 local seminars for a total of 45 participants in Rokiskis, Jurbarkas and Kursenai. The seminars were primarily focused on providing new activists with the basic skills of an LDS trade union leader and knowledge of Lithuanian labor code and secondly, informing them about the LDS structure and the experience of locals in other regions. Much of the seminar involved role-playing exercises which helped participants exchange ideas about activities such as conducting a meeting, enterprise conflict resolution,

and negotiations. According to the LDS Education Director, the participatory style of these local courses has also helped to improve the communications skills and confidence level of new trade union activists.

Center for Labor Research and Education

The Center's legal and economic research departments and technical assistance departments continue to work with individual enterprises, governmental and non-governmental organizations under the auspices of the Lithuanian Workers Union.

From September 23 - 25, LDS President Aldona Balsiene and the Center specialists participated in a meeting with Lithuanian Parliamentarians to discuss Lithuania's socioeconomic situation and changes in legislation. The Parliamentarians briefed the Center specialists and solicited their ideas on pending legislation affecting wages, pensions, enterprise restructuring and working conditions. The Center's specialists also presented their findings on hidden unemployment, delayed wage payments and illnesses associated with unsafe working conditions. The parliamentarians pledged to consider the LDS' position and agreed to maintain an on-going relationship to ensure that workers concerns and rights were given due consideration.

During the third quarter the Center's departments also initiated the following projects:

Economics Department

During this quarter, the Center's economists were asked by the Center for Social and Vocational Assistance to devise a job assistance program for unemployed women and young people -- the groups most disparately impacted by Lithuania's unemployment situation. In consultation with the Vilnius Labor Exchange, the Lithuanian Ministry of Social Safety Net and the Center for Adult Requalification, the Center for Social and Vocational Assistance will now establish a job assistance group and will conduct seminars for women and young persons aimed at job placement.

The Center's economists are continually monitoring key economic indicators such as unemployment, inflation and productivity. In September, John Lund, an industrial and labor relations professor from the University of Wisconsin visited the Center through a USIA funded program. As a result of his guidance, the economists are now able to conduct more sophisticated types of economic research and analysis

such as wage indexation and analysis of profit-sharing plans and other financial tools. These methods will allow the economists to more accurately analyze collective bargaining agreements and study Lithuania's economic transformation.

The economists have initiated a study on Lithuania's privatization process from January, 1993 to May, 1994. The study analyzes privatization and auction results, with the goal of determining patterns of investment and allocation. The LDS economists were asked to comment on the results of their findings as they pertained to socioeconomic questions in an economics conference sponsored by the British PHARE fund.

Technical Specialists

The Center specialists have prepared a series of draft laws to the Ministry of Social Safety and Labor, the agency charged with submitting a new code to the Parliament. The legislation pertains to at least three areas of interest: equipment safety, working hours for state employees, and the regulations of the Lithuanian Labor Safety Fund.

In July, the Center's Safety and Health specialists served on a committee with inspectors from the State Labor Inspection Commission in Panevezys. The purpose of the visit was to inspect the safety and health conditions and to make recommendations for improving the situation at the "Aurida" company. At the conclusion of the visit, the committee issued a report on eliminating violations and improving workplace safety conditions.

Upon their return in August, the specialists learned that Aurida's management had not only ignored the Commission's recommendations, but further transgressed other safety provisions delineated in the LDS collective bargaining agreements. On behalf of the LDS, Center specialists prepared another work plan for remedying the situation.

In August, the Labor Safety Commission also asked the specialists to help devise a model plan for improving workplace safety and health. Their suggestions have been taken into account in implementing a work plan at the end of September.

Legal Department

The Center's lawyers submitted at least six pieces of draft legislation to Lithuanian government bodies related to improving Lithuania's socioeconomic situation:

- The proposal "Against Poverty" prepared for the Parliament sets out legislation to implement a social safety net.
- A letter to the President related to the partition of trade union property sets out a scheme to ensure that property is equitably distributed.
- Four proposals submitted to the Parliament addressed tariff quotas on fuel; the work of the tripartite commission; the law on pensions; and health care coverage and compensation.

The Center's lawyers were interviewed and asked to participate in panel discussions on Lithuanian television. They presented the LDS' position on socioeconomic problems, occupational safety and health, and changes in the Lithuanian labor code.

Lithuanian Workers Union (LDS) Printshop and Publications

In early July, the printing press was broken for a two-week period. FTUI sent in a specialist from the METI Company in Poland to make necessary repairs. Once the press became operational, the printshop began to publish the six-page, weekly LDS newspaper entitled "The Lithuanian Worker." The newspaper has a circulation of three to four thousand per week. The newspaper is also published in Russian and English with a combined circulation of 500 - 1,000 copies per week.

The printshop also continued to publish the articles and pamphlets produced by the legal, economics and technical departments of the Center for Labor Research and Education. During this period the following publications were printed and distributed to LDS-affiliated local trade unions and to government bodies:

- A pamphlet entitled "Trade Unions and Employment" addresses unemployment in Lithuania and discusses the LDS' programs in helping to resolve this problem (500 copies)
- A pamphlet "Social Justice: Problems and Solutions" discusses Lithuania's labor code and proposes policy for improving the safety net to ease the transition to a market economy (500 copies)
- A pamphlet entitled "The Right and Wrong Paths to Ownership" provides practical information on obtaining shares in privatized companies (500 copies)

- "Collected Laws" (500 copies)
- "Labor Laws and their Application" (100 copies)
- "Labor Safety and Labor Hygiene" (120 copies)
- Course materials for LDS Education Seminars

The printshop has began to also print invitations, business cards and certificates for the LDS locals. It is hoped that this will develop into a commercial service which would allow the printshop to generate revenue to partially defray its operating expenses.

B. Implementation Status:

The Center for Labor Research and Education has sustained its ability to provide essential information and education services to LDS affiliates and governmental bodies. FTUI believes that the Center's ability to perform more sophisticated research and maintain on-going dialogue with Parliament will help ensure that workers' socioeconomic interests are represented.

The education program continues to achieve its objectives, providing hands-on experience to instructors who have completed the "train-the-trainers" courses and essential skills and information to new LDS activists. Furthermore, the LDS specialized courses aimed at particular groups of workers and activists increase the scope and effectiveness of the program.

C. Activities Planned for the Next Quarter (10/1/94 - 12/31/94):

Printshop: In addition to publishing "the Lithuanian Worker," will continue to publish materials produced by the Center specialists. The printshop will also begin the process of commercial activity by advertising its services.

Education Program: Six basic trade union education course are scheduled bi-weekly in Molitai; Varena; Marijampole; Utena; Ukmerge and Mazeikiai.

Center for Labor Research and Education: Center specialists continue their consultative, research and educational activities in support of LDS unions.

D. International Travel Requirements Expected for the Next Quarter (10/1/94-12/31/94):

All travel to Lithuania will be by FTUI staff and consultants originating from FTUI's Warsaw office.

E. Reasons Why Established Goals Were Not Met:

The goals were met, but John Lund, an Industrial and Labor Relations Professor from the University of Wisconsin, who FTUI had planned to send to Lithuania under this grant, received funding to provide training to the Lithuanian Workers Union under a USIA grant. In August, the Center for Labor Research and Education's specialists benefited from his expertise in economic research, occupational safety and health, and education.

F. Other Pertinent Information:

None to report.

7. **BULGARIA - \$378,055**

A. Summary description of project activities for the quarter ending 9/30/94:

In August, FTUI sent Daniel O'Brien to Sofia as a permanent regional representative to replace Fay Lyle. Administrative activities regarding housing, shipments, insurance and rentals necessary for a smooth transition were finalized.

In September, FTUI's new representative, Daniel O'Brien began coordinating with the AID mission representatives to finalize a U.S. training program sponsored by the George Meany Center for Labor studies for Podkrepa's core group of trainers. Program meetings were held on a regular basis with the USAID Mission and the Podkrepa trainers' Coordinators to facilitate a final schedule. The program will commence in the U.S. from October 16- November 4, 1994.

Also in September, the FTUI/Bulgaria program collaborated with the Swiss (SGB) trade union in assisting Podkrepa in sponsoring a very successful international education seminar. The event's objective was to help Podkrepa in further developing its trade union education programs by analyzing four areas in which trade union education can assist in the improvement of union activities. During the three-day event four workshops were staged which focused on:

1. The role of education and improved organizing efforts.
2. How education can improve services offered by unions.
3. The role of education and trade union political activism.
4. Trade Union Training for different levels and affiliates.

International Trade Union participation was high and included educators from Switzerland, Austria, France, Poland, Cyprus and the U.S. A detailed agenda and list of conference attenders is attached for reference.

The event was extremely successful in helping Podkrepa's education department develop a more comprehensive trade union training strategy based on the most urgent priorities identified during the conference.

More than sixty mid-level Podkrepa leaders from local unions, national federations, regional structures, and the national Podkrepa body participated. Tangible results have already been registered in two policy documents recently passed by Podkrepa's Confederal Council. This body composed of regional and branch union leaders meets once every three months to address on-going

policy and trade union developments within Podkrepa. It is the most important policy making board of the independent union.

The first policy adopted included the conference's recommendations for a resolution on increased funding from the national body to augment FTUI/AFL-CIO education activities. The second policy adopted was to organize a national civic action network to back political candidates, but not to form their own political party.

B. Implementation Status:

FTUI's program in Bulgaria is serving as a model for other trade unions in the region. Our successes regarding the "Train the Trainer" approach can be reviewed on a more detailed level in the attached project status report submitted by FTUI's former representative, Ms. Fay Lyle.

FTUI has begun implementation of the 1995 multi-year program to include sponsorship of eight new trainers. These trainers have been serving in an intern capacity to the current core group of 12 trainers for the last 8-12 months. Podkrepa's coordinating committee on education continues to recommend final selections for the next group.

C. Activities Planned for the Next Quarter 10/1/94 - 12/31/94:

Penny Shantz, FTUI consultant will travel to Bulgaria in November to follow up on creation of trainers' manuals with Podkrepa trainers.

University of Delaware courses will resume in November/December and will include Podkrepa activists on the local level along with selected trainers.

FTUI Trainers program will commence with trainers conducting an expected 60 courses for the coming three months. FTUI will continue to work on finalizing the data base system with Podkrepa's education department. This system when completed, will enable Podkrepa to track its own trainer programs and to maintain accurate records on its labor education programs for member access, in addition, it will relieve FTUI/Sofia of this task.

D. International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):

Travel clearance for Penny Shantz's trip in November will be forwarded to USAID.

E. Reasons Why Established Goals Were Not Met:

Established goals are being met.

F. Other Pertinent Information: (Includes analysis and explanation of any cost overruns or high unit costs)

None to report.

8. **HUNGARY - \$757,983**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

A final financial report was received from the LIGA regarding this project. FTUI Finance Director worked in cooperation with the Coopers & Lybrand office in Budapest to facilitate and complete an audit of FTUI's projects in Hungary from 1991-1993. A draft of the final audit has been submitted to FTUI for review.

B. **Implementation Status:**

The LIGA has undergone a transition of leadership during the last six months. The union continues to develop plans for a coordinated organizing effort for the second round of Works Council elections scheduled for May of 1995. These projects will not be funded with USAID monies.

C. **Activities Planned for the Next Quarter (10/30/94 - 12/31/94):**

No activities under this grant are planned.

D. **International Travel Requirements Expected for the Next Quarter (10/30/94 - 12/31/94):**

None.

E. **Reasons Why Established Goals Were Not Met:**

Established goals were met.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

9. **ROMANIA - \$460,943**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

The following activities took place during the months of July, August, and September, 1994:

Bucharest Office

The FTUI Bucharest office staff continued to implement programs and assist Romanian union leaders. Ms. Monica Moscu, who in August became a full-time employee, attended monthly meetings at the AID/Bucharest office.

Initiating and Facilitating Process of Change in a Company

In July, FTUI in collaboration with the Center for Participative Management in Lodz, Poland, launched the project "Initiating and Facilitating Change in a Company". The overall goal of this pilot project is to re-structure a small enterprise in Romania to make it a profitable and viable workplace, through the cooperation of labor and management, and with the counsel of the Center for Participative Management. The first of the five phases of the project, the Summer School held in July 24 - 30, 1994, in Lodz, Poland, was attended by two-person teams from seven small- and medium- size enterprises. The teams included a trade union representative and a manager from the respective enterprise. Because of overriding commitments, the manager of the eighth company could not participate, so that the respective enterprise was represented only by the union leader. The participants were selected by the BNS. The trainers included staff members of the Center for Participative Management and University of Lodz faculty, as well as representatives of Solidarity, local administration, and regional development institutions.

The Summer School introduced the participants to the basics of the process of company re-structuring, acquainted them with Solidarity experiences, and facilitated a closer cooperation between Romanian and Polish trade unions. The format of the Summer School consisted of plenary sessions and group sessions. The topics covered were: Change as a Precondition of Company's Functioning, Negotiations as a Method of Searching for Solutions that Are Profitable for All Partners, Initiating and Facilitating Change in the Company by Employee Integration and Joint Problem Solving. The discussion groups focused on more specific subjects such as models of industrial relations, negotiation techniques, how to create a market orientation in a company, the role of trade unions and employers in the transformation processes, and problem solving techniques. Among the problems identified as being shared by both union representatives and managers -- are the lack of adequate

legislation, and cash flow disturbances. Other concerns, such as the need for a strong, protectionist, central authority, expressed by management representatives, were not shared by the union leaders. The classroom schedule was supplemented by visits to the ZUT technical equipment factory in Zgierz, a Universal supermarket, and the Regional Board of Solidarity. The participants' evaluations and conclusions at the end of the Summer School emphasized the following: the great relevance of the subjects discussed; the possibility of initiating a similar program in Romania based on the cooperation between employers and employees; the importance of changing mentalities; the need to adapt the Polish model for use in a Romanian enterprise. The high professionalism of the trainers and the opportunity for open discussions were also emphasized by the participants. FTUI's Senior Program Officer, Heba El-Shazli, attended the Summer School held in Lodz.

Organizational Development Project

The survey developed for the union administration and dues collection was distributed to 25 federations affiliated to the BNS. The results of the survey began to be tabulated in August, in preparation for Phase II of the project, namely the Organizational Development Seminar, held in Bucharest, September 26-31. The initial two days were attended by 19 presidents and vice presidents of federations. The participants were charged with the responsibility of developing concrete implementation strategies for four major resolutions adopted by the BNS Congress this year. Committees were established to work on each resolution and on an implementation plan. The committees, then, reported their work to the entire group, which discussed, amended and finally approved each plan. The final (quantifiable) result of the first part of the seminar was an implementation plan that all of the affiliate organizations could support and encourage.

During the last two days, the eight participating BNS Executive board members reviewed the implementation plan and, with the assistance of the consultant, designed specific activities to accomplish the plan. In general, the discussion brought to light the need to incorporate the locals into the labor family headed by the BNS. The group designed a series of activities which would incorporate the locals into the "loop" of services provided by the BNS and its affiliate federations, and established precise tasks to be completed by November 15.

Training Program and Consultations for FTUI's In-Country Accountant and Computer Specialist

Nicholas Camarasescu, FTUI's in-country accountant and computer specialist, arrived in Washington, D.C. on June 25, for a three-week training program

and consultations at the FTUI headquarters. During the program, Mr. Camarasescu, together with a FTUI accountant, examined all office and program expenses incurred by the Bucharest office from July 1, 1993, to July 1, 1994. Mr. Camarasescu also met with the FTUI finance director for a final analysis of the reports. As part of the training program, Mr. Camarasescu attended an intensive course on financial reporting in Lotus, and on the use of simplified database software. During the program, he developed a special spreadsheet that accommodates the wide variations in currency exchange values occurring in Romania.

According to evaluations of the program by the participant and by the FTUI headquarters, the main objectives of the three-week program - more accurate reporting and alignment of the Bucharest office accounting operations with the FTUI-Washington, with the purpose of better compliance with the AID grant administration rules and regulations, have been met.

Publications

In connection with several of the 1994 programs, including BNS Organizational Development project, a concise manual on strategy planning (in Romanian) was edited and published in September. The title of the manual is "Strategy Planning," and it contains chapters on the following subjects: factors determining leadership styles, communications skills, identifying and overcoming barriers, developing a leadership agenda, identifying common goals and developing strategies towards accomplishing them. The manual -- which was translated in the first quarter -- was published in 500 copies.

In addition to being used as teaching aids during seminars and workshops, all the educational materials published by FTUI in Romanian are distributed to unions throughout the country. These materials have been extremely well received by the unions and requests for more of them come in all the time.

In-Country Representative

FTUI is approaching the last phase in the selection of a new in-country representative to be placed in Bucharest to implement FTUI training and education programs. The new representative will probably be ready to start his assignment in December of this year.

B. Implementation Status:

We continue to implement the 9-month bridge proposal.

Phase I of the project on **Initiating and Facilitating Process of Change in a Company (Lodz Summer School)** was accomplished according to the schedule. The remaining phases are: Phase II - One-week visit of 4 consultants of the Center for Participative Management in Lodz to Romania to tour the companies represented at the Summer School and to hold a two-day workshop for representatives of social partners. Phase III - One-week visit of 3 to 4 CPM consultants to Romania, with the purpose of assisting the selected companies to set up cooperation councils, identify and prioritize company problems, and provide training on problem solving. Phase IV - One-week visit to Romania of 4 CPM consultants and 3 - 4 representatives of project teams from Lodz companies, who will meet with cooperation councils and will hold a workshop for project participants. Phase V - Workshop in Lodz for Romanian project participants, focusing on the subject of negotiation and mediation between social partners, and exchange of experiences on project realization in Poland and Romania.

Phase I (gathering of relevant data from BNS affiliates on the basis of survey) and Phase II (workshop on strategy planning) of the **Organizational Development** project have been accomplished according to the schedule. The remaining phases of the project are: Phase III - Accomplishing preliminary tasks established during Phase II. Follow-up workshop to assess project status (in Bucharest). Phase IV - Four workshops (one in Bucharest and three at BNS regional centers, focusing on dues collection techniques and union organizing. Phase V - Implementation by BNS leaders and organizers of the tasks set during previous phase. Phase VI - Five-day follow-up workshop to evaluate results and adjust strategies. Phase VII - Implementation of program by BNS leaders and organizers. Phase VIII - On-the-ground evaluation of the program by FTUI evaluator.

The **Publications** program has an ongoing character. The need for materials is determined by the type of seminars and workshops in the respective period. The publication of "Strategy Planning" in the 3rd quarter was accomplished as scheduled.

C. Activities Planned for the Next Quarter (10/1/94 - 12/31/94):

Ms. Monica Moscu, the Local Liaison for FTUI, will continue to report on the Romanian labor movement's activities as well as on the general political, economic, and social situation in Romania.

Phase II of the project on **Initiating and Facilitating Process of Change in a Company**, consisting in a one-week visit of 4 consultants of the Center for Participative Management in Lodz to Romania to tour companies represented at the Summer School (Phase I), and to hold a two day workshop for representatives of social partners, will take place in the first half of December.

Phase III (Accomplishing preliminary tasks established during Phase II and follow-up workshop to assess project status) of the **Organizational Development Project** will be implemented during the months of November and December.

The Publications will continue with the printing of Shutdown (80 pp.). The book material addresses the issue of coping with the shutdown of factories.

D. International Travel Requirements Expected for the Next Quarter (10/30/94 - 12/31/94):

The Center for Participative Management in Lodz will send four consultants from Poland to Romania, to implement together with BNS Phase II of the project on **Initiating and Facilitating Change in a Company**.

FTUI consultant Guillermo Grenier will travel to Romania in November (2 days) and in December (5 days) to monitor the progress of the **Organizational Development Project** and present 2 workshops.

FTUI Associate Director Randall Garton will travel to Romania in November, to review a number of technical-administrative issues related to the FTUI Bucharest office and FTUI's programs in Romania.

E. Reasons Why Established Goals Were Not Met:

Program goals continue to be met.

F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

10. **DEVELOPMENT OF INDEPENDENT UNIONS BY TRADE AND INDUSTRY - \$86,675**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

Activities under this project are complete.

B. **Implementation Status:**

The Service Employees International Union and the Communication Workers of America have implemented programs as planned.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

Not applicable.

D. **International Travel Requirements Expected for the Next Quarter (9/30/94 - 12/31/94):**

None.

E. **Reasons Why Established Goals Were Not Met:**

Established goals were met.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

11. **AFL-CIO TECHNICAL AND POLICY FOUNDATION ASSISTANCE PROGRAM - \$145,000**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94**

Leon Wickersham, Director of Technical Services, provided assistance to FTUI program staff by locating and arranging for the participation of trade union specialists and other resource people in FTUI education programs.

During the past three months he assisted in providing assistance for a seminar in Romania; a visit of two Romanian trade unionists to Washington where they stayed at the George Meany Center for Labor Studies; and, sat in on several seminar classes. He also assisted in the development and scheduling of a training program for thirteen Bulgarian trainers at the George Meany Center. In July, Mr. Wickersham travelled to Vilnius, Lithuania and met with the officials of the Lithuanian Workers Union (LDS) where he participated in a week long seminar on Collective Bargaining.

B. **Implementation Status:**

Proceeding as planned.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

Working an average of twelve days per month, Mr. Wickersham will continue to function as liaison between FTUI and the various International Unions in the AFL-CIO; provide assistance to the program staff and FTUI field representatives; and, to broaden the contact base of trade union expertise available to assist in FTUI programs. He is also working on a regular basis to secure, develop, and organize training materials for use in FTUI programs.

D. **International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):**

None expected.

E. **Reasons Why Established Goals Were Not Met:**

Goals are being met.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs).

None to report.

12. **ASSISTANCE TO TRADE UNION PUBLICATIONS IN CEE - \$200,000**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

BULGARIA - Printshop implementation schedules are operating smoothly. The printshop does not show any profit at this time. Podkrepa employees of the printshop have put forth a business plan and hope to provide one third of the required overhead by next year.

HUNGARY - No printshop activities have taken place since June. Poor management of this project by the LIGA's leadership combined with increasing rental costs for such operations have forced the LIGA to relocate its operations. FTUI Executive Director, Paul Somogyi and Richard Wilson will travel to Hungary in November on a NED funded program consultation, to finalize new agreements with the Liga. A new site for printshop will be finalized with Liga leaders as soon as possible.

B. **Implementation Status:**

All funds under this project have been expended.

C. **Activities Planned for the Next Quarter (10/30/94 - 12/31/94):**

FTUI will seek to finalize plans with the Liga regarding the relocation and general operations of the printshop.

D. **International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):**

FTUI's Executive Director, Paul Somogyi and Director of Programs, Dick Wilson will travel to Hungary on **NED funds** in October to discuss and finalize relocation sites for the printshop.

E. **Reasons Why Established Goals Were Not Met:**

A change in Liga leadership during the last six months has delayed permanent relocation of the printshop site. This has delayed the implementation of the project for the short term. FTUI will continue to report to AID on the project.

F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)

High unit overrun costs for rent and utilities were absorbed with Liga private funds. A final audit of this project was completed in September 1994 Coopers & Lybrand in Budapest.

13. **MULTILATERAL DEMOCRATIC EDUCATION AND TRAINING PROGRAM**
= \$37,500

A. **Summary Description of Project Activities for the Quarter Ending 9/30/94:**

Activities under this program are complete.

B. **Implementation Status:**

Project activities have been previously completed.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

Not applicable.

D. **International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):**

None.

E. **Reasons Why Established Goals Were Not Met:**

Established goals for this project were met.

F. **Other Pertinent Information:** (Including analysis and explanation of any cost overruns or high unit costs)

None to report.

14. **BALKAN REGIONAL OFFICE -- SOFIA - \$583,829**

A. **Summary Description of Project Activities for the Quarter Ending 9/30/94:**

FTUI's Sofia office coordinated all education programs funded by AID under the Bulgaria project.

Specific activities completed during the quarter follow;

- FTUI assisted Podkrepa in organizing a joint education conference in September 1994. This effort which brought in foreign guests from six different countries required detailed coordination and planning.
- Continued program discussions for selection of four Podkrepa unionists for one month study to Solidarity's BKN offices.
- Participated in AID grantee meetings w/ U.S. Ambassador to discuss democracy programs.
- Monitored and reviewed the on-going activities regarding Podkrepa's education program for nine trainers.
- Provided in-country support to the U.S. Department of Labor's staff on organizing a follow up seminar in September in Sofia on Mass Layoffs.
- Developed strong contacts with new DOL project consultant, Alice Hoffman regarding unemployment.
- Facilitated the coordination of meetings for FTUI's education programs conducted by the Service Employees International Union (SEIU) and the American Federation of Teachers (AFT) affiliates.

B. **Implementation Status:**

The FTUI Sofia Office continues to be a key component to the success of on-going FTUI activity in the region.

The office staff and consultants work closely with FTUI on all projects and assist in expanding needed contacts for future programs.

The new field representative, Daniel O'Brien relocated to Bulgaria for FTUI on August 9, 1994 for a one year assignment with probable renewal for a second year.

C. **Activities Planned for the Next Quarter (9/30/94-12/31/94):**

FTUI/Sofia will continue to reach out to other non-governmental organizations to establish relationships and exchange of information. We plan to promote the development of partnership programs with complimentary organizations.

Mr. O'Brien will travel to Romania on November 2 - 5, 1994 with Associate Director, Randall Garton to assist in finalizing staff and administrative matters relating to FTUI's relocation of its office in Romania. In addition, Mr. O'Brien will accompany Mr. Garton to program consultation meetings with the Blocul National Syndical (BNS) in order to familiarize himself with the current trade union situation. In his capacity as regional representative, this will be Mr. O'Brien's first trip outside of Bulgaria.

D. International Travel Requirements Expected for the Next Quarter (12/31/94):

Daniel E. O'Brien, FTUI's new field representative will travel to Romania on November 2-5, 1994. A possible trip to Poland will occur during the next quarter.

E. Reasons Why Established Goals Were Not Met:

Program goals continue to be met.

F. Other Pertinent Information: (Includes analysis and explanation of any cost overruns or high unit costs)

None to report.

15. **REGIONAL CONFERENCES - \$45,000**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

Pre-Conference Activities:

In December 1993, the Hassan Fathy Institute (HFI) director visited several countries in Central and Eastern Europe to organize participants for the conference and review conference venue in Budapest. Countries visited included Hungary, Romania, Bulgaria, Slovakia, Czech Republic and Austria. In each country he met with leaders of the central trade union confederations, construction federations, employers, government representatives, safety and health officials and U.S. Embassy personnel as well as visited vocational training programs and housing projects. Agreements were made with the construction unions regarding the composition of conference delegations, including the participation of management, and their input in developing the conference program was sought. The HFI director also travelled to Vienna where he met with the president of the Austrian construction workers' union to seek their participation and support. FTUI staff in Washington and in the field played an important role establishing union contacts and advising on the overall trade union and political situation in the region.

Other HFI pre-conference visits to the region, that were not included in the FTUI grant but aided in the organization of the conference, included a visit to Poland and Lithuania by two HFI representatives in August 1993; two visits to Slovenia (one in January and another in March); and a visit to Albania by representatives of the Italian construction workers union affiliated to the HFI. This travel was funded by the building trades unions of Italy and HFI private funds.

In February 1994, the HFI and the Washington-based Center to Protect Workers Rights (CPWR -- the safety and health and research arm of the AFL-CIO Building Trades Department) organized a joint "International Roundtable on Safety and Health in the Construction Industry" which took place the week before the annual AFL-CIO Executive Council meeting in Miami. The two-day roundtable included the participation of trade unionists, employers and safety and health specialists from over 15 countries. A main topic of the Roundtable was the Budapest Conference. A working committee was formed and met the day following the Roundtable to finalize the Conference program and organization and explore the possibility of seeking additional funding and in-kind contributions.

In March, the HFI signed a grant agreement with the CPWR for an additional \$20,000 to cover the travel and expenses of scientists from CEE and NIS to participate in the conference and convene a "Scientific Workshop" before the

main conference. The World Health Organization and the International Labour Organization played important roles in recruiting the scientists.

The Conference

The conference activity began on May 4 with a "Scientific Workshop" of safety and health specialists and scientists from the United States, United Kingdom, Italy, Switzerland, Finland, and Denmark, as well as Croatia, Czech Republic, Estonia, Hungary, Poland, Romania, Serbia, Slovakia, Slovenia and the Ukraine.

The full conference began on May 5 with an overview of construction safety and health organization and a presentation on the statutory framework of construction safety and health in the European Union, followed by presentations on safety and health organization from representatives of 13 CEE & NIS countries. The following day of the conference involved presentations and discussions on major hazards and problems in construction and their solutions.

The conference concluded on May 7 with a discussion of the main points of the conference and the feasibility of creating an organizational framework in construction safety and health in the region. A resolution was adopted which calls for the establishment of a regional safety and health program, and, as a first step in organizing the program, it was proposed that a working group of safety and health directors from building trades unions in the region be formed.

Over 100 participated in the conference from 20 countries; 13 countries from CEE and NIS. The Hungarian union federation, LIGA, organized a press conference during the first day of the conference. The conference received considerable attention in the Hungarian and international press.

Conference Follow Up

The HFI has requested all unions participating in the conference to select one union officer to join the permanent CEE Construction Safety and Health Working Group. The working group will hold a planning meeting along with employer and government representation from the region, with support from HFI board, and technical support from WHO, ILO, and CPWR. Also the involvement of the European Commission will be sought. The planning meeting could take place in November, 1994 in Bolzano, Italy, in conjunction with an important construction safety and health conference/workshop being sponsored by the European Commission and the Autonomous Province of Bolzano, South Tyrol. A document, which will include the principal

presentations at the Budapest Conference and its recommendations and conclusions will be prepared for distribution at this conference and HFI working group meeting.

Establishment of program. It is envisioned that a joint HFI/WHO program will be established in 1995, with the joint purpose of (i) providing safety and health coordination and technical assistance to the industry; and (ii) coordinating the activities of WHO Collaborating Centers in Occupational Health, with regard to developing a focus on construction safety and health within their programs. The WHO Regional Office has indicated tentative commitment to this development, and the Italian construction unions have indicated financial support and organizational assistance during a multi-year start-up period.

Development of a long-range plan. The goal of this plan should be to develop sustainable programs among and within the countries of Central and Eastern Europe, and to identify measurable milestones in terms of safety and health progress that the construction industries of each country should seek to meet.

The HFI and the CPWR have developed a joint proposal for an international program in construction safety and health as part of a five-year cooperative agreement with the NIOSH. Some of the funds from the program would be committed to implementing the CEE program.

B. Implementation Status:

The implementation of the project proceeded well and we are expecting a final report from the Hassan Fathy Institute.

C. Activities Planned for the Next Quarter (10/1/94 - 12/31/94):

The project has been completed and the funds expended.

D. International Travel Requirements Expected for the Next Quarter (10/1/94/ - 12/31/94):

None expected at this time. The project funding has been spent and there are no funds left for travel.

E. Reasons Why Established Goals Were Not Met:

Established goals continue to be met.

F. Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

16. **PROGRAM MANAGEMENT AND EVALUATION - \$57,349**

A. **Summary Description of Project Activities for the Quarter Ending 9/30/94:**

FTUI's program evaluator coordinated the preparation of workplans, including qualitative and quantitative benchmark program indicators for AID-funded programs in Central and Eastern Europe during the reporting period. He continued to provide assistance to FTUI headquarters and field staff with program planning, monitoring and reporting. He also monitored program implementation.

B. **Implementation Status:**

Activities are proceeding as planned.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

FTUI's program evaluator will travel to Romania during the quarter to observe and assess the status of the Organizational Development Project being conducted with the BNS trade union confederation.

He will review reporting and evaluation of FTUI programs and develop an overall strategy and workplan to more effectively integrate the use of qualitative and quantitative benchmark indicators in planning, implementing, and evaluating FTUI program activities. He will continue to track program progress, and provide program monitoring and evaluation assistance to FTUI headquarters and field staff.

D. **International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):**

The program evaluator will travel to Romania in early December.

E. **Reasons Why Established Goals Were Not Met:**

None to report.

F. **Other Pertinent Information:** (Including analysis and explanation of any cost overruns or high unit costs)

Because of a death in the family, the program evaluator's planned trip to Romania and Poland was postponed.

17. **NORTHERN TIER - \$358,022**

A. **Summary Description of Project Activities for the quarter ending 9/30/94**

1. Following final consultations and preparations at FTUI/Washington office in Washington, D.C. Thomas Lewandowski, President of the Three Rivers Central Labor Council, AFL-CIO, Fort Wayne Indiana, with his family, moved to Warsaw August 17, 1994 to begin his assignment as Director of FTUI's Northern Tier Office. His son began classes at the American School in late August and his daughter immediately began her independent studies for Indiana University. During the course of the quarter, Mr. and Mrs. Lewandowski, with assistance from FTUI/Washington Program Assistant Danuta Szumal, surveyed the local housing market, selected, leased and partially furnished a residence. The family occupied the house on September 6, 1994.
2. The Lewandowski Family attended USAID orientation briefings for the U.S. community and began to establish its relationship with the U.S. Embassy and USAID mission, in the context of FTUI's status at an AID contractor.
3. Mr. Lewandowski also established a working office at his residence, obtained office space in downtown Warsaw, and established computer/fax links with FTUI/Washington. He also began the process of establishing a bank account and interviewing applicants for local staff positions.

Program Monitoring and Development

1. Mr. Lewandowski visited Plock August 27 to renew his longtime relationship with Solidarnosc officials in that region and to begin his exposure to Polish working life in the countryside. He met with Jerzy Tokarczyk, Solidarnosc Regional chair and the vice-chair Krzysztof Zywer and rank-file members of Rural Solidarnosc.
2. Lewandowski journeyed to Gdansk on September 8 to meet with Solidarnosc leadership, including International Affairs Director Andrzej Adamczyk, vice-president Lelszek Szewc and others. During the course of these initial meetings, Mr. Lewandowski discussed the status of the Solidarnosc Consulting and Negotiating Bureaus (BKN), the union's moves toward BKN financial self-reliance and related issues (see **CONSULTING AND NEGOTIATING BUREAUS (BKN)** elsewhere in this report). Other program matters included Solidarnosc's nascent organizing programs (it had applied for a local USAID grant), and the potential need for collective bargaining training, in the context of pending legislation on this issue. Mr. Lewandowski, an experienced union organizer and negotiator, promised to

lend his expertise to the program and to explore in-kind assistance from the AFL-CIO. The unionists also discussed the impact of the rural/urban divisions in Poland on the union, the need for training in union administration and rank-and-file communication, and related matters. Mr. Lewandowski was invited to attend the Solidarnosc National Congress on September 28-October 2. (Mr. Lewandowski was the only foreign trade unionist invited to the Congress. A report on the event will be submitted in the next quarter's report).

3. Mr. Lewandowski visited Gdansk again on September 20 to observe a non-USAID FTUI program on organizing conducted by the Service Employees International Union, AFL-CIO, with Solidarnosc health workers and to continue his discussions with Solidarnosc officers and staff. He used this visit to follow up on earlier discussions with Solidarnosc on the need for self-reliance and to counsel them on various organizing strategies that they might consider, based on his own experience. These talks focused on the possibility that these issues would be fully aired by delegates at the National Congress. Mr. Lewandowski also briefed SEIU organizing specialists on the trade union situation in Poland and the need for AFL-CIO affiliates to devote whatever resources they could spare to training and material support.

4. On September 23, Mr. Lewandowski visited Tygodnik Solidarnosc offices to meet the editors and to discuss the role of union publications in the life of the union and its members. Mr. Lewandowski discussed the particular problems faced by union newspapers and the sort of approaches union publications specialists consider in their jobs. A good relationship was established and Mr. Lewandowski will continue his consultations with the newspaper on a regular basis. An interview is scheduled for the next quarter.

U.S. Embassy/USAID

1. Mr. Lewandowski, met with the U.S. Ambassador, the DCM, and the Labor Attache to discuss his assignment, and the role of trade unions in the evolving Polish democracy. These discussions continued throughout the quarter on a regular basis, particularly with the Labor Attache, and a cordial working relationship was established. The U.S. Labor Attache hosted a dinner for Mr. Lewandowski, and arranged meetings with the German Labor attache and representatives of the Friedreich Exert Stiftung.

2. Mr. Lewandowski met with the USAID Director and appropriate USAID staff. He attended the two-day USAID contractors' conference on August 31-September 1. These meetings were quite positive and a regular working relationship was established.

FTUI/Washington, Program Reporting, and Financial Reporting

1. During the quarter, Mr. Lewandowski began regularly-scheduled weekly consultations with FTUI/Washington on administrative and program matters. These weekly talks will continue indefinitely. The frequency of such communications will be regularly reviewed as Mr. Lewandowski's time in-country lengthens.
2. Mr. Lewandowski familiarized himself with FTUI financial and reporting procedures. First reports are due in mid October.
3. Mr. Lewandowski discussed the progress of the BKN program with appropriate Solidarnosc officials, with a focus on improving reporting. These discussions continue (see **CONSULTING AND NEGOTIATING BUREAUS**).

B. Implementation Status

Programs are on schedule

C. Activities Planned for the Next Quarter 10/1/94)

1. Mr. Lewandowski will conduct on site interviews of BKN staff in Warsaw, Poznan, and one other location. Reports will be written for each site visit. Additionally, Mr. Lewandowski will meet with the appropriate Solidarnosc regional leadership and obtain input from Solidarnosc on quantitative and qualitative indicators to measure BKN progress. Assist Solidarnosc to use the BKN reporting form more regularly.
2. Visit the Lodz Center for Participative Management to discuss their education programs on privatization and economic restructuring.
3. Mr. Lewandowski will submit a report on the Solidarnosc national congress scheduled for September 29 to October 2.
4. Northern Tier Office support staff will be interviewed and hired.
5. Mr. Lewandowski will begin Polish language lessons.
6. Mr. Lewandowski will attend the ICFTU/Solidarnosc Conference on Social Expectations and Economic Realities in Torun October 19-21. Representatives of the Polish government also will attend and exchange views with Solidarnosc officials and other trade union attendees. Mr. Lewandowski will file a report.

7. Mr. Lewandowski will begin to broaden the scope of his program responsibilities to include other Northern Tier countries. Initially this will encompass consultations with FTUI/Washington on program developments in Hungary and Slovakia, with a view toward participation in ongoing union-to-union programs in the first or second quarter of 1995.

8. Mr. Lewandowski will continue to put administrative/financial systems in place, including means for ground transportation, i.e. purchase of a car.

D. International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94)

None.

E. Reasons Why Established Goals Were Not Met

Goals were met.

F. Other Pertinent Information

None to report.

18. **SUB-REGIONAL EDUCATION PROJECT - \$104,123**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

Penny Schantz and Fd Ayoub travelled to Slovenia and Croatia in order to conduct workshops and gather information on privatization and economic restructuring. As a result of these meetings, FTUI plans to work with the trade union confederations to conduct local level training on economic issues.

B. **Implementation Status:**

Project as currently written is underway although potential revisions to the project are pending.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

In October, FTUI plans to send a specialist in conversion to Slovakia for a one-week seminar with the metalworkers union.

In November, Penny Schantz will return to Croatia to complete the final planning of the educational coursework. It is also FTUI's intention at this time to review the possibility of putting a representative in Zagreb to implement the Sub-Regional program.

D. **International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):**

A country clearance request has been submitted for Lou Kiefer to travel to Slovakia in October. A clearance request will be submitted Penny Schantz for her planned travel in November.

E. **Reasons Why Established Goals Were Not Met:**

Goals are being met.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

19. **"WORKERS ACADEMY" - \$157,153**

- A.** Summary Description of Project Activities for the Quarter ending 9/30/94:
None to report.
- B.** Implementation Status:
The project will not be carried out as stated in the proposal. We are in the middle of discussions with AID/Washington regarding re-programming the funds for use in opening an office in Zagreb, Croatia.
- C.** Activities Planned for the Next Quarter (10/1/94 - 12/31/94):
None to report at this time.
- D.** International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):
None to report at this time.
- E.** Reasons Why Established Goals Were Not Met:
The Workers Academy project in its current form is a premature undertaking at this time. FTUI is re-evaluating the project and will re-submit a budget and curriculum which reflects, regional but short term priorities.
- F.** Other Pertinent Information: (includes analysis and explanation of any cost overruns or high unit costs)
None to report.

20. **SUPPORT GRANT MANAGEMENT - \$78,688**

A. **Summary Description of Project Activities for the Quarter ending 9/30/94:**

Camille Weicker, FTUI's Director of Finance, travelled to Poland to assist in a three year audit of Solidarity for 1991-1993 conducted by Coopers & Lybrand. Sandra Johnston from Coopers & Lybrand accompanied Ms. Weicker to Poland. Ms. Weicker also travelled to Hungary to meet with Coopers & Lybrand in Budapest to discuss their field work regarding the June audit of the League Foundation. She also met with LIGA to review 1994 grant documents. Ms. Weicker then continued on to Bulgaria where she reviewed Podkrepa support grant documents and receipts.

B. **Implementation Status:**

FTUI has contracted with Coopers & Lybrand of Washington to conduct three years audits of FTUI's programs in Poland.

C. **Activities Planned for the Next Quarter (10/1/94 - 12/31/94):**

Ms. Weicker will return to Poland in late December/early January to continue the audit that was postponed due to the Solidarity Congress.

D. **International Travel Requirements Expected for the Next Quarter (10/1/94 - 12/31/94):**

Possible travel of FTUI Director of Finance to Poland to finalize audit.

E. **Reasons Why Established Goals Were Not Met:**

Goals continue to be met.

F. **Other Pertinent Information:** (includes analysis and explanation of any cost overruns or high unit costs)

None to report.

ATTACHMENTS

**FIRST NATIONAL
TRADE UNION EDUCATION CONFERENCE
PODKREPA CL**

September 21 - 23, 1994

PRAVETZ, BULGARIA

Wednesday, September 21

- 9:00 - Opening Remarks, Oleg Choulev, Confederal Secretary for Education
- Greetings from Dimitar Manolov, Vice President, Podkrepa CL
- 9:15 - Education Report, Oleg Choulev
- 9:35 - Jeffrey Macdonald, Associate Director of the George Meany Center, AFL-CIO
- 9:55 - Walo Landolf, Director of the SGB Education Center
- 10:15 - Coffee Break
- 10:45 - Walter Gohring, Representative of OGB
- 11:00 - Jean La Pointe, ICFTU, Representative for Bulgaria, Romania and Albania
- 11:20 - E. Scleicher, Representative of CFDT
- 11:40 - Daniel Sieber, Representative of SGB
Collin Gonze, Representative, AFL-CIO/FTUI
- 12:00 - Lunch
- 14:00 - Plenary:
- Work Shops 1 Education and Membership
 2 Education and Trade Union Services
 3 Education and Political Activities
 4 Programs and Levels of Education
- 15:30 - Coffee Break
- 16:00 - Plenary, Continuation of Workshops
- 18:00 - Podkrepa Trainers Meeting with Jeffrey MacDonald and
Adrienne Doherty, AFL-CIO/FTUI
- 19:00 - Dinner

Thursday, September 22

- 9:00 - Plenary, Continuation of Workshops
- 10:30 - Coffee Break
- 11:00 - Plenary, Continuation of Workshops
- 12:30 - Lunch
- 14:30 - Plenary, Continuation of Workshops
- 16:00 - Coffee Break
- 16:30 - Plenary, Continuation of Workshops
- 18:00 - End of Day's Work
- 19:00 - Dinner

Friday, September, 23

- 9:00 - Plenary: Final Report and Recommendations
- Workshop One
- 9:30 - Workshop Two
- 10.00 - Workshop Three
- 10.30 - Coffee Break
- 11:00 - Workshop Four
- 11:30 - Plenary Discussion
- 12:00 - Closing Remarks
- 12.30 - Lunch
- 14:00 - Departure

Workshop Guide for Facilitators and Resource Persons

Membership and education workshop

Goals: Tie in confederation educational seminars as well as federation, regional and confederal activities to increase Podkrepa membership.

Workshop methods: (1) Establish and name the actual problems involved in increasing or retaining membership in the various structures. Compare results, consolidate the list and prioritized problems according to frequency, urgency, degree of seriousness, etc...Please try to distinguish between actual problems and symptoms of deeper problems.

(2) Discuss causes of problems, list, consolidate, prioritize. Do not confuse causes and solutions.

(3) What are the goals for membership in each structure. These must be realistic and measurable. Include a time-table if possible, but do not establish an action plan yet. Choose an issue around which to organize membership drive or campaigns. This will be determined by the unique circumstances of each structure and should only be those about which the union can do something. Issues should be "winnable," at least in part, and should involve your membership when determining. Guide but do not dictate issues.

(4) Action plans in each structure - or measures necessary to reach these goals. Work together-Confederation, branch, regions and local sections. Break up your goal into parts determined by tactics (meetings, press conferences, demonstrations, leaflet distribution, shop meetings, surveys, work slowdowns, meeting with key workers at home, etc...Start small and build. Publicize victories. Show your campaign is making progress. Involved participants in develop further action plans and construct a campaign calendar distributed to militants.

Necessary tools to meet goals: What special information do you need? Funds/budget? Special outside assistance? Printing facilities? Computers? Plan for regular meetings of concerned structures.

Role of trainers in process: ?

(5) Written report and recommendations.

Servicing Membership Through Training and Education

Goals: To use trainers and educational projects to develop a structure's ability to service Podkrepa members.

Servicing means performing tasks which members normally expect a democratic union to do - negotiating, solving shop problems, defending workers' rights under the labor code, participating in important decisions when your enterprise has problems, anticipating and taking action in cases of privatization, helping members find solutions to social problems such as massive layoffs, locating sources of assistance in case of unemployment or illness, etc...

Workshop method: (1) List servicing problems by structure (work in small groups). Name each significant problem a structure has in servicing - to break loose your imagination from your everyday problems (money, human resources, laws, etc.), imagine what services you could perform under ideal circumstances. Come together, compare lists, consolidate, prioritize. Do not confuse symptoms of problems and problems themselves. Give a name to each problem, then a number of importance.

(2) What kind of training is necessary to meet servicing needs and for whom in each structure. Remember to make a difference between union officials paid for their activities and persons unpaid. How much time can each category spare for training?

(3) Creating a new mechanism of delivering services to members in each structure in the workshop - introduce idea of an Education Labor Counselling Service attached to a region or regional branch specializing in assistance for bargaining and worker defense to deal with labor code violations. Discuss advantages and disadvantages as well as drawing up a possible budget (rent, salaries, etc...) but do not consider how to finance for the time being.

(4) Education, economics and trade union research - what do structures need to know to fulfill their tasks? How can the Trade Union Research Institute help? Other possible research projects.

(5) Written report and recommendation

Education and the political process

Goals: Defining how education and training can improve the political role and influence of Podkrepa structures and prepare the membership to become a better instrument for political action.

Workshop methods: (1) What are the reasons for the failure of Podkrepa to enjoy the fruits of its 1989 victory? Do not dwell on the treachery of UDF leaders or other events beyond your control. Concentrate instead of decisions and actions over which Podkrepa had a voice, or should have had. What were the causes of these failures?

(2) What is the present situation of Podkrepa politically?

(3) List possible goals for the improvement of Podkrepa political influence and effectiveness at the national and regional levels. Do not think of present problems, but try to imagine the role of Podkrepa in a pluralist and democratic Bulgarian society.

(4) Relationships of democratic unions in other countries - Austria, USA, France, etc...(inputs)

(5) Establishing mechanisms for reaching goals: how to build a real permanent and professional political union network inside Podkrepa -

-The structure of a national network;

-How union policies are made (who is responsible, how decisions are communicated, role of surveys and feedback, etc.);

-How information is distributed and collected (transparency);

-What equipment and other tools of communication are necessary to the functioning of a network.

(6) Role of trainers in different structures. What they need to learn to teach. Action plans.

(7) Written report and recommendations.

Trade union Education and training programs in structures

Goals: (1) Defining Podkrepa educational models for different structures, including considerations of who should what.

(2) How to organize such a system so that it works together to reinforce itself.

(3) How to budget and finance these activities by our own means.

(4) Suggest concrete examples of training literature necessary.

Workshop methods:

(1) Where are educational specialists needed and what for (persons and target groups)?

(2) Subjects and details about who has to learn what.

(3) Finances and budgeting.

(4) Concrete examples -

(a) Training trainers - who will pay trainers in future and how to train trainers for each structure;

(b) training section leaders - (i) tasks and qualifications + manuals; (ii) OD approach for training section leaders.

(5) Written report and recommendations.



ПЪРВА НАЦИОНАЛНА КОНФЕРЕНЦИЯ НА КТ "ПОДКРЕПА"
ПО СИНДИКАЛНО ОБУЧЕНИЕ - ПРАВЕЦ 21-23.09.1994

ДНЕВЕН РЕД

21 септември

- 9.00 Откриване - Олег Чулев
Приветствено слово към участниците - Д-р Тренчев
- 9.15 Основен доклад - Олег Чулев
- 9.35 Дж. Макдоналд
- 9.55 В. Ландолф
- 10.15-10.45 Кафе пауза
- 10.45 Гьорина
- 11.00 Ж. Лапорт
- 11.20 Представител на CFDT
- 11.40 Д. Зибер и Колин Гонс
- 12.00 - 14.00 Обяд
- 14.00 Работа в групи
- 15.30 - 16.00 Кафе пауза
- 16.00 - 18 Работа в групи
- 18.00-19.00 Среца на инструкторите с Дж. Макдоналд
- 19.00 Вечеря

22 септември

- 9.00 Работа в групи
- 10.30-11.00 Кафе пауза
- 11.00-12.30 Работа в групи
- 12.30-14-30 Обяд
- 14.30 Работа в групи
- 16.00-16.30 Кафе пауза

23 септември

9.00 Представяне на резултатите от груповата работа
от говорителите на секции

1. Секция - 30 мин.

2. Секция - 30 мин.

3. Секция - 30 мин.

10.30-11.00 Кафе пауза

11.00-11.30 4. Секция - 30 мин.

11.30 Дискусия

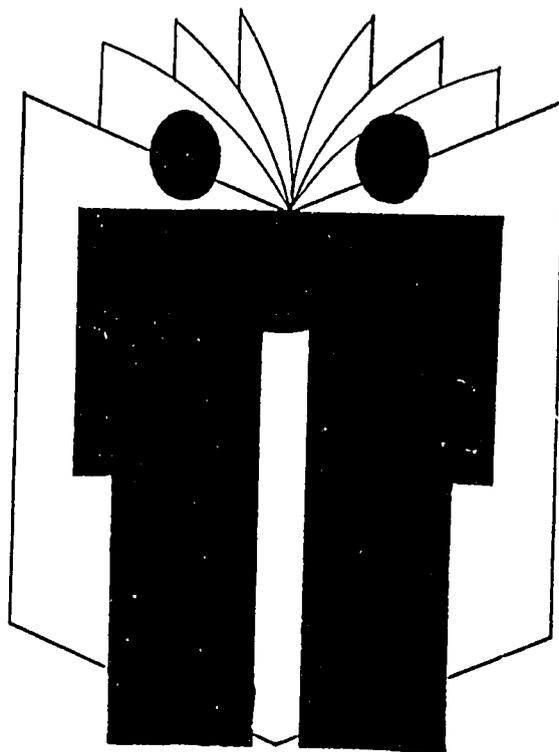
12.00 Закриване

12.30-13.30 Обяд

14.00 Отпътуване

ПРОГРАМА ЗА
СИНДИКАЛНО ОБУЧЕНИЕ

РЕЗОЛЮЦИЯ №17 ЗА
СИНДИКАЛНО ОБУЧЕНИЕ



ПЪРВА НАЦИОНАЛНА КОНФЕРЕНЦИЯ
НА КТ "ПОДКРЕПА"
ПО СИНДИКАЛНО ОБУЧЕНИЕ

Организирана съвместно с
Института на свободните
профсъюзи на АФТ-КПП
и

Швейцарската конфедерация
на профсъюзите

Правец
21-23 септември 1994 г.

1

РЕЗОЛЮЦИЯ № 17 ЗА СИНДИКАЛНО ОБУЧЕНИЕ

Динамичните промени в обществото и икономиката, налагащи повишени изисквания в работата на синдикалистите, честата смяна на синдикалните активисти и развитието на синдикализма в България, предопределя основните цели на синдикалното обучение: Да създава компетентни кадри с много добра синдикална подготовка, да поддържа и разширява програмите за обучение и ориентация, а също така да, разработва нови проекти и програми, които да се използват като мощни оръдия, помагачи на лидерите да привличат нови членове и да задържат членската маса. В тази връзка приоритетите на синдикалното обучение са следните:

1. За използване на КТ "Подкрепа от етапа на изолация и създаване на условия за социален диалог на най-широка основа и на всички нива - с работодатели, работодателски съюзи политически партии и движения, държавни институции следва да се реализира целенасочено обучение на кадрите на КТ "Подкрепа" за начините, средствата и формите на водене на социален диалог по всички въпроси, касаещи връзките и взаимоотношенията на КТ "Подкрепа" с зорепосочените партньори, които от своя страна трябва да поемат част от разходите по обучението.

2. За да се осигури необходимото време за синдикално обучение и подготовка на активистите, КТ "Подкрепа" ще настоява за промени в Кодекса на труда, в раздела за отпуските за синдикална дейност да бъде определено допълнително време за синдикално обучение. При сключване на Колективни трудови договори КТ "Подкрепа" да отстоява пред работодателите допълнително време за обучение на активистите.

3. КТ "Подкрепа" ще реализира целите на синдикалното обучение и чрез:

- Автономизация и професионализация на синдикалното обучение.

- Провеждане на представително проучване за нуждите от синдикално обучение за всички нива и структури.

- Подготовка и реализиране на национални и регионални проекти за обучение на лидерите от всички равнища, вкл. специфични персонални програми за висши служители, допълнителна квалификация и обучение на техническия персонал на КТ "Подкрепа".

- Редовни анализи, прогнози и отчитане на резултатите от обучението, като на всеки етап се коригират и актуализират програмите, материалите и др.

54

2

- Координиране на програмите за синдикално обучение /международни, национални, регионални, за отделни браншове и др. от Националния център за синдикално обучение с цел развитие на кадрите и постигане на ефективни резултати.

- Изготвяне и реализация на програми за преквалификация на кадри незаемащи вече изборни длъжности. Разработване на персонални програми за новоизбрани лидери.

- Изработване на каръчници за инструктори, председатели на секции, федерации и основни учебни помагала /написани от български и чуждестранни експерти/.

- Тясно сътрудничество и взаимопомощ на всички структури звена на КТ "Подкрепа" със синдикалното обучение.

- Осигуряване на приемственост и дооскомплектоване на екип от инструктори.

- Рекламирање и популяризиране на идеите, възможностите и резултатите от синдикалното обучение.

ПРОГРАМА ЗА СИНДИКАЛНО ОБУЧЕНИЕ

За постигане целите на синдикалното обучение е нужно:

- да бъде създаден Национален учебен център за синдикално обучение с филиали в страната;

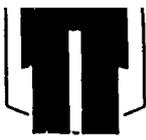
- да се доизгради и усъвършенства системата на синдикално обучение, така че да покрива всички структури и цялата територия на страната;

- да се повишава квалификацията на експертите в центровете за синдикална защита;

- да се обособи самостоятелно перо в бюджета на КТ „Подкрепа“ за нуждите на синдикалното обучение;

- да продължи сътрудничеството си с МКСП, АФТ-КПП и с други демократични синдикати и фондации;

- да се интегрират наши образователни програми с разработваните от Работническата академия за Централна и Източна Европа.



ИЗСЛЕДВАНЕ НА МНЕНИЕТО НА УЧАСТНИЦИТЕ В СЕМИНАРИ, ПРОВЕЖДАНИ
ОТ ИНСТРУКТОРИТЕ ПО СИНДИКАЛНО ОБУЧЕНИЕ НА КТ "ПОДКРЕПА"
ЗА ЕДНОГОДИШЕН ПЕРИОД ОТ АВГУСТ 1993 ДО АВГУСТ 1994 Г.

Настоящото изследване започва от момента на формиране на работен екип от инструктори по синдикално обучение, т.е. от м. август 1993 г. и продължава до края на юли 1994 г.

То обхваща анализ на няколко въпроса, зададени към участниците, след приключване на всеки семинар. Анкетата е напълно анонимна и попълването ѝ е доброволно, затова броят на попълнените анкетни карти е малко по-малък от броя на участвалите в семинарите. Обработени са отговорите на 2372 участника.

Семинарите бяха предназначени за председатели и секретари на секции, но в тях взеха участие и синдикалните ръководства на общините, регионите и регионалните синдикати, а също така и членове на ръководствата на някои федерации.

Изнесените семинари бяха на следните теми: "КТ и КТД", "ЗУКТС", "Ролята на лидера", "Парламентарни процедури", "Приватизацията в България", а след III Конгрес и на новите нормативни документи на КТ "Подкрепа" /Устава, Програмата и др./.

Обхванати бяха почти всички региони с изключение на Кърджали, Силистра и Ямбол. В много от регионите са покрити със семинари и общинските организации.

Занятията бяха организирани и провеждани от инструкторите на щат към "СО" на КТ "Подкрепа":

Ваня Станева, Надка Йовкова, Мая Хаджиева, Стойко Атанасов, Пролет Младенова, Ирина Кирилова, Цецко Чакалски, Живка Стойчева, Михаела Ковачева, Кирчо Танов, Димитър Шопов и Антон Христов.

Голяма помощ при провеждането на семинарите, вкл. финансова, оказва Института на свободните профсъюзи към АФТ-КПП.

От проведеня анализ може да стигнем до следните изводи:

Обучението е много необходимо, защото увеличава значително знанията на активистите. То се развива успешно и организацията е на много добро равнище. Въпреки разнородния състав на участниците се наблюдава една стабилност в отговорите.

Приложените графики отразяват мнението на участниците за качеството на семинарите. Предлагаме както средностатистическите данни, така и отговорите по месеци. Както може да се види, и по месеци се наблюдава една стабилност в отговорите, които се движат в определени граници. Следва образецът на анкетата и графиките с кратки анализи.

На 3-ия въпрос почти всички участници са отговорили утвърдително - че ще могат да приложат наученото в синдикалната практика. Няколко само са отговорили отрицателно и няколко се колебаят.

Попълва се след семинара!

АНКЕТНА КАРТА ЗА ОЦЕНКА

Дата на провеждане.....място на провеждане.....

Тема на семинара:.....

Инструктор:.....

Моля подчертайте само един отговор!

1. Колко обширни бяха Вашите знания по изучаваната тема преди провеждането на настоящия семинар?

много обширни обширни средни малки никакви

2. Доколко се подобриха знанията и уменията Ви след семинара?
значително до известна степен в малка степен

3. Ще можете ли да приложите знанията и уменията придобити на този семинар в своята практическа дейност?

4. Допринесоха ли методите на преподаване и формата на семинара за усвояване на материала и за запомнянето му?

изключително много много средно никак

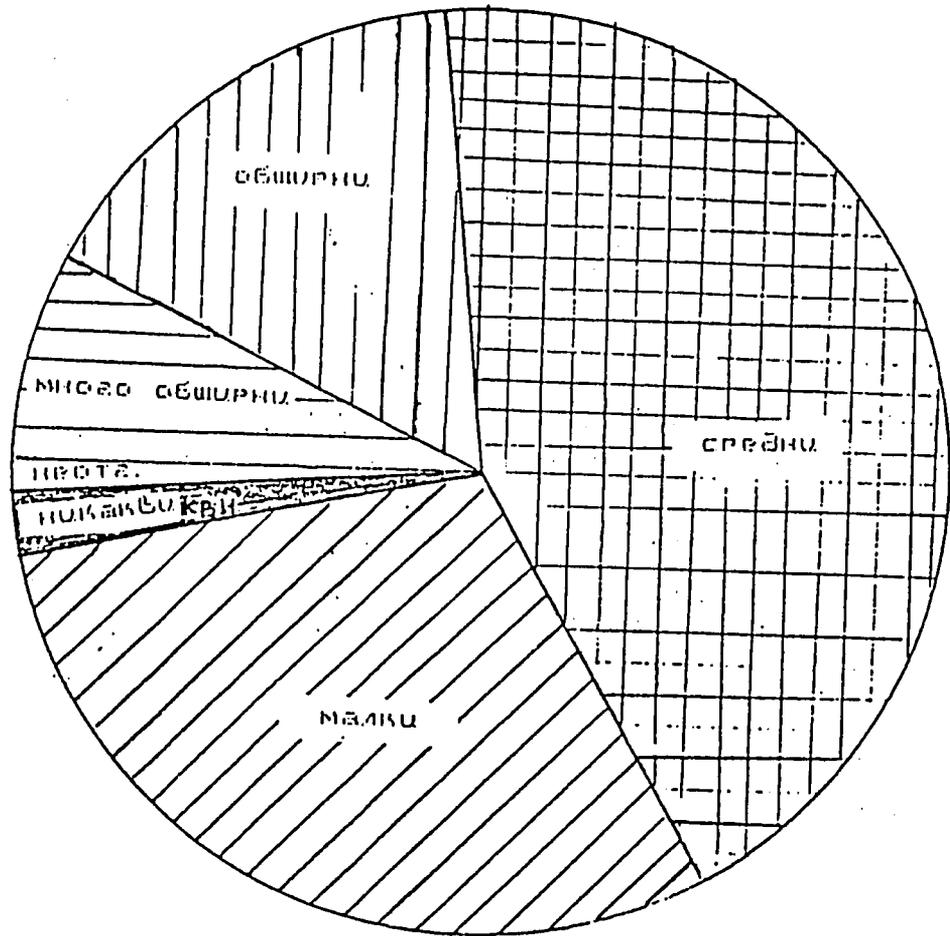
5. Моля, дайте оценка на организационната дейност /условия за настаняване, храна, транспорт, зала/.

отлична добра средна слаба

6. Моля, използвайте обратната страна на листа, ако желаете да направите конкретни предложения за подобряване на съдържанието, формата или организацията на семинарите.

7. Моля, използвайте обратната страна на листа, ако желаете да предложите теми за бъдещо обучение, което би Ви помогнало да усъвършенствате още повече знанията и уменията си като синдикален ръководител и член.

1. ВЪПРОС: Колко обширни бяха вашите знания по изучаваната тема преди провеждането на настоящия семинар?

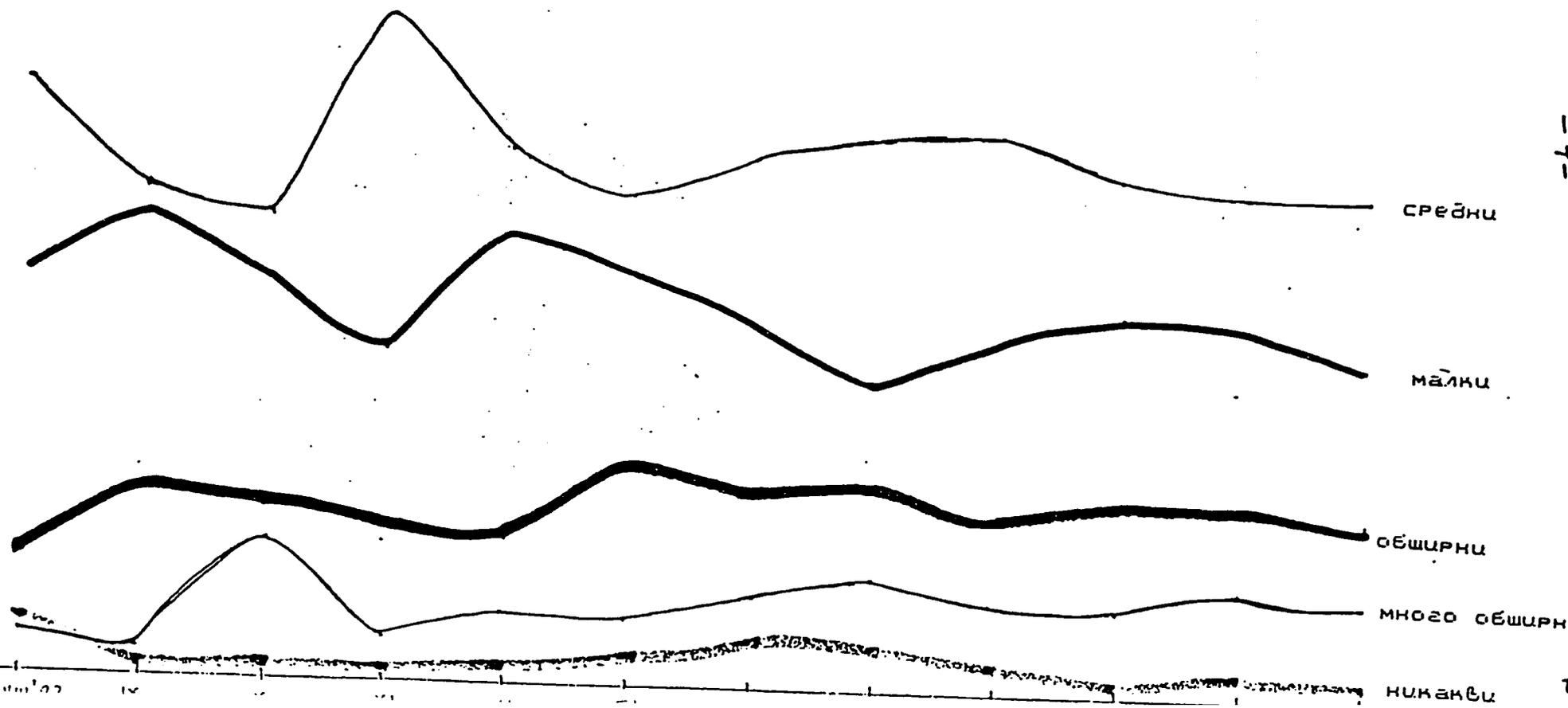


Както се вижда от графиката, участниците преценяват своите знания по следния начин:

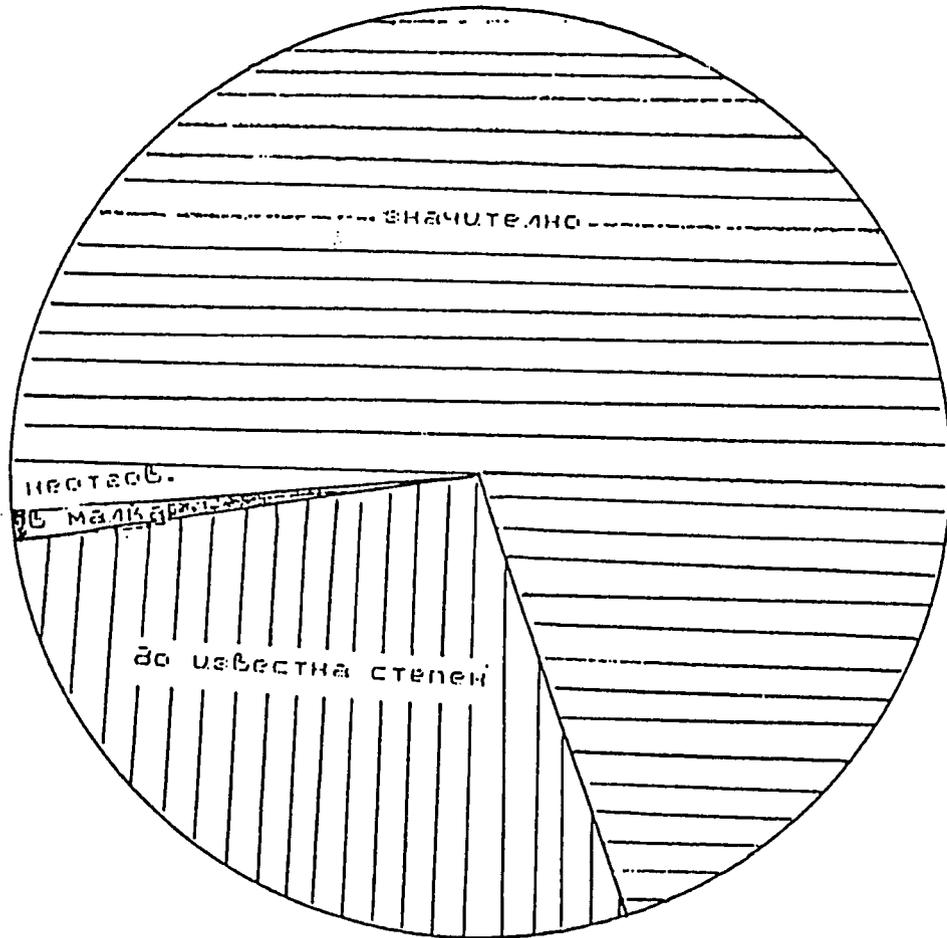
като много обширни	-	170 души или	7,2 %
обширни	-	378	15,9 %
средни	-	1030	43,4 %
малки	-	715	30,2 %
никакви	-	53	2,2 %
неответорили	-	26	1,1 %

Преобладаващите отговори са "средни" и "малки" знания по темата на семинара - над 75 %. Интересното е, че дори тези които са отговорили, че имат обширни знания, често при отговор на втория въпрос "Повишили ли са се знанията Ви?" отбелязват "много" и "изключително много".

1. ВЪПРОС: Колко обширни бяха вашите знания по изучаваната тема преди провеждането на настоящия семинар?



2. ВЪПРОС: Доколко се подобриха знанията и уменията Ви след семинара ?



От резултатите става ясно, че знанията и уменията на участниците са се подобрили:

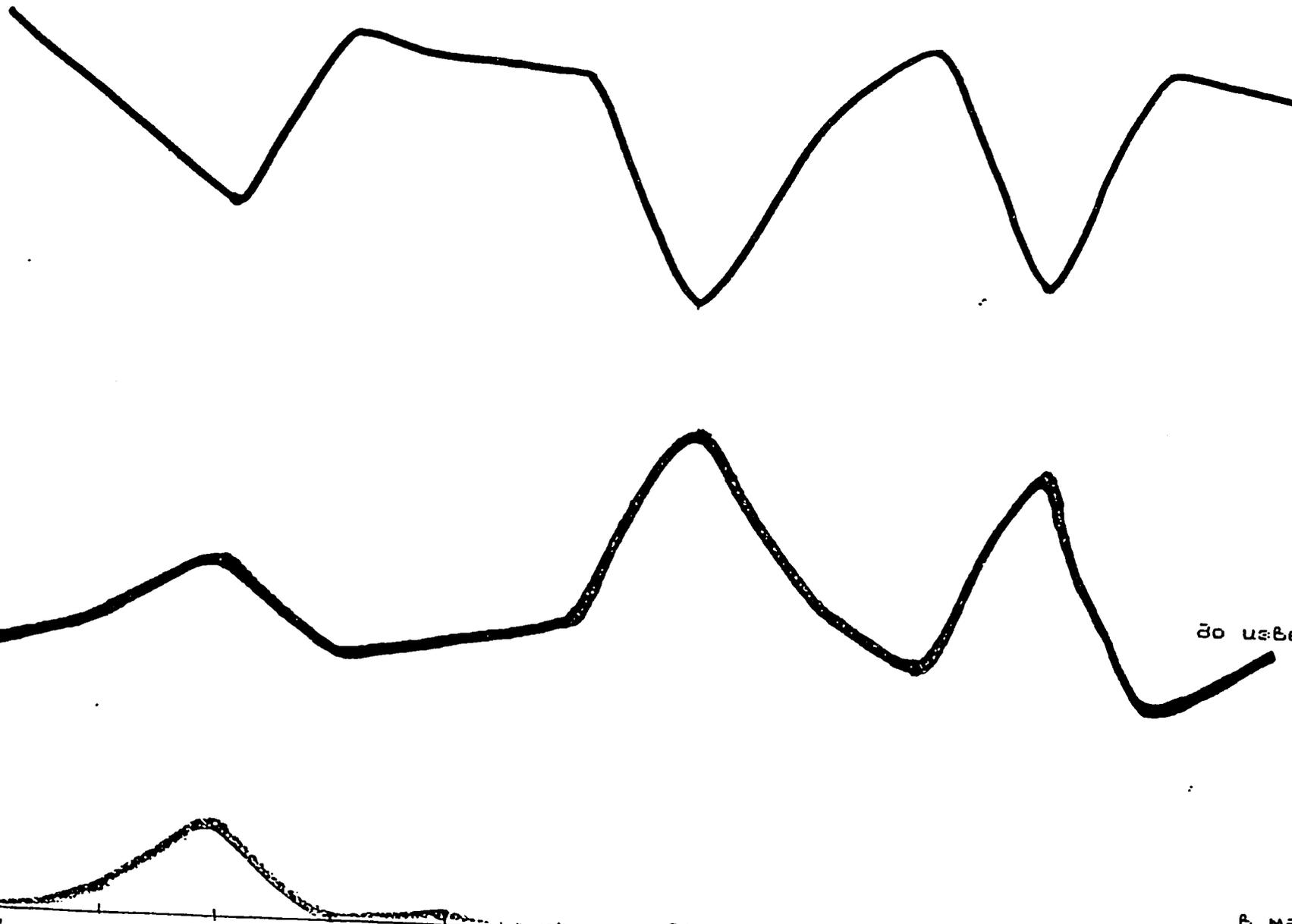
значително	- 1645	отговора или	69,4 %
до известна степен	- 664		28,0 %
в малка степен	- 24		1,0 %
неотговорили	- 39		1,6 %

2. ВЪПРОС: Доколко се подобриха знанията и уменията Ви след семинара ?

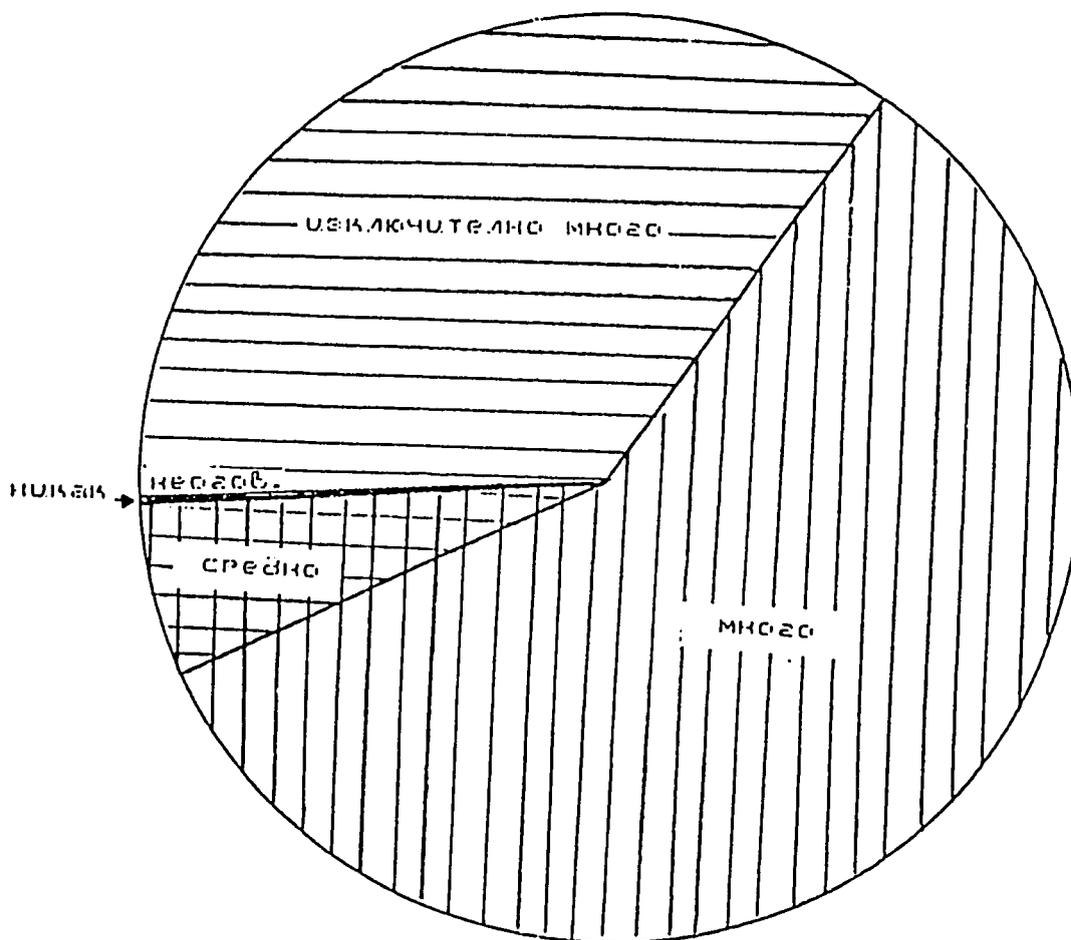
значително

до известна степен

в малка степен



4. ВЪПРОС: Допринесли ли методите на преподаване и формата на семинара за усвояване на материала и запомнянето му?

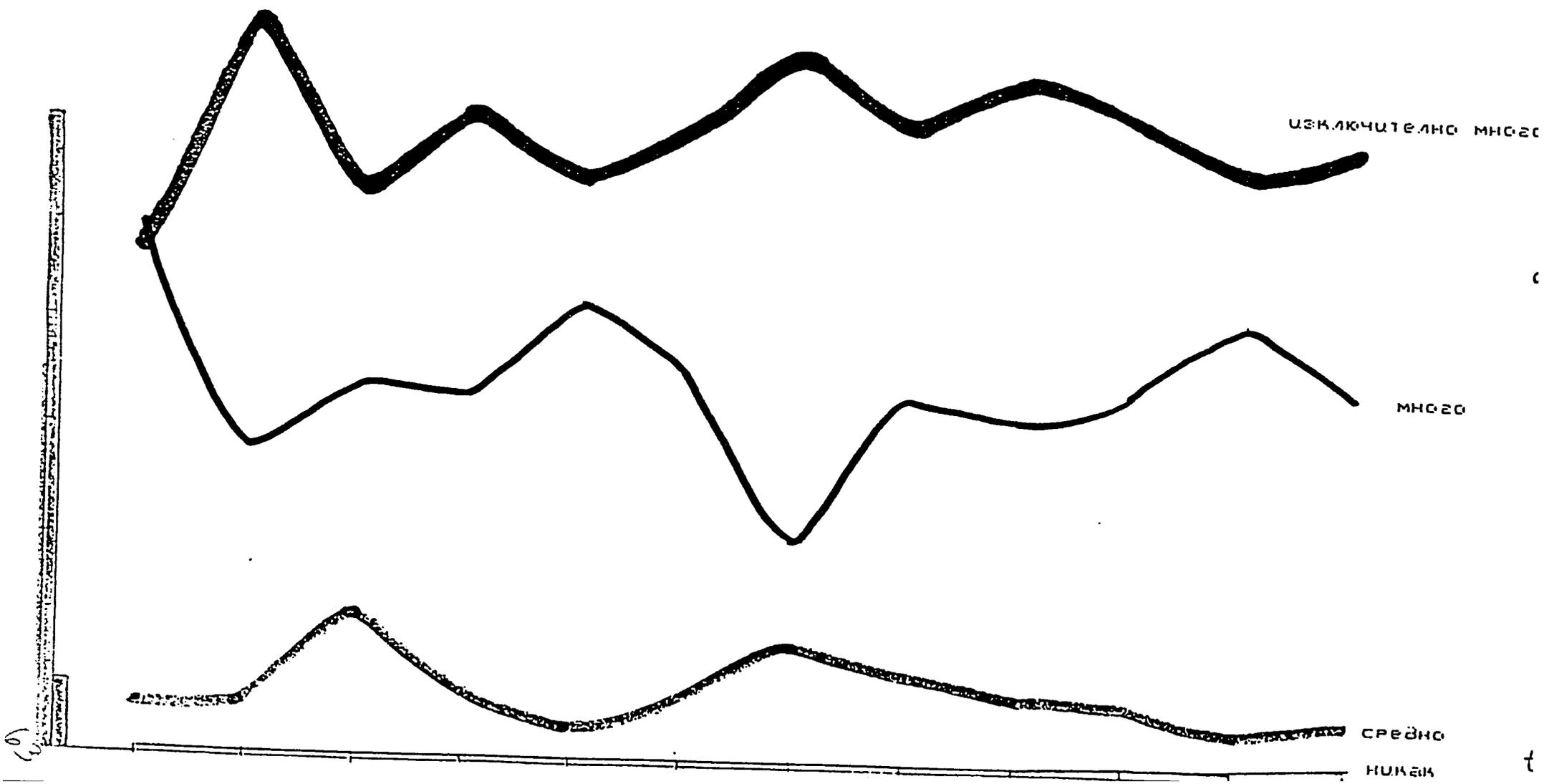


От тази графика можем да съдим дали методите на преподаване са допринесли за усвояването и запомнянето на материала. Така изглеждат отговорите на анкетираниите:

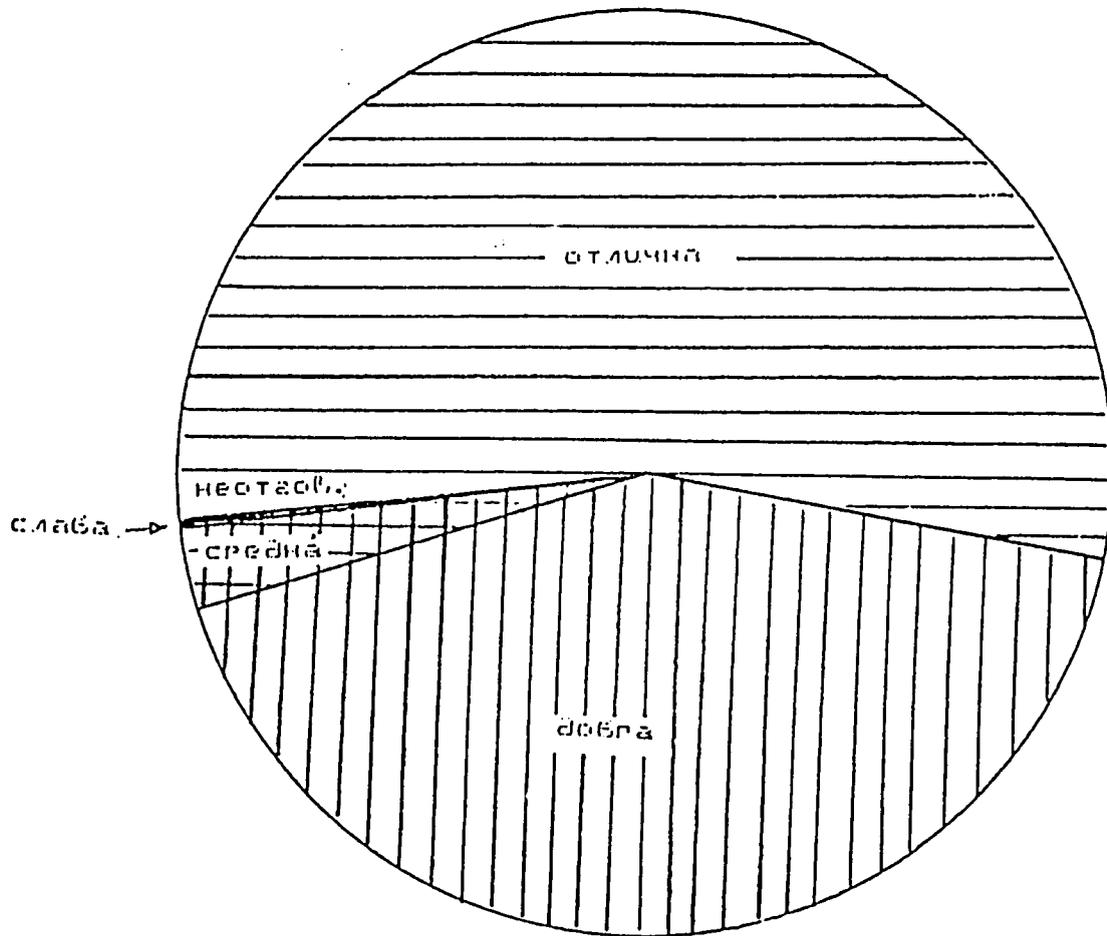
изключително много	-	816 отговора или	34,4 %
много	-	1375	57,9 %
средно	-	149	6,3 %
никак	-	5	0,2 %
неотговорили	-	28	1,2 %

Резултатите са категорични - методите, които се използват от инструкторите са много полезни - над 90 % от участниците смятат така.

4. ВЪПРОС: Допринесоха ли методите на преподаване и формата на семинара за усвояване на материала и запомнянето му?



5. ВЪПРОС: Моля, дайте оценка на организационната дейност /условия за нощуване, храна, транспорт/.



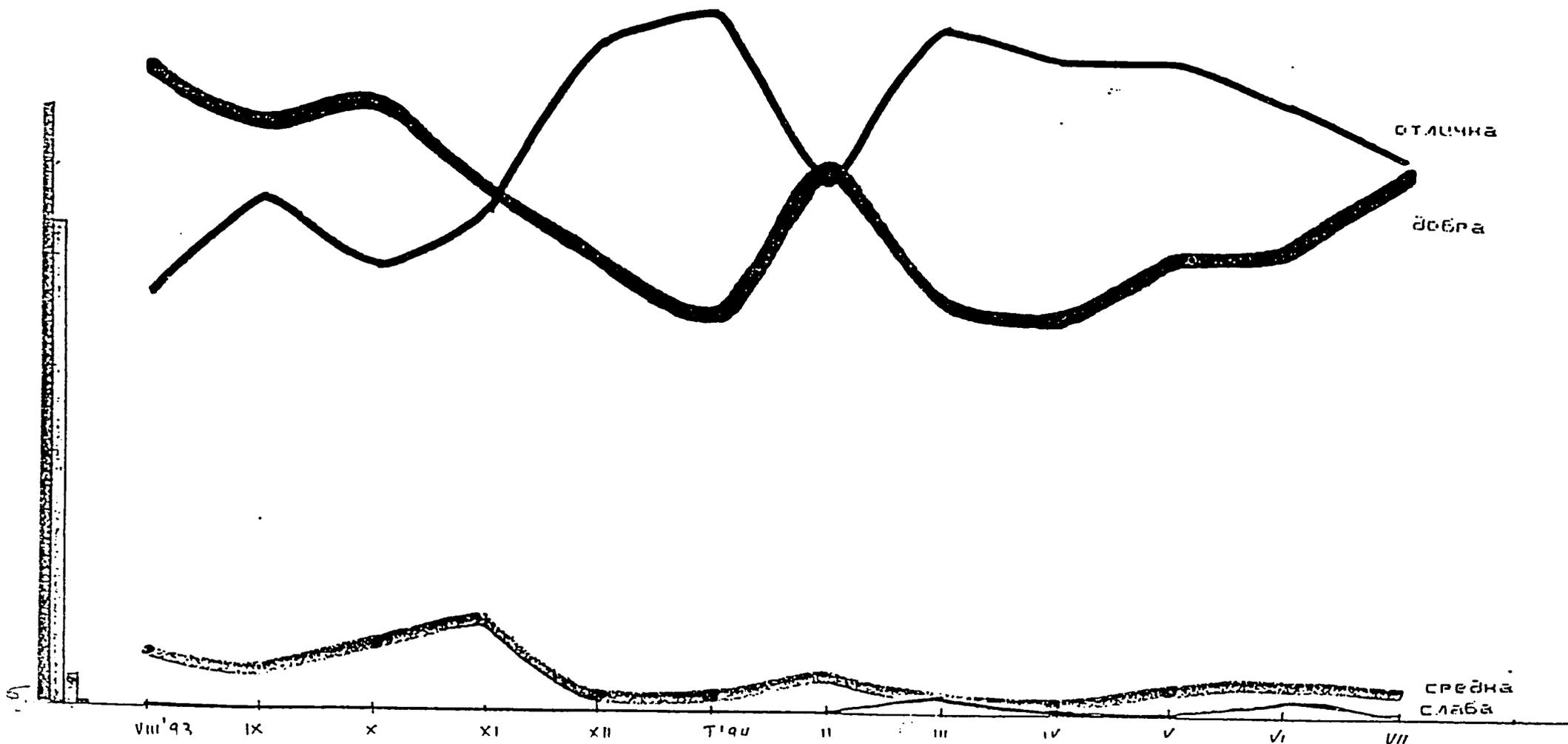
Този въпрос засяга организацията на семинарите. Ето и резултатите в цифри:

отлична	- 1253 отговора или	52,8 %
добра	- 1007	42,5 %
средна	- 67	2,8 %
слаба	- 9	0,4 %
неотговорили	- 36	1,5 %

Отговорите на участниците дават ясна представа, че организацията е отлична и добра, щом само 3% са я определили като средна или слаба.

66

5. ВЪПРОС: Моля, дайте оценка на организационната дейност
/условия за нащуване, храна, транспорт/.



ТЕМИ, ПРЕДЛАГАНИ ОТ УЧАСТНИЦИТЕ ЗА ПО-НАТАТЪШНО ОБУЧЕНИЕ

1. Приватизацията в България	165
2. Колективно трудово договаряне	87
3. Кодекса на труда	73
4. Колективните трудови спорове /ЗУКТС/	66
5. Ролята на лидера	39
6. Нормативни актове и документи	35
7. Комуникации и парламентарни процедури	30
8. Привличане на нови членове	23
9. Икономически проблеми	22
10. Юридически проблеми	21
11. Охрана на труда	13
12. Чужд синдикален опит	9
13. Синдикална защита	8
Социално осигуряване	8
14. Синдикати в частна фирма	6
15. Синдикатите и политиката	5
16. Промени в Устава на КТ "Подкрепа"	4
17. Организиране на синдикалната дейност	2
18. Трипартитно сътрудничество	1
Трудова заетост	1
Почивно дело	1
Взаимодействие със средствата за масова информация	1

ПРЕПОРЪКИ ОТ УЧАСТНИЦИТЕ В СЕМИНАРИТЕ

1. Да се раздават повече материали	26
2. По-често да се провеждат семинари	18
3. Да има повече практически занятия и конкретност	15
4. Да има повече технически средства, видеотехника	12
5. Да се провеждат семинари по браншове	8
6. Семинарите да бъдат по-продължителни	5
7. Да има повече игри и проблемни ситуации	4
8. Да се подбира по-подходящо време за семинари	3
9. Интервалът между семинарите да бъде по-кратък	2
Да се дават най-новите нормативни документи	2
10. Темите за разговор да бъдат по-разнообразни	1
По-често да се обменя опит по хоризонтал и по вертикал	1
Да има по-добра предварителна разгласа	1
Участниците да се подбират по-прецизно	1
Семинарите да се организират извън предприятието	1
Да се изгради център за синдикално обучение	1
Да се създаде периодичен бюлетин	1

Attachments:

A. Podkrepa trainers

1. List of numbers of seminars completed, 1993-1994
2. List of seminars by topic, 7/93 - 6/94
3. List of municipalities in which seminars were conducted; map
4. Recommendations for future seminar topics
5. Recommendations for seminar improvement
6. Evaluations: general summary and evaluation by topic
7. Participant list

B. US or foreign trainers

1. Suggestions for future seminar topics; percentage of interest
2. Suggestions for seminar improvement:
 - a. seminar organization
 - b. seminar teachers/methods
 - c. seminar participants
3. Participant lists

C. University of Delaware courses

1. Evaluation results
2. Participant lists

D. Printshop

1. quarterly report: April - June, 1994
2. production samples

YEAR	MONTH	NO. OF SEMINARS	NO. OF PARTICIPANTS
1993	February	2	77
	March	3	99
	April	6	143
	May	5	120
	June	6	141
	July	3	79
	August	5	91
	September	9	202
	October	10	232
	November	11	272
	December	11	244
	1994	January	11
February		7	145
March		18	392
April		19	435
May		16	376
June		16	393
Total:		158	3,688

PODKREPA TRAINER SEMINARS:
AUGUST, 1993 - JUNE, 1994

No.	SEMINAR SUBJECT	Number of seminars	Number of participants
1.	Labor Code, Collective Bargaining.	45	1,089
2.	Role of the Leader. Trade Union Relations. Conflict Resolution.	25	567
3.	Communications. Parliamentary Procedure.	5	99
4.	Law of Settlement of Collective Labor Disputes.	20	456
5.	Labor Code, Collective Bargaining. Recruiting New Members.	1	24
6.	Labor Code, Collective Bargaining and Law of Settlement of Collective Labor Disputes.	2	39
7.	Parliamentary Procedure. Law of Settlement of Collective Labor Disputes.	1	30
8.	Privatization.	16	368
9.	Communications. Collective Bargaining	1	31
10.	Communications. Recruiting and Retaining New Members.	1	30
11.	Conflicts and Conflict Resolution.	1	24
12.	Labor Code, Collective Bargaining. Role of the Leader. Privatization.	1	28
13.	Podkrepa's new Constitution and Program.	13	224
14.	Law of Settlement of Collective Labor Disputes and the new Podkrepa Constitution.	1	20
Total:		133	3,029

CITIES

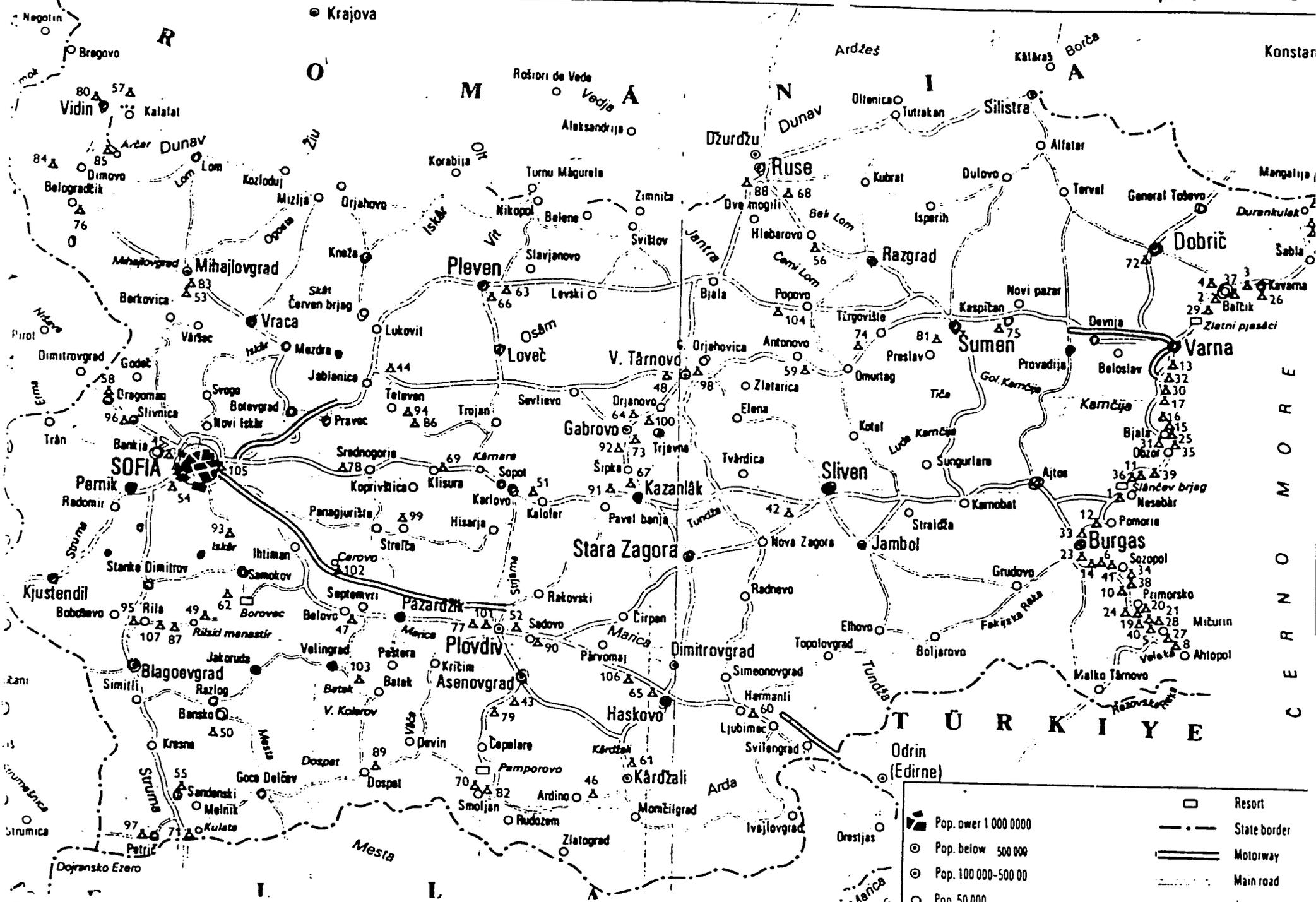
NO. OF SEMINARS

AITOS	1
ASSENOVGRAD	2
BALCHIK	1
BANKIA	1
BANSKO	1
BIALA	1
BLAGOEVGRAD	7
BOBOV DOL	1
BOTEVGRAD	2
BUGRAS	5
CHERVEN BRIAG	1
CHIPROVTSY	1
DEVNIA	1
DOBRICH	3
DRAGOMAN	1
DUPNITSA	1
GENERAL TOSHEVO	1
GORNA ORIAHOVITSA	1
GOTSE DELCHEV	1
HASKOVO	1
HISSAR	1
KARLOVO	2
KAVARNA	1
KAZANLUK	3
KIUSTENDIL	1
KNEZHA	3
LOM	3
LOVECH	1
MEZDRA	3
PANICHISTE	1
PAZARDJIK	1
PERNIK	3
PETRICH	2
PLEVEN	1
PLOVDIV	6
PRAVETS	1
PROVADIA	1
PURVOMAY	1
RAZGRAD	2
RAZLOG	1
ROMAN	1
ROUSSE	4
SAMOKOV	1
SANDANSKI	2
SHOUMEN	2
SLIVEN	1
SLIVNITSA	1
SOFIA	1
SOPOT	2
STARA ZAGORA	5
SURNITSA	1
TRIAVNA	3
VARNA	8
VELIKO TURNOVO	1
VELINGRAD	10
VIDIN	7
VRATSA	6
YAKORUDA	1

TOTAL # OF
MUNICIPALITIES: 58

TOTAL # OF
SEMINARS: 133

SEMINARS HELD BY BULGARIAN INSTRUCTORS



**RECOMMENDATIONS FOR FUTURE TRAINING TOPICS
MADE AT THE "PODKREPA" INSTRUCTORS' SEMINARS
AUGUST 1993 - JUNE 1994**

1. Labor Code	73	11.624%
2. Collective Bargaining	87	13.853%
3. Privatization	165	26.273%
4. Role of the Leader	39	6.210%
5. Communications and Parliamentary Procedure	30	4.777%
6. Law of Settlement of Collective Labor Disputes	66	10.509%
7. Trade Unions in the Private Firms	6	0.955%
8. Problem Resolution	8	1.273%
9. Trade Union Defence	8	1.273%
10. Social Insurance	8	1.273%
11. Safety at the Working Place	13	2.070%
12. Tripartite Collaboration	1	0.159%
13. Employment	1	0.159%
14. Economic Problems	22	3.503%
15. Legislative Problems	21	3.343%
16. Foreign Trade Unions Experience	9	1.433%
17. Legislative Acts and Regulations	35	5.573%
18. Organizing Trade Union Activities	2	0.318%
19. Management of the Vacations - Rest Houses, etc.	1	0.159%
20. Trade Unions and Politics	5	0.796%
21. Relations with the Mass Media	1	0.159%
22. Recruitment of New Members	23	3.662%
23. Constitutional Amendments	4	0.637%

	628	100%

**PARTICIPANTS' SUGGESTIONS FOR IMPROVEMENTS
IN THE SEMINAR MATERIAL, METHODS AND
LOGISTICS MADE AT
THE "PODKREPA" INSTRUCTORS' SEMINARS
AUGUST 1993 - JUNE 1994**

1. Hold seminars more often	18	17.65%
2. Prolong the duration of the seminars	5	4.90%
3. Choose more appropriate time and place for the seminars	3	2.94%
4. Distribute more materials	26	25.49%
5. Shorten the interval between the separate seminars	2	1.96%
6. Offer more varied themes for discussion	1	0.98%
7. Exchange experience on the vertical and the horizontal axes more often	1	0.98%
8. Offer more games and problem-resolving situations	4	3.92%
9. Have more technical equipment, video equipment	12	11.76%
10. Have more practically-oriented classes and concrete cases	15	14.70%
11. Hold seminars on the "branch" principles	8	7.84%
12. Offer the latest legislative documents	2	1.98%
13. More publicity before the seminars	1	0.98%
14. Better selection of the participants	1	0.98%
15. Hold the seminars outside the enterprise	1	0.98%
16. Construct a center for trade union education	1	0.98%
17. Launch a periodical bulletin	1	0.98%
	----- 102	100%

Podkrepa Trainer Program Summary Evaluation Report

Number of Responses: 1685

1. How broad were your knowledge and skills in this field before attending the seminar ?

Extensive :	Very good :	Average :	Little :	None :
6.17%	15.49%	43.98%	30.80%	2.55%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
68.31%	29.56%	1.01%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
74.01%	8.55%	0.42%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
32.70%	59.17%	7.42%	0.06%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
54.12%	41.54%	2.26%	0.42%

Evaluation report for subject of seminar

COMMUNICATION, PARLIAMENTARY PROCEDURE

Number of Responses: 58

1. How broad were your knowledge and skills in this field before attending the seminar ?

Extensive :	Very good :	Average :	Little :	None :
12.07%	13.79%	43.10%	26.86%	1.72%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
72.41%	22.41%	3.45%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
82.76%	6.90%	0.00%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
44.83%	48.28%	3.45%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
51.72%	41.38%	1.72%	0.00%

Evaluation report of subject of seminar**COMMUNICATIONS, COLLECTIVE BARGAINING****Number of Responses: 30****1. How broad were your knowledge and skills in this field before attending the seminar ?**

Extensive :	Very good :	Average :	Little :	None :
0.00%	16.67%	63.33%	20.00%	0.00%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
86.67%	13.33%	0.00%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
93.33%	0.00%	0.00%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
46.67%	53.33%	0.00%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
80.00%	16.67%	0.00%	0.00%

Evaluation report of subject of seminar

COMMUNICATIONS, RECRUITING AND RETAINING NEW MEMBERS

Number of Responses: **15**

1. How broad were your knowledge and skills in this field before attending the seminar ?

Extensive :	Very good :	Average :	Little :	None :
20.00%	13.33%	40.00%	26.67%	0.00%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
60.00%	40.00%	0.00%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
80.00%	0.00%	0.00%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
20.00%	73.33%	6.67%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
73.33%	26.67%	0.00%	0.00%

Evaluation report of subject of seminar

CONFLICTS AND CONFLICT RESOLUTION

Number of Responses: 27

1. How broad were your knowledge and skills in this field before attending the seminar ?

Extensive :	Very good :	Average :	Little :	None :
0.00%	14.81%	55.56%	29.63%	0.00%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
37.04%	51.85%	11.11%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
62.96%	25.93%	3.70%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
14.81%	51.85%	33.33%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
29.63%	66.67%	3.70%	0.00%

Evaluation report for subject of seminar**LABOR CODE, COLLECTIVE BARGAINING****Number of Responses: 456****1. How broad were your knowledge and skills in this field before attending the seminar ?**

Extensive :	Very good :	Average :	Little :	None :
4.39%	18.86%	48.25%	25.44%	2.41%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
62.28%	34.87%	1.10%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
69.52%	11.18%	0.00%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
28.29%	64.69%	5.92%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
52.63%	43.64%	2.41%	0.00%

Evaluation report for subject of seminar**LABOR CODE, COLLECTIVE BARGAINING AND LAW OF SETTLEMENT OF COLLECTIVE LABOR DISPUTES**Number of Responses: **25****1. How broad were your knowledge and skills in this field before attending the seminar ?**

Extensive :	Very good :	Average :	Little :	None :
0.00%	28.00%	36.00%	32.00%	0.00%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
76.00%	24.00%	0.00%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
40.00%	28.00%	0.00%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
20.00%	60.00%	20.00%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
48.00%	44.00%	8.00%	4.00%

Evaluation report of subject of seminar**LABOR CODE, COLLECTIVE BARGAINING, RECRUITING NEW MEMBERS****Number of Responses: 15****1. How broad were your knowledge and skills in this field before attending the seminar ?**

Extensive :	Very good :	Average :	Little :	None :
0.00%	20.00%	53.33%	26.67%	0.00%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
46.67%	40.00%	13.33%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
0.00%	86.67%	0.00%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
20.00%	66.67%	20.00%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
46.67%	46.67%	6.67%	0.00%

Evaluation report for subject of seminar**LABOR CODE, COLLECTIVE BARGAINING, ROLE OF THE LEADER, PRIVATIZATION****Number of Responses** 15**1. How broad were your knowledge and skills in this field before attending the seminar ?**

Extensive :	Very good :	Average :	Little :	None :
0.00%	13.33%	66.67%	20.00%	0.00%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
93.33%	6.67%	0.00%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
100.00%	0.00%	0.00%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
46.67%	46.67%	6.67%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
60.00%	40.00%	0.00%	0.00%

Evaluation report for subject of seminar**LAW OF SETTLEMENT OF COLLECTIVE LABOR DISPUTES****Number of Responses: 215**

1. How broad were your knowledge and skills in this field before attending the seminar ?

Extensive :	Very good :	Average :	Little :	None :
6.61%	10.23%	36.74%	41.86%	4.19%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
73.49%	26.05%	0.47%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
81.40%	6.61%	0.47%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
30.23%	64.65%	5.12%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
59.07%	38.60%	1.40%	0.93%

Evaluation report for subject of seminar

LAW OF SETTLEMENT OF COLLECTIVE LABOR DISPUTES AND THE NEW PODKREPA CONSTITUTION

Number of Responses: 5

1. How broad were your knowledge and skills in this field before attending the seminar ?

Extensive :	Very good :	Average :	Little :	None :
0.00%	20.00%	40.00%	40.00%	0.00%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
100.00%	0.00%	0.00%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
100.00%	0.00%	0.00%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
60.00%	40.00%	0.00%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
100.00%	0.00%	0.00%	0.00%

Evaluation report for subject of seminar :**PARLIAMENTARY PROCEDURE, LAW OF SETTLEMENT OF COLLECTIVE LABOR DISPUTES****Number of Response : 25****1. How broad were your knowledge and skills in this field before attending the seminar ?**

Extensive :	Very good :	Average :	Little :	None :
8.00%	20.00%	40.00%	32.00%	0.00%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
68.00%	32.00%	0.00%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
68.00%	24.00%	0.00%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
16.00%	68.00%	16.00%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
16.00%	72.00%	4.00%	4.00%

Evaluation report for subject of seminar**PODKREPA'S NEW CONSTITUTION AND PROGRAM**Number of responses: **177****1. How broad were your knowledge and skills in this field before attending the seminar ?**

Extensive :	Very good :	Average :	Little :	None :
14.12%	18.64%	53.11%	10.73%	1.69%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
77.97%	19.77%	0.00%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
70.62%	0.00%	0.56%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
37.85%	54.24%	6.78%	0.56%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
55.93%	38.42%	2.26%	0.56%

Evaluation report for subject of seminar

PRIVATIZATION

Number of Responses: 217

1. How broad were your knowledge and skills in this field before attending the seminar ?

Extensive :	Very good :	Average :	Little :	None :
5.07%	10.14%	23.96%	52.07%	7.83%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
70.97%	26.27%	1.38%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
70.51%	10.60%	1.84%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
40.09%	49.77%	9.22%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
59.91%	37.33%	1.38%	0.00%

Evaluation report for subject of seminar

ROLE OF THE LEADER, TRADE UNION RELATIONS, CONFLICT RESOLUTION

Number of Responses: 405

1. How broad were your knowledge and skills in this field before attending the seminar ?

Extensive :	Very good :	Average :	Little :	None :
5.43%	15.06%	47.41%	30.37%	0.49%

2. How were your knowledge and skills developed as a result of the seminar ?

Substantially :	To some extent :	Little :
66.17%	32.84%	0.25%

3. Will you be able to apply the knowledge and skills acquired on this seminar in your union activities ?

Yes, to a great extent :	To some extent :	Not much :
80.25%	4.69%	0.00%

4. Were the teaching methods and format used in seminar effective for understanding and mastering the subjects ?

Excellent :	Good :	Satisfactory :	Poor :
33.09%	59.01%	7.41%	0.00%

5. Please, make a judgement of the conditions /accomodation, catering, classrooms, etc. /.

Excellent :	Good :	Satisfactory :	Poor :
50.86%	43.46%	2.72%	0.49%

PODKREPA TRAINER SEMINARS

Participant List

July 1993 - June 1994

1

Number #	Name
1	ADRIAN ANGELOV
2	ADRIAN PETROV
3	ADRIANA MANOLOVA
4	ADRIANA STOIANOVA
5	AHMED ORHAN
6	AIDAN ASANOV
7	AISHE AHMED
8	AISHE HADZHIALISH
9	AKZ AKOV
10	ALBENA GENCHEVA
11	ALBENA IANKOVA
12	ALEHANDAR ILIEV
13	ALEKSANDRA GENDJOVA
14	ALEKSI TODOROV
15	ALEXANDAR ILIEV
16	ALEXANDER ALEXANDROV
17	ALEXANDER ANTOV
18	ALEXANDER DOBREV
19	ALEXANDER DUSHKOV
20	ALEXANDER GANCHEV
21	ALEXANDER ILIEV
22	ALEXANDER KAPCHEV
23	ALEXANDER KOLEV
24	ALEXANDER MARGITIN
25	ALEXANDER PENCHEV
26	ALEXANDER TARIGVOZDEV
27	ALEXANDIA TRIFONOVA
28	ALI URUMOV
29	ALIOSHA BOCHEV
30	ALIOSHA TOLUPOV
31	ALIOSMAN PEHLIVANOV
32	ALOSION DAHILOV
33	ANA BALABANOVA
34	ANA GEORGIEVA
35	ANA IVANOVA
36	ANASTASIA BOZDEVA
37	ANASTASIA DIMITROVA
38	ANASTASIA IVANOVA
39	ANASTASIA MINCHEVA
40	ANASTASIA SOKOLOVA

Number #	Name
41	ANATOLI TZVETANOV
42	ANDON DIMITROV
43	ANDREI ANDREEV
44	ANDREI KATELIEV
45	ANDREI STANKOVSKI
46	ANDREI STOIKOVSKI
47	ANELIA ARSENOVA
48	ANELIA MALINOVA
49	ANELIA STOIKOVA
50	ANELIA TODOROVA
51	ANETA BOIADZHIEVA
52	ANETA IANAKIEVA
53	ANETA MAZDANSKA
54	ANETA MAZDASHKA
55	ANETA MAZDRASHKA
56	ANETA POPOVA
57	ANGEL CHOLAKOV
58	ANGEL ILKOV
59	ANGEL IORDANOV
60	ANGEL KARADZHOV
61	ANGEL KOSTADINOV
62	ANGEL KRASTEV
63	ANGEL LILOV
64	ANGEL NENKOV
65	ANGEL SIRENIAKOV
66	ANGEL TERZIEV
67	ANGELINA ATANASOVA
68	ANGELINA LIANCHEVA
69	ANGELINA MINKOVA
70	ANGUEL ANGUELOV
71	ANGUEL KORLIVOLOV
72	ANGUEL KOSTADINCHEV
73	ANGUEL KOSTOV
74	ANGUEL RUSEV
75	ANGUEL STEFANOV
76	ANGUEL SURENIAKOV
77	ANGUELA GEORGIEVA
78	ANGUELINA TODOROVA
79	ANI AVRAMOVA
80	ANI IOVCHEVA
81	ANI IVANOVA
82	ANIFE ISMAIL

91

Number #	Name
83	ANKA DIAKOVA
84	ANKA SHOPOVA
85	ANNA IVANOVA
86	ANNA KATONCHEVA
87	ANNA MIHALKOVA
88	ANNA MINEVA
89	ANRI ALEXANDROV
90	ANTOANETA ANDONOVA
91	ANTOANETA BELBEROVA
92	ANTOANETA HADZHIISKA
93	ANTOANETA IAKIMOVA
94	ANTOANETA IOTZOVA
95	ANTOANETA KOLEVA
96	ANTOANETA NOVAKOVA
97	ANTOANETA PEICHEVA
98	ANTOANETA ZLATEVA
99	ANTON BOGOSLOVOV
100	ANTON HRISTOV
101	ANTON MITEV
102	ANTON PELOVSKI
103	ANTON POPOV
104	ANTON RADEV
105	ANTON SHONDROV
106	ANTON TRUFEV
107	ANTONI STOILOV
108	ANTONIA BEBEKOVA
109	ANTONINA ATANASOVA
110	ASEN DASKALOV
111	ASEN IVANOV
112	ASEN KOTEV
113	ASEN LOZANOV
114	ASEN OBESHTANOV
115	ASEN PETROV
116	ASIA BAHIEVA
117	ASIA MIHOVA
118	ASIA PENKOVA
119	ASIA ZHIVKOVA
120	ATANAS ALEXIEV
121	ATANAS ANGELOV
122	ATANAS ATANASOV
123	ATANAS CHOLAKOV
124	ATANAS DENIZOV

Number #	Name
125	ATANAS DIMITROV
126	ATANAS DONEV
127	ATANAS GREBCHEV
128	ATANAS MONEV
129	ATANAS NAKOV
130	ATANAS PAGARANOV
131	ATANAS PRODANOV
132	ATANAS ROTEV
133	ATANAS SOLOV
134	ATANAS STANOEV
135	ATANAS TANEV
136	ATANAS TOTLEV
137	ATANASKA DIMITROVA
138	ATANASKA ERGINA
139	ATANASKA GERGOVA
140	ATANASKA VELEVA
141	ATANASKA ZAHOVA
142	ATANSKA GENOVA
143	ATIDZHE KORENARSKA
144	BALCHO SABEV
145	BALUNI NENOV
146	BEITUNOV MEHMED
147	BELIO MANDRADZHIEV
148	BINIO DIMITROV
149	BISER AHCHIEV
150	BISER KANDEV
151	BISER ORSHTEV
152	BISER PETAKOV
153	BISER POPRADONOV
154	BISER TODOROV
155	BISER TUNEV
156	BISERKA TODOROVA
157	BLAGOI DIMITROV
158	BLAGOI IANEV
159	BLAGOI MITEV
160	BLAGOIKA TUDZHARSKA
161	BLAGOVESTA BARAMOVA
162	BLAZHO BLAZHEV
163	BOCHO BOCHEV
164	BOGOMIL ANGELOV
165	BOGOMIL HRISTOV
166	BOIAN ILIEV

Number #	Name
167	BOIAN PETROV
168	BOICHO ZANEV
169	BOIKA GEORGIEVA
170	BOIKA KOSTADINOVA
171	BOIKA SAMARDJIJSKA
172	BOIKA TINEVA
173	BOIKA TOPOLSKA
174	BOIKA VENCHEVA
175	BOIKO BORISOV
176	BOIKO KADURIN
177	BOIKO MILUSHEV
178	BONCHO MARINOV
179	BONCHO MIHNEV
180	BONKA IORDANOVA
181	BONKA SIMEONOVA
182	BORIANA ANGELOVA
183	BORIANA BOTEVA
184	BORIANA CHERADZHIEVA
185	BORIANA INDZHIEVA
186	BORIANA RADEVA
187	BORIS BORISOV
188	BORIS GEORGIEV
189	BORIS IBRASHIMOV
190	BORIS ILIEV
191	BORIS IVANOV
192	BORIS NINOV
193	BORISLAV BORISOV
194	BORISLAV DOSEV
195	BORISLAV EREMIISKI
196	BORISLAV PIPERKOV
197	BORISLAV STAMENOV
198	BORISLAV ZAHOV
199	BORISLAV DIMITROV
200	BOYAN PETROV
201	BOZHIDAR BALABANOV
202	BOZHIDAR DONCHEV
203	BOZHIDAR GEORGIEV
204	BOZHIDAR TODOROV
205	BOZHIL DIMITROV
206	BOZHIL PETROV
207	BOZHKO BONCHEV
208	BRANIMIR TZEKOV

Number #	Name
209	CHAVDAR POPOV
210	DAFINA IVANOVA
211	DAMIAN IVANOV
212	DANAIL IORDANOV
213	DANCHO DANCHEV
214	DANCHO PACHEDZHIEV
215	DANIEL STEFANOVSKI
216	DANIELA APOSTOLOVA
217	DANIELA GAORGIEVA
218	DANIELA GEORGIEVA
219	DANIELA ILOVA
220	DANIELA IVANOVA
221	DANIELA PASHEVA
222	DANIELA STAMATOVA
223	DANIELA TREDAFILOVA
224	DANKA GADULAROVA
225	DANKA STOILOVA
226	DARINKA IVANOVA
227	DEAN HADZHIEV
228	DECHKO PETROV
229	DEIAN BELCHEV
230	DELCHO ZHAIGAROV
231	DEMIR VELIKOV
232	DENKA DIMITROVA
233	DENKA KOLEVA
234	DENKA MINCHEVA
235	DENKO ILIEV
236	DENKO KRAEV
237	DESI SLAVA DESPOTOVA
238	DESKA DONEVA
239	DESPA DONEVA * <i>De .</i>
240	DESPINA ANTONOVA
241	DIAN KOLEV
242	DIAN KURUMILEV
243	DIANA ANGELOVA
244	DIANA BRANKOVA
245	DIANA HRISTEVA
246	DIANA HRISTOVA
247	DIANA IVANOVA
248	DIANA LIUTZKANOVA
249	DIANA MARINOVA
250	DIANA MIKOVA

Number #	Name
251	DIANA NIKOLOVA
252	DIANA STIOANOVA
253	DIANA UZUNOVA
254	DIANA VARBANOVA
255	DIANA VASILEVA
256	DIANKO TZVETKOV
257	DIANKO ZHELIAZKOV
258	DIMA BANKOVA
259	DIMIRTAR KOTONIANOV
260	DIMITAR ALABASHEV
261	DIMITAR ANDREEV
262	DIMITAR ARNAUDOV
263	DIMITAR BACHEV
264	DIMITAR BARDAROV
265	DIMITAR CHAEV
266	DIMITAR DAMIANOV
267	DIMITAR DIMITROV
268	DIMITAR DIMOV
269	DIMITAR DIMOVSKI
270	DIMITAR DINKOV
271	DIMITAR DONEV
272	DIMITAR DUMOV
273	DIMITAR GEORGIEV
274	DIMITAR GROSHEV
275	DIMITAR HRISTOV
276	DIMITAR IANEV
277	DIMITAR IONCHEV
278	DIMITAR IOVKOV
279	DIMITAR IVANOV
280	DIMITAR KALOYANOV
281	DIMITAR KAMENOV
282	DIMITAR KANEV
283	DIMITAR KANTAROV
284	DIMITAR KARAKOCHEV
285	DIMITAR KOCHEV
286	DIMITAR KOMNEV
287	DIMITAR KOVACHEV
288	DIMITAR KRUSHEV
289	DIMITAR LIUBENOV
290	DIMITAR MALEV
291	DIMITAR MANOLOV
292	DIMITAR MARCHEV

Number #	Name
293	DIMITAR MARINOV
294	DIMITAR MIHAILOV
295	DIMITAR MILKOV
296	DIMITAR MITEV
297	DIMITAR MUTAVCHIEV
298	DIMITAR NAKOV
299	DIMITAR NEDEV
300	DIMITAR NIKOLOOV
301	DIMITAR PANCHEV
302	DIMITAR POPOV
303	DIMITAR RAKADJIEV
304	DIMITAR RAKADZHIEV
305	DIMITAR RAKIDZHIEV
306	DIMITAR SANKEV
307	DIMITAR SHOPOV
308	DIMITAR SKULEV
309	DIMITAR SLAVOV
310	DIMITAR STOILOV
311	DIMITAR STOINOV
312	DIMITAR STORNOV
313	DIMITAR VELEV
314	DIMITAR VELINOV
315	DIMITAR ZAHOV
316	DIMITAR ZLATKOV
317	DIMITRICHKA ILIEVA
318	DIMITRIKA NANKOVA
319	DIMITRINA BORIKOVA
320	DIMITRINA DIMOVA
321	DIMITRINA MARKOVA
322	DIMITRINA MOISENKOVA
323	DIMITRINA MONOVA
324	DIMITRINA SPASOVA
325	DIMITRINA TIKOVA
326	DIMITRINA TRIFONOVA
327	DIMITRINKA BORIKOVA
328	DIMITRINKA GEORGIEVA
329	DIMITRINKA GOSPODINOVA
330	DIMITRINKA IANEVA
331	DIMITRINKA NIKOLOVA
332	DIMKA MISHEVA
333	DIMKA PARUSHEVA
334	DIMO BAHCHEVANOV

Number #	Name
335	DIMO DIMOV
336	DIMO MIKOV
337	DIMO TROMANSKI
338	DINA BABANOVA
339	DINKO MATEEV
340	DINYO IVANOV
341	DOBRI KOZAROV
342	DOBRIN DOBREV
343	DOBRIN PISKOV
344	DOBRINKA APOSTOLOVA
345	DOBRINKA DRONKAROVA
346	DOBRINKA GEORGIEVA
347	DOBRINKA MAREVA
348	DOBRINKA PETROVA
349	DOBRINKA STOILOVA
350	DOBROMIR CHOBANOV
351	DOBROMIR DODEV
352	DOBROMIRA DIMOVA
353	DOCHKA DRAGANOVA
354	DOCHKA PANAIOTOVA
355	DOCHKA STEFANOVA
356	DOICHO DOICHEV
357	DONCHO DONCHEV
358	DONCHO OGNIANOV
359	DONKA BOZUKOVA
360	DONKA KALAMOVA
361	DONKA KALCHEVA
362	DONKA KOSTOVA
363	DONKA MALESHKOVA
364	DONKA SHOSHEVA
365	DONKA STOIANOVA
366	DONKA VATEVA
367	DORA BALDZHIEVA
368	DORA KOLEVA
369	DORA KURDOVA
370	DORA MAKAVEEVA
371	DRAGOMIR NIKOLOV
372	DUSHO DUSHEV
373	DZHEID PACHEDI
374	DZHONO DZHONOV
375	ECHO BOCHEV
376	EFROSINA VANDEVA

Number #	Name
377	EKATERINA CHOVEKOVA
378	EKATERINA GRUEVA
379	EKATERINA IANAKIEVA
380	EKATERINA LEVKOVA
381	EKATERINA STANKOVA
382	EKATERINA STIOANOVA
383	EKATERINA STOIANOVA
384	EKATERINA YAKOVA
385	ELENA ANGELOVA
386	ELENA BLIZNAKOVA
387	ELENA DIMITROVA
388	ELENA DRAGANOVA
389	ELENA DUKOVSKA
390	ELENA FIKIRLIISKA
391	ELENA IANKOVA
392	ELENA ILIEVA
393	ELENA IORDANOVA
394	ELENA IVANOVA
395	ELENA KRUSHOMIKOVSKA
396	ELENA LUKOVA
397	ELENA MATEEVA
398	ELENA MIHAILOVA
399	ELENA MITZINA
400	ELENA NANOVA
401	ELENA NETZOVA
402	ELENA POPOVA
403	ELENA RUSEVA
404	ELENA SPASOVA
405	ELENA STOIANOVA
406	ELENA TONEVA
407	ELENA VODEKOVA
408	ELENA VODENOVA
409	ELENKA GIBINSKA
410	ELENKA HRISTOVA
411	ELENKA NAIDENOVA
412	ELENKA NENOVA
413	ELI PAVLOVA
414	ELI TZINGAREVA
415	ELI VARBANOVA
416	ELINA RAICHEVA
417	ELISAVETA TZONKOVA
418	ELIZABETA STOIANOVA

Number #	Name
419	ELKA DIMITROV
420	ELKA IANKULOVA
421	ELKA MOZURSKA
422	ELKA TELOVA
423	ELKA TENOVA
424	ELKA TEOFANOVA
425	ELKA TZVETKOVA
426	ELZA TASEVA
427	EMA IVANOVA
428	EMAN PASHOV
429	EMANUIL IONOV
430	EMANUIL SIMEONOV
431	EMANUIL VRANGOV
432	EMIL ARNAUDOV
433	EMIL DOBREV
434	EMIL GEORGIEV
435	EMIL IANAKIEV
436	EMIL IAPOKIEV
437	EMIL MARINOV
438	EMIL MILEV
439	EMIL PAIKOVSKI
440	EMIL PALZBOV
441	EMIL PANKOVSKI
442	EMIL STOIANOV
443	EMIL TOPCHIEV
444	EMIL TZENKOV
445	EMIL VASILEV
446	EMILIA DIMOVA
447	EMILIA IVANOVA
448	EMILIA KOLDZHIEVA
449	EMILIA KOSTADINOVA
450	EMILIA KOZOVA
451	EMILIA MELNIKIISKA
452	EMILIA OVCHAROVA
453	EMILIA TZANKOVA
454	EMILIAN KARAMANOV
455	EMILIANA MIHAILOVA
456	EMIN PASHOV
457	EMINE MEHMEDOVA
458	ENCHO DOBREV
459	ENEV PRODAN
460	ERDINCH BILEN

Number #	Name
461	EVDOKIA VESELINOVA
462	EVELINA IAKIMOVA
463	EVELINA KIRILOVA
464	EVELINA KOSTADINOVA
465	EVGENI ATANASOV
466	EVGENI DIULGEROV
467	EVGENI TABUTOV
468	EVGENIA DIMITROVA
469	EVGENIA ZHELEVA
470	EVGENII GENCHEV
471	EVGUENI RACHEV
472	EVGUENI STOIKOV
473	EVGUENIA PAVLOVA
474	FGEORGE PETROVSKI
475	FANI KOSTADINOVA
476	FATMA ALIKAN
477	FATME DURLEVA
478	FEIZULA TZRANKOV
479	FETME MUSTAFOVA
480	FIDANKA LAZAROVA
481	FIKIA KOSTADINOVA
482	FRANTZ NOVICHKOV
483	GALIA ARGIROVA
484	GALIA MITOVA
485	GALIN RADEV
486	GALINA DOCHEVA
487	GALINA MAKEDONSKA
488	GALINA MARINOVA
489	GALINA NIKOLOVA
490	GALINA RADEVA
491	GALINKA PETKOVA
492	GALYA TANEVA
493	GANCHO IVANOV
494	GANIA GOSPODINOVA
495	GANKA IAKOVA
496	GANKA NACHEVA
497	GATIU IGNATOV
498	GEFORGE KEHAI OV
499	GEGANA GANCHEVA
500	GENCHO GENOV
501	GENKA STOIANOVA
502	GENKD HRISTOSKOVA

Number #	Name
503	GENKO GENCHEV
504	GEORGE ANDONOV
505	GEORGE BELOPERKIN
506	GEORGE BELOPERSKI
507	GEORGE BRACHKOV
508	GEORGE CHOLAKOV
509	GEORGE DAKOV
510	GEORGE DIMITROV
511	GEORGE DIMOV
512	GEORGE DZHEKOV
513	GEORGE GANEV
514	GEORGE GEORGIEV
515	GEORGE IANCHEV
516	GEORGE IANUSHEV
517	GEORGE ILIEV
518	GEORGE IVANOV
519	GEORGE KALEV
520	GEORGE KATZARSKI
521	GEORGE KOLEV
522	GEORGE KRASTEV
523	GEORGE KREPERLIEV
524	GEORGE KUNCHEV
525	GEORGE MALINOV
526	GEORGE MARKOV
527	GEORGE MAVRODIEV
528	GEORGE MELNIKLIIISKI
529	GEORGE MIKOV
530	GEORGE MILCHEV
531	GEORGE MINCHEV
532	GEORGE MIRKOV
533	GEORGE MITEV
534	GEORGE NIKOLOV
535	GEORGE PETROV
536	GEORGE PUMPALOV
537	GEORGE SHEINOV
538	GEORGE SHOPOV
539	GEORGE SLAVEIKOV
540	GEORGE STAIKOV
541	GEORGE STOICHEV
542	GEORGE TANEV
543	GEORGE TASKOV
544	GEORGE TODOROV

Number #	Name
545	GEORGE VALKOV
546	GEORGE VĚSKOV
547	GEORGE ZAHARIEV
548	GEORGE ZAREV
549	GEORGI BELOPERKIN
550	GEORGI DIMITROV
551	GEORGI GEORGIEV
552	GEORGI ILIEV
553	GEORGI IVANOV
554	GEORGI KOICHEV
555	GEORGI MANUSHEV
556	GEORGI MISHEV
557	GEORGI NIKOLOV
558	GEORGI STOIANOV
559	GEORGI STOICHEV
560	GEORGI ZHELEV
561	GERGA RAICHEVA
562	GERGANA ASENOVA
563	GERGANA GANCHEVA
564	GERGANA HUBENOVA
565	GERGANA TANCHEVA
566	GERGANA VASEVA
567	GERGE KUSHEV
568	GERMAN GRAMATIKOV
569	GICHKA STEFANOVA
570	GINIA ANGELOVA
571	GINKA ANGUELOVA
572	GINKA MARINOVA
573	GINKA TODOROVA
574	GIURGA TODOROVA
575	GIVEZA MOSKOVA
576	GIZDA GOSPODINOVA
577	GOCHO PETKOV
578	GORDANKA ATANASOVA
579	GOSPODIN DIMOV
580	GOSPODIN GEORGIEV
581	GOSPODIN UZUNOV
582	GOSPODINKA GOSPODINOVA
583	GRIGOR GRIGOROV
584	GRIGOR PETROV
585	GRIGOR POPOV
586	GROZDANKA PEEVA

Number #	Name
587	GUENKA KOLEVA
588	GUERGA PETROVSKA
589	GUINKA KOLEVA
590	GUINKA VALCHEVA
591	HALIL ASHIRKOV
592	HALIN SHABANOV
593	HARALAMPI KRASTEVEV
594	HASAN MEHMED
595	HITA GIOSHEVA
596	HIUSEIN DZHUDZHO
597	HIUSEIN HIUSEIN
598	HIUSNI HADZHIALI
599	HRISIME KAMEREZUM
600	HRISIMIR RADOVANSKI
601	HRISTINA BALTANOVA
602	HRISTINA MIHOVA
603	HRISTINA MIKOVA
604	HRISTO BANKOV
605	HRISTO BISTREV
606	HRISTO BONCHEV
607	HRISTO CHEPISHEV
608	HRISTO DAVIDKOV
609	HRISTO GEGOV
610	HRISTO GOSPODINOV
611	HRISTO HRISTEV
612	HRISTO HRISTOV
613	HRISTO ILIEV
614	HRISTO KARAIVANOV
615	HRISTO KRASTEVEV
616	HRISTO MALEV
617	HRISTO MARINOV
618	HRISTO NESTEROV
619	HRISTO NIAGOLOV
620	HRISTO PERTOV
621	HRISTO PETKOV
622	HRISTO PETROV
623	HRISTO SALMOV
624	HRISTO SEMERDJIEV
625	HRISTO STAMENOV
626	HRISTO STARBANOV
627	HRISTO TENEV
628	HRITINA BALTOVA

Number #	Name
629	HUSEIN GOLEV
630	IAKIM IAKIMOV
631	IANA DIMITROVA
632	IANAKI IANAKIEV
633	IANCHO SVIRETZOV
634	IANE MUTAFOV
635	IANKA DIAKOVA
636	IANKA IVANOVA
637	IANKA MIHALEVA
638	IANKA MILANOVA
639	IANKA PENEVA
640	IANKA PETROVA
641	IANKA SLAVOVA
642	IANKA STOEVA
643	IANKA STOICHEVA
644	IANKA TODOROVA
645	IANKO TAPANSKI
646	IANUSHI FARTUNOV
647	IBRAHIM MONDRAZHE
648	IGNAT IGNATOV
649	ILIA ALEXANDROV
650	ILIA BOZHIKOV
651	ILIA CHANEV
652	ILIA CHAPOV
653	ILIA GANCHEV
654	ILIA GOVEDARSKI
655	ILIA HRISTOV
656	ILIA ILIEV
657	ILIA KALBOV
658	ILIA KAMAZANOV
659	ILIA KATRANZHZHIEV
660	ILIA PANDOV
661	ILIA PETKOV
662	ILIA PETROV
663	ILIAN BODUKOV
664	ILIAN DOLISTOIANOV
665	ILIAN ILIEV
666	ILIAN STOIANOV
667	ILIAN UZUNOV
668	ILIANA DECHEVA
669	ILIANA DIMITROVA
670	ILIANA KABALENKOVA

Number #	Name
671	ILIANA KAVALENKOVA
672	ILIIKA IORDANOVA
673	ILIN PENCHEV
674	ILINKA STEFANOVA
675	ILINKA TONCHEVA
676	ILIONORA SAZDOVA
677	ILKA CHANKOVA
678	ILKA DZHAMBAZOV
679	IOANA VUCHKOVA
680	IOANIS PARTENITIS
681	IOANNA VUCHKOVA
682	IODANKA MITZOVA
683	IONINKA KIROVA'
684	IONKO KOINARSKI
685	IORDAN DANEV
686	IORDAN GALABOV
687	IORDAN GEORGIEV
688	IORDAN GERGANOV
689	IORDAN GROZDEV
690	IORDAN IANKOV
691	IORDAN IORDANOV
692	IORDAN IVANOV
693	IORDAN KAMENOV
694	IORDAN KAVALDZHIEV
695	IORDAN LIUTIBRODSKI
696	IORDAN MARINOV
697	IORDAN MARKOV
698	IORDAN MITKOV
699	IORDAN MLADENOV
700	IORDAN PAPANKOV
701	IORDAN PARAZOV
702	IORDAN PETROV
703	IORDAN PRODANOV
704	IORDAN SAIKOV
705	IORDAN SEFERINOV
706	IORDAN STOILOV
707	IORDAN TAPANKOV
708	IORDAN TODOROV
709	IORDAN TODOROV]
710	IORDANKA ASELIAZKOVA
711	IORDANKA GERGOVA
712	IORDANKA GERMANOVA

Number #	Name
713	IORDANKA IORDANOVA
714	IORDANKA IVANOVA
715	IORDANKA KARLEVA
716	IORDANKA NOEVA
717	IORDANKA RADEVA
718	IORDANKA RAICHINOVA
719	Iordanka Rueva
720	IORDANKA STIOCHEVA
721	IOSIF DOLEŃKI
722	IOSIF TOPALOV
723	IOVKA PASHEVA
724	IRENA ANDREEVA
725	IRENA DIMTROVA
726	IRENA KULCHINA
727	IRENA LAMBANOVA
728	IRENA NIKOLOVA
729	IRENA VASILEVA
730	IRIMA TODOROVA
731	IRINA KARAPEEVA
732	IRINA KRACHOLOVA
733	IRINA TZENEVA
734	ISAI RANGELOV
735	ISKRA LASAROVA
736	ISMAIL TZIKALOV
737	ISMET KAMBEROV
738	IULIA ILIEVA
739	IULIAN BOIANOV
740	IULIAN ISTAKOV
741	IULIAN ISTATKOV
742	IULIAN TOPALOV
743	IULIAN VALKOV
744	IURI GECHEV
745	IUSMEN BOZADZHIEV
746	IUSUF SHUGANOV
747	IVA IVANOVA
748	IVAILO DAMIANOVSKI
749	IVAILO DAMYANOVSKI
750	IVAILO IORDANOV
751	IVAILO NAIDENOV
752	IVAILO TODOROVSKI
753	IVAILO VLADIMIROV
754	IVAN ANGELOV

Number #	Name
755	IVAN ANGUELOV
756	IVAN APOSTOLOV
757	IVAN ATANASOV
758	IVAN BABINOV
759	IVAN BASTUNOV
760	IVAN CHAKAROV
761	IVAN CHORTOV
762	IVAN DELIEV
763	IVAN DIKOVSKI
764	IVAN DIMITROV
765	IVAN DOCHEV
766	IVAN DONEV
767	IVAN FIRKOV
768	IVAN GARNEV
769	IVAN GEORGIEV
770	IVAN HRISTOV
771	IVAN IAKIMOV
772	IVAN IANEV
773	IVAN IASTKOV
774	IVAN IORDANOV
775	IVAN IVANOV
776	IVAN IZMIREV
777	IVAN KALAMOV
778	IVAN KIUCHUKOV
779	IVAN KOIKOV
780	IVAN KONAKCHIISKI
781	IVAN KOSTADINOV
782	IVAN KUCHUKOV
783	IVAN MALINOV
784	IVAN MANOV
785	IVAN MARINOV
786	IVAN MASLAROV
787	IVAN MATEV
788	IVAN MINCHEV
789	IVAN MINEV
790	IVAN MINOV
791	IVAN MITEV
792	IVAN MONEV
793	IVAN MONOV
794	IVAN MOTEV
795	IVAN NIKOLOV
796	IVAN PENEV

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Number #	Name
797	IVAN PETKOV
798	IVAN RACHEV
799	IVAN SHOPOV
800	IVAN SIMOV
801	IVAN SIRAKOV
802	IVAN SKABRIN
803	IVAN SLAVCHEV
804	IVAN SLAVOV
805	IVAN STOIANOV
806	IVAN STOICHEV
807	IVAN TODOROV
808	IVAN TZONEV
809	IVAN VALCHEV
810	IVAN VASILEV
811	IVAN ZAIKOV
812	IVAN ZHELEV
813	IVANCHO DAKOV
814	IVANICHKA PELOVSKA
815	IVANIKA NAVLOVA
816	IVANKA BOGDANOVA
817	IVANKA CHERNAEVA
818	IVANKA DIMITROVA
819	IVANKA FILIPOVA
820	IVANKA GANCHEVA
821	IVANKA HARACHIEVA
822	IVANKA HRISTOVA
823	IVANKA IANKOVA
824	IVANKA IVANOVA
825	IVANKA KARAASENOVA
826	IVANKA KARAGIOZOVA
827	IVANKA KIRIAKOVA
828	IVANKA KURTEVA
829	IVANKA MLADENOVA
830	IVANKA PETROVA
831	IVANKA STANCHEVA
832	IVANKA STOIANOVA
833	IVANKA STOICHEVA
834	IVANKA STOYANOVA
835	IVANKA TRANEVA
836	IVANKA VALCHOVSKA
837	IVANKA ZLATEVA
838	IVELIN IVANOV

Number #	Name
839	IVELINA NESTOROVA
840	IVELINA TODOROVA
841	IVO IVANOV
842	IVO TZVETKOV
843	IZABELA IVANOVA
844	JULIA ALEXANDROVA
845	JULIA KIRILOVA
846	JULIA KRUSHARSKA
847	JULIA LIROVA
848	JULIA TZVETKOVA
849	JULIANA TODOROVA
850	KALINA DIMOVA
851	KALINA KAHAROVA
852	KALINKA BORISOVA
853	KALINKA GUDEVA
854	KALINKA IVKOVA
855	KALINKA SOIKOVA
856	KAMELIA BORISOVA
857	KAMELIA IVANOVA
858	KAMELIA TAFRADZHIEVA
859	KAMELIA TZENEVA
860	KAMEN LILCHEV
861	KANCHO PETKOV
862	KAPKA HRISTOVA
863	KARAMFIL OGNIANOV
864	KARAMFILA GATZEVA
865	KARAMFILA GETZOVA
866	KARAMFILKA GERGOVA
867	KARAVEL PARAKINEV
868	KASIAR OVANESIAN
869	KATA MUDROVA
870	KATA SHEIKOVA
871	KATERINA MIROVA
872	KATIA IANAKIEVA
873	KATIA IOTZOVA
874	KATIA IVANCHEVA
875	KATIA KALIANOVA
876	KATIA KOLEVA
877	KATIA MUDKOVA
878	KATIA MUDROVA
879	KATIA NATZEVA
880	KATIA NIKOVA

112

Number #	Name
881	KATIA PETKOVA
882	KATIA STEFANOVA
883	KATIA TZANEVA
884	KATIA VALCHEVA
885	KEDRIE KESTENDZHIEVA
886	KEMAL REDJEP
887	KERIM AHMED
888	KETA KANEVA
889	KICHKA GEORGIEVA
890	KINA MIHAILOVA
891	KIRCHO BOZHILOV
892	KIRCHO TANOV
893	KIRIL BAHCHEVANOV
894	KIRIL BARAMOV
895	KIRIL BINEV
896	KIRIL DIMITROV
897	KIRIL DOKUZOV
898	KIRIL GANISHEV
899	KIRIL GEORGIEV
900	KIRIL HRISTOV
901	KIRIL KIRIAKOV
902	KIRIL KOSTADINOV
903	KIRIL NEOFITOV
904	KIRIL RASHEV
905	KIRIL SAVOV
906	KIRIL STEFANOV
907	KIRIL TODOROV
908	KIRIL TODOROVSKI
909	KIRO IOTZOV
910	KLARA PETROVA
911	KOLIO DIMITROV
912	KOLIO KURUIVANOV
913	KOLIO SOTIROV
914	KOLIO ZLATANOV
915	KOLIU SOTIROV
916	KONSTANTIN VANKELOV
917	KORNELIA NANKOVA
918	KORNELIA VASILEVA
919	KOSTA DIMITROV
920	KOSTA KOSTOV
921	KOSTA STAMATOV
922	KOSTADIN ATANASOV

Number #	Name
923	KOSTADIN IANCHOVICHII
924	KOSTADIN IGNATOV
925	KOSTADIN KAMBOV
926	KOSTADIN KOROZOV
927	KOSTADIN KOSTADINOV
928	KOSTADIN KOSTOV
929	KOSTADIN MATEV
930	KOSTADIN NEDELICHEV
931	KOSTADIN PASKOV
932	KOSTADIN SPASOV
933	KOSTADIN STOIKOV
934	KOSTADIN TOMOV
935	KOSTADINKA ALEXIEVA
936	KOSTADINKA ANDREEVA
937	KRASIMIR BONEV
938	KRASIMIR GEORGIEV
939	KRASIMIR HARSHEV
940	KRASIMIR PARVANOV
941	KRASIMIR PETROV
942	KRASIMIR STOILOV
943	KRASIMIR TONKOV
944	KRASIMIRA IORDANOVA
945	KRASIMIRA MISHEVA
946	KRASIMIRA MITEVA
947	KRASIMIRA PDNOVA
948	KRASIMIRA PETKOVA
949	KRASIMIRA SPASOVA
950	KRASIMIRA TANKOVA
951	KRASSIMIR DENCHEV
952	KRASSIMIR DIMITROV
953	KRASSIMIR DRAGANCHEV
954	KRASSIMIR GEORGIEV
955	KRASSIMIR HADZHIEV
956	KRASSIMIR HARSHEV
957	KRASSIMIR IAKOVICHEV
958	KRASSIMIR ISTAKOV
959	KRASSIMIR ISTATKOV
960	KRASSIMIR KOTZEV
961	KRASSIMIR MARINSKI
962	KRASSIMIR PARVANOV
963	KRASSIMIR PETROV
964	KRASSIMIR RUISKI

Number #	Name
965	KRASSIMIRA IOTOVA
966	KRASSIMIRA IVANOVA
967	KRASSIMIRA NIKOLOVA
968	KRASTINKA NEDELICHEVA
969	KRASTIO KRASTEVA
970	KRASTO KRASTEVA
971	KRISTINA ALEXANDROVA
972	KUNCHO ILIEV
973	KUNKA ZLATANOVA
974	LALO LALOV
975	LATINKA BORISOVA
976	LATINKA KOINARSKA
977	LAZARIN NIAGOLOV
978	LAZARINA IANUSHEVA
979	LAZER LALEV
980	LAZER RALCHEV
981	LEIA IVANOVA
982	LEONID IVANOV
983	LIDIA IANAKIEVA
984	LIDIA MALINOVA
985	LIDIA NENOVSKA
986	LIDIA NETZOVSKA
987	LILI GENCHEVA
988	LILI IORDANOVA
989	LILI VALKOVA
990	LILIA DIMITROVA
991	LILIA HRISTOVA
992	LILIA KARANSKA
993	LILIA KRASTEVA
994	LILIA NEICHEVA
995	LILIA VASILEVA
996	LILIANA ANDONOVA
997	LILIANA DIMITROVA
998	LILIANA GEORGIEVA
999	LILIANA HRISTOSKOVA
1000	LILIANA IAKIMOVA
1001	LILIANA KAPANOVA
1002	LILIANA MIKTOVA
1003	LILIANA PENCHEVA
1004	LILIANA POPOVA
1005	LILIANA RUSEVA
1006	LILIANA SAMOKOVSKA

Number #	Name
1007	LILIANA SHINGAROVA
1008	LILIANA VALSOVA
1009	LILIANA VARBANOVA
1010	LILIANA VIDENOVA
1011	LILKA ANDONOVA
1012	LILYANA VELICHKOVA
1013	LIUBA IUGOVA
1014	LIUBEN ANGUELOV
1015	LIUBEN KOSHUTANSKI
1016	LIUBEN PETREV
1017	LIUBIMA KOSTANTINOVA
1018	LIUBITZA NIKOLOVA
1019	LIUBKA ANGUELOVA
1020	LIUBKA GEORGIEVA
1021	LIUBKA MILANOVA
1022	LIUBKA SHOPOVA
1023	LIUBOMIR DASHEV
1024	LIUBOMIR DILCHEV
1025	LIUBOMIR DUSHANOV
1026	LIUBOMIR RADOEV
1027	LIUBOMIR SPASOV
1028	LIUBOV DZHUNGUROVA
1029	LIUDMIL BELOV
1030	LIUDMIL ELIZPAKOV
1031	LIUDMILA ANASTASOVA
1032	LIUDMILA KOSTOVA
1033	LIUDMILA NIKOLOVA
1034	LORA GEORGIEVA
1035	LORA SHOPOVA
1036	LORETA TERZIEVA
1037	LOZANA VELKOVA
1038	LOZANKA VELKOVA
1039	LUBA STANCHEVA
1040	LUCHIA SHARANKOVA
1041	LUDMIL KOSTADINOV
1042	LUDMILA INKERSKA
1043	LUSHKA PANDEVA
1044	MAGDA MARINSKA
1045	MAGDA MICHEVA
1046	MAGDALENA ATANASOVA
1047	MAGDALENA HRISTOVA
1048	MAGDALENA MIHOVA

Number #	Name
1049	MAGDALENA STANCHEVA
1050	MAGDALINA DIMITROVA
1051	MAIA DIVAKOVA
1052	MAIA DRAGANOVA
1053	MAIA IVANOVA
1054	MAIA KAZASHKA
1055	MAIRA BELEVA
1056	MAKSIM PETKOV
1057	MALCHO MALCHEV
1058	MALIN DONEV
1059	MALINA IORDANOVA
1060	MALINA PETROVA
1061	MALINA SALEONDOVA
1062	MANIO SEDLOEV
1063	MANNO MITEVA
1064	MARGARITA ANANIEVA
1065	MARGARITA DANCHEVA
1066	MARGARITA DAPCHEVA
1067	MARGARITA DENKOVA
1068	MARGARITA DIMITROVA
1069	MARGARITA FARUNOVA
1070	MARGARITA IVANOVA
1071	MARGARITA MARKOVA
1072	MARGARITA NAKOVA
1073	MARGARITA NIKOLOVA
1074	MARGARITA PRESOLSKA
1075	MARGARITA RUMCHEVA
1076	MARGARITA STEFANOVA
1077	MARGARITA TEOHAROVA
1078	MARGARITA ZHEGOVA
1079	MARIA ALEXANDROVA
1080	MARIA ARSOVA
1081	MARIA ARSOVSKA
1082	MARIA ATANASOVA
1083	MARIA BELEVA
1084	MARIA BOBEVA
1085	MARIA BOZHANOVA
1086	MARIA CHERVENKOVA
1087	MARIA CHIFLIKOVA
1088	MARIA DIMITROVA
1089	MARIA DIMOVA
1090	MARIA DOBREVA

Number #	Name
1091	MARIA DZHONEVA
1092	MARIA GANCHEVA
1093	MARIA GARDEVA
1094	MARIA HRISTOZOVA
1095	MARIA IOVCHEVA
1096	MARIA IVANOVA
1097	MARIA KIRILOVA
1098	MARIA KOCHANOVA
1099	MARIA KOVACHEVA
1100	MARIA MAVRODIEVA
1101	MARIA MECHKARSKA
1102	MARIA MITEVA
1103	MARIA MITKOVA
1104	MARIA NIKOLAEVA
1105	MARIA PALACHOROVA
1106	MARIA PARVANOVA
1107	MARIA PAVLOVA
1108	MARIA SEMERDZHIEVA
1109	MARIA TACHEVA
1110	MARIA TANEVA
1111	MARIA TEMELKOVA
1112	MARIA TODOROVA
1113	MARIA TUDJAROVA
1114	MARIA TZANOVA
1115	MARIA VALCHEVA
1116	MARIA VELINOVA
1117	MARIA VELKOVA
1118	MARIA VLADIMIROVA
1119	MARIA ZAFIROVA
1120	MARIAN KOSTOV
1121	MARIANA ALIOVA
1122	MARIANA ANAIOTOVA
1123	MARIANA ATANASOVA
1124	MARIANA BOIANOVA
1125	MARIANA DIMITROVA
1126	MARIANA IANEVA
1127	MARIANA IVANOVA
1128	MARIANA KAPAROVA
1129	MARIANA KARBASHLIEVA
1130	MARIANA KAZADZHIEVA
1131	MARIANA NAIDENOVA
1132	MARIANA NIKOLOVA

Number #	Name
1133	MARIANA PANAIOTOVA
1134	MARIANA SAMARDZHIEVA
1135	MARIANA TERZIEVA
1136	MARIANA ZHEKOVA
1137	MARIELA BALEVA
1138	MARIETA GEORGIEVA
1139	MARIETA PARVANOVA
1140	MARIKA IVANOVA
1141	MARIKA KOSEVA
1142	MARIKA MAKSIMOVA
1143	MARIKA NIKOLOVA
1144	MARIKA PENELSKA
1145	MARIN BAICHEV
1146	MARIN BEROVSKI
1147	MARIN CHAMUKOV
1148	MARIN GROZEV
1149	MARIN KARAMANOV
1150	MARIN KOLAROV
1151	MARIN MAIMOREV
1152	MARIN MARINOV
1153	MARIN NARINOV
1154	MARIN PETROV
1155	MARINA KRASTEVA
1156	MARINA MIRCHEVA
1157	MARINA MITEVA
1158	MARINA RADEVA
1159	MARINA SHIDEROVA
1160	MARINA VELCHEVA
1161	MARINCHO STANEV
1162	MARIU MAREV
1163	MARKO DIMOTKOV
1164	MARKO MARKOV
1165	MARKUHI GIULIAN
1166	MARUSIA GEORGIEVA
1167	MARUSIA STAMENOVA
1168	MASHANKA DEMIREVA
1169	MATA DIKOVA
1170	MATEI GERGOVSKI
1171	MEHMED HODZHOV
1172	MEHMED ISMAIL
1173	MEHMED UDEV
1174	METODI STOYANOV

Number #	Name
1175	MICHAEL DAVIDOV
1176	MICHAEL DIMITROV
1177	MICHAEL VASILEV
1178	MICHAIL IVANOV
1179	MICHAIL TODOROV
1180	MICHAIL VODENICHAROV
1181	MIHAELA KOVACHEVA
1182	MIHAIL ANDONOV
1183	MIHAIL ANGELOV
1184	MIHAIL IVANOV
1185	MIHAIL MHAILOV
1186	MIHAIL NAIDENOV
1187	MIHAIL VASILEV
1188	MIHAIL VODENICHAROV
1189	MIITIO MITEV
1190	MILA MERDZHANOVA
1191	MILA VELEVA
1192	MILAN STANKOV
1193	MILANKA VELKOVA
1194	MILCHO DAMIANOV
1195	MILCHO MALCHEV
1196	MILCHO MILEV
1197	MILCHO NENKOV
1198	MILCHO VAKAREEV
1199	MILEN RADEV
1200	MILENA BOZOVA
1201	MILENA IVANOVA
1202	MILENA MARINOVA
1203	MILENA PAVLOVA
1204	MILETI DIMITROV
1205	MILIAN MALEV
1206	MILIAN MOLEV
1207	MILIANA PARVANOVA
1208	MILKA KIRILOVA
1209	MILKA KOSTOVA
1210	MILKA LECHEVA
1211	MILKA STOIANOVA
1212	MILKA TERZIEVA
1213	MILKANA MARINOVA
1214	MILKO GIDIKOV
1215	MILKO KANEV
1216	MILKO MOLEV

US LECTURER SEMINAR RECOMMENDATIONS
July, 1993 - June, 1994

I SUGGESTIONS FOR FUTURE SEMINAR TOPICS
(Given by 172 participants)

1. Privatization	40
2. Collective bargaining	25
3. Law of settlement of collective labor disputes	20
4. Recruiting and retaining members	20
5. Labor code	11
6. Podkrepa CL and the political life (relations with the political parties and the Government, participation in public elections)	10
7. The role of the leader	6
8. Conflicts and conflict resolutions	5
9. Theory and practice of union journalism. Joint activities with the local structures. The concept of Podkrepa daily, correspondence work	5
10. Safe conditions at the working place	3
11. The economy of the country during economic transition. Getting acquainted with economic regulations and ordinances	3
12. The structure of Podkrepa CL and AF - CIO	2
13. How to increase the role and authority of trade unions in society (in the sphere of culture)	2
14. The art of communicating	2
15. The experience of the foreign trade unions - everyday practice and specific activities	2
16. Trade union protection of workers' rights	2
17. Should our union participate in the executive and judicial power	2
18. Duty-free areas and the role in the economy of the country	1
19. The influence of trade unionism on the economy	1
20. The relationship between employer and employee	1
21. Getting acquainted with the activities of an arbitrary union or regional structure	1
22. The rights of Podkrepa CL members	1
23. Ways of investment in education	1
24. Interaction between Podkrepa CL structures	1
25. Training of professional trade unionists	1
26. How to hold the audience	1
27. Psychology of a small or large group work in trade unionism	1
28. Dealing with the mass media - behavior in front of cine-camera, microphones, etc.	1
29. The impact of the mass media	1

US LECTURER SEMINAR RECOMMENDATIONS
July, 1993 - June, 1994

L SUGGESTIONS FOR FUTURE SEMINAR TOPICS (Given by 172 participants)	%
1. Privatization	23.25
2. Collective bargaining	14.53
3. Law of settlement of collective labor disputes	11.63
4. Recruiting and retaining members	11.63
5. Labor code	6.39
6. Podkrepa CL and the political life (relations with the political parties and the Government, participation in public elections)	5.81
7. The role of the leader	3.49
8. Conflicts and conflict resolutions	2.91
9. Theory and practice of union journalism. Joint activities with the local structures. The concept of Podkrepa daily, correspondence work	2.91
10. Safe conditions at the working place	1.74
11. The economy of the country during economic transition. Getting acquainted with economic regulations and ordinances	1.74
12. The structure of Podkrepa CL and AF - CIO	1.163
13. How to increase the role and authority of trade unions in society (in the sphere of culture)	1.163
14. The art of communicating	1.163
15. The experience of the foreign trade unions - everyday practice and specific activities	1.163
16. Trade union protection of workers' rights	1.163
17. Should our union participate in the executive and judicial power	1.163
18. Duty-free areas and the role in the economy of the country	0.581
19. The influence of trade unionism on the economy	0.581
20. The relationship between employer and employee	0.581
21. Getting acquainted with the activities of an arbitrary union or regional structure	0.581
22. The rights of Podkrepa CL members	0.581
23. Ways of investment in education	0.581
24. Interaction between Podkrepa CL structures	0.581
25. Training of professional trade unionists	0.581
26. How to hold the audience	0.581
27. Psychology of a small or large group work in trade unionism	0.581
28. Dealing with the mass media - behavior in front of cine-camera, microphones, etc.	0.581
29. The impact of the mass media	0.581

US LECTURER SEMINAR RECOMMENDATIONS
July, 1993 - June, 1994

II. Recommendations for Improvement.

A. Suggestions on the organization of seminars: (Given by 32 participants)

- | | |
|---|---|
| 1. The conditions where a seminar takes place should be better | 6 |
| 2. The seminars should use and discuss more materials, documents relating to the topic | 3 |
| 3. The training program should correspond closer to the needs and interests of the participants | 2 |
| 4. The training needs analysis should be more precise | 2 |
| 5. The items of the agenda should be followed strictly | 2 |
| 6. It is desirable that each leader of any Podkrepa structure take part in all the seminars | 2 |
| 7. More specific information about the seminars beforehand (length, subject, etc.) | 2 |
| 8. Away from any towns and other settlements | 2 |
| 9. Should be organized at a branch level | 2 |
| 10. There should be more practical exercises during the seminars | 2 |
| 11. Shorten the length of seminars | 1 |
| 12. Seminars should be organized for longer periods | 1 |
| 13. Seminars should be organized more frequently | 1 |
| 14. Seminars should be organized on different topics | 1 |
| 15. Should be organized in the regional center | 1 |
| 16. Seminars should be organized both for section leaders and section members | 1 |
| 17. Seminars should be organized during weekends | 1 |

US LECTURER SEMINAR RECOMMENDATIONS
July, 1993 - June, 1994

II. Recommendations for Improvement. %

A. Suggestions on the organization of seminars: (Given by 32 participants)

1. The conditions where a seminar takes place should be better	18.75
2. The seminars should use and discuss more materials, documents relating to the topic	9.375
3. The training program should correspond closer to the needs and interests of the participants	6.25
4. The training needs analysis should be more precise	6.25
5. The items of the agenda should be followed strictly	6.25
6. It is desirable that each leader of any Podkrepa structure take part in all the seminars	6.25
7. More specific information about the seminars beforehand (length, subject, etc.)	6.25
8. Away from any towns and other settlements	6.25
9. Should be organized at a branch level	6.25
10. There should be more practical exercises during the seminars	6.25
11. Shorten the length of seminars	3.125
12. Seminars should be organized for longer periods	3.125
13. Seminars should be organized more frequently	3.125
14. Seminars should be organized on different topics	3.125
15. Should be organized in the regional center	3.125
16. Seminars should be organized both for section leaders and section members	3.125
17. Seminars should be organized during weekends	3.125

US LECTURER SEMINAR RECOMMENDATIONS
July, 1993 - June, 1994

B. Suggestions on the lecturers: (Given by 48 participants)

1. The lecturers should be Bulgarian	9
2. The lecturers should be foreign (either from AFL-CIO or from Eastern Europe)	9
3. They should be as highly qualified and competent as P. Schantz was	9
4. Should be well acquainted with the situation in Bulgaria (social, political, economic)	4
5. Should be well acquainted with the seminar topics and be able to answer all questions	3
6. Should be well acquainted with the problems of the respective branch	3
7. The materials should describe in details the proceedings of the seminar (like P. Schantz)	2
8. The lecturers should be foreign and Bulgarian	2
9. There should be more possibilities for contacts with the lecturers	1
10. Tests should be given at the seminars	1
11. The lecturers should be both professional and unionists	1
12. Inviting Bulgarian experts	1
13. To know well the topic and the implementation in Bulgaria	1
14. To distribute the program at the beginning of the seminar	1
15. More of the translated printed materials	1

US LECTURER SEMINAR RECOMMENDATIONS
July, 1993 - June, 1994

B. Suggestions on the lecturers: (Given by 48 participants)	%
1. The lecturers should be Bulgarian	18.75
2. The lecturers should be foreign (either from AFL-CIO or from Eastern Europe)	18.75
3. They should be as highly qualified and competent as P. Schantz was	18.75
4. Should be well acquainted with the situation in Bulgaria (social, political, economic)	8.33
5. Should be well acquainted with the seminar topics and be able to answer all questions	6.26
6. Should be well acquainted with the problems of the respective branch	6.26
7. The materials should describe in details the proceedings of the seminar (like P. Schantz)	4.17
8. The lecturers should be foreign and Bulgarian	4.17
9. There should be more possibilities for contacts with the lecturers	2.08
10. Tests should be given at the seminars	2.08
11. The lecturers should be both professional and unionists	2.08
12. Inviting Bulgarian experts	2.08
13. To know well the topic and the implementation in Bulgaria	2.08
14. To distribute the program at the beginning of the seminar	2.08
15. More of the translated printed materials	2.08

US LECTURER SEMINAR RECOMMENDATIONS
July, 1993 - June, 1994

C. Suggestions on Participants: (Given by 29 participants)

- | | |
|---|---|
| 1. They should be carefully selected: people who love Podkrepa CL, useful for the local structures and the CL, who share their knowledge with the other members | 6 |
| 2. Should be more disciplined | 6 |
| 3. Should be selected according to their interests, problems or professionally | 3 |
| 4. Should be selected at a branch level | 3 |
| 5. Should be selected from all levels of the union structure | 3 |
| 6. Should be more active and interested during the seminars | 2 |
| 7. Should be more in number | 1 |
| 8. Should have certain preliminary knowledge on the topic | 1 |
| 9. The instructors should be trained seperstely, depending on their knowledge | 1 |
| 10. On section level and on regional level | 1 |
| 11. Should be as good as Podkrepa daily newsmen | 1 |
| 12. Representatives of the same level (section, municipal, etc.) | 1 |

US LECTURER SEMINAR RECOMMENDATIONS
July, 1993 - June, 1994

C. Suggestions on Participants: (Given by 29 participants)	%
1. They should be carefully selected: people who love Podkrepa CL, useful for the local structures and the CL, who share their knowledge with the other members	20.69
2. Should be more disciplined	20.69
3. Should be selected according to their interests, problems or professionally	10.34
4. Should be selected at a branch level	10.34
5. Should be selected from all levels of the union structure	10.34
6. Should be more active and interested during the seminars	6.90
7. Should be more in number	3.45
8. Should have certain preliminary knowledge on the topic	3.45
9. The instructors should be trained seperstely, depending on their knowledge	3.45
10. On section level and on regional level	3.45
11. Should be as good as Podkrepa daily newsmen	3.45
12. Representatives of the same level (section, municipal, etc.)	3.45

US LECTURER SEMINAR RECOMMENDATIONS
July, 1993 - June, 1994

D. Other suggestions: (Given by 7 participants)

- | | |
|---|---|
| 1. Materials helpful for the work of the instructors should be sent | 1 |
| 2. Future meetings | 1 |
| 3. Together with the lectures, there should be representatives of the Confederation to inform the participants about recent activities, future aims and tasks | 1 |
| 4. Discussions on the future topics and participation of the instructors in determining the future program | 1 |
| 5. All the foreign lecturers' seminar material to be submitted to the instructor | 1 |
| 6. The time-limit should be taken into account | 1 |

US LECTURER SEMINAR RECOMMENDATIONS
July, 1993 - June, 1994

D. Other suggestions: (Given by 7 participants)	%
1. Materials helpful for the work of the instructors should be sent	28.57
2. Future meetings	14.286
3. Together with the lectures, there should be representatives of the Confederation to inform the participants about recent activities, future aims and tasks	14.286
4. Discussions on the future topics and participation of the instructors in determining the future program	14.286
5. All the foreign lecturers' seminar material to be submitted to the instructor	14.286
6. The time-limit should be taken into account	14.286

US TRAINER SEMINARS**Participant list****July 1993 - June 1994**

No	NAME	REG. / MUN. ----- FEDERATION	POSITION
1	ADRIANA TODOROVA	Confederation	Exp. Leg. Dept.
2	ANDREY ANDREEV	Gotze Delchev	Reg. VP
3	ANTOANETA ANDONOVA	Bourgas	Regional Secr.
4	ANTON CHRISTOV	Doupnitza	Pres. RCAC*
5	ANTON TROUFEV	Veliko Turnovo	Section Pres.
6	ANTONY STOYLOV	Blagoevgrad	Section Pres.
7	ATANAS DIMITROV	G. Oriahovitza	Section Pres.
8	BISER PETAKOV	Satovcha	Section Pres.
9	BONKA YORDANOVA	Pavlikeny	Section member
10	BORIS AVRAMOV	Culture Fed.	Federal Secr.
11	BORISLAV ZAKOV	Razlog	Municipal Pres.
12	CHRISTO MALEV	Blagoevgard	Section Secr.
13	DANIELA ILYOVA	Doupnitza	Consultant
14	DANIELA NIKOLOVA	Veliko Turnovo	Section member
15	DANIELA STANKOULOVA	Energetics Fed.	Fed. member
16	DANCHO YORDANOV	Veliko Turnovo	Pres. Reg. Medical union
17	DARIN OVCHAROV	Veliko Turnovo	Section VP
18	DEYAN HADJIEV	Satovcha	Section Secr.
19	DIMITER SHOPOV	Admin. Employee Union	Instructor
20	DJAYD PACHEDJY	Gotze Delchev	Section Secr.
21	DYANKO IVANOV	Confederation	Exp. Educ. Dept.
22	EKATERINA STOYANOVA	Blagoevgrad	Pres. Regional Teach. Union

23	ELENA VODENOVA	Gotze Delchev	Coordinator
24	ELENKA CHRISTOVA	Doupnitza	Secr.- Treasurer
25	ELYANA CHRISTOVA	Machine Bldg. Fed.	Assistant
26	EMIL TOPCHIEV	Gotze Delchev	Section Secr.
27	EMILIA BELICHOVSKA	Vratza	Regional Secr.
28	EMIN PASHOV	Satovcha	Section pres.
29	EVGENY ANTONOV	Gotza Delchev	Section Pres.
30	EVGENY MIRONOV	Dimitrovgrad	Regional Secr.
31	EVTIM IVANOV	Svistov	Mun. union Secr.
32	GENKA STOYANOVA	Doupnitza	Regional Secr.
33	GERGANA DOBREVA	Plovdiv	Instructor
34	GINKA ANGELOVA	Vratza	Regional Secr.
35	GEORGI ANDONOV	Kyustendil	Correspondent
36	GEORGI DAKOV	Gotze Delchev	Section Secr.
37	GEORGI HARITONOV	Razgrad	Correspondent
38	GEORGI IVANOV	Confederation	Expert
39	GEORGI KRUSTEV	Doupnitza	Section Pres.
40	GEORGI PETROV	Doupnitza	Section Pres.
41	GEORGI YANCHEV	Gotze Delchev	Section Secr.
42	GEORGI ZAREV	Kyustendil	VP
43	HALIL ASHIRKOV	Gotze Delchev	Section Pres.
44	IRINA VLADIMIROVA	Confederation	Instructor
45	IVAN DECHEV	Veliko Turnovo	Section Secr.
46	IVAN IVANOV	Bourgas	Member of CAC
47	IVAN IVANOV	Veliko Turnovo	Section Pres.
48	IVAN MONOV	Doupnitza	Regional Pres.
49	KIRCHO TANOV	Confederation	Instructor
50	KIRIL BINEV	Pravetz	Cand. Instructor

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51	KIRIL KYOSEV	Doupnitza	Section Pres.
52	KLIMENT ALEKSIEV	G. Oriahovitza	Regional Pres.
53	KORNELYA NANKOVA	Vratza	Member Reg. Teachers' CAC
54	KRASIMIR TOSKOV	Gotze Delchev	Section Secr.
55	KREMENA STEFANOVA	Press-center	Assistant
56	LYBKA GEORGIEVA	Doupnitza	Regional VP
57	MAGDALENA ATANASOVA	Gotze Delchev	Section Secr.
58	MARIA ALEXANDROVA	Rouse	Cand. instructor
59	MARIA ARSOVA	Doupnitza	Section member
60	MARIA MITREVA	Blagoevgrad	cand. instructor
61	MARIA SHISHKOVA	Social Research Institute	Assistant
62	MARIANA CHRISTOVA	Doupnitza	Regional Secr.
63	MAYA HADJIEVA	Confederation	Instructor
64	MICHAELA KOVACHEVA	Confederation	Instructor
65	MITKO TESHEV	Pavlikeni	Mun. union Pres.
66	NADEJDA DIMITROVA	Gotze Delchev	Section Pres.
67	NADKA YOVKOVA	Confedeartion	Instructor
68	NATALYA PETROVA	Montana	Correspondent
69	NIKOLA PARAPANOV	Gotze Delchev	Regional Pres.
70	OLEG CHOULEV	Confederation	Confed. Secr.
71	OLEG TONEV	Doupnitza	Section Pres.
72	PAVEL PASHOV	Audiovision Fed.	Federal Secr.
73	PAVEL SHOPOV	Audiovision Fed.	Instructor
74	PEPA BILYARSKA	Vidin	Correspondent
75	PETER KATZARSKY	Confederation	Chief Expert
76	PETER PETROV	Svistov	Section Pres
77	PETKO KARAJOV	Şatovcha	Section Pres.

78	PETKO TASHKOV	Gotze Delchev	Section Pres.
79	PROLET MLADENOVA	Confederation	Instructor
80	RAYNA MARINOVA	Turgoviste	Instructor
81	RENETA LAZAROVA	Doupnitza	Regional Secr.
82	ROSITZA ANDREEVA	Veliko Turnovo	Regional Pres.
83	ROSITZA SANDOULOVA	Sliven	Correspondent
84	ROUMYANA BOJINOVA	Gotze Delchev	Section Pres.
85	ROUMYANA NEDELICHEVA	Gotze Delchev	Section Pres.
86	SASHO PETKOV	Confederation	Exp. Educ. Dept.
87	SERGUEY DOBREV	Liaskovetz	Section Pres.
88	SLAVKA BOBEVA	G. Oriahovitza	Mun. union Pres.
89	SNEJANA GALISHKA	Doupnitza	Member of CAC
90	STEFAN CHRISTOV	Pavlikeni	Section Pres.
91	STEFAN DAMYANOV	Gotze Delchev	Firm union Pres.
92	STEFKA KOSTADINOVA	G. Oriahovitza	Section Secr.
93	STEFKA VULEVA	Plovdiv	Instructor
94	STOYAN LOZINSKY	Dobrich	Correspondent
95	STOYAN ROUSEV	Rouse	Correspondent
96	STOYANKA VELICHKOVA	Veliko Turnovo	Section Pres.
97	STOYKO ATANASOV	Confederation	Instructor
98	SUBKA BOLCHEVA	Petrich	Munipal Pres.
99	SVETOSLAV CHRISTIANOV	Munipal union	Instructor
100	THEODORA ROUNTOVA	Confederation	Assistant
101	THEODORA VULCHEVA	Medical Fed.	Federal VP
102	TIHOMIR TOMOV	Defence Fed.	Federal Secr.
103	TOLIL STANKOV	Doupnitza	Section VP
104	TZANI VASILEV	Razgrad	Section Secr.
105	TZETZKO CHAKALSKY	Confederation	Instructor

106	TZVETANKA BORISOVA	Vratza	Section member
107	TZVETANKA GOTZEVA	Blagoevgrad	Chairper. CAC*
108	VANYA STANEVA	Confederation	Instructor
109	VALENTINA PAVLOVA	Doupnitza	Coordinator
110	VASIL ILIEV	Doupnitza	Section member
111	VASILKA BOGATINOVA	Gotze Delchev	Section Secr.
112	VELICHKA VURBANOVA	Veliko Turnovo	Section Pres.
113	VENERA PASHOVA	Doupnitza	Section Secr.
114	VENETA IVANOVA	Kilifarevo	Section Pres.
115	VENTZISLAV KURNOLSKY	Doupnitza	Section Pres.
116	VERDGINIA HADJIEVA	Confederation	Lawyer
117	VESELIN MINCHEV	Light Ind. Fed.	Instructor
118	VESELIN RASHEV	Electronics Fed.	Firm union Pres.
119	VIOLETA ANGELOVA	Light Ind. Fed.	Regional Secr.
120	VIOLETA POPOVA	Gotze Delchev	Section Pres.
121	YONKA NEDELKOVA	Medical Fed.	Federal Secr.
122	YONKA VASILEVA	Veliko Turnovo	Section VP
123	YORDAN STOYANOV	G. Oriahovitza	Section member
124	YORDAN STOYLOV	Stara Zagora	Cand. Instructor
125	YORDAN TAPANKOV	Stara Zagora	Instructor
126	YORDAN YORDANOV	G. Oriahovitza	Section Pres.
127	YULIA DROUMIEVA	Svistov	Mun. Union Pres.
128	YULIA MATEEVA	Plovdiv	Correspondent
129	YURYI ATANASOV	Sofia	Coordinator
130	YUSEYN TOPALOV	Gotze Delchev	Section Pres.
131	ZHIVKA STOYCHEVA	Confederation	Instructor

* RCAC - Regional Control & Auditing Commission
* CAC - Control & Auditing Commission
* Mun. union - Municipal union

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**"PODKREPA" = DEVELOPMENT
OD PROJECT TEAM**

Consultants:
Collin Gonze
Daniel Sieber

No	NAME	REGION ----- FEDERATION	POSITION
1	ANTOANETA NOVAKOVA	Shoumen region	President
2	BOJINEL CHRISTOV	Confederation	Chief Expert
3	DIMITER DIMOV	Teachers' Fed.	President
4	DIMITER ANGELOV	Mining Fed.	Fed. secretary
5	DIANA ANGELOVA	Confederation	Legal Dept.
6	DORA PAOUNOVSKA	Confederation	Expert Org. Dept.
7	ELENA MILENKOVA	Confederation	Coll. Barg. Dept.
8	ELLIE TIHCHEVA	Teachers' Fed.	Pres. Sofia Reg.
9	EMIL HRISTAKIEV	Plovdiv Reg.	Reg. President
10	EMILYAN KARAMANOV	Informatics Fed.	Vice President
11	EVTIM BOYUKLIEV	Confederation	Auditing Commission
12	GALINA DOCHEVA	Rouse Reg.	Secr.- Treasurer
13	GEORGI MILANOV	Yambol Reg.	Reg. President
14	ILYAN ILIEV	Metallurgy	Fed. secretary
15	KREMENA STEFANOVA	Confederation	Inform. Dept.
16	LILY KOLEVA	Machine Bldg.	Fed. secretary
17	MARIA ALEXANDROVA	Rouse Reg.	Pres. Construction
18	MARIA DIMITROVA	Karlovo Reg.	Reg. President
19	MILA VELEVA	Haskovo Reg.	Reg. Secretary
20	OLEG CHOULEV	Confederation	Vice President
21	PETER KATZARSKY	Confederation	Confed. secretary
22	SASHO PETKOV	Confederation	Education Dept.

23	STEFAN KOMITOV	V. Turnovo Reg.	President
24	STEFAN RUKOV	Plovdiv	Reg. secretary
25	STEFKA STOYMENOVA	Communic. Fed.	Fed. secretary
26	STOYKO ATANASOV	Confederation	Trainer
27	SVETLA SHEKERDJIEVA	Machine bldg.	Fed. President
28	SYLVIA NIKOLOVA	Confederation	Press center
29	TODOR BIRINJIEV	Confederation	Organiz. Dept.
30	TODOR RADEV	Confederation	Director
31	TOMA TOMOV	Medical Fed.	Vice President
32	TZETZKA ANGELOVA	Vratza Reg.	Reg. secretary
33	VALERY APOSTOLOV	Light Industry	Vice President
34	VESELIN MINCHEV	Light Industry	Fed. secretary
35	YORDAN STOYLOV	Transport Fed.	Fed. secretary
36	YORDAN TAPANKOV	St. Zagora Reg.	Vice President
37	YUFA PAOUNOVSKA	Confederation	Organiz. Dept.
38	YULIAN VELKOV	Varna Reg.	Reg. President
39	YOANIS PARTENIOTIS	Construction	Vice President

UNIVERSITY OF DELAWARE - BULGARIA PROJECT
 KOLTAI PARTICIPANT INQUIRY FORM RESULTS
 TITLE OF SEMINAR: BASIC CONCEPTS IN MARKET ECONOMY - FTUI
 INSTRUCTOR: VALENTIN VULOV, HRISTO MAVROV
 DATES: FEBRUARY - JUNE, 1994
 PLACE: SOFIA, VARNA, PLOVDIV, STARA ZAGORA
 NUMBER OF PARTICIPANTS: 135
 NUMBER OF SEMINARS: 7

GRADE	4	3	2	1	0
Q 1-ANS	91.2%	6.0%	0.4%	0.0%	0.0%
Q 2-ANS	90.0%	9.8%	0.4%	0.0%	0.0%
Q 3-ANS	84.6%	4.6%	3.25	0.0%	0.0%
Q 4-ANS	11.6%	7.9%	47.7%	33.6%	7.6%
Q 5-ANS	91.8%	6.1%	0.0%	0.0%	2.5%
Q 6-ANS	95.4%	2.5%	0.4%	0.0%	3.9%
Q 7-ANS	88.6%	6.1%	2.8%	0.0%	1.8%
Q 8-ANS	9.8%	9.7%	47.0%	0.7%	1.8%
Q 9-ANS	77.2%	2.9%	13.9%	28.4%	5.3%
Q10-ANS	88.0%	3.6%	3.6%	2.6%	3.3%
				0.4%	3.9%

SEMINAR LEGEND

- Q1 - The quality of the seminar was excellent.
- Q2 - The materials are well designed.
- Q3 - The content of the seminar is relevant to my needs.
- Q4 - The instructor covered material that was beyond my understanding.
- Q5 - The instructor seemed to be well concerned about the participants progress.
- Q6 - The instructor seemed to be well versed in the topic as it relates to my country.
- Q7 - The seminar met my expectations.
- Q8 - The seminar materials are difficult to understand.
- Q9 - The facility was well suited for this seminar.
- Q10 - The classroom equipment is well suited for this seminar.

GRADE

- 4 - STRONGLY AGREE OR AGREE
- 3 - NO OPINION
- 2 - DISAGREE
- 1 - STRONGLY DISAGREE
- 0 - NO ANSWER

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BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
SOFIA, VARNA, PLOVDIV, STARA ZAGORA, FEB. - JUNE 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOB TITLE
IVAN	GROZDANOV	1113 SOFIA	03/31/90	ENERGETIKA	CHIEF SECRETARY
BOYKA	GOCHEVA	1618 SOFIA	01/01/91	TEACHERS UNION	COORDINATOR
ATANAS	YOSIFOV	1715 SOFIA	05/16/90	TEACHERS UNION	MUNICIPALITY COORDINATOR
VERKA	SIMOVA	SOFIA	01/01/90	TEACHERS UNION	MEMBER
VESELINA	IVANOVA	SOFIA	12/12/91	TEACHERS UNION	SECRETARY
JULI	MANOLOV	1309 SOFIA	01/01/90	TOBACO WORKERS UNION	CHAIRMAN
IVANKA	OBREtenOVA	1309 SOFIA	01/01/92	TOBACCO INDUSTRY	SECRETARY
SVETOSLAV	MINCHEV	1220 SOFIA	12/16/89	TEACHERS UNION	MUNICIPALITY COORDINATOR
STEFAN	DUDEVSKI	1606 SOFIA	12/16/89	TEACHERS UNION	MEMBER
STEFKA	KITANOVA	1797 SOFIA	01/01/90	TEACHERS UNION	DIVISION COORDINATOR
MILKA	PETROVA	SOFIA	01/01/92	TEACHERS UNION	MEMBER
TEODOSI	DIHITROV	1359 SOFIA	01/01/89	SCIENTISTS UNION	DEPUTY CHAIRMAN
VESELKA	KOSTOVA	1421 SOFIA	01/01/92	ADMINISTRATIVE WORKERS UNION	MEMBER
MILKA	YANEVA	1421 SOFIA	01/01/90	ADMINISTRATIVE WORKERS UNION	CHAIRMAN
SAVKA	VLADIMIROVA	1309 SOFIA	01/01/90	TEACHERS UNION	MEMBER
ANELIA	HRISTOZOVA	1220 SOFIA	01/01/90	TEACHERS UNION	MEMBER
ELISAVETA	NANKOVA	1220 SOFIA	01/01/91	TEACHERS UNION	MEMBER
VYARA	DOLEVA	1124 SOFIA	01/01/92	TEACHERS UNION	MEMBER
MAGDALENA	GORIN		/ /		
IVANKA	TOPALOVA		/ /		
SASHO	KOLEV	4002 SOFIA	07/01/92	TOURISM	MEMBER
RADOSTINA	GEORGIEVA	4006 PLOVDIV	01/01/91	FSPSI PODKREPA	CHIEF SECRETARY
PETYA	GERGININOVA	4000 SOFIA	09/01/91	FED. OF ADMIN. WORKERS	MEMBER

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BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
SOFIA, VARNA, PLOVDIV, STARA ZAGORA, FEB. - JUNE 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOB TITLE
NATASHA	TODOROVA	PLOVDIV	09/01/91	RSZ	MEMBER
PLAMEN	DONEV	4004 PLOVDIV	01/01/92		
VENETA	TOLEVA	4000 PLOVDIV	09/01/91	FED. OF ADMIN WORKERS	MEMBER
PAVLINA	YANKOVA-KOLEVA	1504 SOFIA	09/01/90	TEACHERS UNION	CHAIRMAN OF MUNICIPAL FEDERATION
VELICHKA	NIKOLOVA	1517 SOFIA	09/01/90	TEACHERS UNION	SECRETARY
VANYA	PAVLOVA	1582 SOFIA	02/01/91	TEACHERS UNION	COORDINATOR
ELKA	MINCHEVA	1463 SOFIA	01/01/90	ARTS FEDERATION	MEMBER
VENETA	ENEVA	1202 SOFIA	01/01/90	TEACHERS UNION	SCHOOL COORDINATOR
HRISTINA	KONSULOVA	1335 SOFIA	05/01/90	TEACHERS UNION	COORDINATOR
VLADIMIR	VICHEV	1612 SOFIA	01/01/89	ARTS FEDERATION	CHAIRMAN
TANYA	IVANOVA	1336 SOFIA	01/01/91	TEACHERS UNION	COORDINATOR
YORDANKA	ZARKOVA	1220 SOFIA	01/01/91	TEACHERS UNION	MEMBER
ILIA	CHOKANOV	1220 SOFIA	01/01/91	TEACHERS UNION	MEMBER
NONKA	NIKOLOVA-GENOVA	1220 SOFIA	01/01/91	TEACHERS UNION	MEMBER
VESELA	GENOVA	1504 SOFIA	01/01/90	ARTS FEDERATION	MEMBER
EMILIA	GIGOVA	1220 SOFIA	01/01/91	TEACHERS UNION	TREASURER
VERA	DIMITROVA	1220 SOFIA	12/14/91	TEACHERS UNION	MEMBER
OGNIAN	GENOV		01/01/91	ARTS FEDERATION	MEMBER
DYANKO	IVANOV	1000 SOFIA	01/01/90		
DIMITAR	SHOPOV	1172 SOFIA	01/01/90	ADMINISTRATIVE WORKERS UNION	DEPUTY CHAIRMAN
ZHIVKA	STOYLOVA	SANDANSKI	06/01/90		INSTRUCTOR
YORDAN	PAPANKOV	STARA ZAGORA	01/01/90	KT PODKREPA STARA ZAGORA	DEPUTY CHAIRMAN
STEFKA	VULEVA	BELASHTITZA	02/01/93	KT PODKREPA PLOVDIV	CHAIRMAN

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SOFIA, VARNA, PLOVDIV, STARA ZAGORA, FEB. - JUNE 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOB TITLE
GERGAN	DOBREVA	4004 PLOVDIV	11/01/92	KT PODKREPA	INSTRUCTOR
KIRIL	BINEV	2161 PRAVETZ	02/13/90	KT PODKREPA SOFIA REGION	CHAIRMAN
STOYKO	ATANASOV	9000 VARNA	04/01/91	KT PODKREPA VARNA	INSTRUCTOR
GEORGI	IVANOV	1606 SOFIA	01/01/92	KT PODKREPA SOFIA	EXPERT
MAYA	HADZHIEVA	9300 DOBRICH	01/01/91	KT PODKREPA DOBRICH	INSTRUCTOR
VANYA	STANEVA	4600 VELINGRAD	01/01/91	KT PODKREPA VELINGRAD	CHAIRMAN REGIONAL TEAM
MIHAELA	KOVACHEVA	2161 PRAVETZ	06/01/90	KT PODKREPA PRAVETZ	INSTRUCTOR
KIRCHO	TANOV	1000 SOFIA	02/01/90	KT PODKREPA	INSTRUCTOR
ANTOANETA	ANDONOVA	8000 BOURGAS	09/01/93	KT PODKREPA BOURGAS	MEMBER
NADKA	YOVKOVA	KARLOVO 4300	01/01/90	KT PODKREPA KARLOVO	INSTRUCTOR
ANTON	HRISTOV	2600 DUPNITZA	03/01/90	KT PODKREPA DUPNITZA	CHAIRMAN
IRINA	KIRILOVA	2307 PERNIK	09/27/91	TEACHERS UNION	CHAIRMAN
PETER	KATZARSKI	1000 SOFIA	01/06/90	KT PODKREPA	EXPERT
PROLET	MLADENOVA-KANEVA	3700 VIDIN	03/01/90	KT PODKREPA VIDIN	INSTRUCTOR
EVGENIA	HRISTOVA	VARNA	/ /	TRANSPORT WORKERS UNION	SECTION CHAIRMAN
GEORGI	GEORGIEV	VARNA	01/01/93	FEDERATION ELECTRONICS	MEMBER
KOLYO	KOLEV	BELOSLAV	06/01/90	TRANSPORT WORKERS FEDERATION	MEMBER
ROSITZA	MARKOVA	9010 SOFIA	01/01/92	FED. OF TRANSPORT WORKERS	MEMBER
ZHIVKA	TRIFONOVA	9023 SOFIA	01/01/91	FED. OF TRANSPORT WORKERS	MEMBER
ANY	IVANOVA	9000 VARNA	01/01/91	CHEMICAL FEDERATION	MEMBER
VENKO	GOSPODINOV	9020 VARNA	01/01/93	FED. OF TRANSPORT WORKERS	CHAIRMAN
STANISLAVA	NEDEVA	VARNA	11/01/93	TRADE UNION	CHAIRMAN
NIKOLETA	GEORGIEVA	VARNA	01/01/93	FEDERATION CULTURE	MEMBER

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BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
SOFIA, VARNA, PLOVDIV, STARA ZAGORA, FEB. - JUNE 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOB TITLE
TEODORA	KOSTOVA	VARNA	01/01/91	FEDERATION CULTURE	CHAIRMAN
RADKA	KOLEVA	VARNA	05/01/90	FED.OF TRANSPORT WORKERS	CHAIRMAN
RADOSVETA	PETKOVA	9000 VARNA	01/01/91	TEACHERS UNION	MEMBER
IVAN	PETKOV	VARNA	04/17/90	FED.OF TRANSPORT WORKERS	MEMBER
TIHOMIR	GERGOV	9000 VARNA	01/01/93	FED.TRANSPORT	MEMBER
MARIANA	KRUSTEVA	9010 VARNA	01/01/90	FED. TRANSPORT	SECRETARY
EVGENI	RACHEV	VARNA	01/01/91	FED.TRANSPORT	MEMBER
EMIL	YANAKIEV	VARNA	01/01/91	FED.MACHINE CONSTRUCTION	MEMBER
IVAN	KOSTADINOV	9000 VARNA	01/01/91	FED. MACHINE CONSTRUCTION	MEMBER
MARIA	VELIKOVA	VARNA	12/01/91	FED. MECHANICAL CONSTRUCTION	CHAIRMAN
HASAN	MEHMED	9003 VARNA	01/01/93	FED.SHIPPING	CHAIRMAN
STOYAN	SHAHUNSKI	9003 VARNA	01/01/90	PODKREPA	MEMBER
ILIA	GEORGIEV	VARNA	12/12/91		
MARIN	MARINOV	VARNA	01/01/92	FED. MACHINE CONSTRUCTION	MEMBER
STOYKO	ATANASOV	VARNA	01/01/90		
DONKA	MIHAILOVA	VARNA	/ /		
MARIN	MARINOV	VARNA	/ /		
PRODAN	ENEV	9023 VARNA	06/01/92	FED. TRANSPORT	CHAIRMAN
HRIZANTEMA	GEORGIEVA	9020 SOFIA	01/01/91	TOURISM FOUNDATION	DEPUTY CHAIRMAN
IVAN	NIKIFOROV	VARNA	01/01/90	FED.ELECTRONIKA	MEMBER
MILENA	MARINOVA	9010 VARNA	01/01/90	FED. CHEMISTRY	MEMBER
VELICHKA	TZVETKOVA	9023 VARNA	01/01/92	FED. TRANSPORT	MEMBER
PETER	PARVANOV	9023 VARNA	01/01/91	FED. CONSTRUCTION	MEMBER

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SOFIA, VARNA, PLOVDIV, STARA ZAGORA, FEB. - JUNE 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOB TITLE
MARINA	MIRCHEVA	9002 VARNA	09/01/89		COORDINATOR
NIKOLAI	PENEV	9000 VARNA	09/17/91	FED. CHEMISTRY	CHAIRMAN
KRUSTINA	HITEVA	9000 VARNA	05/10/92	FED. CHEMISTRY	MEMBER
GORAN	KOTZEV	VARNA	/ /		
SHEZHANA	KOLEVA	VARNA	01/01/91	FED. CHEMISTRY	MEMBER
ANDREI	NIKOLOV		/ /		
GEORGI	GEORGIEV		/ /		
ROSITZA	MARKOVA		/ /		
SASHO	KOLEV	4002 PLOVDIV	08/01/92	TOURISH	MEMBER
RADOSTINA	GEORGIEVA	4006 SOFIA	01/01/91	FED. CONSTRUCTION	SECRETARY
PETYA	GERGIMINOVA	4000 PLOVDIV	09/01/91	FED. OF ADMIN. WORKERS	MEMBER
NATALIA	TODOROVA		09/01/91	FED. OF ADMIN. WORKERS	MEMBER
PLAMEN	DONEV	4004 PLOVDIV	01/01/92		
VENETA	TOLEVA	4000 SOFIA	09/01/91	FED. ADMIN. WORKERS	MEMBER
NELY	KRIVOSHIEVA	PLOVDIV	01/01/93	FED. OF ADMIN. WORKERS	MEMBER
MARIANA	KARPAROVA	PLOVDIV	01/01/93	FED. OF ADMIN. WORKERS	MEMBER
KRUM	ZAGOROV	4000 PLOVDIV	01/01/90		
STOYANKA	TZONEVA-KARAIVANNOVA	4002 PLOVDIV	01/01/92	PODKREPA	SECTION SECRETARY
MARIA	RAICHEVA	PLOVDIV	02/06/90	ELECTRONICS	CHAIRMAN
ZDRAVKO	TERZIEV	4000 PLOVDIV	01/01/91		CHAIRMAN
DIHIR	GOVEDAROV		09/01/91	FED. OF ADMIN. WORKERS	MEMBER
PETER	CHAPAROV	PLOVDIV	01/01/93	FED. TELECOMMUNICATIONS	MEMBER
KAMEN	HADZHIEV	PLOVDIV	01/01/93	ELECTRONICS	CHAIRMAN OF SECTION

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BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
SOFIA, VARNA, PLOVDIV, STARA ZAGORA, FEB. - JUNE 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOB TITLE
PENKA	PENEVA	4000 SOFIA	02/01/90	FED. COMMUNICATIONS	DEPUTY CHARMAN
RUMIANA	KOPCHEVA	4004 PLOVDIV	01/01/92	FED. TELECOMMUNICATIONS	MEMBER
ATANAS	YANCHEV	STARA ZAGORA	/ /	RSH PODKRAPA	MEMBER
PENKA	STOYANOVA	STARA ZAGORA	/ /	RF STARA ZAGORA	MEMBER
IVAN	POPOV	STARA ZAGORA	/ /	RF ST. ZAGORA	MEMBER
DANIELA	TANEVA	STARA ZAGORA	/ /	RF ST. ZAGORA	MEMBER
GEORGI	VOYVODOV	STARA ZAGORA	/ /	RF ST. ZAGORA	MEMBER
STANKA	ANDREEVA	STARA ZAGORA	/ /	RF PODKREPA	CHAIRMAN
ANELIA	SEVRIEVA	STARA ZAGORA	/ /	RF PODKREPA	EXPERT
MARIANA	DIMITROVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
MARIA	KALCHEVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
ZHECHKA	RAYKOVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
TATYANA	STAMOVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
ZAPRIANKA	STOEVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
JULIETA	TODOROVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
PETER	BRAYKOV	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
IVAN	IVANOV	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
SREBRINA	VULCHEVA	STARA ZAGORA	/ /	KT PODKREPA	CHAIRMAN
ZLATKA	KOLEVA	STARA ZAGORA	/ /	KT PODKREPA	TECHNICAL SECRETARY
STOYANKA	PETROVA	STARA ZAGORA	/ /	KT PODKREPA	ACCOUNTANT

FREE TRADE UNION INSTITUTE IN CONJUNCTION WITH
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BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
STARA ZAGORA, JUNE 27 - JUNE 29, 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOBTITLE
ATANAS	YANCHEV	STARA ZAGORA	/ /	RSH PODKRAPA	MEMBER
PENKA	STOYANOVA	STARA ZAGORA	/ /	RF STARA ZAGORA	MEMBER
IVAN	POPOV	STARA ZAGORA	/ /	RF ST.ZAGORA	MEMBER
DANIELA	TANEVA	STARA ZAGORA	/ /	RF ST.ZAGORA	MEMBER
GEORGI	VOYVODOV	STARA ZAGORA	/ /	RF ST.ZAGORA	MEMBER
STANKA	ANDREEVA	STARA ZAGORA	/ /	RF PODKREPA	CHAIRMAN
ANELIA	SEVRIEVA	STARA ZAGORA	/ /	RF PODKREPA	EXPERT
MARIANA	DIMITROVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
MARIA	KALCHEVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
ZHECHKA	RAYKOVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
TATYANA	STANOVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
ZAPRIANKA	STOEVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
JULIETA	TODOROVA	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
PETER	BRAYKOV	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
IVAN	IVANOV	STARA ZAGORA	/ /	RF PODKREPA	MEMBER
SREBRINA	VULCHEVA	STARA ZAGORA	/ /	KT PODKREPA	CHAIRMAN
ZLATKA	KOLEVA	STARA ZAGORA	/ /	KT PODKREPA	TECHNICAL SECRETARY
STOYANKA	PETROVA	STARA ZAGORA	/ /	KT PODKREPA	ACCOUNTANT

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BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
SOFIA, VARNA, PLOVDIV - FEB. - MARCH, 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOB TITLE
IVAN	GROZDANOV	1113 SOFIA	03/31/90	ENERGETIKA	CHIEF SECRETARY
BOYKA	GOCHEVA	1618 SOFIA	01/01/91	TEACHERS UNION	COORDINATOR
ATANAS	YOSIFOV	1715 SOFIA	05/16/90	TEACHERS UNION	MUNICIPALITY COORDINATOR
VERKA	SIMOVA	SOFIA	01/01/90	TEACHERS UNION	MEMBER
VESELINA	IVANOVA	SOFIA	12/12/91	TEACHERS UNION	SECRETARY
JULI	MANOLOV	1309 SOFIA	01/01/90	TOBACO WORKERS UNION	CHAIRMAN
IVANKA	OBRETEHOVA	1309 SOFIA	01/01/92	TOBACCO INDUSTRY	SECRETARY
SVETOSLAV	HINCHEV	1220 SOFIA	12/16/89	TEACHERS UNION	MUNICIPALITY COORDINATOR
STEFAN	DUDEVSKI	1606 SOFIA	12/16/89	TEACHERS UNION	MEMBER
STEFKA	KITANOVA	1797 SOFIA	01/01/90	TEACHERS UNION	DIVISION COORDINATOR
MILKA	PETROVA	SOFIA	01/01/92	TEACHERS UNION	MEMBER
TEODOSI	DIHITROV	1359 SOFIA	01/01/89	SCIENTISTS UNION	DEPUTY CHAIRMAN
VESELKA	KOSTOVA	1421 SOFIA	01/01/92	ADMINISTRATIVE WORKERS UNION	MEMBER
MILKA	YANEVA	1421 SOFIA	01/01/90	ADMINISTRATIVE WORKERS UNION	CHAIRMAN
SAVKA	VLADIMIROVA	1309 SOFIA	01/01/90	TEACHERS UNION	MEMBER
ANELIA	HRISTOZOVA	1220 SOFIA	01/01/90	TEACHERS UNION	MEMBER
ELISAVETA	HANKOVA	1220 SOFIA	01/01/91	TEACHERS UNION	MEMBER
VYARA	DOLEVA	1124 SOFIA	01/01/92	TEACHERS UNION	MEMBER
HAGDALENA	GORIN		/ /		
IVANKA	TOPALOVA		/ /		
SASHO	KOLEV	4002 SOFIA	07/01/92	TOURISM	MEMBER
RADOSTINA	GEORGIEVA	4006 PLOVDIV	01/01/91	FSPSI PODKREPA	CHIEF SECRETARY
PETYA	GERGININOVA	4000 SOFIA	09/01/91	FED. OF ADMIN. WORKERS	MEMBER

FREE TRADE UNION INSTITUTE IN CONJUNCTION WITH
THE UNIVERSITY OF DELAWARE-BULGARIA
BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
SOFIA, VARNA, PLOVDIV - FEB. - MARCH, 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOB TITLE
NATASHA	TODOROVA	PLOVDIV	09/01/91	RSZ	MEMBER
PLAHEN	DONEV	4004 PLOVDIV	01/01/92		
VENETA	TOLEVA	4000 PLOVDIV	09/01/91	FED. OF ADMIN WORKERS	MEMBER
PAVLINA	YANKOVA-KOLEVA	1504 SOFIA	09/01/90	TEACHERS UNION	CHAIRMAN OF MUNICIPAL FEDERATION
VELICHKA	NIKOLOVA	1517 SOFIA	09/01/90	TEACHERS UNION	SECRETARY
VANYA	PAVLOVA	1582 SOFIA	02/01/91	TEACHERS UNION	COORDINATOR
ELKA	HINCHEVA	1463 SOFIA	01/01/90	ARTS FEDERATION	MEMBER
VENETA	ENEVA	1202 SOFIA	01/01/90	TEACHERS UNION	SCHOOL COORDINATOR
HRISTINA	KONSULOVA	1335 SOFIA	05/01/90	TEACHERS UNION	COORDINATOR
VLADIMIR	VICHEV	1612 SOFIA	01/01/89	ARTS FEDERATION	CHAIRMAN
TANYA	IVANOVA	1336 SOFIA	01/01/91	TEACHERS UNION	COORDINATOR
YORDANKA	ZARKOVA	1220 SOFIA	01/01/91	TEACHERS UNION	MEMBER
ILIA	CHOKANOV	1220 SOFIA	01/01/91	TEACHERS UNION	MEMBER
NONKA	NIKOLOVA-GENOVA	1220 SOFIA	01/01/91	TEACHERS UNION	MEMBER
VESELA	GENOVA	1504 SOFIA	01/01/90	ARTS FEDERATION	MEMBER
EMILIA	GIGOVA	1220 SOFIA	01/01/91	TEACHERS UNION	TREASURER
VERA	DIHITROVA	1220 SOFIA	12/14/91	TEACHERS UNION	MEMBER
OGNIAN	GENOV		01/01/91	ARTS FEDERATION	MEMBER
EVGENIA	HRISTOVA	VARNA	/ /	TRANSPORT WORKERS UNION	SECTION CHAIRMAN
GEORGI	GEORGIEV	VARNA	01/01/93	FEDERATION ELECTRONICS	MEMBER
KOLYO	KOLEV	BELOSLAV	06/01/90	TRANSPORT WORKERS FEDERATION	MEMBER
ROSITZA	HARKOVA	9010 SOFIA	01/01/92	FED. OF TRANSPORT WORKERS	MEMBER
ZHIVKA	TRIFONOVA	9023 SOFIA	01/01/91	FED. OF TRANSPORT WORKERS	MEMBER

FREE TRADE UNION INSTITUTE IN CONJUNCTION WITH
THE UNIVERSITY OF DELAWARE-BULGARIA
BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
SOFIA, VARNA, PLOVDIV - FEB. - MARCH, 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOB TITLE
ANY	IVANOVA	9000 VARNA	01/01/91	CHEMICAL FEDERATION	MEMBER
VENKO	GOSPODINOV	9020 VARNA	01/01/93	FED.OF TRANSPORT WORKERS	CHAIRMAN
STANISLAVA	NEDEVA	VARNA	11/01/93	TRADE UNION	CHAIRMAN
NIKOLETA	GEORGIEVA	VARNA	01/01/93	FEDERATIO CULTURE	MEMBER
TEODORA	KOSTOVA	VARNA	01/01/91	FEDERATION CULTURE	CHAIRMAN
RADKA	KOLEVA	VARNA	05/01/90	FED.OF TRANSPORT WORKERS	CHAIRMAN
RADOSVETA	PETKOVA	9000 VARNA	01/01/91	TEACHERS UNION	MEMBER
IVAN	PETKOV	VARNA	04/17/90	FED.OF TRANSPORT WORKERS	MEMBER
TIHOMIR	GERGOV	9000 VARNA	01/01/93	FED.TRANSPORT	MEMBER
MARIANA	KRUSTEVA	9010 VARNA	01/01/90	FED. TRANSPORT	SECRETARY
EVGENI	RACHEV	VARNA	01/01/91	FED.TRANSPORT	MEMBER
EMIL	YANAKIEV	VARNA	01/01/91	FED.MACHINE CONSTRUCTION	MEMBER
IVAN	KOSTADINOV	9000 VARNA	01/01/91	FED. MACHINE CONSTRUCTION	MEMBER
MARIA	VELIKOVA	VARNA	12/01/91	FED. MECHANICAL CONSTRUCTION	CHAIRMAN
HASAN	MEHMED	9003 VARNA	01/01/93	FED.SHIPPING	CHAIRMAN
STOYAN	SHAHUNSKI	9003 VARNA	01/01/90	PODKREPA	MEMBER
ILIA	GEORGIEV	VARNA	12/12/91		
MARIN	MARINOV	VARNA	01/01/92	FED. MACHINE CONSTRUCTION	MEMBER
STOYKO	ATANASOV	VARNA	01/01/90		
DONKA	MIHAILOVA	VARNA	/ /		
MARIN	MARINOV	VARNA	/ /		
PRODAN	ENEV	9023 VARNA	06/01/92	FED. TRANSPORT	CHAIRMAN
HRIZANTEHA	GEORGIEVA	9020 SOFIA	01/01/91	TOURISH FOUNDATION	DEPUTY CHAIRMAN

FREE TRADE UNION INSTITUTE IN CONJUNCTION WITH
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BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
SOFIA, VARNA, PLOVDIV - FEB. - MARCH, 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOBTITLE
IVAN	NIKIFOROV	VARNA	01/01/90	FED.ELECTRONIKA	MEMBER
MILENA	MARINOVA	9010 VARNA	01/01/90	FED. CHEMISTRY	MEMBER
VELICHKA	TZVETKOVA	9023 VARNA	01/01/92	FED. TRANSPORT	MEMBER
PETER	PARVANOV	9023 VARNA	01/01/91	FED. CONSTRUCTION	MEMBER
MARINA	HIRCHEVA	9002 VARNA	09/01/89		COORDINATOR
NIKOLAI	PENEV	9000 VARNA	09/17/91	FED. CHEMISTRY	CHAIRMAN
KRUSTINA	MITEVA	9000 VARNA	05/10/92	FED.CHEMISTRY	MEMBER
GORAN	KOTZEV	VARNA	/ /		
SMEZHANA	KOLEVA	VARNA	01/01/91	FED.CHEMISTRY	MEMBER
ANDREI	NIKOLOV		/ /		
GEORGI	GEORGIEV		/ /		
ROSITZA	HARKOVA		/ /		
SASHO	KOLEV	4002 PLOVDIV	08/01/92	TOURISM	MEMBER
RADOSTINA	GEORGIEVA	4006 SOFIA	01/01/91	FED. CONSTRUCTION	SECRETARY
PETYA	GERGIMINOVA	4000 PLOVDIV	09/01/91	FED. OF ADMIN. WORKERS	MEMBER
NATALIA	TODOROVA		09/01/91	FED. OF ADMIN. WORKERS	MEMBER
PLAHEN	DONEV	4004 PLOVDIV	01/01/92		
VENETA	TOLEVA	4000 SOFIA	09/01/91	FED. ADMIN. WORKERS	MEMBER
NELY	KRIVOSHIEVA	PLOVDIV	01/01/93	FED. OF ADMIN. WORKERS	MEMBER
MARIANA	KARPAROVA	PLOVDIV	01/01/93	FED. OF ADMIN. WORKERS	MEMBER
KRUM	ZAGOROV	4000 PLOVDIV	01/01/90		
STOYANKA	TZONEVA-KARAIVANOVA	4002 PLOVDIV	01/01/92	PODKREPA	SECTION SECRETARY
MARIA	RAICHEVA	PLOVDIV	02/06/90	ELECTRONICS	CHAIRMAN

FREE TRADE UNION INSTITUTE IN CONJUNCTION WITH
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BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
SOFIA, VARNA, PLOVDIV - FEB. - MARCH, 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP FEDERATION DATE	JOBTITLE
ZDRAVKO	TERZIEV	4000 PLOVDIV	01/01/91	CHAIRMAN
DIHIR	GOVEDAROV		09/01/91 FED. OF ADMIN. WORKERS	MEMBER
PETER	CHAPAROV	PLOVDIV	01/01/93 FED. TELECOMMUNICATIONS	MEMBER
KAHEN	HADZHIEV	PLOVDIV	01/01/93 ELECTRONICS	CHAIRMAN OF SECTION
PENKA	PENEVA	4000 SOFIA	02/01/90 FED. COMMUNICATIONS	DEPUTY CHARMAN
RUMIANA	KOPCHEVA	4004 PLOVDIV	01/01/92 FED. TELECOMMUNICATIONS	MEMBER

FREE TRADE UNION INSTITUTE IN CONJUNCTION WITH
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BASIS CONCEPTS OF MARKET ECONOMY COURSE PARTICIPANTS
SOFIA, VITOSHA APRIL 21 - APRIL 24, 1994

FIRST NAME	SURNAME	CITY	MEMBERSHIP DATE	FEDERATION	JOBTITLE
DYANKO	IVANOV	1000 SOFIA	01/01/90		
DIMITAR	SHOPOV	1172 SOFIA	01/01/90	ADMINISTRATIVE WORKERS UNION	DEPUTY CHAIRMAN
ZHIVKA	STOYLOVA	SANDANSKI	06/01/90		INSTRUCTOR
YORDAN	PAPANKOV	STARA ZAGORA	01/01/90	KT PODKREPA STARA ZAGORA	DEPUTY CHAIRMAN
STEFKA	VULEVA	BELASHTITZA	02/01/93	KT PODKREPA PLOVDIV	CHAIRMAN
GERGAN	DOBREVA	4004 PLOVDIV	11/01/92	KT PODKREPA	INSTRUCTOR
KIRIL	BINEV	2161 PRAVETZ	02/13/90	KT PODKREPA SOFIA REGION	CHAIRMAN
STOYKO	ATANASOV	9000 VARNA	04/01/91	KT PODKREPA VARNA	INSTRUCTOR
GEORGI	IVANOV	1606 SOFIA	01/01/92	KT PODKREPA SOFIA	EXPERT
MAYA	HADZHIEVA	9300 DOBRICH	01/01/91	KT PODKREPA DOBRICH	INSTRUCTOR
VANYA	STANEVA	4600 VELINGRAD	01/01/91	KT PODKREPA VELINGRAD	CHAIRMAN REGIONAL TEA
MIHAELA	KOVACHEVA	2161 PRAVETZ	06/01/90	KT PODKREPA PRAVETZ	INSTRUCTOR
KIRCHO	TANOV	1000 SOFIA	02/01/90	KT PODKREPA	INSTRUCTOR
ANTOANETA	ANDONOVA	8000 BOURGAS	09/01/93	KT PODKREPA BOURGAS	MEMBER
NADKA	YOVKOVA	KARLOVO 4300	01/01/90	KT PODKREPA KARLOVO	INSTRUCTOR
ANTON	HRISTOV	2600 DUPNITZA	03/01/90	KT PODKREPA DUPNITZA	CHAIRMAN
IRINA	KIRILOVA	2307 PERNIK	09/27/91	TEACHERS UNION	CHAIRMAN
PETER	KATZARSKI	1000 SOFIA	01/06/90	KT PODKREPA	EXPERT
PROLET	MLADENOVA-KANEVA	3700 VIDIN	03/01/90	KT PODKREPA VIDIN	INSTRUCTOR

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FNAME	SURNAME	CITY	OFCTEL	HMTEL
DYANKO	IVANOV	1000 SOFIA	881922	
DIMITAR	SHOPOV	1172 SOFIA	3124263	629681
ZHIVKA	STOYLOVA	SANDANSKI	0746 2210	07465578
YORDAN	PAPANKOV	STARA ZAGORA	04230605	04275066
STEFKA	VULEVA	BELASHTITZA	032263958	032993100
GERGAN	DOBREVA	4004 PLOVDIV		
KIRIL	BINEV	2161 PRAVETZ	071332696	071334179
STOYKO	ATANASOV	9000 VARNA	052233163	052778842
GEORGI	IVANOV	1606 SOFIA	881922	528198
MAYA	HADZHIEVA	9300 DOBRICH	26427	23249
VANYA	STANEVA	4600 VELINGRAD	03593170	03595831
MIHAELA	KOVACHEVA	2161 PRAVETZ	07133881922	071334331
KIRCHO	TANOV	1000 SOFIA	881922	
ANTOANETA	ANDONOVA	8000 BOURGAS	05642544	05634670
NADKA	YOVKOVA	KARLOVO 4300	4419	3458
ANTON	HRISTOV	2600 DUPNITZA	25120	24090
IRINA	KIRILOVA	2307 PERNIK	07621475	07621766
PETER	KATZARSKI	1000 SOFIA	8561336	
PROLET	MLADENOVA-KANEVA	3700 VIDIN	09439298	09428403

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**Financial Summary of AID Grant No. Bur-17-G-00-2025-00
for the Quarter 07/01/94 through 09/30/94**

<u>Project</u>	<u>Budget</u>	<u>Prior Exp. as Previously Reported</u>	<u>Current Expenses</u>	<u>Cumulative Expenses</u>
1. NSZZ Solidarnosc	1,387,500.00	1,354,379.82	(681.57)	1,353,698.25
2. Economic Foundation	75,000.00	77,109.36	(2,109.36)	75,000.00
3. Rural Solidarity	45,000.00	37,573.08	(763.08)	36,810.00
4. Consulting & Neg. Bureau (BKN)	820,278.00	197,994.14	(3,684.95)	194,309.19
5. Albania	18,000.00	18,245.47	187.44	18,432.91
6. Baltic States/Lithuania	388,790.00	236,924.19	28,857.52	265,781.71
7. Bulgaria	378,055.00	214,521.30	23,715.90	238,237.20
8. Hungary	757,983.00	538,507.38	73.12	538,580.50
9. Romania	460,943.00	323,611.24	46,901.61	370,512.85
10. Union to Union	80,675.00	64,595.32	647.43	65,242.75
11. AFL-CIO Tech. Asst.	145,000.00	181,573.53	8,160.72	189,734.25
12. Assist. to T.U. Publicatios in CEE	200,000.00	190,546.24	292.48	190,838.72
13. Multilateral Democratic Education	37,500.00	39,143.33	0.00	39,143.33
14. Balkan Regional Office (Sofia)	583,829.00	466,998.76	63,952.27	530,951.03
15. Regional Conferences	45,000.00	17,695.39	3,974.16	21,669.55
16. Program Mgmt & Evaluation	57,349.00	39,653.31	14,344.68	53,997.99
17. N. Tier Regional Office (Warsaw)	358,022.00	218,409.29	16,227.72	234,637.01
18. Sub-Regional Education Project	104,123.00	100.33	10,848.14	10,948.47
19. Workers Academy	157,153.00	4,488.05	(3,990.31)	497.74
20. Support Grant Management	78,680.00	119.93	17,768.26	17,888.19
Total Program	6,178,888.00	4,222,189.46	224,722.18	4,446,911.64
FTUI Administration	890,571.00	677,570.22	53,030.82	730,601.04
Total	<u>7,069,459.00</u>	<u>4,899,759.68</u>	<u>277,753.00</u>	<u>5,177,512.68</u>

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