



## **Ministry of Labour and Social Policy**



DECADE OF  
ROMA  
INCLUSION  
2005-2015

# **Active measures and programmes aimed at disadvantaged groups on the labour market in Bulgaria**

**15-16 June 2009, Zagreb, Croatia**



# NATIONAL EMPLOYMENT ACTION PLAN IN 2009

- **The vision of the Plan in 2009** is “promoting flexibility and security on the labour market to prevent and overcome the effects of the economic and financial crisis on employment”
- **The Plan determines:**
  - ✓ The target groups of the employment policy;
  - ✓ The actions, projects, programs and measures to be implemented during the year;
  - ✓ The financial means, funding sources, types of incentives and their amount – both for employers and for participants in subsidized employment and training;
  - ✓ The institutions responsible for the implementation of the plan and their partners;



# NATIONAL EMPLOYMENT ACTION PLAN IN 2009

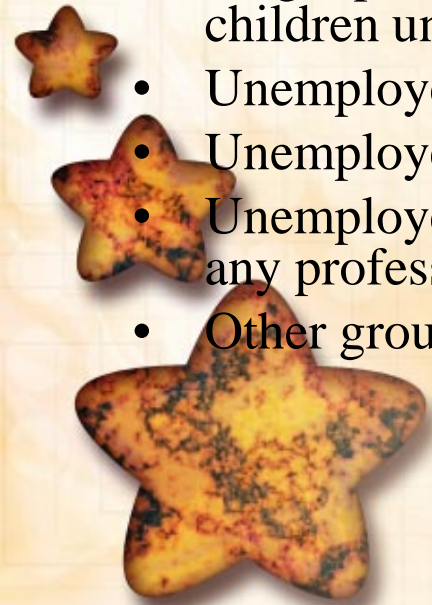
- **The main objective** – to limit the unemployment, to preserve the employment and to provide qualitative and productive labour force;
- **Target groups of the active policy on the labour market** – laid-off people or people employed part-time as a consequence of reduction of production and the provision of services, unemployed young people under 29, unemployed over 50, inactive people, including discouraged unemployed;



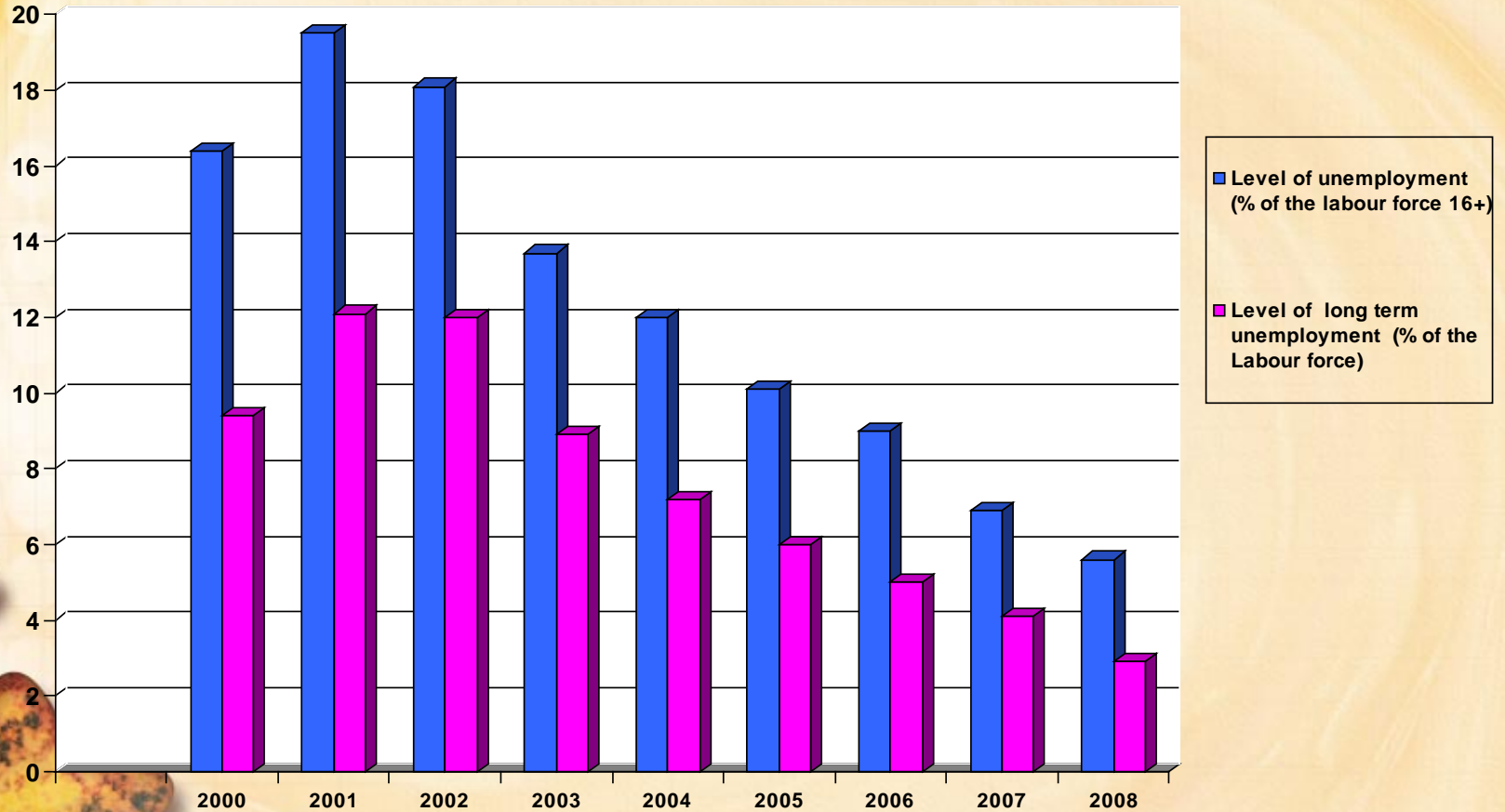
# DISADVANTAGED PEOPLE ON THE LABOUR MARKET

According to the National legislation (Employment Promotion Act) unemployed people in disadvantage position on the labour market are:

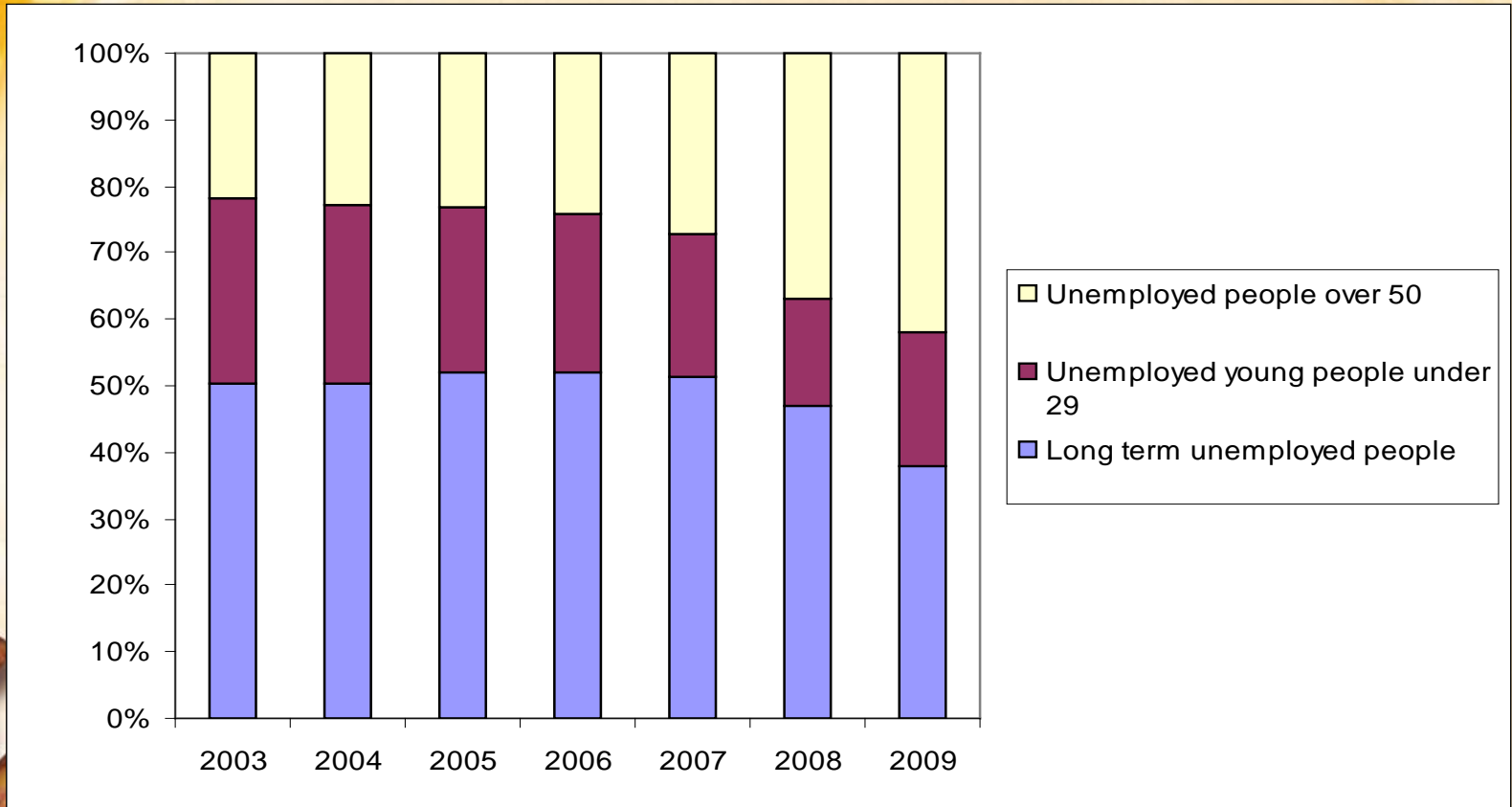
- Unemployed young people: unemployed permanently disabled young people, unemployed young people from social institutions who have completed their education;
- Long-term unemployed people with registration in the Labour offices maintained without interruption for not less than 12 months;
- Unemployed permanently disabled people;
- Single parents (or adopters) and/or mothers (female adopters) with children under 3 years of age;
- Unemployed people who have served a custodial sentence;
- Unemployed people over 50 years of age;
- Unemployed people with elementary education or less than it and without any professional qualification;
- Other groups of unemployed people;



# LEVEL OF UNEMPLOYMENT ACCORDING THE NATIONAL STATISTIC INSTITUTE DATA

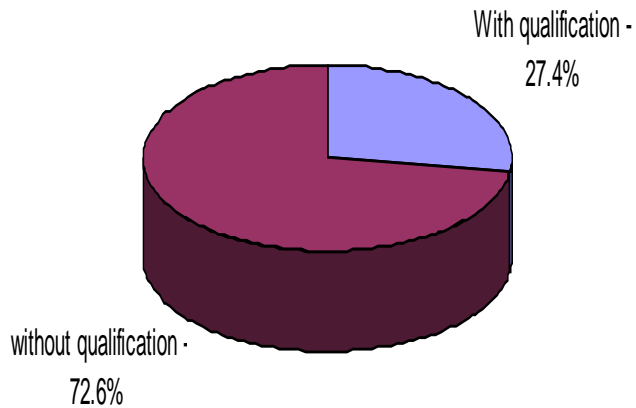


# PERCENTAGE OF THE UNEMPLOYED PEOPLE IN DISADVANTAGED POSITION ON THE LABOUR MARKET

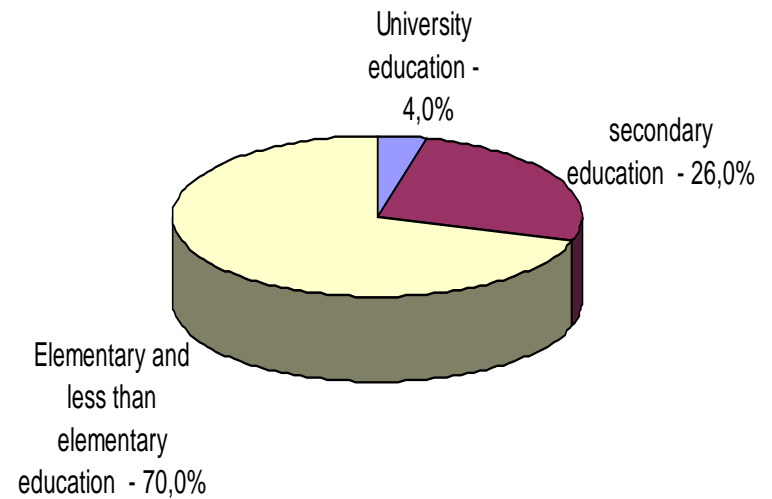


# EDUCATIONAL-QUALIFICATION STRUCTURE OF THE LONG-TERM UNEMPLOYED PEOPLE

Qualificational structure on the long-term unemployed people



Educational Structure on the long-term unemployed people



# ACTIVATION OF INACTIVE PEOPLE, INCLUDING ROMA

- Provision of so-called “bonus” 12 months financial incentive for every person who has received social benefits and has begun work without the mediation of the Employment Agency;
- The period for social benefits reception from unemployed people in working age was reduced to 12 months;
- National program “Activation of Inactive People”
  - Labour exchanges (general and specialized) – 14 exchanges in 2009
  - 200 Roma mediators employed full-time under labour contract, trained in part of occupation “Mediator on labour exchange” to work with the specific group of inactive and discouraged people which are subject of individual work according their personal needs and the opportunities for their inclusion in training and/or employment;
- National Programme Literacy and Qualification of Roma – literacy and vocational training of 1 200 persons;
- Financial leasing to start and to develop a business from Roma people in the framework of Project JOBS – expected 280 new financial services (leasings) for 2009;





# NATIONAL PROGRAM “ACTIVATION OF INACTIVE PEOPLE”

**Main objective:** activation and inclusion on the labour market of inactive and discouraged people by means of individual and group application of instruments and services for their inclusion and motivation to register themselves in the labour offices to acquire the right for participation in training and/or employment;

## Roma Labour Mediators:

- Selection, training and hire Roma Labour Mediators in the Labour Offices in areas with compact Roma population;
- ✓ In 2008 trained and hired – 55 Roma Labour Mediators
- ✓ In 2009 were selected – 72 Roma Labour Mediators
- ✓ Till the end of 2009 is planed the selection of more 73 Roma Labour Mediators

# RESULTS FROM THE IMPLEMENTATION OF THE PROGRAM FOR THE PERIOD AUGUST-DECEMBER 2008

## Activities, which were done:

- 103 information campaigns “Come and registered yourself in the Labour Office”
- 2 364 individual and 74 group meetings with inactive people for their motivation to be registered in the Labour Office and to make use of their mediation services;
- 160 meetings with NGOs, social partners and employer's organizations;
- 124 meetings with employers for offering candidatures of program beneficiaries;

## Achieved results:

2 074 inactive Roma people registered in Labour Offices. 360 of them are realized as following:

- In literacy training – 20 people;
- In vocational training – 83 people;
- Hired to work – 257 people;

Another 265 people program beneficiaries are motivated for active participation on the labour market to search a job and were included in different forms of professional orientation.



# RESULTS FROM THE IMPLEMENTATION OF THE PROGRAM FOR THE PERIOD JANUARY-APRIL 2009

## Activities, which were done:

- 37 information campaigns “Come and registered yourself in the Labour Office”
- 1 850 individual and 38 group meetings with inactive people for their motivation to be registered in the Labour Office and to make use of their mediation services;
- 84 meetings with NGOs, social partners and employer's organizations;
- 120 meetings with employers for offering candidatures of program beneficiaries;

## Achieved results:

2 913 inactive Roma people registered in Labour Offices. 634 of them are realized as following:

- In literacy training – 68 people;
- In vocational training – 33 people;
- Hired to work – 533 people;

Till May 2009 the Program is working in 38 Labour Offices, as the number of the mediators is 45

# LABOUR EXCHANGES

In 2008 the Employment Agency organized 21 general and specialized labour exchanges (7 general and 14 specialized), 4 of them were orientated to Roma community.

## **Results of the Roma labour exchanges:**

- 900 job seekers and 63 employers
- 1 355 free working places
- 1 092 people started a new job, 402 of them were registered as unemployed in the Labour offices;

In 2009 we provide the implementation of totally 14 labour exchanges – 2 of them are orientated to Roma community

## **Results from the Labour Exchanges in 2009:**

- 400 job seekers and 23 employers
- 196 free working places
- 77 people started a new job, from which only 20 were registered as unemployed in the Labour offices;



# NATIONAL PROGRAM FOR LITERACY AND QUALIFICATION OF ROMA

- **Main objective** : raising educational and qualification level of disadvantaged unemployed and provision of employment;
- **Activities:** Literacy training and Training for the acquisition of professional qualification;

**Achieved results in 2008:** in different courses for the acquisition of professional qualification are included **1 766** people, and in literacy training courses are involved **1 230** people;

**Till the end of April 2009:** in literacy training are involved **714** people, and in training courses for the acquisition of professional qualification – **45**

**Expected results for 2009:**

Literacy and professional qualification of 1,200 persons.



# NATIONAL PROGRAM “FROM SOCIAL ASSISTANCE TO EMPLOYMENT”

The main objectives of the Program are:

- To provide employment and social integration of unemployed people subject to monthly social benefits by the opening of jobs in generally beneficial activities, in activities from the field of agriculture or processing of agricultural produce, as well as in activities on the territory of enterprises without state and/or municipal participation;
- To foster employability of the people targeted by the programme by their inclusion in activities leading to raising the skills and the qualification;
- Increasing the competitiveness of unemployed people subject to monthly social benefits by their inclusion in literacy courses and such for acquiring professional qualification;



## RESULTS FROM THE IMPLEMENTATION OF THE PROGRAM

In 2008 over the Program was provided a whole year employment for 22 700 people.

For the realization of the program in 2009 were approved 1 595 projects, which open 17 863 working places (2 159 in the sphere of agriculture and 15 704 in public benefit activities)

**Till April 2009** in the Program are included 35 095 people;

**Expected results in 2009:** 18 000 unemployed people included in employment



# PROJECT “EMPLOYMENT THROUGH BUSINESS SUPPORT” (JOBS)

## **Main objective of the Project:**

Promotion of the opening of permanent jobs and accelerating local economic development; encouragement of enterprise; support for the development of micro and small enterprises and agricultural producers

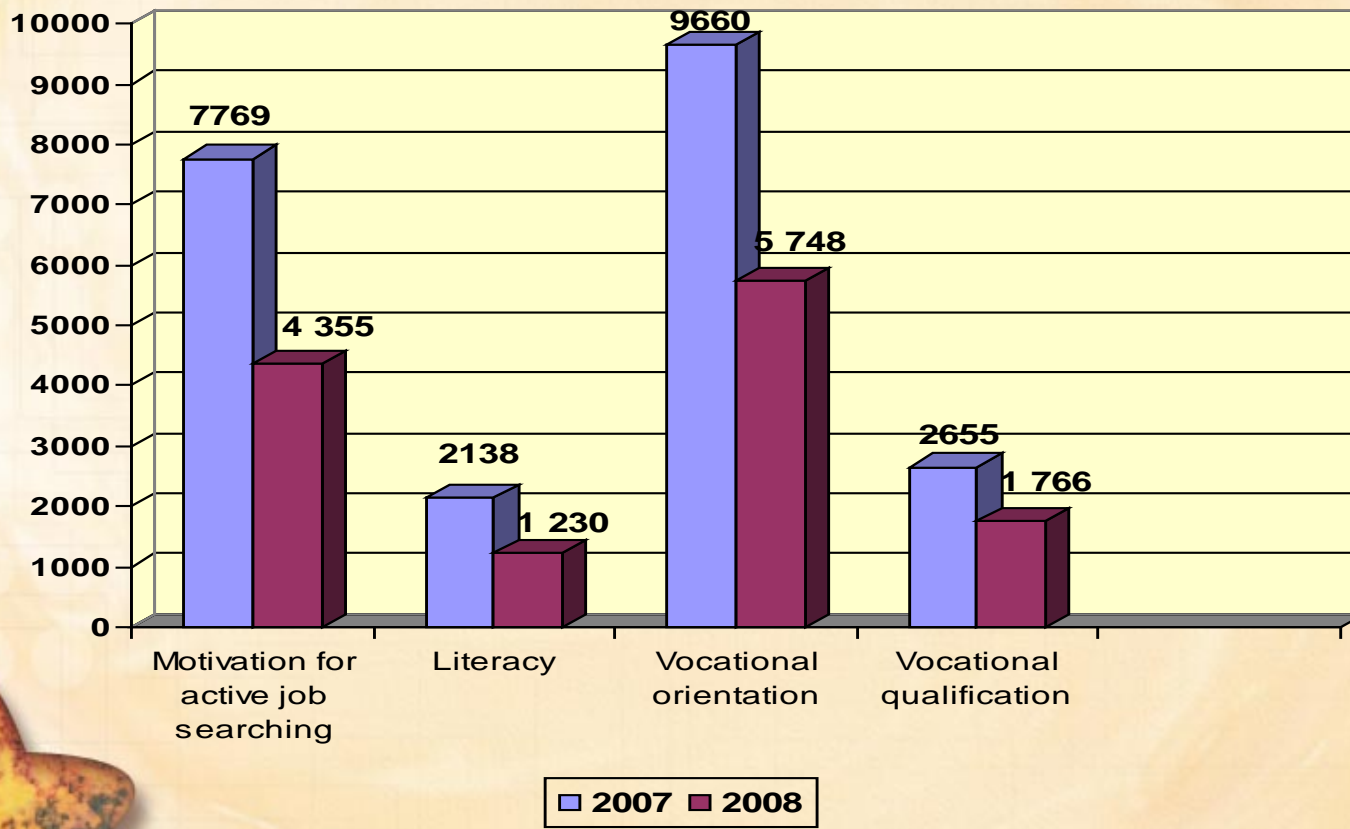
**Components:** “Roma employment” and „Roma Inclusion through Business Support ”

**Results:** A network of 42 Business Centres and Business Incubators (BCs/BIs) was established under the project at local level and registered as NGOs. The BIs also have 17 offices providing services in smaller neighbouring municipalities or vulnerable local communities;





# TOTAL NUMBER OF UNEMPLOYED PEOPLE INCLUDED IN TRAINING COURSES



# ACTIVITIES FOR INCREASING EMPLOYABILITY AND QUALIFICATION

Till April 2009 in activities leading to raising skills and qualification are included **3 714** unemployed, as following:

- **2 855** in different forms of professional orientation and motivation for active participation on the labour market;
- **622** in literacy courses;
- **237** in training for acquiring professional qualification;



**10 175** people are included in employment, through their inclusion in different programs and measures for employment;

**12** people are included in motivation courses and such for starting and managing of own business;

**Thank you for your attention!**

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