



**“HUMAN RESOURCES
DEVELOPMENT
OPERATIONAL PROGRAMME “
in the context of
NATIONAL ROMA INTEGRATION
STRATEGY OF THE REPUBLIC OF
BULGARIA (2012 - 2020)**



Operational objective: Improving the access of Roma to the labour market and raising Roma employment rate in the National Roma Integration Strategy of the Republic of Bulgaria (2012-2020)

Tasks:

- **Ensuring Roma access to the labour market and to various self-employment instruments and initiatives. Qualification and prequalification of unemployed Roma, as well as of employed Roma to meet the demand for specific professions at the labour market.**
- **Promoting employment by educating unemployed persons in key competences.**
- **Promoting entrepreneurship, own business starting and managing.**
- **Applying concrete mechanisms ensuring sustainable employment of Roma in working age together with representatives of the employers, trade unions, local governments and Roma organizations.**
- **Encouraging the social and civil dialogue to assist Roma work performance.**
- **Introducing legal and economic mechanisms as incentives for employers to hire persons of Roma origin, including through the mechanisms of corporate social responsibility, subsidized employment, etc.**
- **Activating persons experiencing durable unemployment and economically inactive persons by promoting work mediation.**
- **Encouraging green employment by subsidizing the creation of jobs in environmental activities with a view to creating quality employment and environment protection.**

National Reform Programme of the Republic of Bulgaria (pursuant to EUROPA 2020)

- **The implementation of the measures under priority Employment will contribute to achieving National objective 1: Achieving 76% employment rate among the population aged 20-64 by 2020. Together with the implementation of the complementing measures under priority Education, aimed at raising the skills level of the labour force and the competences and qualifications of workers with low qualification, this will contribute to alleviating the poverty of the employed and their families and to attaining National objective 5: Reducing the number of those living in poverty by 260 000 persons.**

Schemes (HRDOP) aimed at vulnerable and disadvantaged groups in the labor market

Scheme "Development" - 20,851 unemployed workers in total, included in the training

Scheme "Employment" - 5,793 unemployed workers in total

Scheme "Take your life in your own hands" - 5000 inactive to participate in the labor market by the end of 2013;

Scheme "Improving the quality of the services I" - 350 mediators appointed in the structures of the Employment Agency.

Priority 1 of the Human Resources Development Operational Programme – **Scheme "Development"**

- **"New choice" –**
- to make learning to acquire or enhance the professional skills of unemployed persons registered at the "Labour offices".
The training will be implemented by providing vouchers to the target group.
- Budget is 180 million bg levs.
- **Expected Results**
 - Number of persons involved in training for the acquisition or improvement of the professional qualification – 45000
 - Number of persons in employment after training – 40500
 - Proportion of persons who acquired or increased its level of qualification -80%

Priority 1 of the Human Resources Development Operational Programme – **Scheme "Development"**

- **“Support for Employment” -**
- to carry out trainings of the unemployed under the guidance of supervisor for acquiring key competences, necessary for adapting to the new workplace conditions. Subsidized employment will be provided to all unemployed, included in the scheme for a period of 6 to 12 months. The successful implementation of the newly open procedure is proved by the fact that 9010 unemployed started working during July-October 2012, 975 of them are from ethnic minorities.
- **Expected Results**
 - Number of persons involved in the training for key competencies - 9000;
 - Number of persons in employment - 9000
 - Percentage of people with acquired key competencies - 95%;
 - Share of persons employed one year after the subsidized period - 30%;

Priority 1 of the Human Resources Development Operational Programme – **Scheme “Take your life into your hands”**.

- The scheme includes identification, motivation and support for vulnerable groups; training and internships for a period of 3 months. It has been expected that about 5000 long-term unemployed, inactive and unmotivated persons be included in the labour market. The sum envisaged under the scheme to the end of 2013 is BGN 11 million.
- At the moment 43 contracts have been signed, which provided for the creation of new jobs for the unemployed without education, low level of education, long-term unemployed and members of vulnerable ethnic groups.

Priority 1 of the Human Resources Development Operational Programme – Scheme “Improving the quality of services”

- The scheme is for selection and appointment of 350 labour mediators in the Labour Offices to work with representatives of disadvantaged groups in the labour market. The scheme includes training of Labour Offices employees to work with vulnerable groups of people and organize to the end of 2013 12 specialized labour markets directed to the Roma community unemployed, disabled and disadvantaged groups in the labour market.
- The intended expenditure under this scheme is BGN 9,5 million.

Scheme “Qualification and motivation for the inclusion of a competitive labor market”

- will be provided learning opportunities to acquire or enhance their professional skills and training key competencies of unemployed persons registered at the employment offices. Unemployed workers will also receive training in motivational and will be plans for professional development and improvement that will help the process of integration into the labor market and to facilitate their adaptation to dynamic conditions in the labor market.
- Budget 6, 855 million leva
- Number of persons involved in training for the acquisition or improvement of the professional qualification – 3000
- Number of persons involved in training for skills in key competencies - 3000
- Number of people who received motivational training -3000
- Number of individuals who have received developed plans for career development and improvement - 3000
- Proportion of persons who acquired or increased its level of qualification - 80%
- Proportion of persons who have acquired skills in core competencies - 80%

Other schemes

- "Creation of employment of young people by providing the opportunity to experience “;
- “Back to Work”;
- “First Job” ;
- “Integra”
- - The overall objective is to contribute to improving the quality of life and long-term integration of the marginalized communities through an integrated approach.
The specific goals:
 - Supporting the integration of the labor market for marginalized groups.
 - • Providing access to education and training.
 - • Support for social inclusion by improving access to social services and health care.
 - • Improvement of existing models and practices for social inclusion and stable
- Comprehensive and consistent approach for this purpose in a complementary way, opportunities will be two operational programs - Operational Programme "Human Resources Development, Operational Programme "Regional Development"
4 main areas - "Access to Jobs", "Access to education", “Social inclusion” and "lasting desegregation measures" to achieve sustainable integration of marginalized communities.

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