



Bulgaria: Encouraging employers to hire unemployed mothers with children aged 3 to 5 years

Presented by: GPF – Gender Project for Bulgaria Foundation (BG)

Key words: Employment promotion for single parents and for mothers with small children; Ministry of Labour; Employment Agency; job creation; reconciliation of professional and private life.

Main target group: women with children aged 3 – 5 years

Part. 1: General description of the measure

Country and title of the measure	Bulgaria Encouraging employers to hire unemployed mothers (adopters) with children aged 3 to 5 years
Type of Measure: Please specify if it is a law, a policy, a program, a recommendation, a tool, etc	Employment Promotion Act (Article 53a)
Who started the Measure: if possible, please give the name and/or function of the person or department.	Ministry of Labor and Social Policy (MLSP), Employment Agency
Who is implementing the Measure? If it is a company, please specify the size and sector.	National policy to promote employment
Partnership. Who are the partners and/or others actors involved? Which role do they have?	MLSP, Employment Agency, Directorate „Labour Office” The Minister of Labour and Social Policy approves the promotion measure of the Employment Promotion Act. He performs general coordination and supervision of the implementation, provides the necessary funds for the implementation of the measure in accordance with the National Action Plan for Employment for the respective year.

	<p>The Employment Agency provides methodological guidance, coordination and organization of the program, allocates the necessary resources and financing in advance of the implementation and exercises continuous control of the implementation.</p> <p>The “Labour Office” Directorates promote the measure at local level, inform and consult employers about conditions for participation, make selection of participants, sign contracts with employers for joint activities for providing funds for employees and support control authorities in the implementation of check outs.</p>
<p>Short Description of the measure. Please mention content, objectives, target groups, beneficiaries; time frame or duration and the activities carried out. Please mention the legal framework and if there are specific sanctions foreseen for non compliance with the measure</p>	<p>The objective of this measure is to ensure employment for unemployed persons - single mothers (adopters) with children from 3 – 5 years for a period of 12 months.</p> <p>It is a national employment policy that is implemented through the Employment Promotion Act (EPA) to achieve equality on the labour market. The programs and encouraging measures should stimulate employers to create jobs and hire unemployed persons – mothers (adopters) with children from 3 – 5 years old. These mothers have been sent by Employment Agency offices for full or part-time jobs. According to the provisions in the EPA, the employer receives state budget funds for the period of an employment (but not more than 12 months) for every job created to hire an unemployed mother or adoptive mother of children from 3-5 years old.</p> <p>State budget funds are used to cover employer expenses for wages and social insurance contributions.</p> <p>Any employer can obtain access to this measure by applying to the Employment</p>

	<p>Agency (EA) or its structures in the country - the "Labour Office" (LO).</p> <p>When signing the contract the employer</p> <ul style="list-style-type: none"> • is obliged to create jobs, in which since last 3 (three) months the employer has not been released workers hired for the same jobs. These jobs are used for hiring of an unemployed and should be kept at least 12 months; • has to sign a labour contract with the unemployed person for a period not less than 12 months; • may hire consecutively more than one unemployed person, directed by the "Labour Office" at the appointed vacancy ; • is entitled to offer professional qualification training conducted by an educational institution; <p>The penalty for contract failure is reimbursement of the received funds by the employer.</p>
<p>Purposes. Which are the direct purposes of the Measure, if applicable, the indirect ones?</p>	<p>The purpose of the measure is to increase economic activity of mothers (adopters) with children 3-5 years old on the labour market.</p> <p>Another goal is to provide an easy transition from parental leave to working environment, professional qualification enhancement of unemployed mothers and adaptation to the new labour market requirements.</p>
<p>Funds. Which are the funding sources for the Measure?</p>	<p>State budget</p>

Part. 2: Qualifying aspects of the measure relative to OGP

<p>Effectiveness. Please describe which aspects relevant to problems about the Gender Pay Gap are considered and overcome by the Measure.</p>	<p>The policy to promote employment includes and implements programmes and measures to encourage women's participation in the labour</p>
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	<p>market.</p> <p>The implementation of the Measure relative to 'Zero Gender Pay Gap' creates conditions for the working environment adaptation and improvement of professional skills of unemployed women with small children (including adopters) and for reducing poverty and social exclusion.</p>
How did the Measure manage to reduce Gender Pay Gap?	<p>Within the period of the implementation of the measure, single parents with small children acquire professional qualifications, skills and competencies for the position they hold. For one year, employees acquire professional experience that makes them competitive workforce and creates an opportunity to reduce the gender pay gap.</p>
Does the Measure involve other stakeholders and different actors (e.g. Local Government)	<p>Companies, Employment Agency, Directorate "Labour Office" (LO)</p>
Monitoring. Does the Measure provide internal assessment and monitoring of the results?	<p>Monitoring and control is implemented by the Employment Agency, Directorate „Labour Office" Executive Agency "General Labour Inspectorate".</p>
Has the Measure foreseen an analysis of the satisfaction of the women's needs?	<p>No data available</p>
Innovation. Has the Measure produced new working conditions, especially referring to female employees? (e.g. develop new policy and service, introduce new ways of working as smart-working?)	<p>After the expiry of the period of the subsidies, conditions are created for unemployed persons - mothers (adopters) with children 3 -5 years old, to be appointed on a permanent labour contract in the same company if during this one year period they have shown professional qualities necessary for the position.</p>
Reproducibility. Can the Measure easily be reproduced in other contexts?	
Comment (own evaluation or experts' opinion). If possible, please specify what facilitates the success and where are the obstacles	<p>The measure has existed since 2008 and every year the funds provided by the state budget to finance its implementation are updated.</p> <p>During recent years, under the influence of the economic crisis and the economy stagnation the funds allocated by the State budget and the number of the initiatives included in the active policy on the labour market for unemployed and employed as a whole have been reduced. Funds</p>

	<p>expended under this measure decreased by 28.7% in 2014 compared to the previous year. The main reason is that the funds from the general budget are oriented to the programs and measures with a wider range of the target group, which directly helps to reduce unemployment as a whole.</p> <p>The measure has direct benefits because it stimulates the employment of women with small children.</p> <p>Between 2008 and 2014, a total of 1491 persons have been involved in this measure of the EPA.</p> <p>The activities, part of the measure help to increase the economic activity of women-mothers (adopters) with children from 3-5 years old and the adaptation to the new requirements of the labour market.</p> <p>The effects of the implementation of the measure are: creation of prerequisites for flexible working environment; enhancement of professional qualification and career development. These contribute to achieving of relatively stronger competitiveness of women in the workforce and at a later stage, to have a positive impact on the reduction of the gender pay gap.</p>
Further Information	www.az.government.bg