

Bulgaria: Encouraging employers to hire unemployed mothers with children up to the age of 3 years

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 up to the age of 3 years

Part. 1: General description of the measure

Country and title of the measure	Bulgaria Encouraging employers to hire unemployed mothers (adopters) with children up to the age of 3 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. The Employment Agency provides

	<p>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) of children up to the age of 3 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 – single parents (including adoptive parents) with children up to the age of 3 years. The unemployed persons 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 during which the person was employed. However, this period cannot exceed 12 months.</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 Agency (EA) or its structures in the country -</p>

	<p>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, to improve knowledge, skills and competencies. At a later stage, the expectations are towards the reduction of poverty and the enhancement of social inclusion of single mothers and fathers (including single adoptive parents) with children up to the age of 3 years.</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 0GPG

<p>Effectiveness. Please describe which aspects relevant to problems about the Gender Pay Gap are considered and overcome by the Measure.</p>	<p>National legislation empowers single parents (adoptive parents) and / or mothers (adopters) to take parental leave of 410 days, 45 of which before the birth. After the expiry of the leave, the labour law regulates the right to additional paid parental leave for children up to 2 years of age. (Art. 164 of the Labour Code).</p> <p>After 6 months of birth, with the consent of the mother (adoptive mother) the parental leave can be transferred either to the father or one of the grandparents. In this way the legislature provides possibility of combining career with family responsibilities. On the labour market, having a small child often can be a cause for refusal when applying for a job.</p> <p>The measure is aimed at mothers with children up to 3 years and single parents with a view to their inclusion in the labour market and to reducing poverty and social exclusion. The implementation of this measure creates conditions for adaptation to the working environment and improving professional skills of the specific target group.</p>
<p>How did the Measure manage to reduce Gender Pay Gap?</p>	<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>
<p>Does the Measure involve other stakeholders and different actors (e.g. Local Government)</p>	<p>Any employer who applies at a local office of the Directorate "Labour Office" (LO) and is approved by the Cooperation Council.</p>
<p>Monitoring. Does the Measure provide internal assessment and monitoring of the results?</p>	<p>Monitoring and control are implemented by the Employment Agency, Directorate „Labour Office" Executive Agency "General Labour Inspectorate".</p>
<p>Has the Measure foreseen an analysis of the satisfaction of the women's needs?</p>	<p>No data available</p>
<p>Innovation. Has the Measure produced new</p>	<p>After the expiry of the period of the subsidies,</p>

<p>working conditions, especially referring to female employees? (e.g. develop new policy and service, introduce new ways of working as smart-working?)</p>	<p>conditions are created for unemployed persons – single mothers or fathers (including adopters) with children up to the age of 3 years 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>
<p>Reproducibility. Can the Measure easily be reproduced in other contexts?</p>	
<p>Comment (own evaluation or experts' opinion). If possible, please specify what facilitates the success and where are the obstacles</p>	<p>The measure was established in 2001. In 2003 the scope of the target group was expanded and adoptive parents were included. Annual update of the state resources and implementation is conducted</p> <p>The target of this measure is the specific group of unemployed people, mostly women. The main effect of the measure consists in people's gaining of professional experience and career development, which at a later stage might lead to a reduction of the gender pay gap.</p>
<p>Further Information</p>	<p>www.az.government.bg</p>