



Republic of Bulgaria

Action Plan
to the National Reform Programme
of Republic of Bulgaria
(2008 – 2010)

Action number	Description of action				Impact assessment and results module						
	Description of action	Status	Deadline for implementation	Responsible institution	Financing (Direct budget allocation, other – MEUR)	Significance and effect of action application:	Description of achievement	Indicators			
								Measure	Target value	Current value	
Country Specific Recommendation 1. Urgently further strengthen administrative capacity in particular focusing on key government functions, including regulatory authorities, and the judiciary											
1	<p>Training of the Employment Agency (EA) personnel within the Human Resources Management and Development System in the EA, including the following activities:</p> <p>1.1. Personnel training related to the introduction of new approaches to work and improvement of client service;</p> <p>1.2. Initial/introductory training to strengthen the EA's personnel administrative capacity;</p> <p>1.3. Specialised trainings;</p> <p>1.4. Distance learning;</p> <p>1.5. Training under the OP "Human Resources Development" (HRD OP);</p> <p>1.6. Training for transition from the Active Labour Market Services Programme to the Operational Programme "Human Resources Development".</p>	In process of implementation	2010	EA	Through the EA budget (Category 1 of the EUROSTAT labour market database)	Strengthening the EA capacity for implementation of effective active labour market policy and for improvement of client service	A total of 893 officials at the EA were trained by 30 June 2008, of whom: In specialised training: 30 officials In training under the HRD OP: 585 officials Training for transition from Active Labour Market Services Programme to HRD OP: 278 officials	Number of EA officials trained	2008: 1549 officials; 2009: 714 officials; 2010: 689 officials. Total: 2952 officials	January-June 2008: 893 officials	
2	<p>Development of Data Telecommunication and Information Transfer System and Intranet for consultations within a project under the HRD OP, including the following activities:</p> <p>2.1. Introduction of Internal Electronic System "Archimedes" and its adaptation to the needs of the Employment Agency;</p> <p>2.2. Design of a website "Instead Of You", internal information space for exchange of questions, answers and other useful information for the staff of the Employment Agency;</p> <p>2.3. Establishment of consulting units (Call centres) at the Employment Agency and Regional Employment Service Directorate level and a mobile call centre according to the needs of the labour market in the individual municipalities;</p> <p>2.4. Introduction of Management and Monitoring Information System (MMIS).</p>	In process of implementation	2012	EA	MEUR 1.7	The effective, full capacity utilization for exchange and transfer of information, and feedback can substantially support the EA in coping with the growing number of tasks. The fulfilment of the planned tasks will contribute to strengthening the EA administrative capacity to implement effective Active Labour Market Policies (ALMPs) and to improve the quality of service.	The "Archimedes" system has been purchased, integrated and at present is being tested. The "Instead of You" website has been developed, including interface for the employees of the EA. Three regional websites which use the "Instead of You" domain have been developed (for regional PES offices which have no websites of their own). This is a web-based system and access to it is granted to the authorized persons. At present, additional data insertion in the system is being carried out related to the contracts that have been concluded under Phase 1 of the Training of employed people scheme under HRD OP.	"Archimedes" system implemented; "Instead of You" website created	2012 – establishment of 10 Call-centers to the EA		
3	<p>Modernization of the labour market services provision system within a project under the HRD OP, including the following activities:</p> <p>3.1. Establishment of mobile offices;</p> <p>3.2. Establishment of terminals for electronic services and access to services for the public;</p> <p>3.3. Establishment of a system for electronic service of citizens; - Continuation of the process of introduction of the one-stop-shop servicing system at Labour Offices;</p> <p>3.4. Increase in the number of services electronically provided by the EA by six until 2010.</p>	Approved (Operation approved by the Managing Authority for HRD OP)	2012	EA	MEUR 3.8	The implementation of the activities under this action will strongly support the EA in developing the tools through which it provides employment-related services. The expanded use of modern information channels will make it possible to attract new client contingents (job-seekers and employers)	Preparation of the requisite tender documents in progress	Number of established mobile offices	1		
								Number of terminals	120		
								System created			
								Number of one-stop-shop Labour Offices (LO)	2008 - 4 LO; 2009 - 5 LO; 2010 - 5 LO.	At present: 32 LO in aggregate, which accounts for 30.5% of the total number of LOs countrywide	
								Number of services pro-	2008 + 2 services;	At present, the EA pro-	

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								vided electronically	2009 + 2 services; 2010 + 2 services.	vides electronically information services but not administrative ones
4	Adoption of a new Law on the Protection of Competition (LPC) that extends the powers of the Commission on Protection of Competition (CPC) regarding investigations of competition rules infringement, changes the method of determination of sanctions for violation of the law, and establishes universal procedures for identification of cartels	In process of implementation	December 2008	Ministry of Foreign Affairs (CPC) Council of Ministers (CoM) National Assembly	n.a.-	- More effective protection against infringements of competition rules (the Sofia Administrative Court issues perquisition permits for economic establishments on the day of the application submission by the CPC; appealability within three days, effective from the date of issue for the CPC, in case the judgment warrants no perquisition and from the date of submission to the economic establishment in case the judgment permits perquisition; appeal of the judgment by the economic operator does not suspend the execution of the perquisition warrant; new forensic laboratory); - Pursuing policy of deterrent sanctions for infringements of competition rules (higher fines for infringement of competition rules).	The draft of the new law was approved at a Council of Ministers meeting on 31 July 2008 and was submitted to the National Assembly on 10 September 2008. It was debated at first reading in the National Assembly on 9 October 2008 and was voted at first-reading on 15 October 2008.	Amount of the sanctions imposed	Up to 10% of the total turnover for the preceding financial year of the infringing enterprise	- Up to BGN 300 000 - Up to BGN 500 000 in case of repeated infringement - Up to BGN 500 000 for non-compliance with a CPC decision
5	Establishment of a consultation working group within the State Energy and Water Regulatory Commission (SEWRC) for examination, study and analysis of the activity of licensees in connection with consumers' complaints and alerts, as well as licensees' work for protection of consumers' rights and interests, including representatives of the SEWRC, licensed energy companies, consumer organisations and the National Ombudsman of the Republic of Bulgaria	Planned	2008	SEWRC	-	More effective protection of consumer rights and interests	-	-	-	-
6	Update of the SEWRC Internet site in order to facilitate the work of licensees and consumers	Planned	constant	SEWRC	MEUR 0.05	Effective and faster access to the SEWRC Internet site by licensees and consumers with a view to facilitating their work	-	-	-	-
7	Update of the SEWRC Internal Regulations for Handling Complaints and Requests for Voluntary Settlement of Disputes under the Law on the Energetics (LE)	Planned	31 March 2009	SEWRC	-	Optimising the time limits and procedures for consideration of complaints and requests for voluntary settlement of disputes under the LE	-	-	-	-
8	Strengthening the administrative capacity for implementation of the Programme Budgeting Approach at the ministries and the state agencies	In process of implementation	constant	Ministry of Finance (MoF)	MoF budget, Public Finance School	Strengthening the link between the resources and the results in planning and budgeting through implementation of specialised training	Programme and results-oriented budgeting approach introduced in all ministries and state agencies	Established capacity to implement the approach	At all spending units implementing the programme and results-oriented budgeting approach	

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9	Establishment of adequate structures at the first-level spending units for policy planning and management of budget programmes	At initial stage	constant	MoF		Shift from resource-oriented towards results-oriented planning, budgeting and management	Establishing a link between the finance experts and experts in charge of policy development	Adequate structures established	At all spending units	
10	Elaboration of improved framework of competencies, comprising public administration staff at all administrative levels appointed with a public servant contract	In process of implementation	December 2008	Ministry of State Administration and Administrative Reform (MSAAR)	MSAAR MEUR 0.003	Clear definitions of the competences required for the various position levels. Competences for senior civil servants are to be defined for the first time. Implementation of the action will improve the effectiveness in the functioning of the public administration.	Four matrices: for technical, expert and managerial positions, and for senior civil servants have been elaborated, applying the principle of upgrading of competences.	Amendments to the Ordinance on the Conditions and the Procedures for Evaluation of the Officials in the State Administration; Number of competence matrices elaborated	-	4 matrices have been elaborated (for technical, expert and managerial positions and for senior civil servants)
11	Organization of specialised trainings for senior civil servants and officials occupying managerial positions, including in the regulatory bodies, including:									
	11.1. Training for officials at managerial positions working at the human resource management units and officials occupying managerial positions on subjects identified through training needs analysis	In process of implementation	December 2008	MSAAR	ESF through Operational Programme "Administrative Capacity" (OPAC): MEUR 0.248	Transforming the human resources management units into a strategic partner of the administration.	Training delivered to officials at managerial positions and personnel of the human resources management units, as well as of other units, in subjects identified on the basis of research and analysis of the needs of training.	Number of employees trained	500 officials, heads of departments and directors of directorates	180 officials, heads of departments and directors of directorates
	11.2. Training under the specialised programme for senior civil servants and members of political cabinets	In process of implementation	December 2008	MSAAR	MSAAR MEUR 0.179	Acquisition of modern managerial skills with a view to achieving a more effectively functioning administration	4 trainings conducted for senior civil servants and officials occupying managerial positions, including at the regulatory bodies	1. Number of officials trained	150 officials	64 officials
								2. Number of trainings conducted	6 trainings	4 trainings
	11.3. Training for officials occupying managerial positions, including for senior civil servants	In process of implementation	December 2008	Institute of Public Administration (IPA)	MSAAR	Acquisition of modern managerial skills with a view to achieving a more effectively functioning administration	At present 1093 officials occupying managerial positions, including senior civil servants have been trained.	1. Number of officials trained	1420 officials	1093 officials
								2. Number of trainings conducted	6 trainings	3 trainings
12	Elaboration of functional analyses of the administrative structures	In process of implementation	March 2009	MSAAR	OPAC Budget: MEUR 0.526	Improvement of the relevance, effectiveness and efficiency of functioning of the administrative structures in the decision making and policy implementation processes. In case of success of the pilot project, the developed functional analysis methodology will be introduced as a requirement in all administrative structures.	At present, the following documents have been prepared: Analytical Report on the Legal Framework Regarding the Organisational Structuring in the Bulgarian State Administration and Analysis of the Impact of EU Membership and EC Policies on the Functioning and Organisational Structuring of the National Administrations. A methodology on how to carry out functional analyses in the state administration has also been prepared, along with a Manual for Application of a Uniform Methodology for Performance of Functional Analysis.	Number of functional analyses prepared	Functional analyses performed at 10 administrative structures	0

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13	Carrying out of independent external survey on of the organization in key administrative units and structures, which are in charge of the elaboration and implementation of policies aiming at coping with the most important challenges which Bulgaria is facing	Planned	December 2008	MSAAR, MoF		Identification of the structures, directorates and departments in charge of the implementation of the Lisbon Strategy and the absorption of resources under the Structural Funds (SF). Undertaking measures for improvement of their effectiveness and efficiency	Meetings with the World Bank have been carried out with a view to elaborating the Terms of Reference (ToR) for the implementation of such an external survey.	External survey elaborated	External survey elaborated	-
14	Implementation of the Strategy for Human Resource Management in the State Administration through:									
	14.1. Extending the applicability of the centralised competitive examination for junior experts in 2008	In process of implementation	constant	MSAAR	Direct budget allocation: MEUR 0.03	Recruitment of young and highly skilled employees for service in the state administration. All candidates who successfully pass the competitive examination are filed into the national database in which each administration may seek suitable candidates for appointment at a junior expert position. Using the results of the ranking facilitates administrations when a vacant position is announced because they will not have to organize a competitive examination on their own but instead they can choose several candidates meeting their requirements and invite them to an additional interview.	The registration of applicants for participation in the Fourth Centralised Competitive Examination for Junior Experts in the State Administration was open between 1 and 14 September 2008. The competitive examination will take place at testing centres in five Bulgarian cities: Sofia, Varna, Plovdiv, Veliko Turnovo and Bourgas, from 29 September to 3 October. Such competitive examinations have been organised in Bulgaria since 2006. A total of 1 536 applicants were present at the three competitive examinations held so far. A total of 521 successfully passed the basic test (in aggregate for the three competitive examinations). Of them, 94 have already been appointed as junior experts at 41 administrations, including nine working at the MSAAR. The Fourth Centralised Competitive Examination began on 2 October 2008 with 2 728 applicants. During the first three days of the centralised competitive examination for junior experts 1 154 applicants from across the country presented themselves for testing, and 47.5% of them successfully passed the basic test.	1. Number of applicants registered, number of applicants present at the examination	2000	2728
								2. Number of applicants who passed the test	-	667
								3. Number of applicants appointed	350	-
	14.2. Organization and holding of Forum "Careers"	Implemented	December 2008	MSAAR	European Social Fund (ESF) through OPAC MEUR 0.277	Promoting the state administration with a view to recruiting the most suitable people for employment	Forum "Careers" completed, information on job opportunities in the state administration reached a large number of students and young specialists	Number of visitors to the forum	18 000 students	18 000
	14.3. Development of standards for Human Resource Management (HRM) in the state administration	In process of implementation	December 2008	MSAAR	-	Ensuring active assistance for development of the experts and heads at the HRM units in the state administration and enhancing their strategic role in management. Increasing the knowledge and skills of the employees and heads of the HRM units	Professional competence standards are being developed and tested	Number of standards developed and introduced	18 standards	0
	14.4. Carrying out studies of labour turnover, working conditions and motivation, the needs of training, the levels of remuneration and the quality of services provided by the front offices	In process of implementation	December 2008	MSAAR	OPAC	Ensuring reliable information on the processes in the state administration	5 analyses have been prepared so far	Number of studies and analyses carried out	6	5

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	14.5. Development of the internship programmes				OPAC MEUR 0.062		So far, 64 students have gone through paid internships at various state administration structures			
	- Summer internships for students at the state administration	Implemented	December 2008	MSAAR		Students acquiring practical skills for work in the state administration		Number of internships	100	64
	- Long-term internships at the state administration	Forthcoming	December 2009	MSAAR		Enhancing students' practical skills for work in the state administration		Number of internships	20	0
	14.6. Adaptation of the existing training programmes to the Catalogue of Competencies	Forthcoming	December 2009	IPA, MSAAR		Matching the training programmes with the development of the required officials' competences		Number of adapted courses	20	0
	14.7. Initiatives for appointment and integration of employees from disadvantaged groups	Forthcoming	June 2010	MSAAR	OPAC or direct budget allocation	Providing opportunities for professional development of employees from disadvantaged groups		Number of employees integrated	20	0
15	Analysis of the implementation of the Law on the Administration (LA) and the Law on the Civil Servant (LCS)	In process of implementation	December 2008	MSAAR		<ol style="list-style-type: none"> Improving the functioning of the administrative structures Limitation of the deviations from the general regulations on the structure of the administration and the statute of civil service. The amendments in the legislation provide for the elimination of the possibility for appointment of officials with contracts under the provisions of the Labour Code, both in the administrations at central and local level. Ensuring greater responsibility, transparency and accountability of the civil service in the execution of duties. 	The MSAAR has submitted to the Council of Ministers (CoM) for approval a report regarding the compliance with the provisions of the Law on the Administration and the Law on the Civil Servant. The report responds to the need of periodically summarising the key tendencies in the compliance with the two laws in accordance with the principles of effective, efficient and professional civil service. The report also addresses the discrepancies between the two laws and makes recommendations.	<ol style="list-style-type: none"> Amendments to the LA, the Law on the Local Self-government and the Local Administration and the secondary legislation approved Share of civil servants in total number of public administration employees: 		
								- Total		47% (2007)
								- Central level		45.27% (2007)
								- Municipal (local) level		33% (2007)
16	Improvement in the functioning of the single Monitoring and Management Information System for the financial resources from the EU.	In process of implementation	2010	MoF	MEUR 0.19		<p>Status at 10 October 2008:</p> <ul style="list-style-type: none"> ⇒ The basic functionality of the Management and Monitoring Information System (MMIS) for the EU Structural Instruments in Bulgaria has been developed and started functioning. ⇒ Training for handling the basic functionality of the MMIS has been conducted for the Managing Authorities (MAs) and the Intermediate Bodies (IBs). ⇒ The lists of MAs and IBs users have been finalised, user profiles have been created and access to the system for entry of information has been ensured. ⇒ A contractor has been selected for development and improvement of the system, and implementation of the project 			

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							has started. ⇒ An interinstitutional working group has been established for co-ordination of the MMIS implementation process. ⇒ The contractor has held on-site interviews with all MAs.			
Country Specific Recommendation 2. Contain the growing current account deficit and inflationary pressures, in particular by a tight fiscal policy, improving the quality of public expenditure and promoting wage moderation and flexible wage-setting that keeps wage developments in line with productivity gains										
17	Completion of the proceedings instituted on CPC's own initiative in connection with possible violations of the LPC on the markets of several basic food groups, and on the market of fuels	In process of implementation	August 2008: decisions on the proceedings about the food markets March 2009: decision on the proceedings about the fuel market	CPC	n.a.	Deterrent effect on the economic agents in Bulgaria from sanctions imposed by the CPC in case of proven violations of the LPC.	Decisions have been rendered in the proceedings in connection with violations of the LPC on the markets of several basic food groups. Pecuniary penalties have been imposed on the infringers; Information and evidence have been collected in the proceedings in connection with the fuel market.	Number of proceedings completed	n/a	4 proceedings in connection with the food industry completed
18	Monitoring of competition on the relevant markets and institution of proceedings in case of suspected violations of the LPC	In process of implementation	constant	CPC	n.a.	- Effective enforcement of the competition rules; - Deterrent effect on the respective economic agents in Bulgaria; - Effective competition on the relevant markets.	Continuous monitoring of competition on the relevant markets and institution of proceedings on the CPC's own initiative if there is any reason to believe that infringements have been committed. In September and October 2008 the CPC instituted six new proceedings on its own initiative: against the Sofia District Heating Company, the Pernik District Heating Company and the Rousse District Heating Company; against the Sofia District Heating Company and the heat share distribution service providers, as well as against the Sofia water and sewerage utility and the electricity distribution companies of the CEZ and EVN Group.	Number of proceedings instituted	n.a.	6 proceedings on own initiative since the beginning of 2008
19	Maintenance of a level of consolidated expenditures (excluding the contribution to the EU budget) not exceeding 40% of GDP	In process of implementation	Medium-term target until 2011	MoF	None needed	Sustainable fiscal position and increased share of productive expenditures	The action is included in the medium-term budgetary framework, as well as in the 2009 draft budget	Consolidated expenditures as % of GDP	Up to 40% of GDP	38.1% (2007)
20	Pursuing prudent fiscal policy, intended to achieve a budget surplus above the annual target for 2008 (about 3.5% of GDP) and adherence to the medium-term objective of a budget surplus of 3% of GDP, according to the multi-annual budgetary framework	In process of implementation	Medium-term objective until 2011	MoF	None needed	Sustainable fiscal position, containing the current account deficit	Action included in the medium-term budgetary framework, as well as in the 2009 draft budget	Budget surplus as % of GDP	Minimum 3%	3.5% (2007)
21	Adherence to single tax rates, especially for VAT	In process of implementation	2010	MoF	None needed	Preventing a distortion of market signals	Single VAT rate			

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22	Enhancing the role of internal audit in the control over implementation of the programme budgets and the expedient resource spending	In process of implementation	2009	MoF	n.a.	Improving the quality and effectiveness of public finances	The carrying out an audit of the implementation of the programme is incorporated as binding within the annual internal audit plans of the Internal Audit Units at the ministries	Number of audits		
23	Introduction of the risk management process in the public sector organisations (as part of the Action Plan for Implementation of the Strategy on the Development of Financial Management and Control and Internal Audit in the Republic of Bulgaria for 2008-2010, approved by the Council of Ministers on 20 March 2008)	In process of implementation	2009	MoF	n.a.	Improving the quality and effectiveness of public finances	Preparing a risk management strategy at the organisations concerned			
24	Stipulation on the financing of public-financed organisations for a subsequent period as contingent on the results achieved in the preceding period (control over the correspondence between planned and reported results)	Planned	2009	MoF		Improving the quality and effectiveness of public finances				
25	Elaboration of a preliminary study, with the participation of the Agency for Economic Analysis and Forecasting (AEAF) and the National Statistical Institute (NSI), of the functioning of markets, according to the methodology proposed by the European Commission	Planned	2009	AEAF		Strengthening competition and well-functioning markets of goods and services	Methodology studied, initial consultations with the NSI and the CPC	Analysis developed		
26	Identification of risk companies and market segments/sectors at national and regional level (e.g. distributors, construction companies etc.) as subject of regular monitoring and more frequent inspections by the National Revenue Agency (NRA), the local tax authorities, the General Labour Inspectorate (GLI), and the other regulatory bodies (SEWRC, Communications Regulation Commission (CRC))	Planned	2009	NRA, GLI, SEWRC, CRC	Within the allocated annual budget	Strengthening competition and well-functioning markets of goods and services		Number of inspections;		
								Number of sanctions imposed		
27	Start in the implementation of projects for voluntary consolidation of agricultural land	Planned	2009-2013	Ministry of Agriculture and Forestry (MAF)	Discussion is forthcoming on fixing the amount of financing under sub-measures of Measure 125 "Infrastructure related to the development and adaptation of agriculture and forestry" of the Rural Regions Development Programme 2007-2013	Improvement of agricultural producers' market orientation and encouragement of the production of farm produce				
28	Establishment of agricultural producer organisations	Planned	2007-2013	MAF	MEUR 12.048670	Improvement of agricultural producers' market orientation and encouragement of the production of farm produce		Number of producers' organisations assisted	150	

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29	Amendments to the regulatory framework to achieve an expedient use of the irrigation infrastructure in the country	In process of implementation	2009	MAF	MEUR 0.05	Improvement of the effectiveness of management and use of the irrigation infrastructure	Drafting of a Strategy for Development of Irrigation and Land Reclamation in Bulgaria and a Law on the Irrigation and the Land Reclamation in progress	Statutory instruments	2	0
30	Legally stipulating that the authorisations for increase of the price of services provided by monopolies are bound to the results achieved by them (e.g. higher efficiency, lower losses in the delivery of the service/gas, electricity, water distribution)	In process of implementation	constant	SEWRC, CRC		Strengthening competition and well-functioning markets of goods and services	<p>The Ordinances regulating the prices and quality of services provides for mandatory compliance with achievement of target levels of service quality. Water and sewerage operators must set in their business plans annual service quality target levels according to the Ordinance on the Long-Term Levels, Terms and Procedure for the Formation of Annual Target Levels of the Quality of Water and Sewerage Services, approved by the Ministry of Regional Development and Public Works (MRDPW). In electricity supply – a delivery service which is provided by just four companies countrywide – a Methodology has been developed and approved in order to guarantee uninterrupted supply of electricity, through monitoring the frequency and duration of registered interruptions by means of calculating a System Average Interruption Frequency (SAIF) Index and a System Average Interruption Duration (SAID) Index, for which target levels have been set until 2013. This approach leads to improvement of economic effectiveness and, hence, to lower costs per unit of electricity and improved quality of the service. There are also plans to improve price setting policy so as to encourage a reduction of electricity consumption. The statutory instruments on price regulation are aligned with the amendments on the Law on the Energetics, the Law on the Energy Efficiency and with the Law on the Renewable and Alternative Energy Sources adopted by the National Assembly.</p> <p>To foster increased effectiveness, there are also plans to improve the method for determination of the X factor, which is used to measure the relative effectiveness and thorough which the prices charged by the distribution and supply companies are directly adjusted.</p> <p>The price regulation ordinances, as well as their accompanying documents under the SEWRC jurisdiction, are intended to influence prices with a view to ensuring an uninterrupted supply, improving technical and technological levels of the quality of service indicators and maintaining competition on the market, which is the best regulator of prices and quality.</p>			

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31	Enhancing the role of non-governmental organisations for consumer protection through:			MEE		Improving communication with consumers so as to raise their awareness of the quality and value of the goods and services provided				
	31.1. Posting of information on NGOs concerned with consumer protection and awareness on the Internet site of the Ministry of Economy and Energy (MEE);	Planned	constant	MEE	n.a.	Popularising consumer organisations among civil society	n.a.	n.a.	n.a.	n.a.
	31.2. Assisting consumer associations through holding of a cycle of seminars, financed by the MEE, intended to raise consumer organisations' awareness and strengthening their administrative capacity, as well of activities related to popularising consumer rights.	Planned	2009-2011	MEE	Within the budget	Strengthening the capacity of consumer organisations to act in protection of consumers and raise consumers' awareness of their rights	n.a.	n.a.	n.a.	n.a.
32	Enhancing the role of the Commission on Consumer Protection (CCP) in consumers' market orientation	Planned	2009	CCP	Budget	Improving communication with consumers so as to raise their awareness of the quality and value of the goods and services provided	n.a.	n.a.	n.a.	n.a.
33	Containing the growth of real income in the public sector within labour productivity gains	In process of implementation	constant	MoF, Ministry of Labour and Social Policy (MLSP)		Insofar as public sector wages give the private sector a reference point, secondary effects, leading to a wage-price spiral, will be avoided in this way				
34	Carrying out of a communication campaign regarding the need to contain the pace of wage growth	In process of implementation	2008	MLSP, MoF, CoM		Avoiding secondary effects leading to a wage-price spiral				
35	Improvement in the energy efficiency through revisions of legislation intended to encourage the introduction of energy-saving technologies in the production and households	In process of implementation	2008	MEE, Energy Efficiency Agency	Within the budget	Improving energy efficiency Full introduction in the national legislation of the provisions of Directive 2006/32/EC on energy end-use efficiency and energy services, introducing EU requirements in the area of energy efficiency, introducing energy-saving technologies in households and production	A new Law on the Energy Efficiency was approved with a Council of Ministers Decision No. 496 of 1 August 2008. The Law has been submitted for voting to the National Assembly.			
36	Prioritizing energy efficiency in all present and future schemes targeting promotion of research and development			MEE, Bulgarian Academy of Sciences (BAS), Ministry of Education and Science (MES)		Improving energy efficiency				

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37	Adoption of the National Export Strategy – Vision 2013	In process of implementation	Q4 2008	MEE		Encouraging and developing of export-oriented sectors				
38	Adoption of a Law on the Amendment of the Law on the Credit Institutions	In process of implementation	Q1 2009	Bulgarian National Bank (BNB), MoF		Improving the transparency of financial institutions granting non-banking credits and pursuing other non-banking activities	<p>Discussion of the amendments is forthcoming at Working Group 28 with the participation of the Association of Banks in Bulgaria.</p> <p>The Law on the Amendment of the Law on the Credit Institutions introduces into Bulgarian legislation the requirements of Directive 2007/44/EC with respect to credit institutions.</p> <p>The Law on the Amendment of the Law on the Credit Institutions introduces registration requirements for financial institutions which carry out activities that are not exclusively banking (such as own funds lending, financial leasing, factoring etc.). At present, these institutions are under notification requirements (within 14 days after the commencement date of their activity as a non-banking financial institution), and their number is as large as 400. Once the amendments to the Law are adopted, the BNB should issue a special ordinance determining the documents that must be presented for registration to the BNB Deputy Governor heading the Banking Supervision Department. The revisions oblige the financial institutions other than banks to meet specific requirements in order to register and to carry on business. The requirements concern the legal form of business organisation, the origin of the capital and, in respect of certain activities, also a minimum amount, reliable and competent managers and qualified owners.</p> <p>After receiving the data and the documents, the BNB will grant or refuse registration.</p>			
Country Specific Recommendation 3. Adopt new measures and rapidly implement adopted measures to substantially cut red tape and shorten procedural delays in order to improve the business environment (in particular for SMEs and facilitating start-ups), which will also help in the fight against corruption										
39	Elimination and simplification of administrative regimes	In process of implementation, according to annexed table	December 2008	CoM and the line ministries	0	Improving the business environment and removing red tape obstacles to business	Of the regimes listed in the annexed table, 6 have been simplified (1 of which has been transferred for self-regulation to a branch organisation), 2 have been abolished, 2 are unchanged, and 6 are due for review by 18 December 2008, including 5 on which draft Laws on the Amendment of the relevant laws have been prepared. The list of regimes for abolition and/or simplification is expected to be updated by the end of December 2008 on the basis of proposals submitted by and discussed with the Bulgarian business community.	Number of administrative regimes abolished and simplified	16	8

Action number	Description of action				Impact assessment and results module					
	Description of action	Status	Deadline for implementation	Responsible institution	Financing (Direct budget allocation, other – MEUR)	Significance and effect of action application:	Description of achievement	Indicators		
								Measure	Target value	Current value
40	Elaboration, jointly with the business community, of a list of administrative regimes which present the most significant administrative burdens	Planned	December 2008	Strategic Planning and Governance Directorate (CoM)		Improving the business environment and removing red tape obstacles to business	It is envisaged that by the end of December 2008, a list with the regimes implying the largest administrative burden will be compiled.			
41	Elaboration of a methodology for regulatory impact assessment	In process of implementation	End-February 2009	CoM	MEUR 0.03	Improving the quality of legislation	Project financing under OPAC has been awarded, project implementation is to be contracted by the end of October 2008	Uniform methodology for regulatory impact assessment	1	0
42	Carrying out 7 ex-ante and 7 ex-post impact assessments of statutory instruments	In process of implementation	June 2009	CoM and line ministries	MEUR 0.281	Improving the quality of legislation	Project financing under OPAC has been awarded, implementation is to be contracted by the end of October 2008. 7 ex ante impact assessments of statutory instruments will be carried out by the end of June 2009. Work on carrying out 7 ex post impact assessments has already started, and a contract with contractors under the tender procedures initiated is expected to be signed by the end of October 2008. Impact assessments of statutory instruments, whose (socio-economic) effects are expected to exceed the BGN equivalent of MEUR (X-25) will be carried out by the end of March 2009. In December 2008, the Ministry of Justice (MoJ) will lay before the CoM the draft of a new Law on the Statutory Instruments, which will provide for several types of impact assessment varying by statutory instrument. The National Assembly is expected to adopt the new law by the end of March 2009.	Number of impact assessments carried out equal to 14	14	0
43	Introduction of good practices in regulation and provision of guidelines for better regulation at municipal level	In process of implementation	June 2010	CoM, MSAAR, IPA, National Association of Municipalities in the Republic of Bulgaria, mayors, Municipal Councils,	MEUR 0.06 (for 2009)	Improvement of the business climate in Bulgaria through the elimination of the excessive administrative burdens at the municipal level.	At present 95 municipal administrations (36% of all 264 municipalities country-wide) unlawfully administer the regime on registration of a distributive-trade establishment. That matter was referred to the Prosecutor General by the Minister of European Affairs and the Minister of State Administration and Administrative Reform. So far 29 municipalities have voluntarily abolished this regime, and other 40 are expected to abolish it on a voluntary basis, whereas the rest of the municipalities will abolish it by virtue of judgments of the competent regional administrative courts. Programmes have been prepared and included for implementation in the Council of Ministers programme budget for 2009.	Number of strategic reviews of regulatory processes;	50	0
								Number of administrative procedures and regimes simplified in each municipality;	70	0
								Guidelines for better regulation at the municipal level in Bulgaria prepared;	1	0

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								Measure	Target value	Current value
				Regional Governors				Number of representatives of the local authorities trained	300	0
44	Extension of the time period for consultation with the stakeholders to 30 days	In process of implementation	December 2008	CoM	0	Improved conditions for participation of civil society structures in policy development. Improved quality of legislation.	A working group has been established to draft a new Law on the Statutory Instruments. In December 2008, the MoJ will submit to the Council of Ministers the Draft Law on the Statutory Instruments, which provides for an extension of the period for consultations with the public from 15 to 30 days. The National Assembly is expected to adopt the new law in the first quarter of 2009. All consultations and comments will be posted on the Centralised Public Consultation Portal.	Number of days for consultations with the public	30	15
45	Publishing the drafts of statutory instruments related to administrative regulation on the Public Consultation Portal at least 30 days before their submission to the Council of Ministers	In process of implementation	Constant	CoM and line ministries	0	Improved environment for participation of stakeholders in the formulation of policies	The administrations post the drafts of statutory instruments related to administrative regulation on the Public Consultation Portal. The Draft Law on the Amendment of the Law on the Statutory Instruments, prepared for approval by the Council of Ministers in December 2008, will also provide for mandatory posting of statutory instruments related to administrative regulation to the expressly created Public Consultation Portal at least 30 days before the statutory instrument is submitted to the CoM for approval.	Number of instruments posted within the 30-day time limit	90	1
46	Drafting of a new Law on the Statutory Instruments. The concept discusses several types of impact assessment of legislation	Started	March 2009	CoM, MoJ		Better regulation and improvement of legislation	The Draft Law on the Statutory Instruments, prepared for approval by the Council of Ministers in December 2008, will also provide for the carrying out of an impact assessment when drafting statutory instruments. The new law is expected to be adopted by the National Assembly by the end of March 2009.			
47	Control of the regional governors aiming at compliance with the law upon introduction of administrative regimes in the municipalities	In process of implementation	Constant	Regional governors	0	Improved quality of legislation	Regional governors exercise control over the municipalities so as to prevent the introduction of new unlawfully introduced administrative regimes.	Number of ordinances contested	30	0
48	Development of a methodology for determination of the rates of the fees for administrative services	In process of implementation	April 2009	CM	MEUR 0.016	Standardization of the process of setting rates for fees and matching pricing to the actual cost of the services.	Joint project with the World Bank prepared. Programme included in 2009 budget.	Number of administrations using the methodology	All administrations	0
49	The Bulgarian Government will consider the possibilities for exercising administrative pressure over the local authorities with relation to the regimes at municipal level	In process of implementation	April 2009	MSAAR	0	Improved quality of legislation and improved business environment	Information about the regimes at local level has been collected from the regional administrations. An analysis of the regimes and compilation of a full list of the illegally administered regimes, as well as preparation of a clear plan for their abolition, is forthcoming.	Number of regimes abolished	264	0

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							The Minister of State Administration and Administrative Reform and the Minister of European Affairs have submitted to the Prosecutor General a list of the 95 illegal regimes requiring registration of a distributive-trade establishment for the purpose of their abolition. Twenty-nine municipalities have voluntarily abolished these regimes, other 40 are expected to abolish them on a voluntary basis, whereas the remaining municipalities will abolish them by judgment of the competent regional administrative courts.			
50	Determining the national target for reduction of administrative burdens, corresponding to the target of a reduction of 25% by 2012 set at Community level	In process of implementation	End-December 2008	MEE	MEUR 0.1	Cutting red tape, improving the business environment, transforming Bulgaria into an attractive investment destination	On 18 April 2008, the MEE initiated a public procurement procedure concerning "The identification and measurement of administrative burdens arising from the legal obligations of the business to provide information and proposal for their reduction". A contract for execution of the public procurement was concluded on 13 August 2008. The purposes are: identifying the obligations for provision of information arising from 33 laws and the secondary legislation to them, which introduce solely national requirements, measuring the administrative costs of compliance with these obligations and formulating proposals for reduction of these administrative costs. The measurement of administrative costs under the public procurement will be completed by mid-December 2008 and, on this basis, a proposal will be made by the end of the year to set a national target for reduction of administrative burdens arising from the national legislation.			
51	Start of the Administrative Register	In process of implementation	December 2008	MSAAR	MSAAR MEUR 0.08-0.1	Provision of available accurate and up-to-date information regarding the existing regulatory regimes and administrative services	The Administrative Register has been developed	Functioning Administrative Register		
52	Increase in the share of company registrations and re-registrations done electronically	In process of implementation	2008	Registry Agency		Improving the business environment	In order to improve the regulatory framework, a Law on the Amendment of the Law on the Commercial Register (LALCR) was adopted. It entered into force on 30 May 2008. The LALCR regulates certain matters in connection with the purely technical facilitation of access to the Commercial Register and the encouragement of the most up-to-date methods of access by electronic means. The amended version of Article 12 of the Law on the Commercial Register expressly provides that the fee for applications submitted electronically may not exceed 75% of the fee provided for submission of the same applications on hard copy. In this regard, the stamp duties fixed in the	Share of applications for registration and re-registration of companies done electronically	10% of all submitted documents by the end of 2008	5.9%

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							<p>Rate Schedule of Stamp Duties Collected by the Registry Agency have been reduced, with provisions made for lower fees for submission of applications by electronic means, effective as from 22 July 2008. This change is expected to result in a reduced number of applications submitted on hard copy at the registry offices, a greater convenience for clients and optimization of the work of record-keepers.</p> <p>According to the latest data, the number of applications submitted for registration in the Commercial Register has reached 259 057, of which some 5.9% have been submitted online. Of the total number of applications, some 41% are for registration of new companies, 48% are for re-registration, and 11% of the applications concern transformations of the legal form of companies. Fees are payable electronically.</p>			
53	Achievement of the statutorily established time limit of 14 days for ruling on applications for company filing, cancellation and registration according to the Law on the Commercial Register	Implemented	September 2008	Registry Agency		Cutting red tape and facilitating business	<p>As from 1 September 2008, the filing, cancellation and registration of a company is carried out within the statutorily established time limit of 14 days.</p> <p>By 15 September 2008, the filing, cancellation and registration of a company is carried out within 3 working days, and the tendency is that these procedures will take one working day by the end of September 2008.</p>	<ul style="list-style-type: none"> - 1 procedure, 1 fee up to 3 days - business name is reserved upon submission of application (immediately); - re-registration is free of charge; - the fee for new companies or for change of circumstances varies by the legal form of business organisation according to a rate schedule; - for electronically submitted applications, the fee is 30% lower than for submission on hard copy 	1 procedure, 1 fee up to 1 day	

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54	Consultation with the CPC on drafts of statutory instruments regarding their consistency with the provisions of the LPC	In process of implementation	Ongoing	CPC Administrations submitting the relevant statutory instruments	n.a.	Consistency of statutory instruments with competition rules	The CPC enacted 29 opinions for 2007. The CPC has enacted 12 opinions since the beginning of 2008.	Number of statutory instruments sent for consultation	-	-
55	Establishing an electronic register of the CPC decisions and possibility for submission of documents to the CPC electronically	In process of implementation	July 2009	CPC	MEUR 0.63 (total budget)	Cutting red tape and facilitating business		- Set up and functioning public electronic register of the CPC decisions	-	-
								- Possibility to submit documents electronically through the Internet site of the CPC	-	-
56	Adoption of a Law on the Bulgarian Development Bank The Law established a financial group comprising: – Bulgarian Development Bank; – National Guarantee Fund; and – Capital Investment Fund (venture capital fund). The principal activities of the Development Bank and its related structures are: • Pre-export credit; • Furnishing guarantees; • Lending, through provision of long-term investment loans to SMEs; • Risk capital financing.	Implemented	23 April 2008	MoF	The bank is a joint-stock company. The owners are the State (99.9%) and DSK Bank (0.1%). The equity capital is raised from contributions by the owners and from the Reserve Fund. The debt capital comes from credit lines from international and European financial institutions. One bond issuing has been issued.	Assistance to and promotion of small and medium-sized enterprises: - Competitiveness - Technological renovation - Promotion of entrepreneurship - Increase of export potential;	A Strategy for establishment of Development Bank through transformation of Encouragement Bank AD, establishment of National Guarantee Fund and a Capital Investment Fund was approved with a CoM Decision No. 309 of 3 May 2007. The organisation and operation of the Development Bank are regulated by the Law on the Bulgarian Development Bank, adopted by the National Assembly on 23 April 2008, effective as from 3 May 2008. In drafting the Law on the Bulgarian Development Bank, account has been taken of the provisions of Commission Regulation (EC) No 70/2001 of 12 January 2001 on the application of Articles 87 and 88 of the EC Treaty concerning state aid to small and medium-sized enterprises; Council Regulation(EC) No 1083/2006 of 11 July 2006 concerning the general provisions on the European Regional Development Fund, the European Social Fund and the Cohesion Fund and repealing Regulation (EC) No 1260/1999; Directive 2006/48/EC of the European Parliament and of the Council of 14 June 2006 relating to the taking up and pursuit of the business of credit institutions (recast) (Text with EEA relevance); the good practice examples annexed to the European	Total amount of:		
								- Pre-export credit;		EUR 14.114 thousand
								- Guarantees furnished;		EUR 48.824 thousand
								- Long-term credit to SMEs;		EUR 54.862 thousand
								- Risk financing	The indicator is derivative of the operation of the	0

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							Commission's Guide to Risk Capital Financing in Regional Policy of 23 June 2003, the respective laws in some Member States, such as the law on the Kreditanstalt fuer Wiederaufbau (KfW) of Germany, the law on the Hungarian Development Bank, the law on the National Economy Bank of Poland, the law on Finvera of Finland.		Capital Investment Fund EAD. The latter is planned to be incorporated in 2009.	
57	Introduction of e-government and integration of the electronic services of the administrations into the central e-government portal	In process of implementation	3Q 2010	MSAAR	Budget MEUR 10.6	The action completes the setting up of the centralised systems required for implementation of e-government and provision of administrative services by electronic means. A total of 27 new e-administrative services will be implemented and a total of 27 existing services will be integrated within the framework of the action. Parallel to that, a possibility and expert capacity will be provided for the integration of existing and newly developed services into the systems when the providing administrations are ready for this	The basis of the e-government has been set up (a national portal, interoperability registers, SEEDE - a single environment for e-document exchange, a system for access to the EU regulatory framework and other basic components)	Number of services	54	5
58	Introduction of an environment ensuring e-payments in the process of provision of administrative services by electronic means	In process of implementation	4Q 2008	MSAAR	OPAC MEUR 0.76	The introduction of the environment will make it possible for the administrations to provide transaction-level services, i.e. entirely complete services. The environment is developed as a separate module, complementing the centralised e-government systems (portal, registers etc.) and will be available for use by administrations whose systems have not achieved an automated processing level	An analysis has been made and rules for integration of payment operators into the environment have been formulated	Functioning system	1	0
59	Introduction of a quality management systems in the administrations: ISO 9001, ISO 14001, ISO 27001	In process of implementation	December 2008	MSAAR	OPAC MEUR 2.1	Improving the effectiveness and quality of administrative service in the Republic of Bulgaria	The quality systems are being implemented at the target administrations	Number of administrations at which quality management systems have been implemented	Quality management systems implemented in 100 administrations	0
60	Development and integration of electronic systems in the operation of the judicial system: (a) Judicial Enforcement System; (b) Legal Aid System	In process of implementation	(a) 2008; (b) November 2009	MoJ	(a) N/A.; (b) no budget resources planned: financing within Phare Programme Project BG-2005/017-353.07.01	Improving the business environment	a) Currently, the work on a project of a judicial enforcement system is in progress; b) The implementation contract has been signed: The project is implemented within the framework of BG-2005/017-353.07.01 "Support for Further Implementation of the Strategy for Reform of Bulgarian Judiciary", Component I-4. "Supply of technical and office equipment for the legal aid". Three contracts have been concluded, namely: Lot 1: "Development and supply of software and training for the needs of the National Legal Aid Bureau", with contractor CIELA SOFT & PUBLISHING AD;			

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							<p>A Memorandum of Provisional Acceptance was signed on 11 June 2008.</p> <p>Lot 2: "Supply of computer equipment for the needs of the National Legal Aid Bureau", with contractor KONTRAX EAD; A Memorandum of Provisional Acceptance was signed on 18 April 2008.</p> <p>Lot 3: "Supply of office equipment for the needs of the National Legal Aid Bureau", with contractor AUTOENGINEERING & KOBO 90;</p> <p>A Memorandum of Provisional Acceptance was signed on 16 July 2008.</p> <p>The warranty period for maintenance of the computer and office equipment and for the software development is ongoing.</p>			
61	Development of ICT registers under the Law on the E-governance	Planned		State Agency for Information Technology and Communications (SAITC)	MEUR 0.5 annually	Improving e-administrative services available to individuals and the business	<p>Register of information security and interoperability standards: preparation in progress, public procurement for entry of content forthcoming</p> <p>Maintaining a list of persons accredited for certification of the information systems of the state administration: preparation of the database in progress, public procurement for entry of content forthcoming</p> <p>Maintaining a public list of certified information systems of the state administration: preparation of the database in progress, public procurement for entry of content forthcoming</p> <p>Establishment of an advisory board on standards at the SAITC: establishment in progress</p> <p>Setting up a national govCSIRT at the SAITC: the requirements for setting up ready, portal with the basic services is being designed, commissioning is forthcoming</p>			
62	Development of a test environment for interoperability of the GIS systems of the state administration and its testing with 4-6 administrators of geo-spatial data	In process of implementation	3Q 2009	SAITC	MEUR 1	<p>Improving the conditions for achievement of transparent and predictable state administration</p> <p>Creating conditions for the formation of integral e-government administrative services with a GIS component for provision of faster and better-quality services to individuals and business</p> <p>Creating a reference module for the standards used and the standards meeting the criteria for interoperability and information security</p> <p>Developing training modules for the state administration structures for planning GIS systems and their use to create services for individuals and business</p> <p>Preparing the creation of a geo-information portal for data exchange with the EU</p>				

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Country Specific Recommendation 4. Increase the quality of labour supply and the employment rate by improving the efficiency and effectiveness of active labour market policies and further reform the education system to raise skills to levels that better match labour market needs and reduce early school leaving										
63	Increase in employment of older workers through:	In process of implementation	Q4 2010	MLSP, EA		To increase the employment rate of persons aged 55-64, an integrated set of actions is applied, identifying the separate subgroups of this cohort and applying specific measures for them: - unemployed persons of pre-retirement age - persons who have acquired entitlement to pension for periods of insurance - persons who have acquired entitlement to early-retirement under professional pension schemes - working persons of pre-retirement age	Implementing the National Action Plan on Employment (NAPE) 2008, a number of specialised measures and a programme for training and employment of persons aged 55-64 are being implemented. Those persons are also eligible to participate in the rest of the measures and programmes handled by the EA. The relevant legislative amendments have been drafted as well.	Employment rate of older workers – aged 55-64	2010: 46%	Q1 2008: 44.1%
	63.1. Including unemployed persons in the National Programme Assistance for Retirement, in measures under the Law on the Promotion of Employment (LPE), in training for acquisition of key competences and professional qualification, projects under the HRD OP, etc.	In process of implementation	Q4 2010	MLSP, EA	National Programme Assistance for Retirement and measure under the LPE for unemployed women over 50 and men over 55 (Article 55a): 2008: MEUR 8 974, 2009: MEUR 9 787	Increasing the employment of persons aged 55-64	Implementation of the parameters set in the NAPE 2008	Number of persons who were employed	2009: minimum 8 000 persons	January-June 2008: 6 878 persons
	63.2. Broadening the access of persons who have acquired entitlement to a pension for periods of insurance and old-age to part of the services provided by the Employment Agency, including participation in programmes	In process of implementation	Q4 2010	MLSP, EA	n.a.	Increasing labour supply in the upper age brackets, regardless of the individual's retirement status.	In July 2008 the Government approved and submitted to the National Assembly proposed amendments to the LPE regulating the access of persons who have acquired entitlement to pension for periods of insurance and old-age to participation in programmes provided by the Employment Agency	Employment rate of the 55-64 age group	2010: 46%	Q1 2008: 44.1%
								Number of persons who have acquired entitlement to pension for periods of insurance and old-age, who used the EA services	Until 2010: some 8 000 persons	
	63.3. Ensuring access to part of the Employment Agency services for persons who have acquired entitlement to early-retirement under professional pension schemes	In process of implementation	Q4 2010	MLSP, EA	n.a.	Fuller utilisation of the labour potential of persons who have acquired entitlement to early-retirement pension but have retained their labour potential.	With the amendments of the LPE and the Regulations for Application of the LPE of 2008, the persons who have acquired entitlement to early-retirement under professional pension schemes are made eligible for inclusion into employment promotion measures and training of this group.	Employment rate of the 55-64 age group	2010: 46%	Q1 2008 - 44.1%
	63.4 Applying a 5% bonus in the pension calculation formula for each year of work after acquisition of entitlement to a pension, compared to 1% for the rest of the years of employment	Planned	Q4 2008	MLSP	MEUR 0.2	Providing incentives to working persons, who have acquired entitlement to pension, not to avail themselves of this entitlement and to continue their active	In 2008, each year of work after acquisition of entitlement to pension carries 3% in the calculation of the pension; according to the National Social	Employment rate of the 55-64 age group	2010 – 46 %	Q1, 2008 – 44.1%

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	service for people in pre-retirement age, who are still working, i.e. provided that the person does not retire					labour participation.	Security Institute (NSSI), the effect of the application of this bonus will be EUR 0.215 million.			
64	Activate long-term unemployed and persons outside the labour force through:	In process of implementation	Constant	MLSP, EA		Increasing labour supply will remain a key priority of the policy. An integral approach will be applied, combining incentives with sanctions. Their application will contribute to implementation of the priority of the Updated Employment Strategy 2008-2015 to offer all unemployed persons a new start by 2015 at the latest.		Employment rate of the 15-64 age group	2010 – 66.5%	Q1, 2008 – 62.6%
	64.1. Introducing preparation of individual action plans within one month after registration at the Labour Office of newly registered unemployed persons (the time limit so far was after one month from the registration at the Labour Office)	In process of implementation	Ongoing	MLSP, EA	Through the EA maintenance budget (Category 1 of the EUROSTAT labour market database)	Better and earlier identification of the problems and obstacles which the unemployed are facing within the shortest time after labour office registration, so as to achieve higher levels of activation of unemployed persons. Non-fulfilment of the tasks in the individual action plan may lead to termination of the labour office registration.	The amendments to the Regulations for Application of the LPE of June 2008 introduced a requirement that the individual action plans of all registered unemployed persons be drawn up WITHIN one month after their labour office registration. The EA will prepare guidelines for training of mediators and action plans for persons outside the labour force and for those registered at the EA by the end of October 2008.	Employment rate for the 15-64 age group	2010 – 66.5%	Q1, 2008 – 62.6%
	64.2. Expanding the scope of activities and beneficiaries under National Programme Activation of Persons Outside the Labour Force	Planning in progress	Q4, 2009	MLSP, EA	2009: MEUR 0.09 2010: MEUR 0.098	Updating the programme activities after an analysis of the results achieved in 2008. The purpose is to ensure higher effectiveness and increase the number of activated persons.	41 unemployed Roma persons have been trained and appointed at 41 Labour Office Directorates as from July 2008. They will work as employment Roma mediators in areas of compact Roma population.	Employment rate for the 15-64 age group	2010 – 66.5%	Q1, 2008 – 62.6%
								Number of persons newly registered at the Labour Offices as a result of the Roma mediators' activity	More than 4 000 newly registered persons in 2009	n.a.
	64.3. Literacy training of unemployed persons under Article 63 of the LPE	Planning in progress	Q4, 2009	MLSP, EA	2009: MEUR 0.75	The most effective action for sustained labour market integration of persons of low education and without qualification is their inclusion in literacy training courses as a first step towards acquisition of qualification for occupations in demand on the labour market.	The amendments to the LPE and the Regulations for Application of the LPE of 2008 broadened the opportunities for inclusion of unemployed persons in literacy training. The syllabi, the certificates of completion of a course etc. are being co-ordinated with the MES. Persons, who have successfully completed literacy training courses, have been ensured access to training for acquisition of first professional qualification degree.	Employment rate for the 15-64 age group	2010 – 66.5%	Q1, 2008 – 62.6%
								Number of persons trained	2009 - 2100 persons 2010 - 2100 persons	n.a.
	64.4. Reducing from 18 to 12 months of the period of entitlement of unemployed persons in working age to social assistance benefits as from 1 July 2008	In process of implementation	Constant	Social Assistance Agency (SAA)	n.a.	In condition of a steadily growing demand for labour, approaches should be sought for increasing the incentives of unemployed persons capable of working to actively seek jobs	In June 2008 the National Assembly adopted amendments to the Law on the Social Assistance, by which this provision enters into force on 1 July 2008.	Employment rate for the 15-64 age group	2010 – 66.5%	Q1, 2008 – 62.6%
65	Developing initiatives to give a second chance to persons without education and/or qualification through:	In process of implementation	Q4, 2010	MLSP, EA		To reduce the obstacles to steady job placement of the most disadvantaged persons on the labour market, the sco-	New initiatives, which will expand opportunities, are at varying stages of development.	Level of participation in lifelong	2010 - 3.5%	2007 – 1.3%

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						pe, focus and variety of the second chance-type initiatives will be considerably increased. Their application will contribute to implementation of the priority of the Updated Employment Strategy 2008-2015 to offer all unemployed persons a new start by 2015 at the latest.		learning for the 25-64 age group		
	65.1 Developing apprenticeship as a form of acquisition of skills in a work environment for low-skilled persons, under the guidance of a mentor;	In process of implementation	Q4 2010	MLSP, EA	2009: MEUR 0.58 2010: MEUR 0.635	Reducing the obstacles to steady job placement of the most disadvantaged persons on the labour market and increasing their employability through acquisition of skills in a real work environment under the guidance of a mentor	By the amendments of the LPE and the Regulations for Application of the LPE, a new measure was created as from 2008, offering employers an incentive to hire persons with basic and lower education and without qualification for in-service training under the guidance of a mentor	Number of persons included in apprenticeship	2009 - 400 persons 2010 - 400 persons	n.a
	65.2. Expanding the scope of Early School-Leavers Project;	Preparation in progress	Q4 2009	MLSP, EA	2009: MEUR 0.09 2010: MEUR 0.09	Expanding opportunities provided to school-leavers for acquisition of qualification in occupations in demand on the labour market	At present school-leavers can only enrol in vocational training. Financing will also be provided for enrolment in training for acquisition of key competences, apprenticeship, internship, career guidance etc.	Number of persons enrolled in adult training, apprenticeship and internship	2009: 200 persons 2010: 200 persons	n.a
	65.3. Implementation of the National Programme for Literacy Training and Qualification of Roma People;	In process of implementation	Q4 2010	MLSP, EA	MEUR 0.568	The most effective action for sustained labour market integration of persons of low education and without qualification is their inclusion in literacy training courses as a first step towards acquisition of qualification for occupations in demand on the labour market.	Implementing the NAPE 2008, 1 167 persons were included in the Programme for the January-June period and EUR 165 345 were spent.	Number of persons enrolled in training	2009: 1 000 persons	January-June 2008: 1 167 persons
	65.4. Referring unemployed persons to private licensed centres for career guidance (once in two years);	Preparation in progress	Constant	MLSP, EA	2009: MEUR 0.015 2010: MEUR 0.015	Ensuring unemployed persons access to high-quality information, consulting and counselling services regarding the choice of occupation and career development, financed with active labour market policy resources, is an important factor of their successful labour market realisation, as well as of matching demand for and supply of labour with particular qualification.	The revisions of the EPA and the Regulations for Application of the EPA of 2008, an opportunity is provided for financing by State budget resources of the career guidance of unemployed persons referred by the EA to licensed centres for information and career guidance. The resources will be allocated once every two years per unemployed person.	Number of persons who have gone through career guidance at private centres	2009: 1 000 persons 2010: 1 000 persons	At present career guidance for job-seekers financed by active labour market policy resources is provided only by the EA local divisions
	65.5. Training of trainers – mentors;	Preparation in progress	2010	MLSP, EA	n.a.	The acquisition and development of the competences and skills of mentors of persons hired for apprenticeship for successful planning, carrying out and control of in-service training by the mentors is essential for the effective implementation of this employment promotion measure.	The revisions of the LPE of March 2008 provide for financing of training of trainers of adults, including mentors. A project under the Programme "Quality Improvement of Adult Training", included in the NAPE 2008, has been approved by the National Council for Employment Promotion and its implementation will start after approval by the Minister of Labour and Social Policy. The programme envisages 40-hour specialised training of mentors under an expressly developed syllabus.	Mentors trained	2009: 100 persons 2010: 100 persons	n.a.

Action number	Description of action				Impact assessment and results module					
	Description of action	Status	Deadline for implementation	Responsible institution	Financing (Direct budget allocation, other – MEUR)	Significance and effect of action application:	Description of achievement	Indicators		
								Measure	Target value	Current value
	65.6. Developing a pilot model for validation of competences acquired through informal learning and self-learning;	In process of implementation	2009	MES, MLSP	Under GOPA project	Facilitating the job placement of persons who do not hold an officially recognised document of qualification possessed by means of developing a model for evaluation and recognition of knowledge and skills acquired as a result of informal learning and self-learning. Giving adults an incentive to participate in various forms of lifelong learning.	Within the framework of a Bulgarian-German project, a model is being developed in 2008 for validation of knowledge and skills acquired by informal learning and self-learning. The model will be applied on a pilot basis to three occupations in the sphere of social work, woodworking, and textile and apparel manufacture. Co-ordination of the proposed model with the social partners is in progress.	Model for evaluation and certification of knowledge and skills developed	n.a.	n.a.
66	Providing qualification services and training for employed persons under the HRD OP, including:	In process of implementation	2011	EA	MEUR 21.62	Improving workers' employability, adaptability and skills, with a focus on the need to improve the skills of low-skilled and older workers, extending their working life and adaptation to a knowledge-based economy	n.a.	Level of participation in lifelong learning for the 25-64 age group	2010 – 3.5%	2007 – 1.3%
	66.1. Implementation of 181 projects for "Qualification services and training for employed persons" – phase 1	In process of implementation	2010	EA	MEUR 8.84	n.a.	194 projects, out of 650 project proposals submitted, were approved, and 181 contracts were concluded in the first half of 2008. Advance payments to the amount of MEUR 0.684964 have been made.	n.a.	n.a.	n.a.
	66.2. Award and implementation of projects under the scheme "Qualification Services and Training for Employed Persons" – phase 2, intended to provide general or specific training for professional qualification, including initial training of employed persons; training for acquisition of key competences: communication in the mother tongue and in foreign languages; basic competence in natural sciences, technologies and mathematics; learning how to learn; digital competence (ICT); enterprise and entrepreneurship; cultural expression and creativity; social and civic competences.	In process of implementation	2011 The projects will be evaluated at regular intervals and four evaluation commissions will be held until the end of 2008. The implementation of the activities under the individual projects will finish in 2011.	EA	MEUR 12.78	n.a.	An information campaign under the scheme "Qualification Services and Training of Employed Persons" – phase 2 started on 28 May 2008. 17 information days have been held, attended by a total of 2 673 participants (757 participants more than in phase 1). And 604 of them have also submitted a project proposal within phase 1. The call for project proposals started on 16 June 2008. The first session of the Evaluation Commission was scheduled for 18 August 2008.	n.a.	n.a.	n.a.
67	Establishing, with the joint efforts of the MLSP and the Ministry of Education and Science, a national system for monitoring and forecasting of demand by employers for labour with particular qualification	In process of implementation	Q3 2009	MLSP, MES	n.a.	Creating conditions for better matching of labour supply and demand in Bulgaria by studying, identifying and short-term and long-term forecasting of the demand by the economy for labour possessing particular qualifications	A Concept for structuring and institution building of the system for studying and forecasting the demand for labour possessing particular qualifications in the Republic of Bulgaria has been prepared, the remarks and proposals of all partners have been received and are taken into consideration. A working group will be established shortly, consisting of experts of the MLSP, MES, MEE, MAF, Ministry of Regional Development and Public Works (MRDPW), MoF, the National Agency for	Unemployment rate for persons aged 15 and over	2010 - 5.8%	Registered unemployment rate according to EA figures: 5.97% in June 2008

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	Description of action	Status	Deadline for implementation	Responsible institution	Financing (Direct budget allocation, other – MEUR)	Significance and effect of action application:	Description of achievement	Indicators		
								Measure	Target value	Current value
							Vocational Education and Training (NAVET), NSI, NRA, representative of the nationally representative employers organisations, researchers from the BAS and universities. The working group will prepare a System for Research Studies and Forecasting of the Demand for Labour Possessing Particular Qualifications in the Republic of Bulgaria. The operation of the system will be financed by the State budget and other sources.			
68	Approval of the Bulgarian flexicurity pathway	Planned	Q1 2009 (for determination and approval of the national flexicurity pathway)	MLSP	n.a.	The determination of the Bulgarian flexicurity pathway will implement the decision of the Spring European Council and will provide guidelines for better integration of the efforts under the four components: labour legislation; lifelong learning; active labour market policy; modern social insurance systems.	NAPE 2008 is developed under the motto "For More Flexibility and Security on the Labour Market". The policies and specific programmes included are intended to achieve progress in implementing policies on all four components. Establishment of an interinstitutional working group is forthcoming with the participation of the social partners for development and approval of the Bulgarian flexicurity pathway.	Bulgarian flexicurity pathway developed and approved	n.a.	n.a.
69	Reduction of the regional disparities with respect to unemployment	In process of implementation	Constant	MLSP, EA	n.a.	Social cohesion is a fundamental principle of the EU. Bulgaria's employment policy aims at reduction of regional disparities in Bulgaria and, hence, in the EU. Reducing regional disparities with respect to unemployment	Implementing NAPE 2008, a number of measures are carried out to reduce regional disparities in respect of unemployment.	Dispersion of the unemployment rates by planning region	2010 - 2.5%	3.0% (for the first half of 2008 according to EA figures)
	69.1. Priority allocation of larger financial resources to municipalities with unemployment rate above the national average in the allocation of resources under the largest labour market programme, "From Social Assistance to Employment"	In process of implementation	Constant	MLSP, EA	n.a.	Social cohesion is a fundamental principle of the EU. Bulgaria's employment policy aims at reduction of regional disparities in Bulgaria and, hence, in the EU. Reducing regional disparities in respect of unemployment	A working group has been established and is discussing various options for allocation of resources under the programme, taking into account regional disparities to the greatest extent. A consensual proposal is to be adopted shortly so as to start in October 2008 the campaign for preparation of projects by municipalities for 2009.	Dispersion of the unemployment rates by planning region	2010 - 2.5%	3.0% (for the first half of 2008 according to EA figures)
	69.2. Increasing the number and resources (at least EUR 1.023 million) for regional programmes for employment, literacy training and vocational training provided by the regional Employment Commissions to the Regional Development Councils for financing from the State budget within the NAPE for 2009	Planned	In 2009	MLSP, EA	MEUR 1	Reducing regional disparities with respect to unemployment	Implementing the LPE, local partners are offered incentives to propose and implement projects intended to address specific regional problems contributing to a reduction of unemployment in municipalities with a high rate of unemployment	Dispersion of the unemployment rates by planning region	2010: 2.5%	3.0% (for the first half of 2008 according to EA figures)
	69.3. Creating more favourable opportunities for financing of projects under Phase III of the Project "Employment Promotion and Human Resources Development" on the basis of indicator taking into account the unfavourable position of municipalities with higher unemployment rate	Implemented	2008	EA	n.a.	Reducing regional disparities with respect to unemployment	Introduction, within the guidelines for project application procedures under phase III of Project "Employment Promotion and Human Resources Development", of an indicator accounting for the unemployment rate in the municipality/municipalities within whose territory the projects will be implemented, subsequently carrying a weight in the evaluation of the project proposals	Dispersion of the unemployment rates by planning region	2010 - 2.5%	3.0% (for the first half of 2008 according to EA figures)

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								Measure	Target value	Current value
	69.4. Introducing requirements to allocate more resources to the less developed regions in the schemes under the HRD OP, for which the calls for proposals are forthcoming	Planned	Q4 2010	EA	n.a.	Reducing regional disparities with respect to unemployment	Introduction, within the guidelines for project application procedures under the HRD OP, of an indicator accounting for the unemployment rate in the municipality/municipalities within whose territory the projects will be implemented, subsequently carrying a weight in the evaluation of the project proposals	Dispersion of the unemployment rates by planning region	2010: 2.5%	3.0% (for the first half of 2008 according to EA figures)
	69.5. Supporting regional development through the activities of the business centres network set up under the Job Opportunities through Business Support (JOBS) Project	In process of implementation	Q4 2010	MLSP, UNDP	n.a.	Reducing regional disparities with respect to unemployment	The network of 43 entrepreneurship promotion centres within the framework of the JOBS Project, set up in regions where the unemployment rate is above the national average continues operating but there is still potential for development. The centres contribute to strengthening the local economic development in partnership between the local authorities, business community and the civil society.	Dispersion of the unemployment rates by planning region	2010: 2.5%	3.0% (for the first half of 2008 according to EA figures)
	69.6. Continuing the effect of preferential treatment of investors entering regions with higher unemployment rate, with the list of such municipalities being updated annually (In 2007, 141 municipalities registered unemployment rate by over 35% above the country average)	In process of implementation	Constant	MoF, MEE	n.a.	Reducing regional disparities with respect to investment activity, economic development and unemployment	The Law on the Promotion of Employment regulates the incentives for municipalities with above-the-average unemployment rate, as well as in case of investment in high-technology manufacture, computer technologies, research and development, education and human health care. Just as importantly, financial support is provided for training and acquisition of professional qualification of the personnel of companies providing jobs to experts aged 29 or younger, or to university students carrying out internships in new high-technology production and services, or where the investments are implemented entirely in economically underdeveloped regions. According to the provisions of the Law on the Corporate Income Tax, employers can deduct from their taxable profit the amounts spent on wages and social insurance contributions payable by the employer by hiring unemployed persons of some of the risk groups on the labour market (long-term unemployed, unemployed aged over 50 and persons of reduced working capacity). The Law on the Corporate Income Tax also creates prerequisites to promote employment and job creations in areas of high unemployment through provision of tax credits to companies investing in such regions.	Dispersion of the unemployment rates by planning region	2010: 2.5%	3.0% (for the first half of 2008 according to EA figures)
70	Broadening the scope of provision of employment-related services by private service providers	In process of implementation	Q4 2010	MLSP, EA	n.a.	The provision of employment-related services by private service providers is a guarantee of the extension in the scope and volume and the quality improvement of these services.	Prerequisites have been created and a number of measures are implemented through which key employment-related services are provided by private service providers. Private service providers provide mainly services for: training, career guidance, entrepreneurship services.	Unemployment rate for persons aged 15 and over	2010 – 5.8%	Registered unemployment rate according to EA figures: 5.97% in June 2008

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								Measure	Target value	Current value
	70.1. Applying the provisions of the law for competitive award of adult training financed with active labour market policy resources	In process of implementation	Constant	EA	2009: MEUR 7.6 2010: MEUR 7.6	Broadening the scope of employment-related services provided, including the organisation of vocational training and training for acquisition of key competences, by private providers and improvement of the quality of these services as a crucial factor for the improvement of the quality of the labour force. Developing services in the sphere of career guidance and adult training provided by private licensed centres.	The amendments to the LPE and the Regulations for Application of the LPE of 2008 provided for a possibility for financing, by State budget resources, not only vocational training activities but also training for acquisition of key competences, as well as of career guidance of unemployed persons referred by the EA to licensed centres for information and career guidance. The training is delivered by training institutions selected according to the procedure established by the Law on the Public Procurement and according to a methodology approved by the Minister of Labour and Social Policy. A working group involving the social partners is developing a draft of the methodology for selection of training institutions.	Share of the courses for employed and unemployed persons conducted by private Centres for Information and Career Guidance, licensed by the NAVET.	Over 95%	90% in 2008
	70.2. Delivery of training to: - Trainers of adults; - Mentors of unemployed persons with basic and lower education and without qualification, hired for apprenticeship as an employment promotion measure under the LPE; - External experts assessing the quality of training for acquisition of professional qualification, organised by the Employment Agency	Preparation in progress	Q4 2010	EA	2008: MEUR 0.065	Creating conditions for improvement of the quality of employment-related services provided by private providers The thorough training of adult trainers, including in the acquisition of modern teaching methods which take into account the specificities of the trainees', is an important factor of improvement of the quality and effectiveness of the adult training provided The improvement of the selection process for training institutions which are in charge of training of unemployed people, financed with resources of the EA, is subject to improvement of the procedure, as well as on the training of the external evaluating experts	The amendments to the LPE of March 2008 provide for financing of training of trainers of adults, including mentors, and of the activities for selection of training institutions. A project under the Programme "Quality Improvement of Adult Training," included in the NAPE 2008, has been approved by the National Council for Promotion of Employment and its implementation will start after approval by the Minister of Labour and Social Policy. Syllabi for training of trainers of adults and of external evaluating experts have been developed.	Number of persons trained	For 2009: 450 persons, incl. 200 trainers of adults; 50 mentors; 200 evaluating experts	n.a.
	70.3. Provision of career guidance to unemployed persons referred by the Employment Agency by licensed private centres for information and career guidance (CIOG), financed with active labour market policy resources	Preparation in progress	Q4 2010	MLSP, EA	2009: MEUR 0.015 2010: MEUR 0.015	Broadening the scope of employment-related services provided by private providers and improving the quality of these services Developing services in the sphere of career guidance and adult training provided by private licensed centres.	At present career guidance for job-seekers (financed by active policy resources) is provided only by the regional divisions of the EA	Number of unemployed persons who have undergone career guidance at Centres for Information and Career Guidance	For 2010: 10 000 persons	n.a.
	70.4. Provision of high-quality services for business start-ups and business expansions through a ramified network of business centres and incubators servicing 60 municipalities	In process of implementation	Q4 2010	MLSP and UNDP	MEUR 0.31 for 2009	Broadening the scope of employment-related services provided by private providers and improving the quality of these services Developing the entrepreneurship services provided by the network of business centres set up under the JOBS Project	Provision of a broad range of information, financial and office services, as well as training and elaboration of business plans, by a network of 43 business centres established as NGOs and brought together into a National Business Development Network Association.	Unemployment rate for persons aged 15 and over	2010 – 5.8%	Registered unemployment rate according to EA figures: 5.97% in June 2008
								Number of business services provided;	For 2009: 41 000, including 2 000 of the	January-June 2008: 20 664

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	Description of action	Status	Deadline for implementation	Responsible institution	Financing (Direct budget allocation, other – MEUR)	Significance and effect of action application:	Description of achievement	Indicators		
								Measure	Target value	Current value
								Roma business centres; For 2010: 43 000, including 2 200 of the Roma business centres;		
								Number of persons trained	For 2009: 6 500, including 400 of the Roma business centres;	January-June 2008: 4 723
								Number of company tenants at business incubators;	For 2009: 95; For 2010: 95;	January-June 2008: 92
								Jobs created by self-employed persons and in use of financial leasing scheme;	For 2009: 1 400, including 300 of the Roma business centres; For 2010: 1 500, including 320 of the Roma business centres;	January-June 2008: 733
								Percentage of risky leases (overdue by more than 30 calendar days)	2009: 3.5% 2010: 3.5%	January-June 2008: 3%
71	Carrying out a specialised study and analysis of the possibilities for interventions with respect to the vulnerable groups on the labour market and inactive people within the HRD OP	Planning in progress	End-2008 (Start of public procurement procedures Q3 2009 (implementation))	EA, MLSP – implementing agency for HRD OP	0.766 MEUR	The carrying out of an in-depth study of the characteristics of the persons outside the labour force, including their geographic distribution, will yield valuable information for better focusing of the initiatives under the NAPE and under the HRD OP. In identifying subsequent interventions, attention will be paid to the principle of complementarity and non-overlapping of the initiatives financed under the HRD OP and by the State budget.	The carrying out of the study has been approved by the Monitoring Committee under the HRD OP	Study conducted	n.a.	n.a.

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								Measure	Target value	Current value
72	Review of the on-going programmes and measures for young people	Planning in progress	Q4 2008	MLSP		Considering the need to increase the share of young people who have received the so called "new start," in implementation of the recommendations of the 2007 Spring European Council, an in-depth review will be made of the on-going programmes, measures and initiatives. The idea is to improve the co-ordination, effectiveness and, if necessary, to define new tasks in this respect.	A working group for the elaboration of the National Action Plan for Employment 2009 has been established, within the framework of which the complex of measures for young people will be discussed and adopted for implementation in 2009.	Youth unemployment rate (age 15-24)	2010:13%	Q1 2008: 14.4%
73	Legally regulating the activity of the Agencies for temporary employment	In process of implementation	Q4 2008 (adoption of amendments to the Labour Code)	MLSP, National Assembly		Improving employment opportunities of various labour force groups through creation of possibilities for more flexible forms of employment	A group of deputies have submitted to the National Assembly a proposal for amendments to the Labour Code so as to regulate the relations between a supplier employer, a user employer and the employee. After these revisions are adopted, there are plans to establish, within the Law on the Promotion of Employment, registration requirements for the activity of employers supplying workers and employees.	Part-time workers as percentage of total number of employed	2010: 4 %	Q1 2008: 2.6%
74	Drafting a new Law on the School Education	Planned (discussion in progress)	2009	MES		Improving school-leavers' orientation for the purpose of better guidance and realisation on the labour market	The new Law on the School Education provides for several new elements: 1. New education structure: basic education is completed after the 7th grade, which levels the playing field of students with respect to the general education minimum. The good national practices of foreign language schools are transferred, with intensified study of languages, ICT, computers and vocational education in the 8th grade. 2. The secondary school stage is divided into two parts: first (8th – 10th grade, leading to a diploma of secondary education), and second (11th – 12th grade). 3. Short-term orientation of education to meeting labour market requirements is introduced, for the purpose of focussing on the general educational training of all students at all schools to give them comprehensive schooling after which, by short-term courses, to qualify them for starting work. After the adoption of the law, a new curriculum with new textbooks will be elaborated.			
75	Adoption of Law on the Higher Education	In process of implementation	2010	MES			The new Law on the Higher Education changes the model of financing, the model of management, independence and accreditation of universities.			
76	Adoption of Law on the Student Loans	Implemented	July 2008	MES		Providing greater financial support to young people who upgrade their educational attainment Giving young people an incentive to obtain a higher educational degree and to develop their academic potential	The amendments to the Law on the Student Loans provide for the increase in scholarships for undergraduate, graduate and post-graduate students. Programme for renovation of the student dormitories has been adopted.			

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	Description of action	Status	Deadline for implementation	Responsible institution	Financing (Direct budget allocation, other – MEUR)	Significance and effect of action application:	Description of achievement	Indicators		
								Measure	Target value	Current value
77	Development of a mechanism for work experience for students and university students	In process of implementation	2009	MES	EU Structural Funds HRD OP MEUR 2	Improving the practical skills of students to adapt more easily to labour market demand Building stable partnerships between educational/training institutions and business Upgrading the qualifications of teachers/trainers to handle modern production equipment	Implementation contracts concluded with 37 vocational secondary schools and 25 higher schools	Minimum number of students in work experience	2009 – 2000 students	0
								Minimum number of university students in work experience	2009 – 2000 university students	0
								Minimum number of teachers trained to handle modern equipment	2009: not less than 200 teachers and instructors	0
78	Introduction of a new educational structure and vocational training structure consistent with the National Programme for Development of School Education and Pre-school Upbringing and Training (2006-2015)	Planned (This action will be implemented after the adoption of the Law on the School Education)	2009	MES	State budget	The purpose is to fix the occupational profile of study in the last few grades (after age 16) so as to achieve a system of adaptability to labour market requirements. At present the duration of vocational education is 5-6 years, and after the reform it will be limited to 2-3 years in the last few grades. There are also plans for short-term modules for acquisition of qualification by persons who do not wish to continue their training (elaboration of such modules has started for 40 occupations).	This action will be implemented after the adoption of the Law on the School Education	Students trained under the new educational structure	Training in the first secondary school stage ends and training for attainment of first or second degree of professional qualification begins in 2012. The complete educational structure in vocational education in place in 2012.	
79	Start of the programmes for "second chance" schools: additional opportunities for literacy training and vocational training for early school-leavers	In process of implementation	2009-2010	MES	State budget	Acquired professional qualification by early school-leavers	Increasing the state-planned admission for attainment of first degree of professional qualification for students who have left schools after the 6th, 7th and 8th grade.	Number of students who have attained first degree of professional qualification	2009: not less than 100 students; 2010: not less than 200 students	n.a.

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80	Implementation of programmes for training and retraining of teaching staff									
	80.1. National Programme "Qualification"	In process of implementation – long-term qualification for acquisition of professional qualification	2008-2009 2008-2009	MES	MEUR 2	1. Strengthening the capacity of educational institutions to ensure a high quality of educational services 2. Overcoming the shortage of highly skilled teachers in foreign languages 3. Enhancing school principals' competences to overcome the deficiency of managerial skills 4. Strengthening the managerial capacity in the sphere of secondary education 5. Creating conditions, motivating teachers and principals to broaden and improve their competences and skills and pursue sustained career development	National Programme "Qualification" was approved with Decision No. 245 of 20 April 2007 and was updated with Decision No. 339 of 26 May 2008.	Number	1 510	1 510
		In process of implementation – short-term qualification of school principals		MES, National Institute for Training of School Principals	MEUR 0.7					
	80.2. Ongoing qualification	In process of implementation (short-term qualification)		MES				Number	26 017	26 017
81	Discussing and approval of Strategy for Development of Higher Education	Discussion in progress	2010	MES	n.a.	Developing the higher education system in line with the new conditions. Effect: a new Law on the Higher Education	Amendments to the currently effective Law on the Higher Education. The university budgets have been increased. The system has been optimised and access has been eased.	Number of students for 2007, 2008, 2009.		
82	Modernization and integration of the computer networks of Bulgarian schools	In process of implementation	2011	SAITC	MEUR 4 annually	Creating conditions for exchange of educational and methodological content among schools, the MES, the Regional Education Inspectorates and a link with the European Educational Resources		Broadband	1 Gbs	10 Mbs
83	Elaboration and implementation of Programme for Prevention of Early School Leaving of Students within the Compulsory School Attendance Age: up to 15% by 2009	In process of implementation	4Q 2009	MES			A Draft Action Plan for Reduction of the Number of Children at Compulsory School Age who Are Not Covered and who Drop Out of the School System for the 2007-2010 period has been drafted on the basis of the key objectives of a National Programme for Development of School Education and Pre-school Upbringing and Training 2006-2015. The draft has not yet been approved.	sc051 Early school-leavers - total	2009: 15%	Percentage of early school-leavers: 20% (2007)

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								Measure	Target value	Current value
Point to watch 1. Taking further measures to ensure the long-term sustainability of public finances, in particular with regard to potential risks in terms of adequacy and sustainability of pensions										
84	Legal regulation of the State Fund for Guaranteeing the Sustainability of the State Pension System	In process of implementation	December 2008	MF, MLSP	EUR 362 million for 2008	Improving the financial sustainability of the state pension system and particularly of the Pensions Fund of the Public Social Insurance. The establishment of a special reserve fund, which resources would represent a separate self-contained part of the central government budget, is planned. These resources will be managed and structured into investment portfolios, which will be entrusted for management to financial institutions. The fund will pool 50 per cent of the proceeds from privatisation receipts to the central government budget, 25 per cent of the republican budget surplus for the relevant year, the proceeds from concessions, as well as transfer of other revenues in pursuance of a law or an act of the Council of Ministers. The accumulated in the fund resources will serve only to cover the deficit in the Public Social Insurance budget for the relevant year, with the specific amounts of these transfers being determined by the annual State Budget Act. To ensure a possibility for accumulation of resources, transfers to the Public Social Insurance budget will not be made in the course of 10 years.	The draft Law on a State Fund for Guaranteeing the Sustainability of the State Pension System was approved by the Council of Ministers in July 2008 and has been submitted to the National Assembly for consideration. The draft law has been adopted by the National Assembly on first reading. A second-reading debate is forthcoming.	Amount of receipts of the fund (BGN mln)	For 2009 (MF)	BGN 708 million
85	Inclusion of the State as a third pension insurance contributor (as of 1 January 2009, the aggregate rate of the social insurance contribution to the Pensions Fund of Public Social Insurance is envisaged to increase from 22 to 30%, of which 12% will be paid by the State budget, 8% by the employee and 10% by the employer)	Planned	December 2008	MLSP, MF, NSSI	In planning process under 2009 budget	Improving the financial condition of the Public Social Insurance, on the one hand, and improving the conditions for economic growth and increase of employment. Providing more resources for the budget of the Pensions Fund of Public Social Insurance while reducing the social insurance contribution for the employee and the employer.	The measure has been approved by the government and is planned for the next budget year.	Amount of the deficit of the Public Social Insurance Pensions Fund	BGN 1.96 billion (2008 plan)	BGN 811 million (2009 plan)
86	Development of a conceptual framework for the assessment of the public finances quality and for implementation benchmarks	At initial stage	4Q 2010	MF		Developing of concrete models for assessment of the effectiveness in the individual sectors	Identified key sector policies, implementation benchmarks and binding the budget expenditures regardless of their source of financing	Draft Conceptual Framework developed	Available by 31.12.2010	
87	Adoption of a National Health Strategy 2008-2013	In process of implementation	December 2008	MH			The draft National Health Strategy (including a programme and action plan in health care) was adopted at the meeting of the Council of Ministers on 2 October 2008. It will be submitted to the National Assembly for consideration and adoption shortly.	en081 Healthy Life Years at birth - females; en082 Healthy Life Years at birth - males		
Point to Watch 2. Creating all necessary pre-conditions for strong competition in network industries										

Action number	Description of action				Impact assessment and results module					
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								Measure	Target value	Current value
88	Effective enforcement of the Rules for Co-operation between the CPC and the CRC, which are intended to create conditions for interaction and co-ordination in the exercise of the powers vested by law in the two bodies	In process of implementation	Continuous	CPC, CRC	n.a.	Guaranteeing the freedom of competition on the markets of electronic communications.	Rules for Co-operation between the CPC and the CRC adopted - Interaction in exercising the competences under the Law on Electronic Communications and the Law on Competition Protection according to the procedure and in the forms provided for in these Rules	Number of cases in which CPC/CRC have interacted in pursuance of the Rules	-	-
89	Launching proceedings on the CPC's own initiative in case of suspected breach of the competition rules in the network industries	In process of implementation	Continuous	CPC	n.a.	- Effective competition on the relevant markets; - Deterrent effect on possible infringers of the competition rules	Continuous monitoring of competition on the relevant markets and launching of proceedings on the CPC's own initiative in case of availability of information about infringements. In August and September 2008 CPC started 4 new proceedings for eventual infringements in the area of telecommunications, as well as the 6 in the energy area (See measure 18 of the Action Plan).	Number of started proceedings	n.a.	5 proceedings on own initiative since the beginning of 2008
Point to Watch 3. Elaborating an integrated policy for R&D and innovation notably aimed at reforming the public R&D system, shifting public support to R&D- based on an overall R&D intensity target for 2010- towards more competitive funding focused on key priorities										
90	Establishing of a rating system for the universities, which takes into account their contribution to R&D activities	In process of implementation (A project for direct provision of free financial assistance from the Structural Funds has been prepared)	2008-2009	MON	Structural Funds	The establishment of a rating system for evaluation of the higher schools, based on a system of benchmarks for independent assessment of the real quality of higher education. This will give higher schools in Bulgaria a base for realistic comparison of the provided by them educational services and will enable them to improve the quality of instruction. In turn, this will improve their students' competitiveness and employability on the national and European labour markets.	Application for financing The elaboration of terms of reference is forthcoming			
91	Discussion and adoption of a National Strategy for Scientific Research for 2008-2018	In process of implementation	2008-2009	MES	State budget	Increasing the public and private investments in science Introducing of priority areas for R&D and innovation Developing the Bulgaria's scientific research potential	A draft strategy has been developed and a debate with institutions concerned on the measures and goals of the Strategy has been held	Number of measures	8	
								Programme/institutional financing ratio	60/40	
								Public expenditure on scientific research as % of GDP	1% of GDP by 2013	
92	Introduction of a system for external evaluation of research organisations	In process of implementation	2008-2010	MES	EUR 0.3 million (2009 budget)	Assessing the quality in terms of the effectiveness of research activities and ensuring an opportunity for participation in high-class scientific research	A pilot assessment has been carried out and a system of benchmarks has been introduced	Number of institutions appraised	25	According to the pilot assessment, 60 institutions have been appraised on the basis of their re-

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										search activities
93	Updating normative deeds to define the term "research organisation" and expanding its opportunities to pursue public-private partnership	Planned	2008-2010	MES	State budget	Providing incentives for and setting up effective public-private partnerships Possibility for developing research innovation and high-technology complexes strengthening the link between science and business	Discussion with institutions concerned	Updated regulatory framework	2	n.a.
94	Support the transfer of knowledge to enterprises ("voucher scheme"): conducting an information campaign by the Bulgarian Small and Medium Enterprises Promotion Agency (BSMEPA); calling of a competition session; collecting the applications; ranking the applicants; issuing certificates to the enterprises approved for financing; signing of contracts; implementing the projects; effecting payment by the BSMEPA to the beneficiary enterprises up to the amount of the subsidy fixed in the certificates.	In process of implementation	1Q 2008 - 4Q 2010	MEE	MEE: 2008 - EUR 0.511 million, 2009 - EUR 0.767 million, 2010 - EUR 1.02 million national budget	Providing incentives for market-oriented applied research and for transfer of knowledge to SMEs	Схемата е стартирана. Издадени са 79 сертификата. Понастоящем тече изпълнението на проектите. The scheme has been started. 79 certificates have been issued. At present the projects are implemented.	Number of companies supported by BGN 5,000 grants; number of companies supported by BGN 15,000 grants ir061 Venture capital investments - early stage	Number of companies supported by BGN 5 000 grants – 2008: 50 companies; 2009: 75 companies; 2010: 100 companies; number of companies supported by BGN 15,000 grants - 2008: 50 companies, 2009: 75 companies; 2010: 100 companies	BGN 5000 – 20 companies BGN 15000 – 59 companies
95	Establishment and development of entrepreneurship centres in the higher schools in Bulgaria with two year financing period for each newly set up centre	In process of implementation	4Q 2008	MEE	EUR 0.225 million	Ensures the implementation of Measure 10 of the National Innovation Strategy; strengthening the capacity of higher educational establishments for training in entrepreneurship; providing incentives to students' entrepreneurial activity	As a result of a carried out procedure, contracts for the setting up and development of Entrepreneurship Promotion Centres have been concluded with four higher schools: Sofia's University of Forestry; the Technical University of Sofia, Plovdiv Branch; the Technical University of Gabrovo and the Technical University of Varna. The measures under the endorsed strategic and financing plans were implemented during the period	er081 Business demography - Birth rate	Number of the established entrepreneurship centres - 4 operating	4
96	Training in entrepreneurship skills and in entrepreneurship at secondary vocational schools through setting up Educational Companies	In process of implementation	4Q 2009	MEE	EUR 0.46 million	Upgrading the level of entrepreneurship, cultivating practical habits for drawing up business plans and starting own business	A procedure for the setting up of a new entrepreneurship centre with three Educational Companies at a secondary vocational school in Teteven has been carried out. The centres at the Food Technologies and Equipment Secondary Vocational School in Plovdiv and the Tailoring Secondary School in Rousse continued their operation.	ir092 Youth education attainment level - females; ir093 Youth education attainment level - males	Number of established educational companies- 15	11
97	Training for entrepreneurs (on a regional basis) and provision of free financial assistance for starting-up a business - micro and small-sized enterprises	In process of implementation	4Q 2011	MEE	EUR 7 million	Developing a sustainable and competitive private sector through provision of targeted assistance for the start-up and development of micro- and small-sized enterprises	The implementation of Project 100 Creating Competitive Starting-up Enterprises, a joint project on the basis of a Memorandum with the UNDP, continued in 2008. This year the free assistance for business	em051 Life-long learning - total	For the 2008-2011 period: Number of micro- and	For the 2004-2007 period: Number of micro- and

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							start-ups is provided on the territory of Pleven, Smolyan, Yambol and Pazardjik regions. The first round of the project under the budget for 2008 is in progress. The newly established companies during the previous period remain subject to control and monitoring.		small-sized enterprise start-ups: up to 210; Number of entrepreneurs trained: up to 720	small-sized enterprise start-ups: 251; Number of entrepreneurs trained: 1,058
98	Support for students' starting-up companies and encouragement of young people with achievements in innovation	In process of implementation	4Q 2008	MEE	EUR 0.113 million	Expected results: Established and supported "Student companies"; Working model of a National Competition for Support of Business Start-ups of Students and Higher School Graduates in Bulgaria.	TECHNOSTART, a project for the promotion of young people's innovative activity, was launched in 2008. Grant financial assistance of BGN 20,000 will be available in 2008 for the establishment of technological companies by students or graduating students.	ir061 Venture capital investments - early stage	Number of student companies supported by BGN 20,000 grants: up to 7	
99	Creating conditions for effectively functioning venture capital funds for scientific, technological and innovation products and services	Planned	2009-2011	MES, MF, MEE	EUR 0.3 million (2009 budget)	Strengthening the link between research and business Sustainable development of innovative corporate structures	In process of exploration of options	Number of feasible schemes	3	n.a.
100	Elaboration of a new financing model for the higher schools and research organisations financed by the state budget, with a view to pooling resources and overcoming the fragmentation	In process of implementation	2010	MES, MF	EUR 0.5 million (2009 budget)	Pooling of resources Support for high-quality scientific research activities	n.a.	Development of a scheme	1	n.a.
101	Grant scheme for renovation of the applied purposes equipment at research organisations (Project proposals related to the European Research Infrastructure will be prioritised in the selection process)	Planned	2008-2010	MEE	EUR 3 million – national budget, EUR 17 million – ERDF	Improving conditions for carrying out of applied research and provision of innovation services to enterprises	The Monitoring Committee of the Operational Programme Competitiveness, on its meeting on 18 December 2007, adopted a decision on the implementation of a scheme for support of the renovation of the applied research equipment of Bulgarian research organisations in co-operation between the Managing Authority of the Competitiveness Operational Programme and the Scientific Research Fund. The scheme is in progress of elaboration. The scheme consists of two mutually complementing components: supply of applied research equipment, financed by the Competitiveness Operational Programme, and implementation of scientific research projects, developments and demonstration projects of Bulgarian research organisations on the basis of the purchased equipment	Number of projects financed for renovation of applied research equipment at research organisations	At least 5 projects financed for renovation of applied research equipment at research organisations	
102	Grant scheme for preparation of technical documentation for the establishment of technological parks	Planned	2008-2010	MEE	EUR 0.225 million – national budget, EUR 1.275 million – ERDF	Improving the pro-innovative environment		Number of financed projects	5-7 projects financed for preparation of the establishment of technological parks	

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103	Modernisation and integration of the Bulgarian Research and Education Network	In process of implementation		SAITC		Creating conditions for access of the Bulgarian educational and scientific research organisations to the EU educational and research resources		Broadband Quality of Research and Education	OC-192	STM16
104	Establishing of a Supercomputer Scientific Research Centre	Implemented	September 2008	SAITC	EUR 2.5 million	Creating conditions for use for the purposes of scientific research Developing the scientific research potential for development of applied products intended for introduction by the business				
105	Financing investment in R&D through grant schemes under the Scientific Research Fund	In process of implementation	4Q 2010	MES	EUR 7.5 million (2007) EUR 30 million (2008)	The measure implementation will impact the development of human capital potential and will strengthen the innovative capacity. All schemes of the National Science Fund are also opened for participation by corporate structures, which application is subject to more specific criteria. The pilot contest for young scientists preparing their PhD thesis at corporate structures will also be repeated with the objective to strengthen the link between research and business.	Two contest sessions are planned for 2008. The first contest session, which started on 25 April 2008, covers 6 schemes for development of the research infrastructure, for support of competence centres, providing incentives for scientific research in priority areas, at higher schools, within the framework of bilateral co-operation and in participation in projects under the Seventh Framework Programme. The second contest session, starting in May 2008, covers 8 schemes for human resource /career development of scientists, as well as a scheme for co-financing of approved projects under the Seventh Framework Programme.			
106	Financing of R&D for scientific and applied research for companies-producers through grant schemes under the National Innovation Fund	In process of implementation	4Q 2011	MEE	EUR 48.3 million (2008-2011)	Increasing the competitiveness of the companies through encouraging of market-oriented and applied scientific research	The 5th contest session under the National Innovation Fund (NIF), which is administered by the BSMEPA, has started, with 115 proposals submitted, which evaluation is in progress. A physical monitoring of the projects drawing to completion from previous sessions has been carried out. According to the endorsed rules, a technical monitoring was followed by financial monitoring of current and ending projects. Training has been delivered to the 1st to 4th session beneficiaries.	ir021 Gross domestic expenditure on R&D (GERD)	Number of concluded contracts (V session) - 50	
107	Support for (8-12) already existing or newly emerging clusters through investments, consultancy services and training	In process of implementation	1Q 2010	MEE	EUR 0.2502 million			ir024 Gross domestic expenditure on R&D (GERD) by source of funds - abroad	Number of supported clusters - 10	Number of supported clusters - 2
Point to Watch 4. Tackling undeclared work by strengthening institutional capacity to perform inspections and ensure legal enforcement										
108	Amendments to the labour legislation to improve the co-ordination of labour inspection and broadening the powers of the control authorities	In process of implementation	4Q2008	National Assembly	n.a.	The measure implementation is intended to broaden the powers of the General Labour Inspectorate Executive Agency for improvement of the efficiency of the exercised control	On 25 July 2008 a draft Law on amendment of the Labour Code and a draft Law on Labour Inspection passed through a first-reading vote at the Labour and Social Policy Committee to the National Assembly. Part of the proposed revisions envisages the introduction of 10-times higher fines for the companies violating the labour	Drafted and approved law	n.a.	n.a.

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							legislation. In another important change, the labour inspectors will be vested with broader powers. The employers who obstruct an inspection by a labour inspector will be liable to a fine of up to BGN 20 000. According to the proposed revisions, the owner of a company employing a worker without a labour contract will be fined BGN 15,000 for every such worker. Furthermore, the workers will be required to sign declarations that they do not get paid cash, "no questions asked." The control authorities will have the right to suspend the operations of an enterprise or of particular facilities: <ul style="list-style-type: none"> upon detection of any violations involving payment of undeclared amounts for work; when the employer has failed to pay the amounts set in enforceable penalty decrees or court rulings for a fine or a property penalty 			
109	Strengthening the institutional capacity of the General Labour Inspectorate Executive Agency through training of labour inspectors on subjects specific to their control activities	Planned	4Q2008	General Labour Inspectorate Executive Agency	n.a.	Strengthening the administrative capacity of the General Labour Inspectorate Executive Agency to perform the functions of a control authority in respect of the observance of labour legislation and the control of unlawful hiring under employment contract.	Training the labour inspectors of the General Labour Inspectorate Executive Agency for acquiring new knowledge and skills in connection with the exercise of control and imposition of sanctions	Number of trained employees	2008 total 540 employees	Jan-Jun 2008 – 230 employees
110	Strengthening the administrative capacity of the SAA	Planned	2010	SAA		The training of the personnel of the Social Assistance Agency and the introduction of an information system will contribute to the strengthening of the capacity for implementation of the policies, including in respect of the SAA's functions as an Intermediate Body for the HRD OP				
	110.1. Training the personnel of the Social Assistance Agency	Planned	2010	SAA	EUR 0.818 million (EU)	Strengthening the SAA's administrative capacity for fulfilment of the functions of an Intermediate Body for the HRD OP Strengthening the SAA's capacity by training experts and experts of the Agency's Inspectorate in child protection	Training of the first group is under preparation, the employees for inclusion have been selected	Number of trained employees	2008 - 46 employees; By 2010 - 456 employees	n.a.
	110.2. Elaboration and implementation of an information system for social assistance and protection of children	Planned	2010	SAA	EUR 8.5 million	Improving the quality of servicing of clients and optimising the operation of the SAA through completion and implementation of an Integrated Management Information System with two modules: a Social Assistance Module and a Child Support Module	n.a.	Introduced information system	n.a.	n.a.

Point to Watch 5. Completing the lifelong learning strategy and increasing participation

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111	Adoption of a Lifelong Learning Strategy and annual plans for its implementation by the Council of Ministers	In process of implementation	October 2008	MES	MES	Improving the quality of the labour force by offering employers and employees incentives to invest in the acquisition of new knowledge which matches the new requirements throughout the whole professional life.	The package is being prepared for submission to the Council of Ministers			
Other measures related to the infrastructure building priority, including in the ICT area										
112	Adoption of a National Programme for Development of Information Technologies in Bulgaria	Planned (Under discussion)	3Q 2011	SAITC	EUR 250.0 million			I2010 CPI	Catch up with leading EU Member States	Reaching the EU average indicators
113	Adoption of a National Programme for Development of Broadband Access in Bulgaria	Planned (Under discussion)	3Q 2011	SAITC				I2010 CPI	Catch up with leading EU Member States	Reaching the EU average in the following areas of BPI: 1. Broadband rural coverage 2. Broadband competition 3. BB price 4. Quality
114	Expanding the National Network of Telecentres for Public Access to Information Services in the settlements	In process of implementation	4Q 2009	SAITC		Creating a critical mass among citizens for use of information society services Giving socio-economically disadvantaged citizens access to these services		ir071 ICT expenditure - IT	Number of set up telecentres: 264 municipalities	Number of set up telecentres: 160 municipalities
115	Adoption of a National Programme for Accelerated Development of Information Society in Bulgaria (2008-2010).	Implemented	October 2008	SAITC		Intensive development and optimisation of the National Information and Communication Infrastructure; implementation of interoperability of the information systems in the state administration; expanding the accessibility of information resources and of participation in e-government to individuals and business; developing and ensuring various channels for provision of electronic services; ensuring a high degree of credibility of the functioning of information systems through achievement of a high level of information security. The implementation of the document will also result in an increase of the total volume of Bulgarian-language useful information on the Internet, availability of a variety of public electronic services, accessibility of all portals and Internet sites to people with disabilities, as well as options for translation from and into foreign languages.	The Programme has been approved by the Council of Ministers on 2 October 2008			

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								Measure	Target value	Current value
						<p>Reaching the average EU levels in the ICT use in all economic sectors, promoting the creation and dissemination of electronic content as a basis of work, building a favourable environment for the e-commerce development.</p> <p>Building an up-to-date, secure and generally accessible public information and communication infrastructure; dissemination of modern information and communication technologies, content and services; training of a highly educated labour force; enhancing the technological competitiveness of the Bulgarian economy and using information and communication technology to improve the quality of life of Bulgarian citizens.</p>				