Standard Summary Project Fiche

1. Basic Information

1.1 Twinning code BG2004/016-711.05.01
1.2 Title: Support for Social Dialogue
1.3 Sector: Employment, Social Policy and Education
1.4 Location: Bulgaria, national level with certain regional extent
1.5 Duration: May 2005 – November 2006

2. Objectives

2.1 Overall Objective(s):
Ministry of Labour and Social Policy (MLSP), Bulgarian Economic and Social Council, trade unions and organizations of employers are prepared to sustain and further develop an effective and fruitful social dialogue in Bulgaria as a member state of the EU from January 2007.

The effectiveness in organizing, functioning and controlling the structures of the social dialogue is increased on central and local level.

2.2 Project purpose:
The organizational capacity and skills of MLSP, Bulgarian Economic and Social Council, trade unions and employers’ organizations are improved to ensure full engagement of social partners in the creation of the national labour market and social policy.

2.3 Accession Partnership (AP) and NPAA priority:
The project is an AP midterm priority related to employment and social policy, which aims to “continue to support social partners’ capacity building efforts, in particular with a view to their future role in the elaboration and implementation of EU employment and social policy, including the European Social Fund and foster structured involvement of social partners, notably through autonomous bipartite social dialogue”.

The project also corresponds to the programming chapter 5 of the AP related to institutional building under Phare which is defined to help candidate countries to develop structures, strategies, human resources and management skills to strengthen social, regulatory and administrative capacity.

The project is in conformity with the NPAA in its part related to the anticipated results in the sphere of “Employment and ESF”.

Also it complies with the Roadmap for Bulgaria chapter 13 stating: “Social dialogue in line with EC practice needs to be fostered. It is necessary to strengthen the administrative capacity of the social partners with particular regard to new policy areas including employment and to promote autonomous social dialogue, especially at the enterprise and sectoral level, in order to improve its coverage”.

2.4 Contribution to National Development Plan:
The project directly corresponds to the objectives, goals, short term tasks and measures of the institutional building strategy for social and economic cohesion in the updated NDP.

“To develop and strengthen the capacity of regional structures and social partners for project management, monitoring and evaluation.”
2.5 Contribution to the JAP - Involvement of social partners in employment policy

The project is in conformity with the JAP. This document presents an agreed set of employment and labour market objectives necessary to advance the country’s labour market transformation, to make progress in adapting the employment system so as to be able to implement the Employment Strategy and to prepare it for accession to the European Union. In the current situation the “bipartite dialogue is weak and the government recognizes the needs to strengthen it in particular, through improving the framework for collective bargaining.

The involvement of social partners in employment policy is being enhanced through tripartite supervisory structures for the PES and the vocational training system. This should contribute to the quality and effectiveness of overall employment policies.

Bi-partite dialogue should contribute to improving the adaptability of firms and their workforce in the face of rapid structural changes in the economy.”.

Social partners have important contributions to employment policy and labour market adaptability. While tri-partite co-operation has a role to play, bi-partite dialogue needs to develop.

2.6 Cross Border Impact
Not applicable

3. Description

3.1 Background and justification:

Institutional background:

The main stakeholders and beneficiaries of this project are the social partners in Bulgaria – trade unions as well as the organizations representing the employers, Bulgarian Economic and Social Committee (BESC) together with MLSP. These organizations are representing the social partners on national level, and some of them have a country-wide organizational structure.

The legal regulation of the representative employees' and employers' organizations was for the first time set within the amendments of the Labour Code, enforced in 1993. On this basis, by 1997, seven trade-unions and four employers' organizations had been recognized as representative. Since 1999, only two trade-unions ¹ have been recognized as representative at national level. According to the Labour Code, the collaboration and the consultations between the social partners on national level are carried out through the National Council for Tripartite Co-operation./ Official Gazette, number 25, 2001/

The National Council for Tripartite Co-operation is the main national forum. The dialogue at this level concerns labour relations, social insurance and living standards.

Tripartism is the underlying principle of the legal framework for employment policy and vocational education and training policy. Various tripartite councils operating at national level, were established, modified or abolished by the successive laws in the recent years (UPEPA in 1998, Vocational Education and Training Act in 1999, EPA in 2002). The last reform (EPA) makes provision for the creation of

¹ CITUB and CL “Podkrepa”, Council of Ministers' Decree of January 1999
several tripartite bodies at national and regional levels. The National Board for Employment Promotion under the MLSP has been operational since January 2002. Its responsibilities include advising on the design and implementation of employment policy - including the National Employment Action Plan, the follow-up of the labour market situation and the efficiency of active programmes, submitting proposals to MLSP on labour market measures and legal acts and issuing opinions on all legal acts or agreements in the field of employment policy. At regional level, social partners will participate in the new Employment Commissions to be set-up under the Regional Development Councils (see section 3.5).

The EPA maintains the tripartite representation on the Board of the Employment Agency. It also foresees the creation of Co-operation Councils - at the PES regional level - in charge of monitoring and supervising the implementation of the employment policy. Social partners will be represented as well as the Employment Agency (regional directorates), the local authorities and the regional structure of the MES.

Social partners are represented on the management board of the National Agency for Vocational Education and Training (NAVET). They will also be in the Advisory Board for Manpower's Vocational Training foreseen by the EPA.

Tripartite councils exist at sector/branch level. The government intends to introduce the possibility of extending collective agreements signed by all representative employees' and employers' organizations to all enterprises in their respective sector/branch. This is seen as an important step towards the development of an autonomous bipartite dialogue enabling the state to withdraw from the detailed regulation of labour relations.

The Bulgarian Economic and Social Committee (BESC) is a state independent institution, contributing to enhance the role of the civil society structures and of the social partners in policy making process on the main economic and social matters. The Economic and Social Council in Bulgaria was set up under the Law Economic and Social Council of 24 April 2001, year accepted by National Assembly.

Economic and Social Council has advisory status. Economic and Social Council represents the various economic and social interests of organised civil society. The Council’s consultative role enables its members, and hence the organisations, which it represents to participate in the decision–making process on economic, social and regional development issues. The ESC fulfils a specific role: it is the participated democracy forum in which the organisations of civil society can have their views represented and discussed. The BESC is mandated to act as an institution, which performs a range of interests of the civil society structures. In order BESC to become a key coordinated body of the different interests and the positions of the civil society structures

The ESC is an advisory body of the President, Government, which - upon their own request - are provided with opinions on economic and social subjects.

The Ministry of Labour and Social Policy (MLSP) is the ministry responsible for the definition and creation of the labour market and social policy. This includes the responsibility for programming and implementing the European Social Fund (ESF).

**Summary of the background:**

Labour market and social policy cannot be defined and implemented without the participation of society. The most relevant social actors in this policy field are the organizations representing employers and employees, which have a crucial interest in participating in the political decision making process. The government has a crucial interest to utilize the organizational capacity of the social partners to ensure successful implementation of policies. To ensure a democratic way of policy co-ordination
between government and social partners an institutional structure for a transparent 
social dialogue has to be set up.

Several EU member states have long-standing experience in running such 
tripartite social dialogue constantly and transparent. Bulgaria as many transition 
societies still suffers the lack of organizational capacity of social partner 
organizations. As well co-ordination and co-operation between governmental and 
non-governmental institutions is still weak.

In order to address the above problems it is proposed to enter into a Twinning 
Covenant with a Member State to provide the necessary expertise on social dialogue 
and the institutional arrangements in the process of fostering it. Whilst more of these 
activities will be targeted at the nationally represented organizations it will be 
necessary to provide additional training of staff at local and regional level to provide 
the feeder mechanisms for tripartite structures.

Through this project it will be possible to ensure that the MLSP will have 
strengthened its administrative capacity for the management of the Social dialogue. The result will also produce the prerequisites for integrated approach to Human 
Recourse Development at the MLSP.

Besides the Twinning Project additional investment support for social partners’ 
institutions is foreseen to improve the organizational capacity of these institutions, as 
well as their capacity to lead an autonomous social dialogue.

3.2 Linked activities:

• **BG 9313 “Social Dialogue”** – the facilitation and implementation of Phare 
  Support to ESC in ’93-98 designed to ensure establishing of the principles of the 
  social dialogue, but this was not related to Bulgaria’s future membership in EU. 
  The project was only partially successful;

• **BG 0102.07 “Preparing for future ESF – “type programmes”** is an 
  institutional building project for ESF implementation: In the form of twinning it 
  prepares the state administration for the PCM-cycle in future ESF. The 
  Technical Assistance under this twinning project is an experience on working 
  with foreign experts;

• **“National Database for labour market and ESF”** is a project from Phare 
  2003 creating the IS of AE and its links to other ministries especially MLSP.

3.3 Results:

3.3.1 General Results:

A regular social dialogue in the field of employment policy is operational.

3.3.2 Specific twinning results:

• A social dialogue system that identifies, analyzes and implements labour market 
  policy and social inclusion on central and local level is operational from 1st 
  Benchmark:

• Negotiation meetings on national as well as on local level take place regularly. 
• Staff in MLSP, trade unions and employers’ organizations is trained to 
  participate in the work of different tripartite bodies, as well as monitoring 
  committees and programming and implementing structures for the future ESF. 
  Benchmark:

• Training programme for political decision makers on national and local level as 
  well as for organizational staff of public administration and social partners’ 
  organizations implemented.

• Training program on how to lead negations for the key members of the ESC .
• Training program on matters of institutionalization and development an effective dialogue between structures of the labour market and government
• An operational system to develop, monitor and evaluate ESF programmes is managed by MLSP and closely linked to social partners and other relevant non-governmental organizations by 1st January 2007.

Benchmark:
• ESF Monitoring Committees sustainably staffed and regularly meeting.
• Adoption of EU best practices in the development and administration of social dialogue on central and local level, as regards cross-industry and sectoral dialogues. This is a part of bipartite dialogue.

Benchmark:
• Legal framework for a social dialogue system in the field of employment policy adopted by the responsible political entities in concentration with the social partners’ organizations.
• Actions towards the training of social partners to strengthen their capacity to collective bargaining and conflict’s resolutions.
• Training of the members of the ESC on matters how to lead negotiations in conflict resolution in the context of the aims and operation principles of the Economic and Social Council.
• Training programme for the administrative officials of the ESC and members of the ESC in understanding the role of the BESC in strengthening capacity of civil society structures, based on the experience of the ESC in EU – member states. Here could be included a number of matters related to the objectives, tasks, competencies, characteristics and structure of the BESC;

3.3.3 Results of the investment contract:
• Software Development Services.

3.4 Activities:
Three measures are identified to support this Institutional Building programme.
• Support for MLSP, ESC, trade unions and employers’ organizations in social dialogue activities (under standing, policy making, labour market, adoption of EU standards and best practices).
• Support for institutionalisation of cross-industry and sectoral social dialogues on central and local level.
• Support of the social partners for programming, implementation, monitoring and evaluation of ESF programmes.
  o Support of the members of the ESC for programming, implementation, monitoring and evaluation of ESF programmes and pre-accession programmes.
  o Support of the ESC expert staff for programming, implementation, monitoring and evaluation of ESF programmes and pre-accession programmes.

Measure 1
The twinning partner will work with MLSP, ESC, trade unions and employers’ organizations to achieve common and widespread understanding among the key persons involved in social partners’ organizations. All information methods and models of dissemination of this knowledge should be used.

Broad campaign in mass media on the role of social and bipartite dialogue for the labour market, for social integration and for access to Structural Funds.
Organisation of national conferences dedicated to the problem.
Study visits for the leaders of the social partners’ organizations to member states and meeting with their colleagues from these countries, visits to plants, enterprises, municipalities and line ministries for detailed study of EU best practices.

Meeting with the European social partners at cross-industry and sectoral level as well as institutions and European bodies realized in one week visit to Brussels. This might be a valuable asset to understand the linkage between national and European social dialogues.

Meeting with representative of the Economic and Social Councils from EU member countries aimed at understanding procedures, principle of work of Economic and Social Councils with the structures of the civil society on one hand, and on the other hand with the government, the President and the Parliament.

The meeting with representative of ESC in EU member countries will support the understanding of the role of the ESC in strengthening the efficient social dialogue.

Trainings for selected staff–members of the above mentioned organizations on EU policy, labour market, tripartite negotiations, policy making legislative measures.

**Measure 2**

Assistance is required in developing skills in taking part in the work of different institutional structures of the social dialogue – national councils, committees, workgroup. This assistance will principally be targeted to train staff in the necessary competences, as well as developing negotiation skills. This includes the development of regular procedures for the coordination in tripartite bodies. Support for bipartite social dialogue between employers and employees and how to avoid labour disputes.

The initial focus of this measure will be targeted at the national level within the identified social partners. Subsequent training will be provided for staff at regional and local levels, including regular committees for employment, sectoral and regional structures, boards and assemblies built on tripartite principle. Training is required to ensure that there is sufficient competence at these levels is order to carry out the required tasks.

Study visits in member states are envisaged for members of national councils, boards and committees.

Meeting with the European social partners at cross-industry and sectoral level as well as institutions and European bodies realized in one week visit to Brussels. This might be a valuable asset to understand the linkage between national and European social dialogues.

Support for social dialogue in enterprises and small communities, creation of institutional model for effective social dialogue in these places (written rules, procedures, introduction of EU standards and best practices).

Supply of hardware for offices of the social partners, this helping them in the process of active participation in institutional structures. Supply of the necessary software for technical assistance of these structures.

Limited supply of the hardware ESC, which will help ESC to strengthen discussion internet forum across the country and involve more structures of the civil society.

**Measure 3**

Assistance will be required in reviewing the effectiveness of the programme cycle of ESF – programmes.

The inclusion of social partners into the programming of ESF-programmes as well as the monitoring and the evaluation of the implementation process can provide an example for the effective working of tripartite systems in a concrete policy field.

The ESC participation into the programming and monitoring of ESF programmes can ensure public awareness and transparency on the social policy matters, as well as
can provide involvement of the structures of the civil societies in pre-accession and ESF implementation process.

The social dialogue will be strengthened by the established system of Labour Market Database. The trade-unions and employers’ organizations will be informed how to work and to monitor the ESF. They could play a role of Steering Committees over the processes concerning the ESF.

It is required to develop standards and procedures for managing funds in a joint effort of government and non-governmental organizations.

Besides the social partners, additional potential non-governmental partners on national and regional level have to be identified to work in collaboration or complement to the social dialogue structures in relation to the specific policy field.

Procedures have to be elaborated, how the formal inclusion of social partners into the ESF programme cycle is ensured. This includes the elaboration of a manual for activities on regional/local level.

In a pilot region social dialogue shall be developed for a concrete ESF–type sub-programme.

3.5 Lessons learned:

Commitment on national level, especially between the beneficiaries is necessary in terms of effective cooperation and communication, which will guarantee successful project implementation and evaluation. The experience gathered under other projects showed that good collaboration on political and expert level results in substantial achievements with respect of the purpose and objectives of the project. Good relations between the beneficiaries, the Implementing agency and the EC Delegation will additionally provide for quick and timely implementation process. Mechanisms of networking between the national, regional and local level shall be established as to guarantee integrated approach, which in turn will lead to sustainable outcomes and will provide possibilities for dissemination of good practices among the key actors.

- **BG 9313 “Social Dialogue”** – the facilitation and implementation of Phare Support to ESC in ’93-98 designed to ensure establishing of the principles of the social dialogue, but this was not related to Bulgaria’s future membership in EU. The project was only partially successful. Nevertheless the project proves the absolute necessity of social dialogue between the partners on the labour market
- **BG 0102.07 “Preparing for future ESF – “type programmes”** The Technical Assistance under this twinning project is an experience on working with foreign experts

4. Institutional Framework

**National Level**

The main beneficiaries are the nationally represented and identified organisations of workers and employers. They are the organizations responsible for the realisation of social dialogue in the field of labour law, labour market, healthy and safe conditions at work, negotiations for salaries, etc. Nationally represented and identified organizations of the workers at the current situation are the Confederation of the Independent Trade Unions in Bulgaria and the Confederation of Labour Podkrepa. If later there are any other organizations of the workers that are nationally represented and identified they will be involved in the project too. The main organizations of the employers are: Bulgarian Chamber of Commerce and Industry, Bulgarian Industrial Association, Bulgarian Union of Private Entrepreneurs Vuzrazdane, Association of the Industrial Initiative of the Citizens, Employers Association of Bulgaria and others, which will be recognised as nationally represented organizations and will be involved in the project.. During the implementation of the project with the help of our twinning partners will be also specified the sectoral organizations. If any other nationally
represented organization appeared they will be recognized during the implementation of the project.

MLSP is also beneficiary of this project. Due to its important role in the social dialogue and its responsibility in the Phare programme it will form an implementation unit with all the mentioned partners. The projects leader will be:

Mr Krasimir Popov
Director
Directorate “Pre-accession funds and International Programmes and Projects”
Phone 933 25 33, 932 95 46
E-mail: k.popov@mlsp.government.bg

Regional level
Regional offices and structures of the social partners will also be beneficiaries of this programme. Regional committees for employment will be key partners of the project:

Implementation Framework
The Central Financing and Contracting Unit (CFCU) will be responsible for the implementation of all institutional building projects or components of projects. The CFCU will ensure the proper management of the projects. Implementation unit will be developed within the MLSP and the social partners. This unit will comprise the Pre-Accession Advisor, the Project Leader supported by senior staff from the directorate PFIPP and representatives of the social partners. The implementation unit will also serve as secretariat of the CFCU on this project.
## 5. Detailed Budget

<table>
<thead>
<tr>
<th>Year I/Phase 1</th>
<th>Phare Support</th>
<th>National Co-financing</th>
<th>IFI*</th>
<th>TOTAL</th>
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<tbody>
<tr>
<td></td>
<td>Investment</td>
<td>Institution Building</td>
<td>Total Phare (=I+IB)</td>
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<tr>
<td>Twinning Covenant PAA and short term experts</td>
<td>0</td>
<td>380 000</td>
<td>380 000</td>
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<td>Measure 1</td>
<td>0</td>
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<td>Support for social partner for social dialogue activities including training and development of national and regional / local staff (350)</td>
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<td>1.1 Campaign in the mass media and organization of national conferences</td>
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<td>140 000</td>
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<td>1.2 Study visits for the leaders of the social organizations</td>
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<td>160 000</td>
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<td>1.3 Trainings for selected staff-members</td>
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<td>Measure 2</td>
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<td>Support for institutionalisation of social dialogue, including the training and development of national and regional / local staff (300)</td>
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<td>2.1 Trainings for the staff at regional and local level</td>
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<td>2.2 Study visits in member states for members of national councils, boards and committees</td>
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<tr>
<td>2.3 Creation of institutional model for effective social dialogue via written rules, procedures, introduction of EU standards and best practices</td>
<td>0</td>
<td>130 000</td>
<td>130 000</td>
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<tr>
<td>Measure 3</td>
<td>0</td>
<td>80 000</td>
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<td>Support of the social partner in monitoring and evaluation including the training and development of national level staff (120)</td>
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<td>3.1 Trainings in programming of ESF-programmes, monitoring and evaluation</td>
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<tr>
<td>3.2 Development of standards and procedures for management of funds in a joint effort of government and non-governmental organizations</td>
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<td>3.3 Elaboration of manual for activities on regional/local level</td>
<td>0</td>
<td>11 700</td>
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<td>Contract 1</td>
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<td>Supply of equipment - Purchased hardware</td>
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<td>25 000</td>
<td>8 300</td>
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<tr>
<td>Contract 2</td>
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<tr>
<td>Service contract- Software Development Services</td>
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<td>20 000</td>
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<td>Total</td>
<td>60 000</td>
<td>1 590 000</td>
<td>1 650 000</td>
<td>20 000</td>
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</tbody>
</table>

The Phare contribution for investment costs will be no more than 75% of eligible public expenditure, the balance having to be covered by the national co-financing. The national co-financing will be provided by the National Fund Directorate at the Ministry of Finance. All operational and running costs and the maintenance of the equipment will be provided by the final beneficiaries.

*National co-financing of the twinning component will be up to 10 % of the National budget according to the Twinning manual*
6. Implementation Arrangements

6.1 Implementing Agency (IA)

The CFCU will act as the IA and will manage and control the budget – tendering, contracting and monitoring the implementation of the project.

The PAO is Mr Tencho Popov
Chief Secretary
102 Rakovski str.,
Sofia 1040 – Bulgaria
Phone: (+359 2) 9859 2771, 9859 2777

6.2 Twinning

A Twinning Covenant will be sought with a Member State. The Twinning partner will need to have extensive experience in social dialogue, labour market and ESF in Objective One regions. The budget for the project in section 5 is based on an 18 month twinning partnership.

The contract person for twinning is:
Mr Plamen Girginov, Head of Department
PFIPP Directorate, MLSP
2, Triaditsa str., Sofia 1051
E-mail: pgirginov@mlsp.government.bg
Phone: (+359 2) 932 95 22, 932 95 21
Fax: (+359 2) 981 69 78

In all twinning projects success in delivering a guaranteed result will depend on the successful inputs. This twinning project will therefore include a Member State Project Leader who continues to work in his MS administration but who devotes some of his time to conceiving, supervising and coordinating the overall thrust of the project. He will always be complemented by at least one full – time expert, known as Pre-Accession Adviser (PAA) who works in a day-to-day basic with the beneficiaries in the candidate country and accompany the implementation of the twinning project.

The PAA will be a specialist in social affairs, labour law, social dialogue and ESF experience with at least 10 years record. He will be also an expert in change management in the public sector including dealing with social partners and social partners’ interests.

Other specialist staff will be made available by the twinning partner to support the PAA in:

• Developing the principles and codification of social dialogue.
• Development of PMC system (programming, implementation and assessment)
• Training of personnel in project cycle management
• Training of personnel in M&E
• Development of labour market IS and training personnel in analysis and trends on the labour market
• Development of rules and procedures for the committees and structures on tripartite principle
• Training of the staff participating in negotiations, labour law drafting and tripartite committees.

The PAA and other experts’ staff provided by the twinning partner will be fluent in English and with good communication skills.

If no suitable twinning proposal in forthcoming the project will instead be implemented through connectional TA.

6.3 Non-standard aspects
Special attention should be paid to the organization of the work of short term experts. Most of their time they will work closely within the social partners’ central or regional/local offices. Working places should be given to these experts for 2-3 weeks each to cooperate closely and give consultancy on different practical aspects of the social dialogue.

6.4 Contracts
- Practical Guide for external aid will be followed
- Twinning Covenant with a Member State
- Service Contract for Software Development
- Procurement Contract for Hardware

7. Implementation Schedule
Approval of Programme March 2004
- 7.1 Twinning Partner Search July 2004
- 7.2 Twinning Covenant Agreed April 2005
- 7.3 Twinning Project Started May 2005
- 7.4 Twinning Project Ends November 2006

8. Equal Opportunity
The project will be implemented according to the regulations of Bulgaria law providing equal opportunities for men and women. Twinning authorities will be expected to comply with EU Equal Opportunity policies.

9. Environment
The project has no environmental effect.

10. Rates of return
Not applicable

11. Investment Criteria
11.1 Catalytic effect:
MLSP will have the capacity to manage social dialogue from January 2007 on EU principles and best practices.
Staff of the social partners on central and regional/local level will have the capacity to participate fully in tripartite committees and ESF structures from January 2007.

11.2 Co-financing:
National co-financing of the twinning component will be up to 10 % of the National budget according to the Twinning manual.
The investment component of the program is based upon co-financing between Phare and the National Government on a 75:25 basis.

11.3 Additionality:
Phare intervention has not dispatched other public or private sector financing for this project.

11.4 Project readiness and size:
Work has commenced on social dialogue principles. Several tripartite committees have been constituted.

11.5 Sustainability:
Institutionalisation of Social dialogue will be the basis of fair governance, which should be a principle of democracy. Skill development in PCM and M&E will be utilised in ESF programmes and projects. Data collection of labour market information will help social planning and higher employment.
11.6 Compliance with state aids provisions
11.7 Contribution to NDP and/or Structural Funds Development Plan/SPD

12. **Conditionality and sequencing**

Projects implemented through twinning require the full commitment and participation of the senior management of the beneficiary institution. In addition to providing the twinning partner with adequate staff and resources (including translation interpretation) to operate effectively, the senior management must be whole-heartedly involved in the development and implementation of policies and institutional change required to deliver the required results.

Key milestones will be:
- Approval of the Programme
- Successful completion of a partner search
- Negotiation on programme inputs leading to completion of the Twinning Covenant
- Introduction of the necessary technology, rules and documents
- Commencement of the twinning partnership
- MLSP together with the social partners carries on successfully social dialogue

Annexes to project Fiche
1. Logical framework matrix in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule by quarter for full duration of programme (including disbursement period)
4. Laws and ordinances
## Appendix 1

<table>
<thead>
<tr>
<th>LOGFRAME PLANNING MATRIX FOR Project “Support for Social Dialogue”</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overall objective</strong></td>
</tr>
<tr>
<td>• The Ministry of Labour and Social Policy (MLSP), the trade unions and the organisations of the employers are prepared to sustain and further develop an effective and fruitful social dialogue in Bulgaria as a member state of the EU from January 2007.</td>
</tr>
<tr>
<td>• The effectiveness in organising, functioning and controlling of the structures of the social dialogue is increased on central and local level, at cross-industry and sectoral levels.</td>
</tr>
<tr>
<td><strong>Objectively verifiable indicators</strong></td>
</tr>
<tr>
<td>MLSP with social partners maintain the social dialogue. Standardised documentation developed and used to support all stages. Effective management of all aspects of the social dialogue.</td>
</tr>
<tr>
<td><strong>Sources of Verification</strong></td>
</tr>
<tr>
<td>• Reviews of social dialogue documentation.</td>
</tr>
<tr>
<td>• EU progress report on adoption of Acquis.</td>
</tr>
<tr>
<td>• Use of sampling surveys to check effectiveness of systems.</td>
</tr>
<tr>
<td><strong>Assumptions</strong></td>
</tr>
<tr>
<td>Twinning Arrangements can be agreed.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Project purpose</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>• The organisational capacity and skills of MLSP, trade unions and employers’ organisations is improved to ensure full engagement of social partners in the creation of the national labour market and social policy.</td>
</tr>
<tr>
<td><strong>Objectively verifiable indicators</strong></td>
</tr>
<tr>
<td>• Feasibility studies used effectively to test data predictions.</td>
</tr>
<tr>
<td>• Accurate ex ante labour market for social research use to support social dialogue.</td>
</tr>
<tr>
<td>• Strategies and programmes delivery on time and within budget.</td>
</tr>
<tr>
<td>• Effective M&amp;E in ex ante, mid term and ex post programme phases</td>
</tr>
<tr>
<td><strong>Sources of Verification</strong></td>
</tr>
<tr>
<td>• PAA and technical assistance report.</td>
</tr>
<tr>
<td>• Reports by beneficiaries.</td>
</tr>
<tr>
<td>• Monitoring Reports on all activities.</td>
</tr>
<tr>
<td>• Sample surveys to assess the overall effectiveness of measures, mid term and ex post.</td>
</tr>
<tr>
<td><strong>Assumptions</strong></td>
</tr>
<tr>
<td>Twinning Arrangements can be agreed.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Phare logframe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programme name and number</td>
</tr>
<tr>
<td>Contracting period expires : 30 November 2006</td>
</tr>
<tr>
<td>Disbursement period expires : 30 November 2007</td>
</tr>
<tr>
<td>Total budget : 1.67 MEuro</td>
</tr>
<tr>
<td>Phare budget : 1.65 MEuro</td>
</tr>
<tr>
<td><strong>Results</strong></td>
</tr>
<tr>
<td>---</td>
</tr>
<tr>
<td>A regular social dialogue in the field of employment policy is operational.</td>
</tr>
<tr>
<td>A social dialogue system that identifies, analyzes and implements labour market policy and social inclusion on central and local level is operational from 1st January 2007.</td>
</tr>
<tr>
<td>Negotiation meetings on national as well as on local level, at cross-industry and sectoral levels take place regularly.</td>
</tr>
<tr>
<td>Staff in MLSP, trade unions and employers’ organisations is trained to participate in the work of different tripartite bodies, as well as monitoring committees and programming and implementing structures for the future ESF.</td>
</tr>
<tr>
<td>Training programme for political decision makers on national and local level as well as for organisational staff of public administration and social partner organisations implemented.</td>
</tr>
<tr>
<td>An operational system to develop, monitor and evaluate ESF programmes is managed by MLSP and closely linked to social partners and other relevant non-governmental organisations by 1st January 2007.</td>
</tr>
<tr>
<td>ESF Monitoring Committees sustainably staffed and regularly meeting.</td>
</tr>
<tr>
<td>Adoption of EU best practices in the development and administration of social dialogue on central and local level, at cross-industry and sectoral levels.</td>
</tr>
<tr>
<td>Legal framework for a social dialogue system in the field of employment policy adopted by the responsible political entities and accepted by the social partner organisations.</td>
</tr>
<tr>
<td>Purchased Equipment and hardware.</td>
</tr>
<tr>
<td>Software Development Services.</td>
</tr>
<tr>
<td>Activities</td>
</tr>
<tr>
<td>------------</td>
</tr>
<tr>
<td>1. Support for MLSP, trade unions and employers’ organisations in social dialogue activities (under standing, policy making, labour market, adoption of EU standards and best practices).&lt;br&gt;1.1 Development of methodologies testing of conventions and methods.&lt;br&gt;1.2 Identification of personnel to be involved in the programme.&lt;br&gt;1.3 Training of national and regional/local staff (350).&lt;br&gt;1.4 Study visits of representatives of social partners 3 groups of 12 people for 1 week.&lt;br&gt;1.5 Two National conferences on social dialogue.&lt;br&gt;2. Support for institutionalisation of social dialogue on central and local level.&lt;br&gt;2.1 Training Needs Assessment&lt;br&gt;2.2 Training Staff for the structures of the social dialogue (300).&lt;br&gt;2.3 Development of operational manuals and procedures&lt;br&gt;2.4 Study visits two groups of 12 people for 1 week.&lt;br&gt;3. Support of the social partners for programming, implementation, monitoring and evaluation of ESF programmes.&lt;br&gt;3.1 Development of standards and procedures.&lt;br&gt;3.2 Computerisation of the M&amp;E process&lt;br&gt;3.3 Development of training manuals&lt;br&gt;3.4 Specialist training for senior management in PCM and M&amp;E following a training needs analysis (120).&lt;br&gt;3.5 Harmonisation of database “Labour market” for the social partners.&lt;br&gt;3.6 Purchase of computers and supply of software services.</td>
</tr>
</tbody>
</table>

**Preconditions**

- Twinning Partner found
- Directorate “PFIPP” with the MLSP and social partners with adequate staff recruited.
- Technical specifications for computer system completed.
- Commitment and support given by senior management in all beneficiary institutions.
Appendix 2

Support for Social Dialogue

Activities Schedule

<table>
<thead>
<tr>
<th>Components</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project Approval</td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Twinning Partner Search</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Twinning Covenant</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Negotiated</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Establishment of PIU in MLSP</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capacity Building at National Level</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capacity Building at Regional/Local Level</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Introduction of computer and software</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coordination of labour market data collection system</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Midterm evaluation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Final evaluation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Audit – 1st Quarter 2007</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

16
Appendix 3

Support for Social Dialogue

Contracting and Disbursement Schedule

<table>
<thead>
<tr>
<th>Contracting</th>
<th>Cumulative contracting schedule by quarter in € m (provisional)</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2005</td>
<td>2006</td>
</tr>
<tr>
<td></td>
<td>I</td>
<td>II</td>
</tr>
<tr>
<td>Twining</td>
<td>1.59</td>
<td>1.59</td>
</tr>
<tr>
<td>Supply Contract</td>
<td>0.0467</td>
<td>0.0367</td>
</tr>
<tr>
<td>Service Contract</td>
<td>0.0333</td>
<td>0.0333</td>
</tr>
<tr>
<td>Total</td>
<td>1.59</td>
<td>1.59</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Disbursement</th>
<th>Cumulative disbursement schedule by quarter in € m (provisional)</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2005</td>
<td>2006</td>
</tr>
<tr>
<td></td>
<td>I</td>
<td>II</td>
</tr>
<tr>
<td>Twining</td>
<td>0.45</td>
<td>0.67</td>
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<tr>
<td>Service Contract</td>
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<tr>
<td>Supply Contract</td>
<td>0.0266</td>
<td>0.0266</td>
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<tr>
<td>Total</td>
<td>0.67</td>
<td>0.67</td>
</tr>
</tbody>
</table>
Appendix 4

**LAWS AND ORDINANCES**

1. Labour Code

2. Law on the Economic and Social Council

3. Law on the collective labour disputes settlement

4. Ordinance on the Procedures for Identifying the Presence of Criteria for Representation of Organizations of Workers and Employees and Organizations of Employer

5. Ordinance on the Organisation and Functioning of the Tripartite Cooperation Councils