



ISCTBL 2020

INTERNATIONAL SCIENTIFIC CONFERENCE

Универзитет „Гоце Делчев“ –
Штип

Goce Delchev University
Shtip

Факултет за туризам и бизнис
логистика

Faculty of Tourism and
Business Logistics

**Трета Меѓународна Научна Конференција
Third International Scientific Conference**

**ПРЕДИЗВИЦИТЕ ВО ТУРИЗМОТ И БИЗНИС
ЛОГИСТИКАТА ВО 21 ВЕК**

**CHALLENGES OF TOURISM AND BUSINESS
LOGISTICS IN THE 21ST CENTURY**

**ЗБОРНИК НА ТРУДОВИ
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Prof. Gligor Bishev, University Professor and Chairman of the Board, Sparkasse Bank-Skopje – “*The impact of the pandemic on economic developments*”

Peter Tabak, Executive Director, Leading Regional Economist for Economics, Policy and Governance in the Western Balkans Vice-President for Policy and Partnerships, European Bank for Reconstruction and Development - “*Economic outlook for the Western Balkans during and after the epidemic*”

Milan Zdravkovic, Executive Director of the Distribution System Operator in J.P Srbijagas, Belgrade, Serbia – “*Supply of natural gas in COVID-19 conditions - experience and expectations*”

Prof. Misko Dzidrov, University Professor and Vice-rector for Teaching and Students, Goce Delcev University of Stip – “*UGD in a time of pandemic*”

Prof. Tatjana Boskov, University Professor and Dean of the Faculty of Tourism and Business Logistics, Goce Delcev University of Stip – “*The impact of coronavirus on global growth and global supply chain shifts*”

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УНИВЕРЗИТЕТ „ГОЦЕ ДЕЛЧЕВ“ - ШТИП
GOCE DELCEV UNIVERSITY OF STIP

ФАКУЛТЕТ ЗА ТУРИЗАМ И БИЗНИС ЛОГИСТИКА
FACULTY OF TOURISM AND BUSINESS LOGISTICS

ТРЕТА МЕЃУНАРОДНА НАУЧНА
КОНФЕРЕНЦИЈА

THIRD INTERNATIONAL
SCIENTIFIC CONFERENCE

ПРЕДИЗВИЦИТЕ ВО ТУРИЗМОТ И БИЗНИС
ЛОГИСТИКАТА ВО 21 ВЕК

CHALLENGES OF TOURISM AND BUSINESS LOGISTICS
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ЗБОРНИК НА ТРУДОВИ
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13 ноември, 2020, Штип / Shtip, November 13th, 2020

ПРЕДГОВОР

Факултетот за туризам и бизнис логистика при Универзитетот „Гоце Делчев“ во Штип, беше организатор на Третата меѓународна научна конференција „Предизвици на туризмот и бизнис логистика во 21 век“. Конференцијата се одржа на 13 ноември 2020 година на платформата Microsoft Teams, со повеќе од 90 учесници од матичната земја и странство. Оваа година Меѓународниот научен комитет брои еминентни професори од нашата земја и над 15 странски земји како Израел, Шпанија, Франција, Молдавија, Италија, Грција, Египет, Полска, Турција, Романија, Бугарија, Србија, Хрватска, Босна и Херцеговина и Словенија.

Целта на оваа конференција е да промовира поголемо разбирање на бизнис администрација, логистиката, туризмот и угостителство во однос на управувањето, економијата, образованието и претприемништвото. Ова подразбира дека фокусот на учесниците го насочивме кон најновите трендови и предизвици во врска со развојот на туризмот, менаџирањето со компаниите, пазарот на труд, можностите за придобивки и профит, изгледите за подобра конкурентност на меѓународниот пазар, што пак е императив за финансиската стабилност на нашата земја во целина.

Имено, со пристигнатите трудови и авторските истражувања се оствари целта на конференцијата - а тоа е оценувањето на тековната состојба и идните изгледи за развој на микро план што се однесува на домашниот пазар, како и движењата на глобалната економија, подготвувајќи ја бизнис заедницата за предизвиците со кои ќе се соочуваат при остварувањето на нивните цели, што де факто влијае врз одржувањето на финансиите особено во времето кое го живееме под притисокот на пандемијата.

Препораките кои се пренесоа се однесуваат како да се зајакнува капацитетот на компаниите како и промените во регулативите кои го диктираат нашиот пат кон ЕУ. Дискусиите во текот на конференцијата беа одговор на тоа како реагираа и се позиционираа менаџерите на финансиски средства во услови на голем пазарен ризик, пазарни шокови и турбуленции и како треба да се подготвуваат инвеститорите во поедини сектори. Трудовите прикажаа изгледи и кон идната интеграција на земјите од Западен Балкан, со осврт на досегашните постигнувања и идните предизвици пред овие економии како и размена на искуства на сите учесници кои сме денес присутни од повеќе земји.

Токму овие препораки треба да бидат двигател на процесите на реформата во насока на подигање на квалитетот на образованието заради поголема продуктивност на трудот, конкурентност на економијата и намалување на неусогласеноста на понудата на вештини и компетенции како и побарувачката на пазарот на труд.

Постигнувањето на овие цели е заедничка задача на сите оние што се во позиција да го дадат својот придонес за имплементација на реформите во општеството. Токму тие реформи, тие промени во начинот на пристап, методологија на работа и организација, не треба да ги правиме само за да станеме дел од економскиот блок, туку да бидат во насока да постигнеме нешто друго, многу позначајно, односно сите напори што ги правиме да бидат за остварување на повисок степен на благосостојбата на нашите граѓани, за создавање на достоинствени услови за живот и работа.

Во регионот, меѓутоа и пошироко, во Европа, искуствата се најразлични. Наидуваме на успешни, и на не толку успешни модели. Токму ваквите научните конференции, дебатите што се развиваат тука, се најдобриот начин за размена на искуства, за идентификација на предизвиците и перспективите, за споредување на моделите и третирањето на нивните недостатоци или предности, меѓутоа и презентирање

на можните нови комбинирани модели. Едукацијата на новите генерации кои ќе бидат подготвени да се соочат со предизвиците што ги носи глобализацијата, е заеднички предизвик на Универзитетите, на бизнис заедницата, но и на централната и локалната власт.

Штип,
13 Ноември 2020

Главен уредник
Проф. д-р Татјана Бошков, *Декан*

PREFACE

The Faculty of Tourism and Business Logistics in Gevgelia, part of the University Goce Delchev from Shtip, hosted the Third International Scientific Conference, "Challenges of Tourism and Business Logistics in the 21st Century". The conference was held on 13th of November 2020 on the platform Microsoft Teams, with more than 90 participants from the country and abroad. This year the International scientific committee included eminent professors from our country and more than 15 from foreign countries, such as Israel, Spain, France, Moldova, Italy, Greece, Egypt, Poland, Turkey, Romania, Bulgaria, Serbia, Croatia, Bosnia and Herzegovina and Slovenia.

The aim of this conference is promoting a greater understanding of the business administration, logistics, tourism and hospitality in terms of management, economics, education and entrepreneurship. In that context, the focus of our participants was on the latest trends and challenges related to tourism development, company management, labour market, opportunities for gain and profit, opportunities for better competitiveness in the international market, which is imperative for the financial stability of our country entirely.

Furthermore, the conference papers and authors' researches fulfilled the aim of the conference, the assessment of the current situation and future prospects for the development of the micro plan in terms of the domestic market, as well as the global economy changes, prepared the business community for the challenges that will they face during their goal achievement, which de facto affects the maintenance of finances especially in the time we live under the pandemic pressure.

The detection of the conditions that have been presented is a real mirror of where we are, where we have been, and what is even more difficult, to answer the question what next? Achieving these goals is a common task of all those who are in a position to contribute to the implementation of reforms in society. Exactly those reforms, those changes in the way of approach, methodology of work and organization, we should not make only to become part of the economic block, but to be in the direction of achieving something else, something much more significant - efforts for achieving a higher degree of well-being of our citizens, for creating dignified living and working conditions.

In the region, but also beyond, in Europe, the experiences are diverse. We come across successful and not so successful models. Exactly such scientific conferences, debates that develop here, are the best way to exchange experiences, to identify challenges and perspectives, to compare models and how to treat their disadvantages or advantages, but also to present possible new combined models. The education of the new generations that will be ready to face the challenges posed by globalization is a common challenge of the Universities, the business community, but also of the central and local government.

Shtip,
November, 13th, 2020

Editor
Tatjana Boshkov, Ph.D. *Dean*

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LABOR MARKET POLICIES IN BULGARIA DURING THE EMERGENCY EPIDEMIOLOGICAL SITUATION

Tatyana Dimitrova.¹; Slavi Dimitrov²

Abstract

Unemployment and employment in Bulgaria during the fall and the emergency epidemiological situation in the country are examined. In the newly created situation, the implementation of an active labor market policy is extremely important for the economic development of the country, which is financed both from the state budget and co-financed by the European Social Fund under Operational Program for Human Resources Development.

Key words: *Unemployment, Employment, Pandemic, Labor market.*

JEL: *M12, M50*

Introduction

Introduction

In modern conditions, labor market policies in different countries are different and are applied differently. To function smoothly, they need a variety of funding sources. The choice of an appropriate model for their operation and financing plays a key role in ensuring more efficient use of available resources and achieving a higher quality of the opportunities offered in terms of unemployment and employment, especially during the Covid crisis. 19. The relevance of the research is indisputable, as the world experience in the field of social policies can be used to optimize and implement them in our country. *The object* of study in this report are the labor market policies in Bulgaria, which are applied during the epidemiological emergency. *The subject* of research are their specifics, advantages and disadvantages. *The aim* of the research is to clarify the principles on the basis of which the labor market policies in Bulgaria are built and to reveal the possibilities for their most effective functioning in the Bulgarian practice.

Exposure

In recent years, unemployment in Bulgaria has varied within different limits, and since 2013 there has been a downward trend in unemployment and values close to the EU average. Unemployed are persons aged 15-64 who do not have a job, but are actively looking for one and have the opportunity to start working within two weeks of the end of the observed period. The unemployment rate is measured as a percentage (%) and shows the share of the unemployed as part of the labor force. The coefficient published by the National Statistical Institute (NSI) is

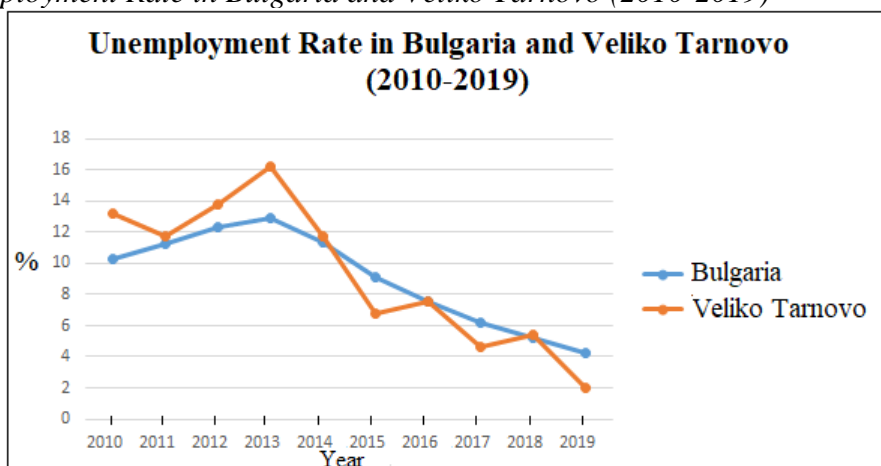
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most often cited in Bulgaria, but other institutions, such as the Employment Agency (EA), consider as unemployed only persons who have registered with the labor offices.

An indication of the free labor force by districts is mostly the level and structure of unemployment. The most up-to-date and accurate data on the number of unemployed and the unemployment rate are published by the Employment Agency, and for this reason this part of the analysis uses them, and not the sample surveys of the National Statistical Institute. As of the end of 2019, the registered unemployed in Bulgaria are just under 195 thousand people (4.2%) (fig. 1). Their distribution by district is much more even than that of the employed, but nevertheless the leading economic centers have the most unemployed people, mostly due to the significantly larger size of their workforce. It is noteworthy that in Blagoevgrad district, despite the relatively smaller size of the economy, there is currently the largest number of unemployed. This is a consequence of the contraction in recent years of two industries that until recently were leading the local economy - the production of clothing and the production of tobacco products. There are disproportionately many unemployed in relation to the size of the labor force in Pazardzhik and Pleven, which in turn speaks of structural problems in their labor markets. Conversely, in the industrial areas north of Stara Planina - Veliko Tarnovo and Gabrovo - it is low, but this to some extent reflects the shrinking population (Simeonov, 2014).

Figure 1: *Unemployment Rate in Bulgaria and Veliko Tarnovo (2010-2019)*



Source: NSI

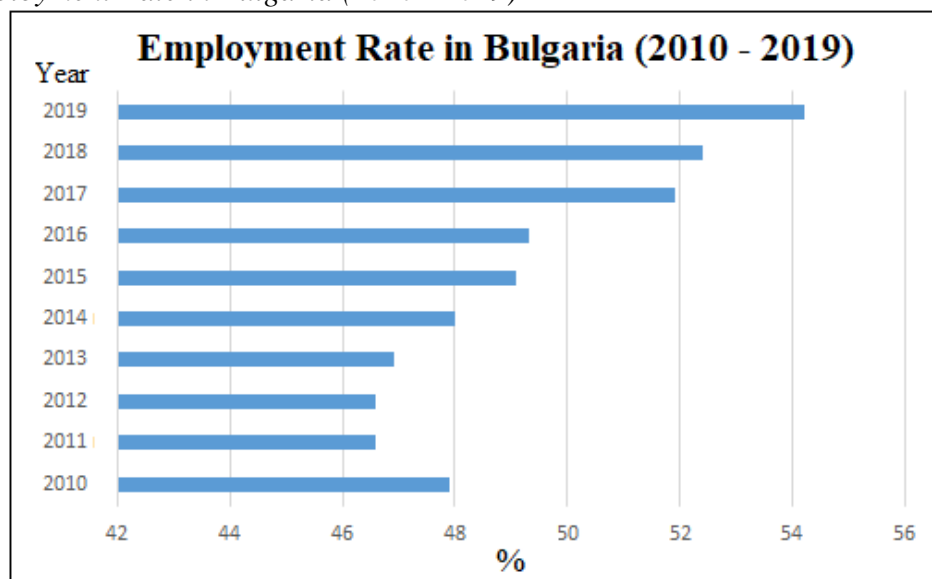
The last few years have seen ever higher - and record since the beginning of Bulgaria's new democratic history - values in terms of employment (fig. 2). Employed are those over the age of 15 who work at least 1 hour a week for pay, or who are not currently working but are generally employed (for example, on leave, including maternity leave, or on strike).

Increasing employment as a prerequisite for higher incomes and security includes, along with increasing the level of the total labor force (between 15 and 65 years) and increasing the individual employment rates of the working population (Vladimirova, 2009).

However, the distribution of the number of employees between the districts in the country is far from uniform. At the end of 2019, more than half of the employees are concentrated in the five leading economic centers - the capital with 706 thousand employees, Plovdiv with 324 thousand employees, Varna with 229 thousand employees, Burgas with 200 thousand

employees and Blagoevgrad with 157 thousand employees; in the queue are two districts in Northwestern Bulgaria - Vidin and Montana - with less than 40 thousand employees in each (EA, 2020).

Figure 2: *Employment Rate in Bulgaria (2010 - 2019)*

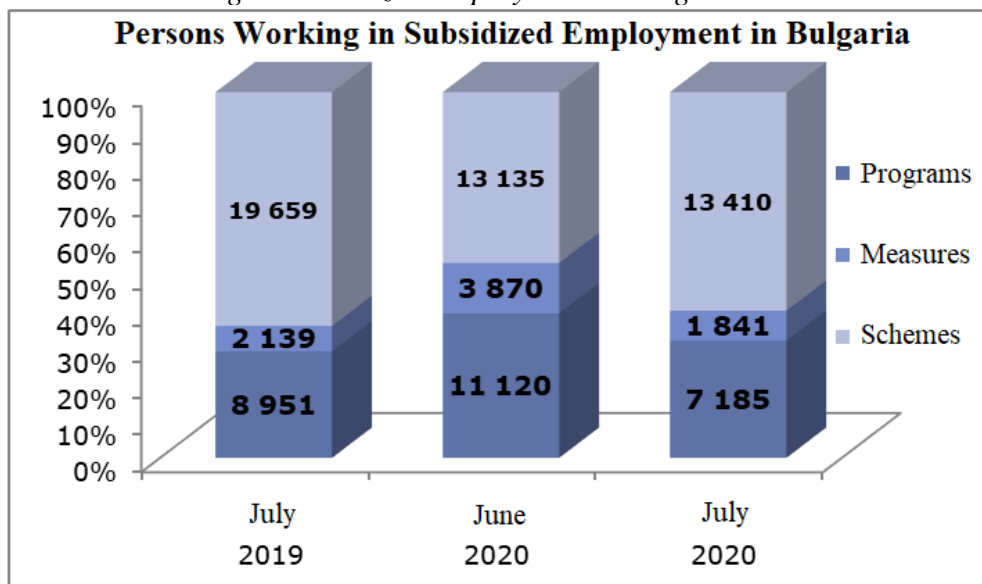


Source: NSI

Successful economic and social policies presuppose the consideration of employment, flexible policies and social cohesion in unity, as a complex system with many direct but also indirect links, and the concrete measures of them - with immediate effects but also with long-term consequences (Vladimirova, 2009). In 2020, as well as in 2019, an active labor market policy continues to be implemented, financed from the state budget and co-financed by the ESF under the HRD OP. In the active labor market policy the leading services are for the job seekers and for the inactive persons, as well as the training of the labor force. The actions in the National Plan will create conditions for reducing the imbalances on the labor market by improving the combination of labor supply and demand (in terms of quantity and quality) and ensure fast and quality transitions from unemployment and inactivity to employment through the development of services and cooperation with employers. Raising the qualifications and skills of the unemployed and the employed enables them to achieve, other things being equal, higher labor productivity. Assisting the unemployed in their job search, inclusion in training and employment of the most vulnerable groups of unemployed ensures social inclusion for these groups, earned income and insurance rights, tax revenues and social security contributions. Bearing part of the staff costs of companies, especially for small and medium-sized enterprises, is in fact supporting and encouraging them to create jobs. Since the beginning of the Kovid pandemic in March 2020, 11,697 unemployed and employed people have been included in active policy initiatives, including: under schemes of the Operational Program Human Resources Development (OPHRD) - 3,117 people, in programs - 7,279 persons and measures - 1,301 persons. The schemes implemented through the OPHRD with funds from the European Social Fund and part of the programs and measures regulated in the National Action Plan for Employment (NAP) 2020 and funded by the state budget for 2020, provide an opportunity for unemployed people to participate as in training as well as in employment. In this regard, a total of 4,844 unemployed and employed persons were included in training, employment and entrepreneurship under programs, measures and schemes in July.

During the period considered, the subsidized jobs ranged between 28,125 (June) and 18,324 (March). In July 2020, 22,436 unemployed persons worked in subsidized jobs, by 20.2% less than in June 2020 (fig. 3). On an annual basis, the number of employed persons decreased by 27.0% (in July 2019, the number of employed persons was 30,749) (EA, 2020).

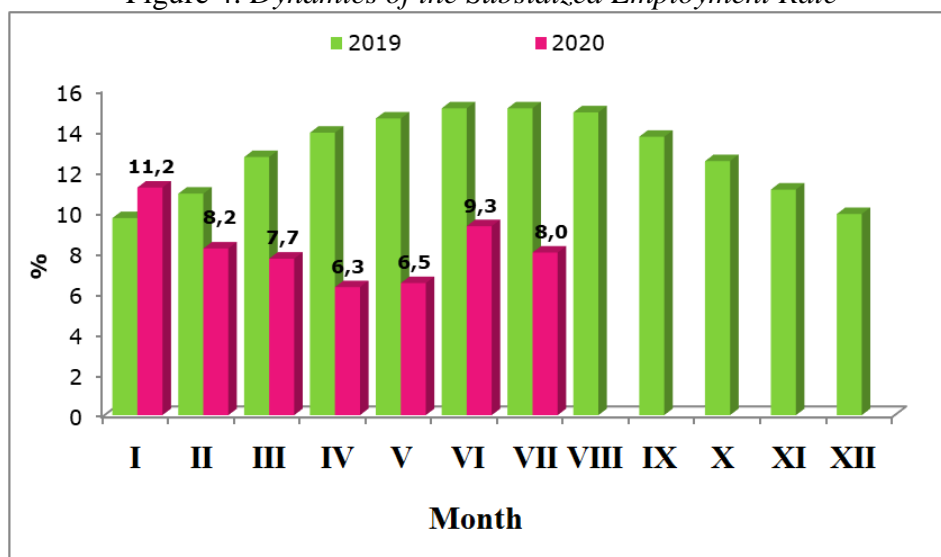
Figure 3: *Persons Working in Subsidized Employment in Bulgaria*



Source: *Employment Agency*

The subsidy rate is calculated by dividing the number of unemployed persons working in subsidized employment by the sum of the number of unemployed persons working in subsidized jobs and the number of registered unemployed persons for the respective period. When calculating the subsidy coefficient, the employees of the programs, incentive measures and schemes under the HRD OP are included. Those involved in training are not taken into account, as during the training they continue to maintain their registration as unemployed, i.e. remain within the reach of the unemployed, potential participants in active policy. Activation through intensive counseling and employment mediation contributes greatly to the inclusion of the unemployed in employment, but is not statistically measured. The employment subsidy rate also varied and amounted to 8.0% in July. Compared to an annual basis, the ratio decreased by 7.1% (fig. 4).

Figure 4: Dynamics of the Subsidized Employment Rate



Source: *Employment Agency*

Implementation of programs and measures for training and employment, financed with funds from the State budget

The number of unemployed people included in employment and training programs and measures has been constantly growing since the beginning of the year and in June reached 14,990 people. In July, their number was a total of 9,026 people, 5,964 people less than in June 2020 (table 1). On an annual basis, a decrease of 2,064 people reported working on programs and measures.

Table 1: Number of participants in employment and training programs and measures, March-July 2020

| Month | March | April | May | June | July |
|--------|-------|-------|-------|--------|-------|
| Number | 5 263 | 6 435 | 7 346 | 14 990 | 9 026 |

Source: *Employment Agency*

- 7 279 unemployed people are included in training and employment programs, of which 2 783 people are in training, 92 people are supported in employment and rehabilitation and 4 113 people are in directly created jobs;

- Incentive measures for employment and training include 901 unemployed persons, of which in employment initiatives - 1 274, in supported employment and rehabilitation - 158 and in entrepreneurship - 123. Two thirds of those working during the period were employed in a subsidized period.

Implementation of schemes under OPHRD co-financed with funds from the European Social Fund

The active schemes under OPHRD 2014 – 2020 (<http://esf.bg/>), which are implemented by the Employment Agency are: „Youth Employment“, „Training and employment of young people“, „Training and employment“, „Vouchers for employees“, „Parents in employment“, „Training of adults who have completed literacy courses“ and the scheme „Work“.

The total number of persons involved in the various activities under the HRDOP schemes is 3 117. The number of persons involved in training is 1 111, and in employment initiatives (internships) - 3 006. Some of the schemes offer both training and employment, therefore part of the persons are involved in both activities.

Detailed information on the implemented programs, projects, measures and schemes in 2020 is published on the official website of the Ministry of Labor and Social Policy (<https://www.mlsp.government.bg/index.php?section=POLICIESI&lang=&I=249>) in Annex №1 to the NAP 2020, as well as on the official website of the Employment Agency (<https://www.az.government.bg/>). The measures for counteracting the consequences of the COVID 19 crisis that are applied in Bulgaria are different:

1. Decree of the Council of Ministers (Council of Ministers) 55 /30.03.2020 or the Measure „60 of 40“

Due to the complicated epidemic situation, as a result of the rapidly spreading coronavirus COVID-19, a state of emergency was declared by a decision of the National Assembly on March 13, 2020, and the Government took urgent anti-epidemic measures. All kinds of mass events, including sports, cultural, entertainment and scientific events, have been suspended. This, in turn, had an adverse impact on a number of sectors and economic activities - hotels and restaurants, manufacturing, construction, activities in the field of culture, sports and entertainment, retail, passenger transport and others. In order to preserve the jobs and incomes of employees in companies from the most affected sectors, following the crisis on March 30, 2020, the Council of Ministers adopted Decree № 55 laying down the terms and conditions for payment of compensation to employers in order to maintain the employment of the employees in the state of emergency, declared by a decision of the National Assembly of 13 March 2020 or the emergency epidemic situation on the territory of the Republic of Bulgaria announced by decision № 325 of the Council of Ministers of 14 May 2020.

The Council of Ministers № 55 of 2020 regulated a temporary measure to maintain the employment of employees (known as 60 out of 40) who have stopped working or work part-time due to measures to combat the COVID-19 pandemic. The measure was one of the first notified measures by the EC (on 14 April 2020) to provide funds in the form of state aid to compensate employers for maintaining the employment of staff during the COVID pandemic in accordance with the Temporary Framework adopted by the EC. for state aid to support the economy in the face of the COVID-19 epidemic.

The main objective of the measure is to preserve jobs and limit the rise in unemployment following the COVID-19 pandemic. The initial increase in unemployment due to reduced economic activity in order to prevent the growth of the COVID-19 pandemic is observed mainly in the economic activities: „Hotels and restaurants“, „Manufacturing“, „Transport, storage, post“ and „Culture, sports, entertainment“. The financing was provided by the Unemployment Fund, from which unemployment benefits are paid, ie. the funds from the fund supported the preservation of employment in implementation of the Council of Ministers № 55 of 2020.

For the period of application of the Council of Ministers Decree 55/2020 from March 31 to the end of July 2020 in the territorial divisions of the Employment Agency (EA) - Directorates „Labor Office“ in the country were received a total of 16,970 applications from employers to maintain the employment of 296,638 employees.

Applications for compensation were submitted by a total of 11,072 employers, of which 5,210 of them submitted more than 1 application (including re-applications or applications in more employment offices, according to the objects of work and etc.).

From the applied employers:

- 3,765 (34% of the total number 11,072) have submitted an application under Article 1, paragraph 1 of CMD 55/2020 for payment of compensation for maintaining employment due to termination of work pursuant to an order of a state body;
- 5,168 employers (46.7%) have applied under Article 1, paragraph 2 of the Council of Ministers № 55/2020 due to termination of work on their initiative;
- 2,139 employers (19.3%) have applied under Art. 1, para 3 of CMD № 55/2020 for payment of compensations at the introduced part-time work (EA, 2020).

For the period of implementation of CMD 55/2020, a total of 10,237 applications for a total of 179,741 employees have been approved by the Employment Agency (commissions in the labor offices) and submitted to the NSSI for payment of compensations. The territorial distribution of the submitted and approved applications highlights Sofia-city (received and approved about 1/3 of all applications in the country), followed by Blagoevgrad, Varna, Burgas, Plovdiv, in which the total received and approved applications account for over 60% of all applications in the country.

The approved applications (10 237) were received from 9155 employers, which operate in almost all eligible sectors under the Decree.

Most of the approved employers operate in the field of trade (26%), hotels and restaurants (22.1%), in the manufacturing industry (16%).

When comparing the number of employees for whom compensations were paid under the Council of Ministers № 55 of 2020 to the number of employees under an employment contract, they show that the share of persons with retained employment in the economic activity „Hotels and restaurants“ is the highest - 23.6%, followed by economic activities: „Culture, sports and entertainment“ with 18.3%, „Manufacturing“ - 17.1% and „Transport, storage and post“ - 10.1%. According to a preliminary estimate of the National Social Security Institute, the measure supports a total of about 7.7% of the employees in the country for the period March - June 2020.

The preliminary assessment of the EA for the implementation of the measure is that it has significantly contributed to the preservation of employment. At the national level, for the period March - June 2020, the employment of nearly 190 thousand people or about 7.7% of the employed was maintained. At the same time, the degree of variation in maintaining employment by districts is significant - from 2.8% of employees in the Veliko Tarnovo district to 17.6% in the Gabrovo district.

2. Short-term employment support in response to the COVID-19 pandemic (PROJECT BG05M9OP001-1.104-001 „Short-term employment support in response to the COVID-19 Pandemic“)

The aim of the project is to provide support to enterprises and self-insured persons whose economic activity is directly affected by the adverse effects of the state of emergency imposed in the country. In order to maintain the employment of employees in enterprises engaged in

economic activities in the relevant sectors - hotels and restaurants, transport and tourism, specifically listed in the Annex to Decision of the Council of Ministers (RMC) № 429 of 26.06.2020, on the project employers, self-insured persons and municipal enterprises, established by the order of art. 52 of the APA by providing compensation for part of the salary and due tax and social security contributions at the expense of the insurer and the insured person in the amount of BGN 290. The employment of the supported workers and employees, as well as the activities of self-insured persons should be reserved for the entire period of payment of the compensation, as well as for an additional period equal to half of the period for which the compensations have been paid.

The data show that as of July 31, 2020, 564 applications for compensation were submitted, in order to maintain the employment of 10,479 employees, distributed as follows:

- under Article 1, para 1 and para. 2 - real sector and municipal enterprises - 459 applications for 10 346 persons;

- under Article 1, paragraph 3 - self-insured persons - 105 applications for 133 persons;

The largest number of applications was received in the city of Sofia - 110 for 2,535 people (NSI, 2020).

3. Decree № 151 of 03.07.2020 for maintaining the employment of employees after the state of emergency

With this Decree the support analogous to the measure 60/40 granted under the acquired publicity by the order of the Council of Ministers № 55/2020, whose effect ended on 30.06.2020, continues. The regulated support under the Council of Ministers № 151/03.07.2020 is again in the amount of 60% of the insurance income of the employees, but already for the month of May and will be provided for a period of up to 3 months, as of July 1 to September 30, 2020.

As of July 31, 2020, the number of applications received under CMD 151 is 1,060, for payment of compensation to 36,066 employees.

4. Employment for you project

In July, the implementation of the project „Employment for you“ started, which is implemented under the Operational Program „Human Resources Development“ 2014-2020 and is implemented by the Employment Agency throughout the country. The project is expected to employ 70,000 unemployed people, including those who have lost their jobs as a result of the pandemic and the spread of the COVID-19 coronavirus.

The project aims to provide timely support to employers for hiring unemployed people by providing an employment subsidy. On the one hand, this will help to speed up the recovery of economic and production processes in enterprises, and on the other hand - will provide prevention of long-term unemployment of persons registered in employment offices.

For the purposes of the Project, employers can apply for financial assistance for a period of up to 3 months for vacancies announced by them, in compliance with the requirements of the Labor Code. To ensure sustainability, the employer is obliged to keep the employment of 75% of the supported persons for a period equal to the period of subsidized employment.

he target group of the project are unemployed persons registered in the „Labor Office” directorates, and the same should not have been in employment with the employer or related enterprises within the meaning of the Small and Medium Enterprises Act for a period not less than from 1 (one) month from the submission of the Application to the employer.

Employers who provide employment under the Project are covered by the costs of wages for employees in the amount of the minimum wage established for the country, as well as the due contributions at the expense of employers, calculated on the basis of the minimum wage.

The project implementation costs are financed by the ESF and the national budget of the Republic of Bulgaria. Priority is given to employers from „the hotel and restaurant sector“ and „the travel agency and operator activity; other activities related to travel and reservations”. The rest of the project budget is distributed on a quota basis by municipalities according to the unemployment rate, the number of newly registered unemployed after 13.03.2020 and the number of employers from the respective municipalities.

The places in the hotel and restaurant sector predominate with a share of 28.6%, followed by those in the Manufacturing industry with 26.6% and Trade; repair of motor vehicles and ... by 15.4%.

These are the measures that are being implemented during the Covid-19 pandemic, both nationally and regionally.

The situation in the country and the measures to limit the spread of the disease COVID 19 had their impact on the labor market in Veliko Tarnovo District and further burdened the existing health system (Simeonov, 2015). From 16.03.2020 there is a tendency to increase the number of daily registered unemployed persons due to the declaration of the state of emergency. Employment opportunities have been significantly reduced. The impact of COVID 19 has had a negative impact on the tourism, logistics and transport sectors and some sub-sectors of cultural institutions.

The peak of the newly registered in the Directorate „Labor Office“, Veliko Tarnovo was in early April and then there was an increase in the registered unemployed in the three municipalities served by the Directorate „Labor Office“. The total number of unemployed in the Labor Office Directorate in April was 3,596 and compared to March the registrations were 1,169 more or an increase of 48.2%.

The average unemployment rate for the first half of the year is 5.9% compared to 3.8% for the same period in 2019 or shows an increase of 2.1 points.

The sectoral distribution of the unemployed shows that the dismissed persons are from the processing industry, trade, hotels and restaurants and real estate.

In May, June and July there is a tendency for some of those laid off in March and April to be employed by the previous employer, but there are also many who have started a new job. According to statistics, those who started working on the primary market are in the sectors of manufacturing, construction, agriculture, trade, hotels and restaurants (Borba newspaper, 2020).

Conclusion

The complicated epidemic situation due to the rapidly spreading coronavirus COVID-19 and the declared state of emergency necessitated urgent anti-epidemic measures. This in turn affected unemployment and employment levels. Sectors and economic activities, such as hotels and restaurants, manufacturing, construction, culture, sports and entertainment, retail, passenger transport and others were most affected. Thanks to the measures taken, there is currently a gradual normalization of the labor market at both national and regional levels.

The expectations are that in 2020 the unemployment in Bulgaria will not reach its level from the financial crisis in 2008 and 2009, as the average for 2009 the unemployment rate in our country was 7.6%, and the lost jobs - over 400 thousand. The situation remained dynamic - it is possible that Covid-19 will hit us with new force. This will destroy the timid recovery and create more liquidity for the national and global economy. On the other hand, some analysts believe that we will emerge from the health crisis with improved digital skills, a clear picture of ourselves and our qualities, and more patient as individuals. This will help us to be more competitive in the labor market, and at the same time we will be able to wait until the right position for us appears.

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