

AmCham

Purpose and priorities for
2016

HR, CSR, Education
Committee

BoD Meeting

1 June 2016

A quick view on the purpose of the HR, CSR and Education committee

The purpose of the AmCham HR, CSR and Education Committee is to support professionals in the achievement of their company's business priorities, through:

- identifying and analyzing current HR, CSR, Education challenges in the environment – such as labour and social security legislation, business and education synergy, etc.;
- sharing best practices and implementing them where applicable in AmCham member companies for continuously improving the business environment and practices in Bulgaria;
- working for improvement of the dialogue with government addressing key policy issues to keep Bulgarian employees in the country and promote and attract more investments and jobs to Bulgaria.

The HR, CSR & Education Committee priority areas for 2016 are a continuation of the efforts for the last 3-4 years

The **priority areas** of the HR, CSR and Education committee are:

1. Continue the efforts from 2014 and 2015 towards Improvement and modernization of labor legislation, Improved dialogue with Government on key Labour policy issues
2. Exchange of Human Resources' and CSR Best Practices among committee members. Increase the level of knowledge and awareness of our members of current challenges.
3. Business & Education collaboration

We will combine those with the priorities provided by the Board to ensure alignment.

HR sub-committee priority areas for 2016

- 1. Improvement and modernization of labor legislation. Improved dialogue with Government on key policy issues (in cooperation with Tax and other committees where relevant)**
 - Contribute to AmCham's White paper with recommendations in the labour, social security area
 - Develop recommendations, statements and position papers on the request of the Board (considering a separate Labour Working group)
 - Recommendations for improvements in the area of the Labour Code – to improve the environment for business, for outsourcing/shared services.
 - Meeting with Labour authorities to continue to enhance the understanding of the employers of available EU funding programs and improve the usage of such programs
- 2. Sharing of HR Best practices on current HR challenges -among the HR Committee members, with benefits, how-to guides**
- 3. Increase the level of the knowledge of the members** – on legal framework; labour market trends; compensation practices

CSR sub-committee priority areas for 2016

1. Volunteering Days: Relaunch of Volunteering Days: Spring 2016

- Catalogue with proposed activities and beneficiaries published in April. On May 14th, 485 volunteers from 18 members companies joined the event. Green future, social work in the open;
- Autumn 2016 – the Business enters into the schools and talk about their functions

2. Sharing of best practices what companies are doing for CSR activities to increase the level of the knowledge.

- Information sessions with members to increase the level of their knowledge – what are the development needs and problems professionals face in the area of CSR
- Special focus on Employee engagement policies, development and management of CSR projects inside the company. Options for training modules.

3. Business & Education collaboration - Developmental projects to support young talented vulnerable youth into jobs.

- Net4Work – until the summer we will continue to support young people.
- Scholarships, Thanksgiving Donations;

Options: involvement of the young people in activities of AmCham and its members –encouraging interaction between young people and AmCham members –, i.e. participation in events, “open door days”, etc.

2015 report

HR, CSR, Education
Committee

Sharing best HR practices and implementing them where applicable in AmCham member companies for creating benchmark on the Bulgarian market

HR Committee Meeting - Discussion on the latest amendments to the Labor Code (in force as of July 2015) - facilitated by E&Y (September 2015)

- Topic: Latest amendments to Labor Code: Flexible Working Hours, Paid Annual Leave Amendments, Termination of employment contracts

HR Committee Meeting - How to Plan the Assignment / Employment in Bulgaria - facilitated by Deloitte (October 2015)

- Topic: How to plan the assignment / employment in Bulgaria, when a work permit is needed for Bulgaria / EU Blue card, what the steps are for arranging the immigration status

Identifying and analyzing current HR challenges in the environment – such as labour and social security legislation, business and education synergy, etc.;

Active participation in the work group Education 2020 (September 2015)

- Topic: AmCham participated in the round table discussion for potential synergies between education and business, improvement of legal framework, launching new initiatives supported by education and business; supported creation of the plan and documenting good company practices

100 Jobs project (March-April 2015)

- Commonly organized concept launched in 2014 with a common roll-out plan, oriented towards performing a series of job fair (speed dating) events to facilitate disadvantaged young people to meet potential employers

Common initiative with ICT Media and JobTiger (October 2015)

- Participation in a round table discussion organized by ICT Media and JobTiger “ICT Employer of the Year 2015”

Working for improvement of the dialogue with government addressing key policy issues to keep Bulgarian employees in the country and promote and attract more investments and jobs to Bulgaria

Cooperation with Teach for Bulgaria on Law for Pre-school and School Education (February 2015)

- Feedback on the Teach for Bulgaria Proposals on joint priorities statements of AmCham and Teach for Bulgaria regarding the Draft Law for Pre-school and School Education

Meeting with Mr. Ivailo Kalfin, Deputy Prime Minister and Minister of Labour and Social Policy of Bulgaria and Jasmina Mircheva, Head of Minister's Cabinet (November 2015)

- Topic: discussion of “hot topics” within the labour market and the corresponding legislation, specifically the need of adequate legal changes and administrative practices and procedures; follow-up of the particular recommendations and arguments submitted in the AmCham's statements to the Ministry from November 12th, 2014 and December 8th, 2014

Cooperation with Bulgarian-Swiss Chamber of Commerce on Dual Education (November 2015)

- Topic: AmCham has supported the Bulgarian-Swiss Chamber of Commerce's initiative on Dual Education by sending a mailing to the AmCham members.

HR Committee Initiatives in 2015 (part 1 of 2)

February 2015 – Cooperation with Teach for Bulgaria on Law for Pre-school and School Education

- Feedback on the Teach for Bulgaria Proposals on joint priorities statements of AmCham and Teach for Bulgaria regarding the Draft Law for Pre-school and School Education

March-April 2015 – 100 Jobs project

- Commonly organized concept launched in 2014 with a common roll-out plan, oriented towards performing a series of job fair (speed dating) events to facilitate disadvantaged young people to meet potential employers

September 2015 – HR Committee Meeting - Discussion on the latest amendments to the Labor Code (in force as of July 2015) - facilitated by E&Y

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October 2015 – HR Committee Meeting - How to Plan the Assignment / Employment in Bulgaria - facilitated by Deloitte

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HR Committee Initiatives in 2015 (part 2 of 2)

September 2015 – active participation in the work group Education 2020

- Topic: AmCham participated in the round table discussion for potential synergies between education and business, improvement of legal framework, launching new initiatives supported by education and business; draft document

October 2015 – common initiative with ICT Media and JobTiger

- Participation in a round table discussion organized by ICT Media and JobTiger “ICT Employer of the Year 2015”

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CSR activities in 2015

Support for future young professionals in various career development areas throughout the country.

- AmCham contribution to the Get Ready to Succeed scholarship programme reached 240 000 BGN for 8 years of partnership. In 2015/2016 some 15 students from 13 locations, studying at 8 universities.
- Fundraising events –July 4th, Thanksgiving –Nov 25th – 46 000 raised in 2015 for the, Get Ready to Succeed programme and We Can too fund.
- Upgrade of the 100 jobs project into Net4Work, supported by TCA, with wider groups of youth included, training modules and mentorship` (since June 2015). 3 speed-dating events were organized in April and November. More than 120 young people and 20 Employers took part. 20 young people started work/internships with 10 companies.

Exchange of best practices. Members shared their programmes, ideas, achievements. At the meeting in December we discussed the plan for 2016. Two trends were outlined:

- Continuations of the long term programmes and sharing of best practices.
- Re-Launch of the Volunteering days of AmCham/BCAF.