



AMERICAN CHAMBER OF COMMERCE IN BULGARIA

AMCHAM HR COMMITTEE MEETING MINUTES

**April 21 2011, 8:30 AM
American Corner, Sofia City Library,
4A Slaveikov sq.**

Participants:

AmCham Human Resources Committee Co-Chair:
Zlatina Kushkueva, Deloitte Bulgaria
Dobromira Manasieva, Vivacom

Members representatives of:

Bilyana Ivanova, Philip Morris Bulgaria EOOD
Dessislava Lashkova, Citibank N.A. - Sofia Branch
George Parvanov, ConsulTeam Recruitment and Selection Ltd.
Magdalena Nikolova, MLC International
Mariya Krasteva, Ernst & Young Bulgaria EOOD
Radostina Paleva, SIMRA
Svetlozar Petrov, JobTiger Ltd.
Tanya Stivasareva, Ernst & Young Bulgaria EOOD
Tanya Tzoneva, Axway Bulgaria EOOD
Vesela Petrova, COLLIERS International Bulgaria
Veselka Petrova, Tsvetkova, Bebov & Partners

MEETING MINUTES

The purpose of the meeting is to agree on the 2011 priorities for the HR Committee.

The aim of the HR Committee priorities 2011 is to include activities that will bring value to AmCham member companies. During the meeting the following areas were discussed in order to understand from the members what would be their specific needs for increasing awareness in these areas:

- ✓ people and organizational development, innovative and cost-efficient trainings, industry and business trends
- ✓ EU funded programs
- ✓ cooperation with universities and quality of university graduates
- ✓ changes in labour-related legislation
- ✓ any other topic that is critical for your company's success.

The attendees raised several issues of interest, namely

- confidentiality and non-compete clause, used in labour contracts under which an employee agrees not to pursue a similar profession or trade in competition against the employer;
- flexible and short-term employment and work permits;
- new EU funded programs related to HR;
- data privacy protection;
- sharing of best practices of companies in the areas of leadership development, internal communication, management effectiveness, mentoring programs.

The attendees agreed on the following priorities of the AmCham HR committee:

- ✓ value-adding human resources practices –sharing of best practices in people and organizational development between the HR committee members ;
- ✓ EU funding for HR related projects –present new HR-related programs and application terms; providing input to the relevant institutions on how the application procedure could be improved;
- ✓ competitive human resources environment – influence the conditions for flexible work arrangements; introduce committee members to the changes in work permit legislation;
- ✓ business and education relations – increase the awareness of university and college institutions on the skill-set that the business expects from university and college graduates

The attendees agreed that the upcoming working meetings will be focused on:

- EU funded programs;
- work permit regulations;
- data privacy protection;
- educational issues and what the business might improve;
- non-compete clauses in labor contracts.

It is due in May that the updated priorities are published on the AmCham website.