



## AMERICAN CHAMBER OF COMMERCE IN BULGARIA

### Summary of Minutes of Meeting

**Subject: AmCham HR, Education and CSR Committee Meeting**

**Date: April 26<sup>th</sup>, 2017**

**Venue: American Corner Sofia, Sofia City Library**

**Participants:**

<b>Name</b>	<b>Company</b>	<b>Position</b>
Mariela Boycheva	AIMS Human Capital	Senior Consultant
Todor Todorov	Anglo-American School of Sofia	Facility and Operations Manager
Zlatina Kushkieva	AVON Cosmetics Bulgaria	Senior Manager in Sales dpt, Committee co-Chair
Natasha Kumcheva	Axway Bulgaria EOOD	Director Human Resources, Bulgaria & Romania & Ireland, Attorney
Elena Aleksandrova	Axway Bulgaria EOOD	Senior Talent Acquisition Specialist
Petra Tsaneva	Axway Bulgaria EOOD	Administrative Coordinator
Bilyana Hristova	Curtis/Balkan Ltd.	Director of Human Resources
Iva Todorova	IBM Bulgaria	Government and Regulatory Affairs Executive, Committee co-Chair
Mirella Matova	JobTiger Ltd.	Sales and Clients
Petar Kirov Col. Ret.	Matrix Relocations	Group General Manager
Encho Dinev	Tocheva & Mandazhieva Law Office	Attorney at Law, Partner

**This is a memo to notify all HR and CSR committee members on two important events that have been held recently:**

1. On March 23<sup>rd</sup>, 2017, the AmCham Board of Directors took a decision to change the former co-Chair of the HR, Education and CSR Committee, Dobromira Manasieva, Human Resources Director, Experian Bulgaria EAD, to Iva Todorova, Government and Regulatory Affairs Executive, IBM Bulgaria, AmCham Board member. The reason for the change is the termination of membership of Experian Bulgaria EAD.
2. On March 30<sup>th</sup>, 2017 an HR committee meeting was held with the purpose to align and agree with members the priorities of the HR committee for 2017 and the plan for implementing the recommendations laid out in the AmCham White Paper issued on March 6<sup>th</sup>, 2017.

**Priorities of the HR, Education and CSR Committee for 2017** (those priorities are presented in more details on AmCham's website [HERE](#)):

- Improvement and modernization of the labor legislation;
- Improving the synergy between business and education;
- Sharing of best practices and professional advice.

**Main points of discussion during the meeting:**

**1. Priorities laid out in the Human Capital Development section of the AmCham White Paper:**

- In 2017, the AmCham White Paper has been updated to outline strategic recommendations to the Government for improvement of the economy and business climate in Bulgaria with focus on three main areas: Sustainable Economic and Business Environment, Human Capital Development, and Rule of Law and Law Enforcement. The Chamber's strategic document and key priorities therein were presented at a series of meetings with political parties with a view to signing a Memorandum of Understanding for cooperation (MoU) in the areas of common interest.
- Human Capital Development, with focus on Education, Investment in Health and Labor Policy, is very important topic to most leading political parties with which AmCham held meetings.
- AmCham will follow up on the general agreement of the leading political parties to sign a MoU for cooperation with AmCham and will monitor the implementation of the commitments therein and their translation into concrete actions.

**2. Suggestions for topics for future meetings in relation to Committee's priorities:**

- Organize a round-table discussion with government representatives and agencies to present the business rationale behind the changes suggested to the government in the 2017 AmCham White Paper, specifically in the section of Human Capital development and Labour practice related to overtime, fixed-term contracts, employee separation, trade unions, employee retention policy, adaptation of labor legislation to the new trends in the labor force, etc;
- As a follow up from a meeting proactively initiated by the HR committee co-chairs on April 12<sup>th</sup>, 2017, with the Ministry of Education and Science on opportunities to cooperate in the area of re-design of educational programs to reflect the skills needed by the business, AmCham has been invited by Directorate Vocational Education and Training, Ministry of Education and Science, to participate in an inter-institutional working group on dual education. Committee members were already requested via separate email to sign up for the working group or nominate other people for it. We will update the membership on the progress of this inter-institutional working group.
- Discuss the shortage of skilled work force in various industries;
- Address the need for collaboration between educational institutions and employers in shaping educational curricula to address business needs; seek partnership with peer organizations with expertise in dual education, such as Bulgarian Outsourcing

Association, Bulgarian Construction Chamber, Bulgarian-Swiss Chamber of Commerce, Austrian Chamber of Commerce in Bulgaria, Deutsch-Bulgarische Industrie-und Handelskammer, etc.

- Connect AmCham HR committee members with organizations focused on promoting job opportunities in Bulgaria for Bulgarians who currently live abroad.
- Organize a meeting with a guest speaker from companies with experience in dual education, to share good practices for working with secondary schools and conditions for attracting middle specialists in the field of energy through internship programs – proposed by Mariela Boycheva, Senior Consultant, AIMS Human Capital.
- Digitalization of labor relations processes.
- Presentation on practices how the business needs can be incorporated into the design of education programs - proposed by Mirela Matova, JobTiger Ltd.

### **3. Miscellaneous**

Todor Todorov, Anglo-American School of Sofia, and Mirela Matova, JobTiger Ltd., express interest in participating in the inter-institutional working group on dual education.

The next meeting of the HR, Education and CSR Committee is scheduled for May 30<sup>th</sup>, 2017.