



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

**INTERREG - Heightened Information and Resources for Employability
Development
Project code 16.4.2.013
eMS-ROBG179**

**Axis 4. A skilled and inclusive region of the INTERREG V-A Romania-
Bulgaria Programme**

**Human capital and labor market in Călărași –
Silistra Region.
An analysis**



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

INTERREG - Heightened Information and Resources for Employability Development Project code 16.4.2.013

Human capital and labor market in Călărași - Silistra Region

INTRODUCTION

The present study presents the report that contains the main results obtained by the Triangulum Association, Branch, between 24.04.2017 - 20.12.2017 within the *A2. Research Activity* within the project "**INTERREG - Heightened Information and Resources for Employability Development**" project code 16.4.2.013 under Axis 4. A skilled and inclusive region of the INTERREG V-A Romania-Bulgaria Programme.

The project is implemented by the Branch of the Triangulum Association in partnership with the Prietenii 2000 Association in Călărași and the Agency for Economic Development and Investments and the Association for Cross-Border Cooperation and Development "Danube Dobrudja", both in Silistra, Bulgaria.

The overall objective of the project is to provide sustainable tools for increasing the employment rate and professional mobility in the cross-border area Romania-Bulgaria.

The research activity has provided a better knowledge of the implementation area and a more informed framework for the development of other activities so that the implementation process be efficient and with a positive impact on the target group.



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

A multidisciplinary team of researchers, namely 2 social researchers and 2 economic researchers, one from each partner involved in the project, was provided. Thus, the responsibilities within the project were delegated as follows: a Romanian social researcher and Romanian economic researcher will carry out an analysis at the level of Călărași County, respectively a Bulgarian social researcher and economic Bulgarian researcher, an analysis at the level of the Silistra District.

The present study includes a presentation of the results obtained by the Triangulum Association, Branch, through the social researcher engaged in the project as a result of the research activity.

The first stage of the research activity, prior to the elaboration of the working methodology, was the documentation from local, national and international official sources on the general theme of the study and the stage of similar research conducted in our country up to the present moment. This step was necessary to understand the research topics and the characteristics, needs and socio-economic context of the studied population. Studies and reports have been skipped and compared and databases were consulted, and, according to the purpose of the project, the target group and the activities envisaged, the purpose and objectives of the research were elaborated.

According to the project "INTERREG - Heightened Information and Resources for Employability Development", the purpose of *A2. Research* activity was to anticipate changes in the labor market and employment opportunities in the Călărași-Silistra area, focusing on the impact of the European funding programs 2007-2013 and 2013-2020, which circumscribed the area of research at the cross-border region of Călărași County and Silistra District.

The target group of the project consists of 300 people residing in the project implementation area, namely: 150 people residing in Călărași County - 50 of them aged 18-29 years old and 100 persons over 29 years old, and 150 people residing in the Silistra District - of which 50 are 18-29 years old and 100 are over 29 years old. *A2. Research* activity was based on the European Center for the Development of Vocational Training (CEDEFOP) studies, the results of the European Skills and Jobs Survey (ESJ), which underpin its development within the project.

Thus,



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

The research purpose is to anticipate changes in the labor market and employment opportunities in the Călărași-Silistra area, focusing on the impact of the European-funded programs 2007-2013 and 2014-2020.

In order to achieve this goal, we identified the following specific research objectives:

Specific Objective 1. The research aims to anticipate the training needs according to geographical and sectoral territoriality in the Călărași - Silistra cross-border area as a result of labor force and human capital analysis and the correlation of the labor market demand with the existing vocational training offerings area.

Specific objective 2. The research aims to produce a forecast of the regional labor market development in the Călărași - Silistra cross-border area following the analysis of the characteristics and fluctuations of the labor market at local and regional level in relation to the impact of the programs with European financing 2007-2013 and 2014-2020 .

They identified the key research concepts: human capital, labor force/labor resource and labor market, in relation to which the following dimensions of analysis were developed:

- the stock of the population and its regional characteristics, in particular the loss of population that translates into human capital losses;
- the educational capital, respectively the skills acquired by individuals following the training and self-training processes;
- the biological capital and its characteristics, given that the aging population and the loss/limitation of individuals' physical abilities affects the stock of human capital;
- the urban-rural ratio in terms of human capital;
- the migration of labor (internal and external);
- the employment rate, the vacancy rate and their evolution over time;
- the access to the labor market as a basic mechanism of social inclusion, thus targeting the situation of vulnerable groups on the labor market, namely categories of people with



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

difficult or limited access to the labor market: female, single-parent families, families with more than 2 children, Roma people, people living in rural areas and so on;

- the labor market and the situation of enterprises, respectively the evolution of industries and sectors of activity in the Călărași - Silistra area;
- the restructuring of the local economy and the way this process has influenced the demand for labor, especially in certain industrial branches;
- the demand for labor depending on various variables (eg. in urban/rural areas, demand for skilled/unskilled labor and so on) and its evolution over time;
- the level of pay and how it varies depending on various factors;
- the main local/regional employers;
- the major economic investments made in Călărași - Silistra area and their impact on regional development, with emphasis on investments made from non-reimbursable funds;
- the degree of cross-border economic cooperation.

Human capital was a topic of central concern for the research theme. This concept is closely related to the monetization of individual labor or "monetary value of the person" (Voicu, 2004, p.137), being used above all in the economic sciences and economic sociology and sociology of labor, especially with the development of modern capital theory the post-war period.

In order to be in line with the main national and international analysis directions, we will operationalize the concept of human capital by appealing to the definitions of international reference institutions in the field of global economic policies; so:

Human capital is the knowledge, skills, competences and other attributes embodied in individuals and groups of individuals and accumulated over the lifetime, that are used to create goods, services or ideas in the context of a market economy (according to the Organization for Economic Cooperation and Development, OECD International Symposium, 1999, p.10, my translation)

The concept of human capital has gained visibility in the economic literature of the last century with the publication of Theodore W. Schultz, Gary S. Becker and G.J. Stigler. They treated human capital as the product of deliberate and targeted investments



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

that influence future earnings. These investments take various forms, monetary and non-monetary, such as: formal education and on-the-job training, the health of individuals and the costs associated with health, migration and associated remittances, etc. Thus, the individual - with all its attributes - is considered to be the producer, agent and resource of economic growth. In current economic theories, human capital is considered the central factor of production, studies and socio-economic research (see Eurostat), indicating the direct correlation between the level of economic development of a state and the share (of the Gross Domestic Product) expenditure on education, health and continuing vocational training.

Therefore, the basic concepts of human capital theory - school education, vocational training, health, time (in the sense of opportunity costs of time invested in various actions, such as continuous professional training), etc. and the investments - both of individuals and institutions - in them in terms of a cost-benefit ratio, structure this specific type of analysis. Thus, investments in human capital increases labor productivity and economic growth. Investments in educational, professional capital, etc. of individuals increase their employability and lead to significant differences in wage earners. Based on these dimensions of analysis, the research methodology has been developed, detailed below.



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

THE RESEARCH METHODOLOGY

In line with the previously identified dimensions of analysis, we have developed a mixed research methodology based on:

(1) review, analysis and short literature review ("*literature review*") - a fundamental step for identifying socioeconomic theories underlying research;

(2) analysis of secondary data - will be a descriptive analysis based on the collection and analysis of data representative of the research objectives and scope.

Thus, for collecting the data related to Călărași County have been consulted: the Eurostat database, Tempo time series (INS), statistical reports and statistics of the National Institute of Statistics, the Institute of Life Quality Research, the database of the Regional Direction of Statistics Călărași, various studies and reports of the National Prognosis Commission, websites of various ministries in Romania, various scientific articles published in national and international journals.

(3) field research in the Călărași-Silistra area, respectively the collection and analysis of primary data in the research area.

The field research took place between June - December 2018 in the Călărași - Silistra region. Research tools have been developed in accordance with the purpose and objectives of the research, as follows:

(1) In order to collect the data on which the OSI of the research activity is achieved, a questionnaire translated into Romanian and Bulgarian has been developed and applied, respecting to a large extent a similar format and content. This questionnaire was addressed to individuals over 18 years old in the Călărași - Silistra region, both women and men, both in urban and rural areas.

The questionnaire, attached in annexes, aimed to:



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

- collect socio-demographic data (gender, age, residence, income level, etc);
- collect data on the educational and professional profile of the respondent (the last form of completed education, profession, seniority, etc.);
- collect data on the professional mobility of the respondent (professional experience abroad, the most frequently used job search methods and so on).

(2) In order to collect the data relevant for the achievement of the OS2 research activity, a questionnaire was developed and applied to employers - small and medium-sized enterprises, both from the urban and rural areas of the Călărași - Silistra region. The questionnaire has been translated into Bulgarian and Romanian languages, respecting as much as possible a similar format and content.

The questionnaire, attached in annexes, aimed to:

- collect general data about the organization, such as: the year of establishment, the main field of activity, the number of employees, and so on;
- collect data on plans to expand the organization and create new jobs;
- collect data about employees' profile;
- collect data on collaborations with other institutions, including education/vocational training institutions, and so on.

Most questions were closed, of dichotomic and nominal type. Thus, the collection of data on both qualitative and quantitative variables was pursued.

The collection of primary data from Călărași County took place between June and December 2017. Two non-equatorial samples (non-probabilistic) were built using the quota sampling method. The reason for choosing this sampling method was to ensure the representativeness of the sample in relation to the reference population structure and its basic characteristics, imposed by the general context in which the research was carried out, namely:

- the lack of updated data bases for the current year on small and medium enterprises in the research area and their characteristics;



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

- the lack of updated data bases for the current year on the human capital in the research area, especially data about unemployed people from Călărași County not registered at the Employment Agency;
- the limited time spent on research, which requires efficient and effective research to be carried out;
- adapting to the financial and human resources allocated to research activity and targeting the best cost-effectiveness ratio.

Thus, primary data on Romanian human capital were collected through 102 questionnaires (valid finals) applied to individuals in Călărași County, namely: 59 women and 43 males, over 18 years old and domicile both in the urban environment, in the cities of Călărași and Oltenița, as well as in rural areas, in different villages and commune within the county: Alexandru Odobescu, Borcea, Chiseleț, Chirnogi, Coconi, Dragalina, Dragoș-Vodă, Grădiștea, Mânăstirea, Plătărești, Spanțov, Ștefan-Vodă, Vasilați, Ulmen, Unirea. The data was encoded and uploaded to a .xls database. The analysis and results will be presented in the following.

Similarly, primary data on Romanian employers was collected through 47 questionnaires (valid finals) applied to legal entities in Călărași County, which are active both in urban areas, Călărași and Oltenița, and in rural areas in different villages and communes from the county: Jegălia, Lehliu, Sărulești, Ștefan-Vodă, Vilcelele.

The data was encoded and uploaded to a .xls database. The analysis and results obtained will also be presented in the following.

The Bulgarian questionnaire is organized in 21 questions, of which 3 open and 18 closed, with the possibility of providing additional information on 5 of them. The questionnaire is filled with instructions for filling in, if the questionnaire is filled in and submitted electronically, and such a possibility is provided. The poll was conducted among the citizens at random.

The Bulgarian questionnaire was filled by 56 respondents. 46% of the study participants were men and 54% were women.

Eleven of the survey respondents are aged up to 29 years old, 17 - aged 30 to 40, 11 - 41 to 50, 8 - 51 to 60, and 9 - over 61.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

There are 49 respondents in the urban area (1 in the town of Glavinica) and 7 in the rural area of Silistra (the villages of Prof. Ishirkovo, Polyana, Chernogor, Zafirovo and Aydemir).

THE HUMAN CAPITAL IN CĂLĂRAȘI COUNTY

Călărași County (code SIRUTA 519), which became an administrative-territorial unit in January 1981, is situated in South-Eastern Romania, in the South-Muntenia Development Region. The county seat is in the city of the same name.

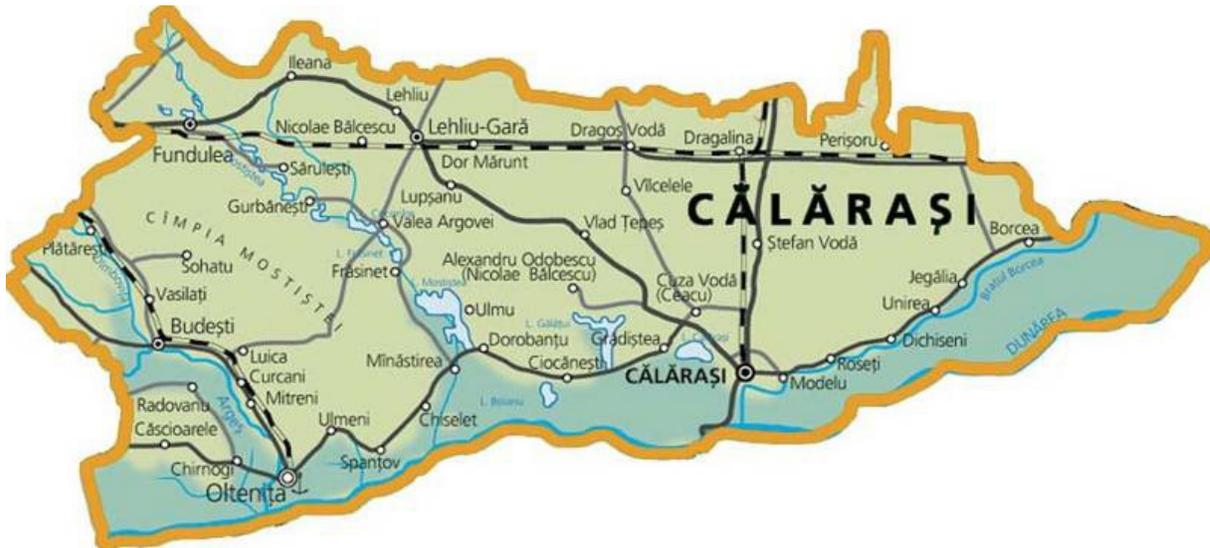


Figure 1. Călărași County Map (source: pe-harta.ro)

It is bordered by:

- Constanta County to the east;
- the counties of Giurgiu and Ilfov in the west;
- Ialomita County to the north;
- the districts of Ruse and Silistra (Bulgaria) to the south.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
 FONDUL EUROPEAN PENTRU
 DEZVOLTARE REGIONALĂ
 INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

It covers an area of 5088 km² and includes:

- 2 municipalities: Călărași and Oltenița;
- 3 cities: Budești, Fundulea and Lehliu Gară;
- 50 communes;
- 160 villages¹.

The geographical position offers the county a special competitive advantage, given that Călărași County is located on the border with Bulgaria, as well as in a convergent area of two developmental colors: Corridor Bucharest - Constanța, part of the pan-European corridor 4, allowing Romania's connection to the communication centers in Central Europe; The Danube Corridor 7, which interconnects the 14 countries bordering the river, thus creating the premises for the development of a new region, symbolically called "the Danube Region".

Surface	5 088 km ² representing 2.1% of Romania's territory
Population (2016)	308,655 inhabitants (1.64% of the country's population).
Density (inhabitants / km ²)	<ul style="list-style-type: none"> • 38.45% in urban areas • 61.55% in rural areas
Cities	<p>Cities of Rank 2:</p> <ul style="list-style-type: none"> • Calarasi • Oltenita. <p>Cities of rank 3:</p> <ul style="list-style-type: none"> • You will; • Fundulea; • Lehi Station.

¹

According to the data available on the Călărași County Council website.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



Communes, villages	<ul style="list-style-type: none"> • 50 Communes • 160 villages
Residence of the county	Călărași

Figure 2. Zone Basic Data

Călărași County has a relief in which the predominant feature is the plain, meadows and ponds. The relief is dominated by the plain, being grouped into four large units: Bărăganul Mostiștei Plain (Southern Bărăgan), Vlășia Plain, Burnazului Plain, Danube Meadow.

Călărași County owns agricultural land, a real natural wealth, occupying approx. 84% of the county's surface. The soils, mostly made of different types of chernozems and alluvial soils, have high fertility, which allows large-scale agriculture to be practiced, with the predominantly cereal-based vegetal production.

The flora of Călărași County is specific to the plain and the meadow area of the Danube, generally developing steppe and silvostepa. The silvicultural area extends as a strip of variable widths in the south of the Romanian Plain, covering the western part of Baragan and implicitly Calarasi County. The expansion of anthropogenic use has made forest herbaceous forests largely disappear, like many of the forests, the remaining ones being heavily transformed due to grazing in forests and forest exploitation. Here are species of fluffy oak, bumblebee oak, carpathian and tartar maple

The fauna characteristic of Călărași County is varied, in accordance with the species distribution characteristics. Thus, in the open, cultivated agricultural areas, there are: *Citellus citellus*, *Cricetus cricetus*, *Microtus arvalis*, *Spalax leucodon*, etc., and the forest area is home to a rich fauna of vertebrates including: *Capreolus capreolus*, *Sus scrofa*, *Vulpes vulpes*, *Meles meles*, *Felis silvestris*, *Sciurus vulgaris* etc.

The forest vegetation, which occupies 4.3% of the county's surface, is a source of wood and the habitats of wildlife hunting. In the county are exploited natural gas and oil in the Meteoric sands of the Ileana commune. Other mineral resources: Alluvial sand and gravel.

Fauna of hunting interest is represented by rafts, rabbits, boars, pheasants, raptors (foxes, ferrets, bizami), as well as numerous sedentary and passage species living in the



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Danube meadow. Through the measures taken by the County Hunters and Sports Fishermen Association, hunting flocks are constantly growing, especially in boars and wild boars, from which precious gold medals have been won in domestic and international competitions.

Fauna is varied, here encountered in deciduous: blackbird (*Turdus merula*), finch (*Fringilla coelebs*), the Nightingale (*Luscinia megarhynchos*), hawk (*Accipiter gentilis*), etc. In the meadow of the Danube, the hydro-meliorative works have led to the replacement of natural floodplain forests with poplar plantations in monoculture, which do not provide good nesting conditions for birds. There are the following species: the gray heron (*Ardea cinerea*), the Egretta garzetta, the Ardeola ralloides, the Falco tinnunculus, etc. Feature Bărăganului is dropia (*Otis tarda*), very rare and monument of nature, quail (*Coturnix coturnix*), partridge (*Perdix perdix*) having an area greater spread and a greater effect, starling common and purple (guests summer). Among songbirds, plovers live in the steppe (*Tringa totanus*), bee eaters (*Merops apiaster*) dumbbrăvencile blue (*Caracias garrulus*) and known lark Heath (*Melano sarypha calender*). Ichthyofauna is predominantly characteristic of the Danube and lakes in the county: Carp (*Cyprinus carpio*), Sleep (*Silurus galanis*), Carassius carassius, Barbus barbus, Tinca tinca, Abramis brama, Abramis ballerus, Scardinius erythrophthalmus, Rutilus rutilus, Stizostedion lucioperca, Esox lucius, Perca fluviatilis, etc.

In Călărași County there are five protected areas of national interest: Calarasi Iezer - special bird area protection, Ciocanesti Island - special flora and fauna protection area, Haralambia Island Danube Floodplain - special flora and fauna protection area, Ostrovul Soimul Dichiseni - special flora and fauna protection area, Ciornuleasa Mitreni Forest - special forest protection area.

The geographical position offers the county a special competitive advantage, given that Călărași County is located on the border with Bulgaria, as well as in a convergent area of two developmental colors: Corridor Bucharest - Constanța, part of the pan-European corridor 4, allowing Romania's connection to the communication centers in Central Europe; The Danube Corridor 7, which interconnects the 14 countries bordering the river, thus creating the premises for the development of a new region, symbolically called "the Danube Region".

country), is the arable land, which places Calarasi County on the 5th place at the national level. Plant production is mainly directed towards grain crops, oily plants and fodder plants.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Figure 3. The structure of the civilian employed population on the main activities of the national economy according to CANE Rev.2. Source of INS DRS Calarasi

The industry includes the mining, manufacturing, manufacturing. Calarasi is a county located in the heart of the Romanian Plain, where agriculture is the basic economic activity of the inhabitants of Calarasi County. 83% of the total area of the county represents the agricultural area, which places Calarasi County on the 9th place in the country as an area of the agricultural area.

Of the total agricultural area, more than 96%, 411 thousand ha (2.9% of the agricultural area of the c and supply of electricity and heat, gas, hot water and air conditioning, water distribution, sanitation and waste management, decontamination activities.

Commercial services include: trade, transport and storage, hotels and restaurants, information and communications, financial and insurance intermediation, real estate transactions, professional, scientific and technical activities, administrative and support service activities;

Social services include the activities of: public administration and defense, social security in the public system, education, health and social assistance, cultural and recreational performances and other activities of the national economy.

In 2016, 2612 companies were registered, with headquarters in Calarasi and in other localities of the county, increasing by 1.3% compared to the previous year, 2015. A percentage of 75.6% registered the turnover, so they were economically active. The main industrial branches in the county are: rare gas and biofuel production (Călărași and Lehliu Gară), prefabricated (Călărași), food industry (Calarasi), Lohn clothing industry (Călărași, Budești and Oltenița). In the carpark industry predominate: the metallurgical industry (14%), the food and beverage industry (27%), the non-metallic mineral products processing industry (12.1%), the manufacture of chemicals and chemicals (15.1%), clothing (1.8%).



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

On 1 January 2017², the population with stable residence in Călărași County was 315 613 people. Over half of the population of Călărași County live in rural areas, respectively 59.98%. Of the remaining 40.02% of people living in the urban area, more than half are in Călărași and almost a quarter in Oltenița. The towns of Budești, Fundulea and Lehliu Gară each count between 6000-7000 inhabitants.

The gender distribution is balanced: 49.06% of the county's inhabitants are men and 50.94% are women.

Ethnic, the majority of the population is ethnic Romanian: 94,12%. We also meet Roma people: 5.65%, and Turkish: 0.15%.

Distribution by age group on the same date was as follows:

Age	0-14 years	15-29	30-44	45-59	Over 60 years
Number of people	49 387	59 632	70 332	64 234	72 028

Figure 4. Distribution of the population of Călărași County by age groups (Source: INS)

- număr persoane -

Years	Total			Urban			Rural	
	Both genders	Male	Female	Both genders	Male	Female	Both genders	Male
2007	329900	162047	167853	132134	64058	68076	197766	97989
2008	329015	161511	167504	131583	63721	67862	197432	97790
2009	328282	160995	167287	131632	63671	67961	196650	97324
2010	327085	160364	166721	131312	63514	67798	195773	96850
2011	325353	159503	165850	130558	63078	67480	194795	96425

2

According to data extracted from Tempo databases of the National Institute of Statistics, section A. Social statistics.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

2012	324089	158997	165092	129762	62672	67090	194327	96325
2013	322394	158153	164241	129049	62278	66771	193345	95875
2014	320302	157116	163186	128142	61791	66351	192160	95325
2015	318266	156137	162129	127463	61423	66040	190803	94714
2016	316634	155358	161276	126740	61050	65690	189894	94308
2017 ^{*)}	314150	154133	160017	125827	60580	65247	188323	93553

^{*)}provisional data

Figure 5. Population by domicile on 1st of July, sex and zone area (Source: DRS Calarasi)

We note the prevalence of the adult and advanced age population. In fact, the "Economic and Social Development Strategy of Călărași for 2014-2020" indicates the presence of aging phenomenon, the average age of the inhabitants of Călărași being on January 1, 2014, of 38.8 years (Călărași City Hall, 2014, p.20). Also, according to the same source: "The average life expectancy of the inhabitants of Călărași was, in 2013, according to the data provided by the National Institute of Statistics, 73.3 years lower than the regional average (74 years), but also national (74.7 years). The average length of life in the urban area of the county was 74.2 years in that year "(ibidem).

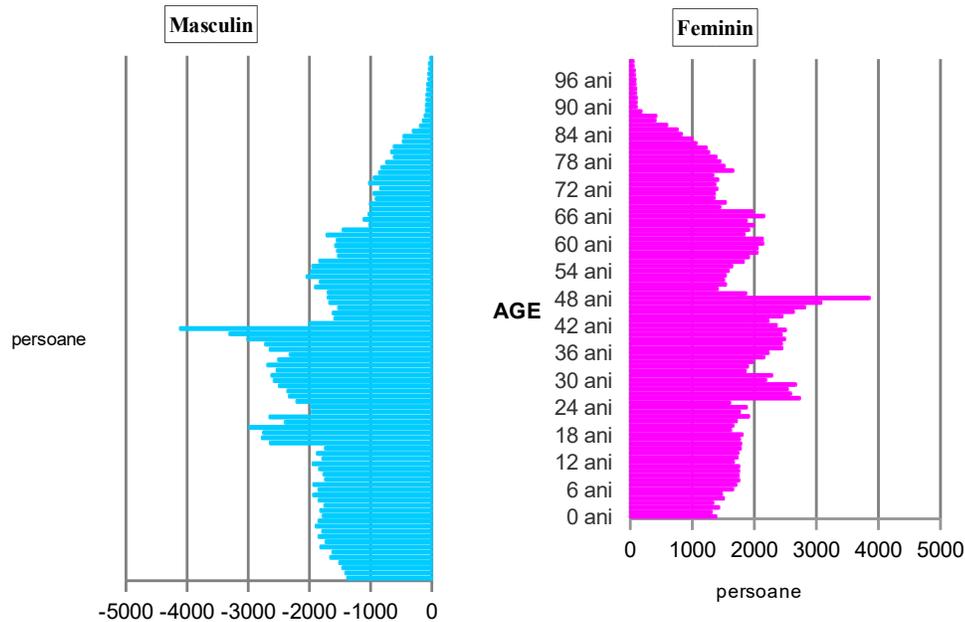


Figure 6. Ages pyramid on 1st of JULY 2016³ (Source: DRS Calarasi)

Depending on the residence environments, the county's population is characterized by about 34% of the population living in the urban area³. Compared to the data presented in "Călărași County Development Strategy for 2014-2020", respectively: "Population analysis by average, indicates in 2012 a high share of rural population - 61,55% - much higher the country average of 46.06%, while the urban population in Călărași County is 38.45%." (Călărași County Council, 2014, p.19), we notice a decrease in the urban population. This may be due to internal and external migration, but also to negative natural growth, higher in urban areas. The same document shows us a particularly important issue for the specific subject of research; so:

"Population dynamics, an indicator of defining the labor resources necessary for the planning process, shows that between 1995 and 2012 the population of the county was decreasing, the number of inhabitants decreasing from 336.176 inhabitants on 01.01.1995 to 308.655 inhabitants at 01.01. 2013, representing 1.4% of the country's population." (Ibidem.)

3



Also, the aging phenomenon of the population has the direct effect of lowering the rate of replacement⁴ of the labor force:

"Thus, the labor force replacement rate registered in 2014 is 628,5 ‰ in Călărași, 728,8 ‰ in Călărași County, 628,4 ‰ in the South-Muntenia Region and 638,4 ‰ nationally. Over approximately 15 years, every 1,000 inhabitants of Călărași municipality that will leave the labor force will be replaced by about 629 people, thus creating a workforce deficit of 371 people. (Mayorality of Călărași, 2014, pp. 22-23).

	2011	2012	2013	2014	2015	2016
						Mii pers.
Active civilian population	105,9	108,8	107,6	104,4	99,0	94,2
Total	52,5	54,2	53,6	52,1	50,7	49,1
Male	53,4	54,6	54,0	52,3	48,3	45,1
Female						
Occupied civilian population	99,2	100,9	98,8	95,8	91,8	86,8
Total	48,6	49,4	48,2	46,8	46,6	44,9
Male	50,6	51,5	50,6	49,0	45,2	41,9
Female						
Registered youngsters	6,7	7,9	8,8	8,6	7,2	7,4
Total	3,9	4,8	5,4	5,3	4,1	4,2
Male	2,8	3,1	3,4	3,3	3,1	3,2
Female						
Labor resource activity rate 1)					55,2	52,2
Total					53,4	51,4
Male	54,1	55,7	55,2	57,4	57,2	53,1
Female	51,7	53,2	52,7	54,1		

4

"The labor force replacement rate is calculated by reporting the young population to one third of the 15-64 year olds, per 1,000 inhabitants." (Călărași City Hall, 2014, pp. 22)



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

	56,6	58,3	58,0	61,2		
Employment rate of labor resources1)					51,2	48,1
Total					49,1	47,0
Male	50,6	51,6	50,7	52,7	53,6	49,3
Female	47,8	48,5	47,4	48,6		
	53,7	55,0	54,4	57,3		
Registered unemployment rate2)					7,3	7,9
Total					8,2	8,7
Male	6,3	7,2	8,2	8,2	6,3	7,0
Female	7,5	8,7	10,0	10,1		
	5,2	5,8	6,4	6,4		

1) Calculated for the working age population (15-64 years)

2) Calculated against the civilian active population

*Figure 7. Labor population participation by gender (end-of-year data)
(Source : DRS Calarasi)*

In the dynamics of changing labor market conditions, the reduction of the natural demographic growth, the increase of the temporary and final migration had constant negative effects on the active population's background.

As a dimension of human capital, we analyzed the educational capital of the population from the county of Călărași. Thus, according to the latest report of the Călărași County Inspectorate:

Of the total stable population of 10 years and over, 56.1% have low education (primary, secondary or post-graduate), 37.1% medium (high school, postgraduate or technical foremen) and 6.9% higher level. At the last official census (October 20, 2011) in Călărași County 9795 people declared themselves illiterate." (ISJ Călărași, 2016, p.6)

Thus, over half of the county's population has a low level of education (at most 8 grades), which is a factor with a significant negative impact on the possibilities of qualification of the labor force, with a cumulative number of causes leading to this low educational capital.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



There are 312 educational establishments in the county that provide compulsory education and provide a total of 1291 classrooms, as follows:

I.1 SCHOOL NETWORK 2015-2016

Educational units with legal personality	Kindergartens	12
	Gymnasium schools	65
	High schools	17
	Post-secondary schools	1
	Total	95
Assigned educational units	Kindergartens	160
	Primary schools	38
	Gymnasium schools	19
	Total	217
TOTAL of state pre-university educational units		312

Figure 8. Educational Units in Călărași County (Source: ISJ Călărași⁵ 2016, p.7)

The nearest university centers are: Bucharest to 116 km and Constanta to 144 km. A teaching staff of 2716 people provides educational services for a school population of 44,145 children and pupils enrolled in pre-university education⁶. The Călărași School Inspectorate reports a decrease of the titular teachers (ISJ Călărași, 2016, p. 17), so in the previous school year only 75% of the teaching staff was made up of titulars. This deficit is taught by academics without studies, according to the same report: "a situation that can easily be noticed is the slight, constant increase, from year to year, of the number of norms occupied by staff without a post corresponding to the post" (idem, p. 18).

The latest available data indicate higher school drop out rates at all levels of education compared to the national average: a dropout rate of 2.4% in the primary cycle (compared to 1.8% at national level) of 3, 4% in the gymnasium cycle (compared to 2.1% at national level) and 3.7% at the lyceum and professional level (compared to 3.5% at national level).

5

https://www.isj-cl.ro/images/Curriculum/InspectorGeneral/Raport_privind_starea_%C3%AEnv%C4%83%C8%9B%C4%83m%C3%A2ntului_2015-2016.pdf

6

In 2015.





Absenteeism is another recurrent problem in the educational environment of Călărași, as indicated by the report of the County Inspectorate:

"Absenteeism is the biggest threat to the Calarasian school, because this phenomenon is the basis of the learning outcomes and favors both indiscipline and school dropouts. Based on the centralization of data extracted from SIIR, in the school year 2015-2016, the total number of absences registered in the catalogs is 1 129 831 of which: motivated absences 389 504, unmotivated absences 706 659, number of absentees on student is 20, this number keeping up to a high level." (Idem, p.13)

Absenteeism is closely related to school dropout; the most absent students being the most likely to drop out of school before completing compulsory education. Analyzing the table below:



Figure 9. Number of absences per study year in the school year 2015-2016 (Source: ISJ Călărași, 2016, p. 13)

we notice a significant increase in absences - both motivated and not motivated - with the beginning of the gymnasium cycle, which reaches the maximum in the 10th grade - taking into account the fact that the compulsory education in our country is of 10 grades, after which there are slight decreases.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

The graduation rates of the baccalaureate exam recorded in Călărași County in the last years, of 64.4% in the current year, respectively 56% in 2016 and 55.7% in 2015, although rising, are below the national average (72.9% in 2017, 66.7% in 2016 and 67.9% in 2015). Also, the non-correlation of the educational offer with the current labor market requirements is a problem underlined from previous years in official reports. *"The Economic and Social Development Strategy of Călărași for 2014-2020"* states that: "County education, viewed in an economic context, reveals major risks of harmonization, due mainly to the differences in economic development of different areas of the county and the migration of the force work - the cause of school drop-out of children left without parental supervision, all of which lead to inequality of chances and access to quality education "(Călărași County Council, 2014, p.24).

The relationship between the local business environment and the educational system is not a collaborative one, the same document indicating the reduced involvement of the business environment that accentuates the inadequacy of education programs to the needs of the labor market: "The education system prepares young people for work without demand and the environment businesses look for workforce specific to some areas of activity, but in preparation they do not get involved" (Ibidem).

Concerning the access to health services, the most recent data available⁷ indicate the existence of medical and medical-social units, of which: 5 hospitals (2 hospitals in Călărași, 1 in Oltenița, 1 in Lehliu Gară and 1 in Lehliu), 124 family medical cabinets, 147 specialized medical practices, 3 medical dispensaries, 33 medical laboratories and 3 medical school cabinets. For the number of polyclinics, outpatients and mental health centers we did not find public data available.

Also, in Călărași County were registered 83 dental offices, 96 pharmacies and 27 pharmaceutical points, and a single transfusion center.

At the county level there are 1159 beds available in hospitals, 167 doctors and 932 medium-term healthcare professionals and only 2 dentists in state medical structures⁸. We

7

According to data extracted from Tempo databases of the National Institute of Statistics, section A8.Health, for 2016.

8

Idem, data available for 2015.





UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

find that the education stock at the county level is medium to low, and the health infrastructure is also deficient.

Data on the number of unemployed⁹ registered in Călărași County during the period 2000-2015, as illustrated in the chart below, show significant variations over time. Since 2000, both the total number of unemployed and gender categories - male and female unemployed have experienced a similar progressive decline until 2007-2008 when the number of unemployed registered in Călărași County has the lowest values in the last 15 years. The number of men without a job, compared to women, has a more rapid fall - especially in the 2002-2003 and 2005-2007 ranges, indicating a demand for male/work for men in the local labor market¹⁰. The fall in female unemployment was relatively constant, with no significant variation over shorter time intervals, eg annual changes.

9

According to the definition of the National Institute of Statistics, the registered unemployed person is the person who "fulfills the following conditions cumulatively: a) he is looking for a job from the age of 16 and up to the retirement conditions; b) the state of health and physical and mental capabilities make it fit for work; c) does not work, does not earn income or performs from activities authorized according to the law incomes lower than the value of the social reference indicator of the unemployment insurance and the stimulation of employment in force; d) is available to start work in the immediate future if a job is found;

10

However, we do not have data indicating the categories/type of job (qualified, unqualified for graduates of secondary or higher education, etc.) or the level of salary compared to those for female employees.



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union

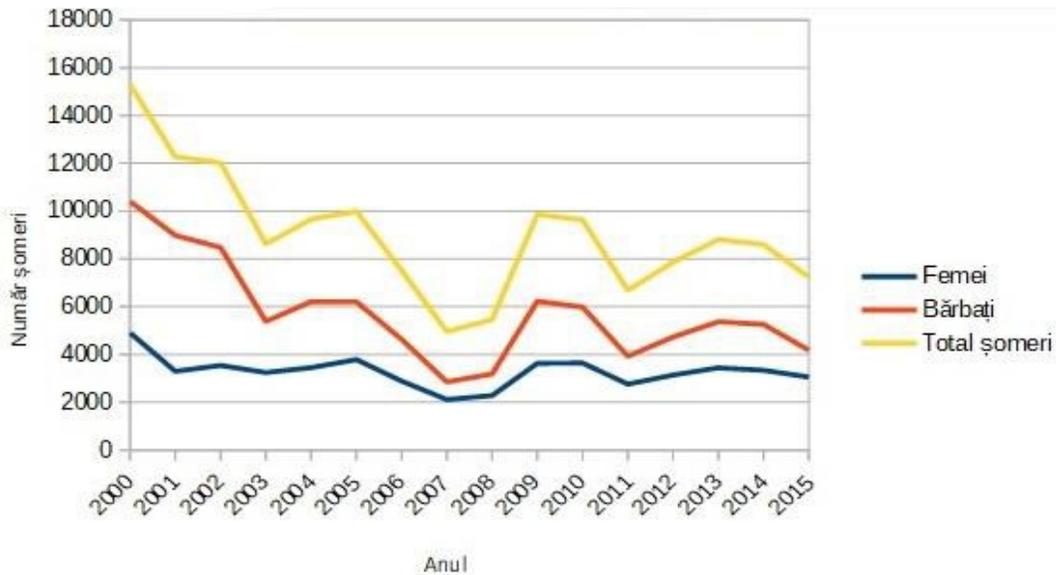


Figure 10. Evolution of the number of unemployed in Călărași County in the period 2000-2015 (Sources: NIS and Călărași County Statistics Department)

The evolution of the unemployment rate¹¹ in Călărași County from the year 2000 to the present, in relation to the evolution of unemployment at national level, is shown in the attached chart. Except for a short period, between 2006-2008, the unemployment rate at the county level was above the national unemployment rate.

11

According to the National Institute of Statistics, the unemployment rate is the "ratio between the number of unemployed registered with employment agencies and the civilian active population" (INS, TEMPO Time Series, Labor Force section).

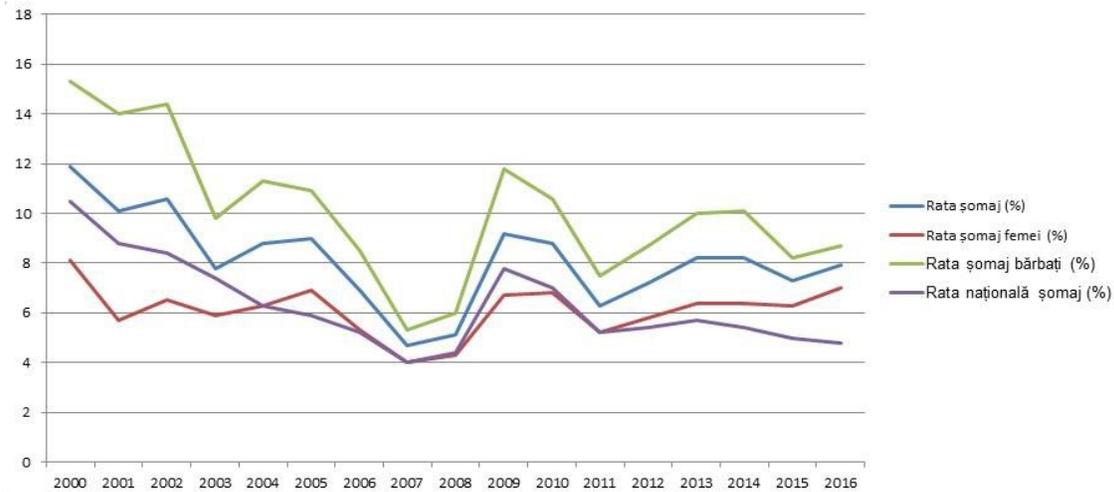


Figure 11. Evolution of the unemployment rate (percentages) in Călărași County between 2000 and 2016 (Sources: NIS and Călărași County Statistics Department)

However, if we look at the gender categories, we see that the rate of female unemployment has been consistently lower than that among men and fluctuations less pronounced over time. Thus, although overall unemployment in Călărași County declined especially between 2005-2007, 2010-2011 and 2014-2015, the percentage of men unemployed shrank more strongly than that of women without work.

The highest fall for both sexes, registered especially between 2006-2008, corresponds to periods of economic growth in Romania that preceded the global economic crisis. In the above-mentioned time frame, the national unemployment rate had reached the lowest value¹² in the last 15 years and the employment rate of the population aged 15-64 had a national value of 58.8%¹³, being an increased demand of workers in the construction, agricultural and services sectors.

The above data are consistent with the evolution of the employment rate at the level of Călărași County in the same interval, between 2000-2015, as follows:

12

According to the data of the National Employment Agency (AJOFM), in 2007 the unemployment rate had reached the minimum of the last 15 years with a value of 4%. A similar level of 3.9% was recorded in 1992, but with an accelerated growth trend (this amount being doubling in less than a year).

13

According to the report "Employment and unemployment in 2007" no. 149 from 30.07.2008 - Statistical Survey of Households Labor Force (AMIGO), INS, p.2.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

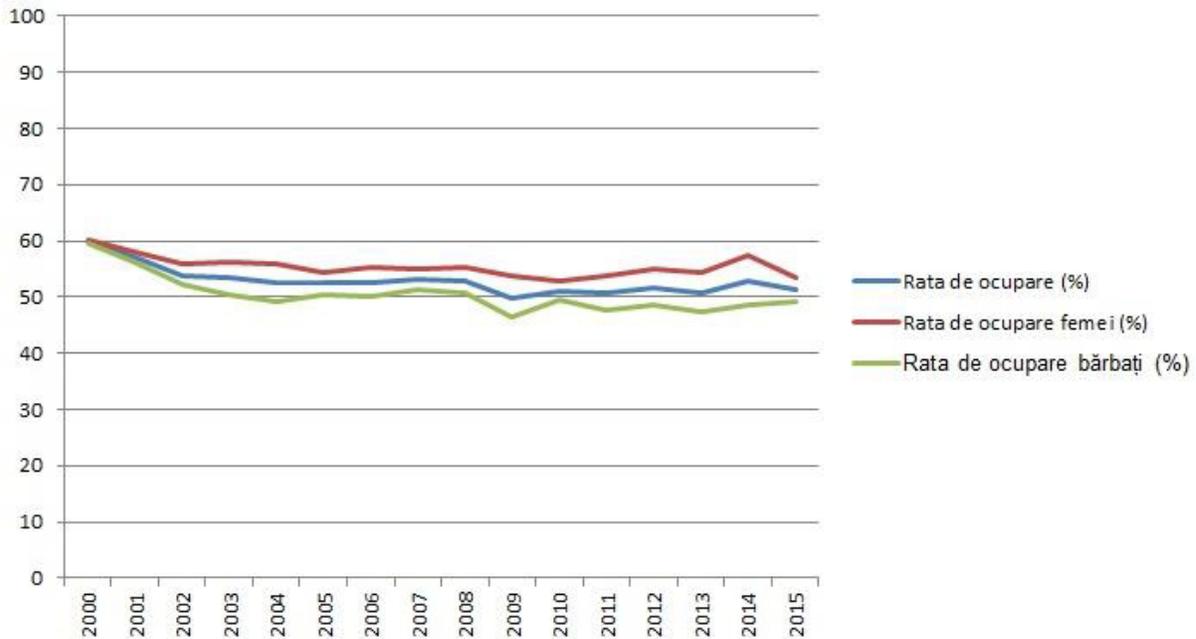


Figure 12. The employment rate of the active population in Călărași County in the period 2000-2015

These data were completed during the survey by data collected from the field. Thus, in analysis of human capital were collected data on the labor force in Călărași County, both from urban and rural areas through a survey based on a questionnaire. The data was processed by queried questions and answers, and compiling a .xls database attached to annexes, and subsequently analyzed with a dedicated statistical analysis software.

Thus, there were analyzes of 102 valid final questionnaires applied to individuals with age over 18 years, of which:

- 59 women and 43 men;
- 63 persons from the urban area (from Călărași and Oltenița) and 37 persons from the rural area (from Alexandru Odobescu, Borcea, Chiseleț, Chirnogi, Coconi, Dragalina, Dragoș-Vodă, Grădiștea, Mânăstirea, Plătărești, Spanțov, Ștefan-Vodă, Vasilați, Ulmen, Unirea.)

All respondents are working age, respectively:



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

- 17 respondents are aged 18-24;
- 66 respondents are aged 25-54;
- 19 respondents are aged 55-64.

In view of the specific nature of the project and the planned activities, respectively the services provided of the target group, the majority of the respondents were people without a job, namely:

- 37 unemployed without compensation;
- 23 unemployed with compensation;
- 14 people looking for a job;
- 6 households.

Also, people with a job were questioned, of which:

- 17 full-time employees;
- 1 part-time employee.



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union

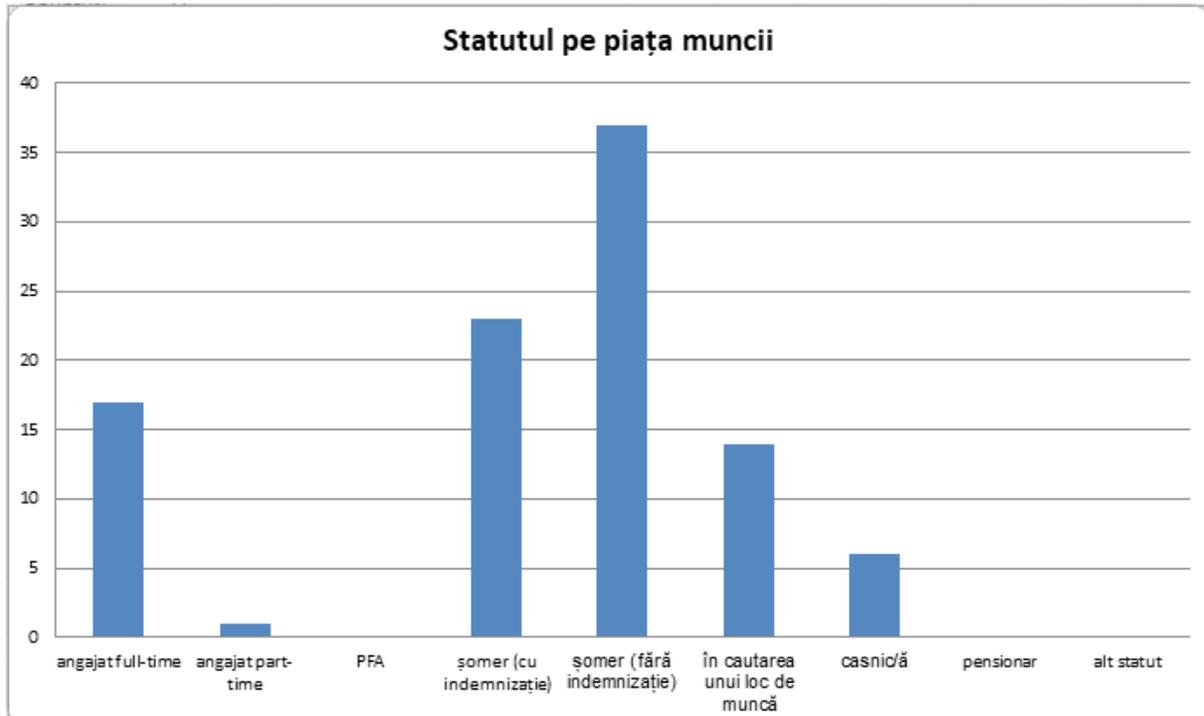


Figure 13. Status of respondents on the labor market

The level of education of the respondents is generally medium, according to the table below:

The last form of education graduated	Number of people (respondents)
Primary school	-
Gymnasium school	11
High School (unfinished)	14
High school (without a baccalaureate diploma)	11
High school (with a baccalaureate diploma)	22
Vocational school	23
University studies/faculty	12
Postgraduate studies	7

We note that most of the respondents have secondary education, being high school graduates (with or without a baccalaureate) and vocational schools - 56% of



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

respondents. A quarter of them graduated less than 12 classes, while only 19% have university or post-graduate studies.

The average number of members of a household is 3.3 members, including the respondent; prevail households with 3 members (41 households) and 4 members (36 households), and the least many are 6 and 7 members (one household) or 1 member including the respondent (4 households).

The average monthly income at the household level, according to the respondent's statements, is:

- less than 500 lei: 15 households;
- between 501 - 1000 lei: 8 households;
- between 1001 - 1500 lei: 10 households;
- between 1501-2000 lei: 19 households;
- between 2001 and 3000 lei: 28 households;
- between 3001 - 4500 lei: 3 households;
- over 4501 lei: 12 households.

There is a reasonable correlation (0.41 Pearson value) between the respondent's and respondent's level of education household income. But taking into account that most of the households in which the respondent originates count on average 1-2 members other than the respondent, we can assume the existence of a minimum source of income extra - whether we are talking about a salary or social welfare (child raising allowance, allowance, pension, etc.), other than that provided by the respondent.

Taking into account the research objectives and project activities, we questioned the ii respondents on the most used methods by which they are looking for a job or for employment, either in order to change the job.

According to respondents, the main ways to find a job are:

- through knowledge (friends, neighbors, etc.);
- through the County Agency for Employment (AJOFM);



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

- with the help of family or relatives.

Looking for a job online (recruiting sites, company websites, etc.) is a method used by less than half of respondents.

The least used search methods for a job are:

- through ads in the print media;
- by participating in job fairs/fellowships;
- with street ads
- through training/employment providers and/or NGOs providing such services.

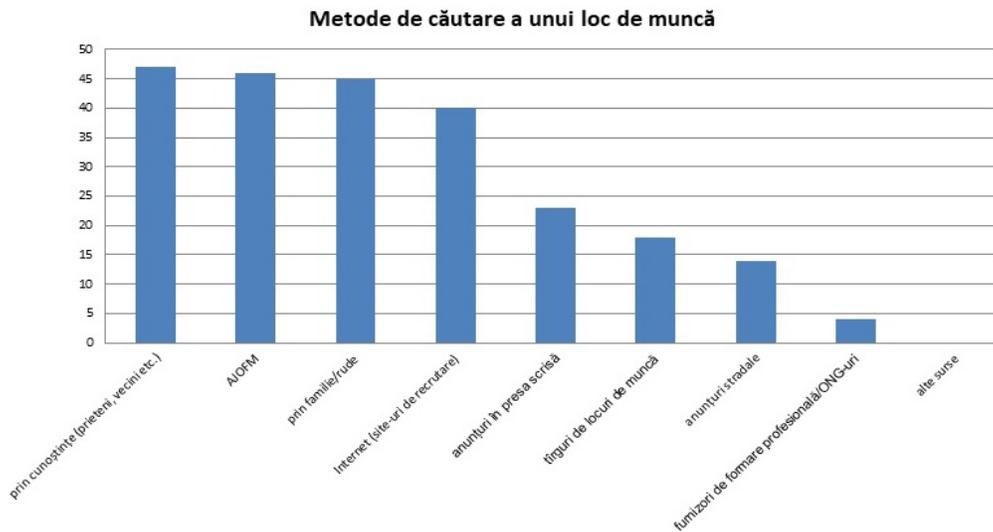


Figure 14. The methods used to look for a job, according to the preferences declared by the respondents

As 58% of the respondents are unemployed with or without indemnity registered with the County Employment Agency (AJOFM), and among the services provided by this institution are also the information and professional counseling and the organization of job grants, the declared preference almost half of respondents looking for a job



through AJOFM is explicable in terms of obligations arising from the status of the unemployed in the national record¹⁴.

Increased job search with knowledge, family and relatives, usually involves a limited search area geographically and professionally. However, more than 80% of the survey participants were interested in being able to consult a website informing about vacancies locally and regionally.

Asked about the main difficulties faced by respondents in finding a job, most consider that the failure to complete the studies, the lack of professional experience and the non-motivating salary were the most important 3 obstacles.

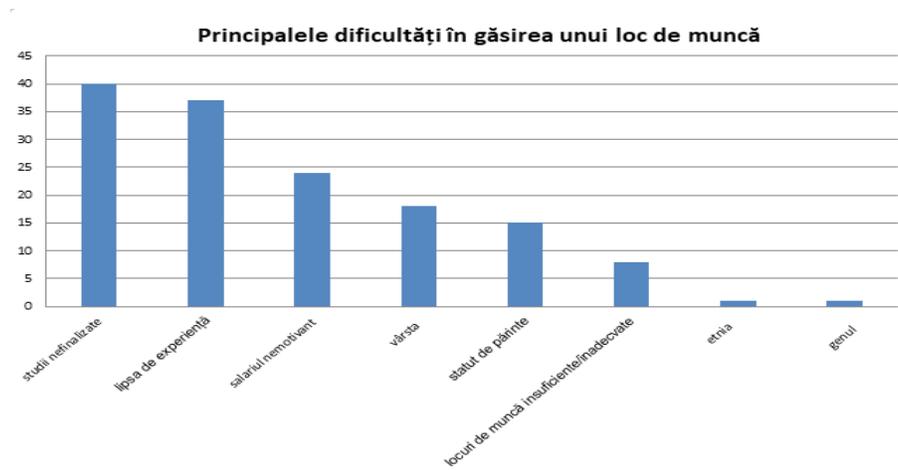


Figure 15. The main difficulties faced by respondents in finding a job

In spite of the relatively high proportion of unemployed people, only a very small proportion - 25 persons, or under 25% - reported having participated in professional information and counseling programs.

Also, no work in the cross-border region is an attractive option for the majority of respondents: 25 of them have declared that they would not commute to the workplace and

14

Respectively: "Unemployed persons receiving unemployment benefit have the obligation to participate in mediation services at the request of the employment agencies to which they are registered.

Unemployed who do not benefit from unemployment benefits must submit a request to employment agencies to be taken into account for mediation and, in case of non-employment, to renew the application to 6 months." (cf. <http://www.anofm.ro/faq/somer>)



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

37 respondents declared that they would commute a distance at least 15 kilometers from the house. 40% of respondents would not consider job offers in the Silistra district.

As a result of the secondary data analysis, we can conclude that the state of the infrastructure in Călărași County is a non-homogeneous one, so that, while the localities in the urban area benefit more from modernized roads, access to the railway, drinking water, and partly sewerage, rural localities are rather devoid of these facilities.

According to the available statistical data: a physician report for over 1,800 people, a hospital bed for 272 people and a dental office for over 3,800 people, Călărași County is characterized by insufficient health infrastructure for the needs of the population and an accentuated shortage of qualified staff.

According to available statistical data: a ratio of 34 students per classroom and 16 pupils per teacher, the education infrastructure in Călărași County is characterized by overcrowding and insufficient teaching staff. Absenteeism is the main problem faced by the educational environment, followed by a dropout rate above the national average. Students in Călărași are less well trained when completing compulsory education, the graduation rate of the baccalaureate registered in recent years is below the national average.

Analysis of primary data indicates a low stock of labor education, generally respondents being graduates of high school or post-secondary education. A significant percentage of them do not have a job, the most important difficulties they face in finding one is the level of education (unfinished studies) and the lack of professional experience, which poses problems especially for the long-term unemployed. Respondents also believe that the salaries offered are small and a part of them believe that vacancies are insufficient or inadequate for their training/profile. The most common methods of seeking a job are through family/relatives and through knowledge and friends, which suggests that respondents are looking to engage strictly locally and are not familiar with modern occupation methods, faster and more efficient. Also, professional mobility is also relatively small, much of the respondents not willing to commute at work. However, most have shown interest in consulting an online platform providing local and regional job information, showing a strong preference for jobs in the county and only to a lesser extent for the cross-border labor market.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Human capital in Silistra district



Figure 16. Silistra District



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Territory	284628 hectare.
Population (2016)	118443 total, 53496 – urban, 64937 rural
Density (residents/km ²)	41,6 res./km ²
Number of cities	5 – Silistra, Alfatar, Tutrakan, Glavinitsa, Dulovo,
Number of villages	113, 1- very large, 2 - large, 13 - medium, 57 - small, 40 -very small
District Center	Silistra

Figure 17. Zone Basic Data

District Silistra is located in North-East Bulgaria, in the Plain area, part of Dobrudja. The territory is bordered by Romania along the right bank of the Danube, as well as by road with the municipality of Ostrov on Romanian territory. To the west and southwest borders the districts of Ruse and Razgrad, and to the south and southeast with Shumen and Dobrich.

The population of Silistra District, according to NSI data as at 31.12.2016, is 118 433, which represents 1.6% of the country. The area includes 118 settlements - 5 towns and 113 villages. The area covers 2846.285 sq. Km (2.6% of the country's territory).

Out of all 7 municipalities in the area, 5 are peripheral, borderline and have the potential to carry out cross-border cooperation with municipalities in the Republic of Romania.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



Indicators	2007			2016		
	District	Percentage		District	Percentage	
	Silistra	NCR %	Bulgaria %	Silistra	NCR %	Bulgaria %
Number of settlements	118	11.8	2.2	118	11.8	2.2
Number of cities	5	12.8	2.0	5	12.8	2.0
Population no.	130898	14.0	1.7	118433	13.9	1.6
Urban population pcs -%	58805 – 44.9%	9.7	1.1	53496 – 45.2	9.4	1.0
Rural population - %	72093 – 55.1%	22.0	3.2	64937 – 54.8%	22.8	3.2
Ref. Share of sub-active population%	14.8	13.6	14.5	14.1	13.0	14.1
Ref. Share of the working age population%	62.1	62.4	63.0	60.3	64.9	62.2
Number of employees	49500	13.4	1.5	35888	11.6	1.4
Unemployment rate% 2007 -2016	12.41	8.98	7.75	18.68	11.85	11.03
Coefficient of economic activity%	51.1	50.2	52.6	44.3	48.7	52.1
Population density per km / km2	46.0	62.9	68.8	41.6	57.6	66.0

Figure 18. General characteristics of Silistra region Sources: NSI, Employment Agency

Silistra District is characterized by agricultural landscapes typical of the agricultural areas, which belongs to the so-called "Cultural" or man-made landscape. Unmodified natural landscapes occur mainly in natural areas, protected areas and islands along the Danube River, as well as in certain areas - dryland, etc., afforested with wooded vegetation.

There are islands of rich vegetation situated along the Danube.

Agricultural areas are predominant in the area, as wild flora and fauna are confined to forested belts and areas and protected areas and reserves. The forest



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

vegetation is predominantly broad-leaved (oak, linden, hornbeam, acacia) with sub-species of various shrub and grass species.

The territory of the area is not rich in mineral raw materials. On the valley slopes of the dry land are revealed rock sections for building materials - limestone. Fields for quarrying of deciduous soft decorative limestone for lining are located in the areas of the village of Irnik (Sitovo municipality), Podles village (Glavinitsa municipality), Zlatoklas village (Dulovo municipality). In the village of Kolober were studied kaolin deposits with a layer thickness of about 18 m (prospective for exploitation). At the Danube River there are deposits of inert materials (gravel, sand).

District Silistra is characterized by a relatively higher share of agricultural land than other regions of the country - 70.5%, compared to 58.7% on average for the country. The share of the arable land used is also much higher due to easily accessible and fertile land, which favors a widespread model of agricultural activity in the main crops (60% of the area). The share of urban areas and technical infrastructure is relatively low (21.9% and 0.6%), and the share of forests and water areas is 5.0% and 2.0%, respectively.

District, municipalities	Total	Agricultural territories	Forest territories	Urban areas	Water courses and areas	Mining and quarrying	Transport and infrastructure
Silistra District	284628.5	200669.0	62304.4	14314.7	5628.4	143.8	1568.2
Alfatar	24856.6	13323.0	10484.4	905.7	11.7	0.8	131.0
Glavinitsa	48123.0	31523.8	13526.5	2290.2	578.3	0.0	204.2
Dulovo	56632.6	38993.5	14463.4	2758.3	67.5	57.9	292.0
Kaynardja	31496.1	23933.5	6331.2	1115.4	12.0	0.0	104.0
Silistra	51589.1	38754.4	6827.3	3622.6	1809.0	51.0	524.8
Sitovo	27096.6	21346.2	3404.7	1462.5	747.1	12.9	123.2
Tutrakan	44824.5	32794.6	7266.9	2160.0	2402.8	21.2	189.0

Figure 19. Territorial balance of Silistra District (ha.) Sources: NSI

A little more than half (51.4%) of land ownership is private, which is due to the high share of agricultural land. State property is 30.0% and municipal property - 12.3%. The smallest share of the territory of religious organizations is 0.4%.

The population of Silistra District as of 31.12.2016 according to NSI data is 118433 or 1.6% of the population, the density of the population - 41.6 d / km², is significantly lower than the average for the country - 65.7%. **This is the lowest value**



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

among the districts in the North Central Region. For the period 2001-2016 the number of the population in the region decreased by 24,424 people, or with an average annual rate of minus 2.4% (more than twice the average for the country - minus 1.1%).

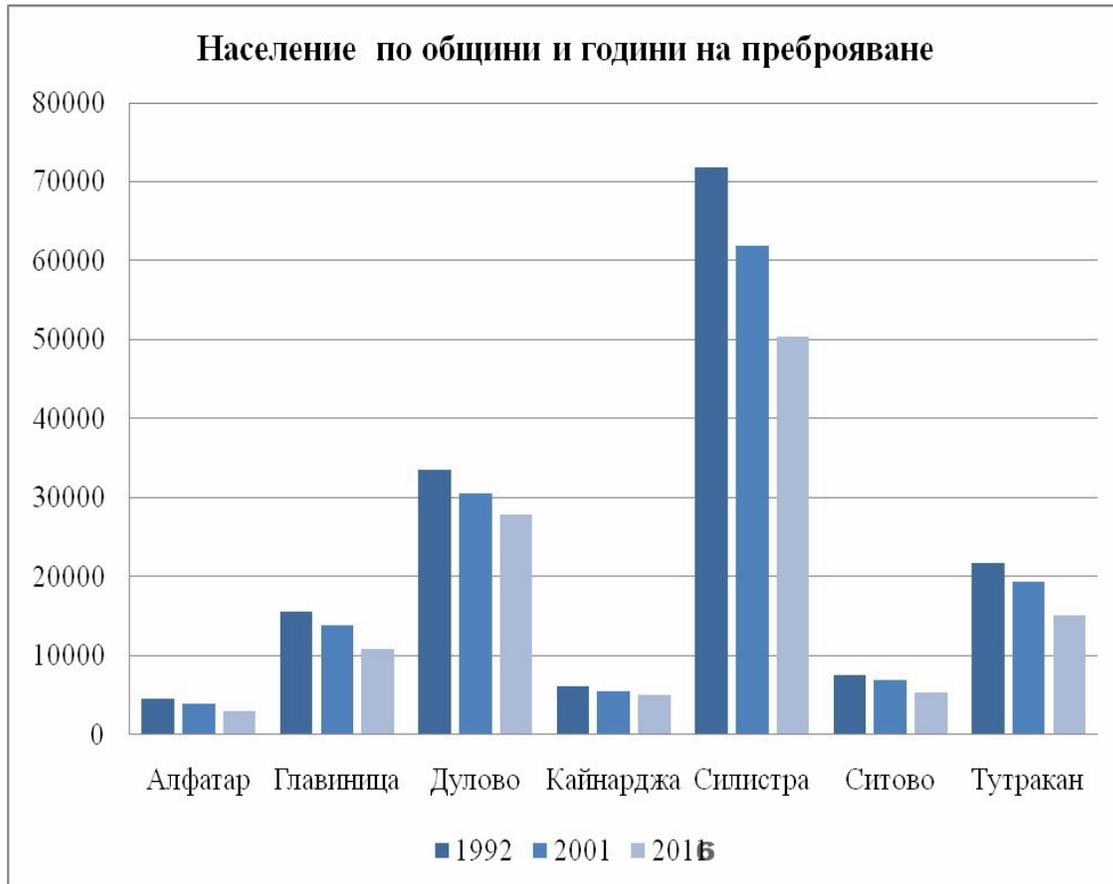


Figure 20: Population by municipalities Silistra District

N.B. Алфатар - Alfatar, Главиница - Glavinitzza, Дулово - Dulovo, Кайнарджа - Kaynardja, Силистра – Silistra , Ситово - Sitovo

The population of the municipalities of Silistra (-2.6) and Kaynardja (-2.5) decreased most. There is a deepening of the disproportions in the territorial distribution of the population and the processes of depopulation of certain parts of the district and villages.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI



Figure 21: Population density at 1 sq.m.

N.B. Алфатар - Alfatar, Главиница - Glavinitza, Дулово - Dulovo, Кайнрджа - Kaynardja, Силистра – Silistra , Ситово - Sitovo



UNIUNEA EUROPEANĂ
 FONDUL EUROPEAN PENTRU
 DEZVOLTARE REGIONALĂ
 INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Прираст на населението в периода между преброяванията
 през 2001 и 2016 година по области

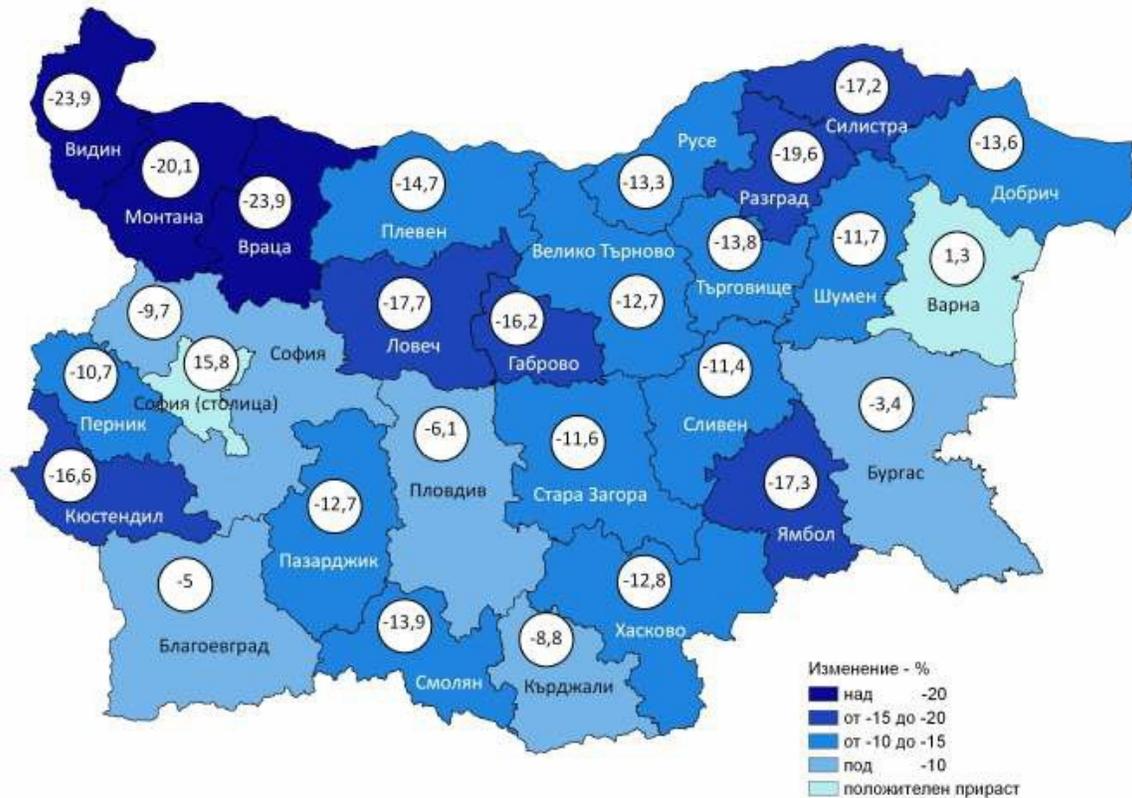


Figure 22. Population dynamics for Silistra District in the last 20 years, NSI

The negative trend in the growth continues, with the negative natural growth reaching -6.8% for the area and -7.4% for the villages. Mechanical growth, which takes into account the impact of migration in the area, is also negative, although the intensity of migration to and from the area is gradually decreasing.

The birth rate for the studied period is in the range of about 1,000-1200 children born on average a year, and in 2016 their number is the lowest - 1043. The birth rate reaches its highest value in 2009 - 9.7 %, then decreases to 8.8 % in 2016 (average for



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



the period 9.1 %). The share of maternity contingents is 23.1%, which limits the opportunities for extended reproduction. The fertility rate of the population of Silistra region is 1.64, above the average for the North Central Region (1.42) and the country (1.51), but below 2.1, i.e. below the demographic increase limit. **The low fertility combined with the low share of maternity contingents contributes to the reduction of the population of the region. Impact on demographic growth and migration.**

	Natural growth (number)			Natural growth (%)		
	Total	city	village	Total	city	village
Total for the country	- 34652	- 8682	- 25970	- 4.6	- 1.6	- 12.1
Silistra	- 858	- 339	- 519	- 6.8	- 5.9	- 7.4

Figure 23. Natural growth in Silistra District for 2016. Sources: NSI

The age structure of the population of Silistra District is close but more favorable than the average for the NCR. Among other districts in the region, Razgrad and Silistra have relatively less distorted population structures by age. Changes in the age structure of the population of Silistra region are expressed in:

- the reduction of the active contingents (15-64 years) and of the young people (up to 15 years) - both in absolute terms and as a relative share;
- intra-regional differences:
 - the age structure of the population of Kainardja and Dulovo municipalities is the most favorable in terms of reproduction;
 - with impaired age structure are municipalities Glavinitsa, Silistra and Tutrakan;
 - with aggravated age structure are the municipalities of Sitovo and Alfatar.

In 2016, the ratio of the three main age groups of the population of Silistra region is respectively 14.4% for the young generations (0-14 years), 60.3% for the working contingents (15-64 years) and 25.6% for the adult population 65 years and over). In all



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

municipalities there is a process of aging of the population with an exception. of Dulovo and Kaynardja.

The age dependency ratio shows the number of people in "dependent" ages (under 15 and over 65) of 100 individuals in the "independent" population (15 to 64). For the period 2007-2016, the values for the reg. Silistra gradually increased from 60.9% in 2007 to 65.8% in 2016, mainly due to the higher share of the population in the area in the 65+ age group.

Reproduction of the working population is best characterized by the demographic replacement ratio, which shows the ratio between the number of working-age ages (15-19) and working-age ages (60-64). For Silistra District, this ratio decreased from 96.5 in 2007 to 65.7 in 2016. Every 100 people out of working age are replaced by 66 young people.

The main ethnic group in the Silistra region is the Bulgarian - in 2016 the Bulgarians are 57.4% of all self-identified persons. Compared to 2001, this relative share is lower. The Turkish ethnic group accounts for 36.1% of those who voluntarily declare their ethnic self-determination. Compared to the 2001 census, it declined as an absolute figure, but as a relative share rose by 1.8 percentage points. The self-identified Roma group has a relative share of 5.1%, but there are intra-regional differences, manifested in their greater concentration in the municipalities of Kaynardja and Alfatar.

The educational level of the population is an important indicator of the economic development of the region in the long run. The educated population is concentrated in the administrative center of Silistra and secondly but with a much lower share - Tutrakan (9.2%), while the higher than the average for the country share of illiterate persons (4.0% of the population of 7 and more years) is concentrated in peripheral rural municipalities. **The positive trend as well as the general characteristics are confirmed by the data from the last census in the spring of 2016, with the number of university graduates rising and the percentage of non-attending schools declining.**



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



Figure 24: Completed educational level (%), 2016. Sources: NSI

N.B. Алфатар - Alfatar, Главиница - Glavititza, Дулово - Dulovo, Кайнарджа - Kaynardja, Силистра - Silistra, Ситово - Sitovo, Тутракан - Tutrakan, Област Силистра - Silistra District, Р.България - R.Bulgaria

<i>Висше - Higher education</i>	<i>Средно - Secondary education</i>
<i>Основно - Basic education</i>	<i>Начално - Primary education</i>
<i>Незавършено начално - Incomplete primary</i>	<i>Не посещавал училище - Did not attend</i>

Extremely unfavorable impact on the future demographic development is the increase in illiteracy and the deterioration of the educational structure after young people to 24 years. Ensuring access to education is a priority task of reforming the education system directly related to demographic development. In addition, restricting access to health services, insufficient financial resources and forced self-restraint in the consumption of health services for economic reasons contribute to high rates of morbidity, overall and infant mortality, sustained life expectancy, worsen the quality of life of the population and hinder its demographic development.

Facing the Demographic Policy outlines some major challenges.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

The first group of demographic problems is related to the birth, death, marriage, divorce and migration processes of the population.

The second group of problems is related to the deterioration of the qualitative parameters of the reproduction of the population: accelerated aging and decreasing the number of working age population, poor reproductive health status, growing number of illiterate young people, especially among the Roma ethnic community.

The priorities for demographic development are the following: delay of the negative demographic processes, overcoming the negative consequences of the aging of the population and improvement of the qualitative characteristics of the human capital, etc.

The concrete measures and activities for realization of the strategic priorities are in the following main directions:

- encouraging the birth rate by creating an environment conducive to the raising and upbringing of children;
- increasing average life expectancy;
- significantly reducing the number of emigrating young people of reproductive age and others.

Object of a targeted state and municipal policy is to create conditions and opportunities for development of the educational system, providing different types and degrees of education of the population. Among other organizational and methodological conditions for the implementation of this policy, an important role is devoted to the educational infrastructure. The latter includes subjects of pre-school, general and profiling, and vocational education - childcare facilities and various types of schools.

Pre-primary education in the Silistra District is realized in a wide network of childcare facilities - Kindergartens and United Kindergartens. The Kindergarten has both "garden" and "infant and toddler" groups.

The number and capacity of kindergartens in their area and their territorial distribution by municipality is a function of the number of children aged 3 to 6 years. For the analyzed period, the number of kindergartens in Silistra (27 pcs.) is preserved, while the North Central region (NCR), as well as for the country has decreased.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



In order to create opportunities for pre-school education of small children, organizational models have been applied in some of the settlements. Their essence is that kindergartens with a small number of children should be transformed into branches (e.g. branches of Kindergarten - Alfatar in the villages of Alekovo and Bistra) are exported.

The average number of children in one kindergarten in the Silistra District (114) is lower than that of the NCR (128), but significantly higher than the average for the country (103). The average number of children forming a group for the Silistra District (24) is not different from the one for the country (24) and the NCR (23). There are intra-regional differences, which are reflected in the higher number of children in a kindergarten in the municipalities of Sitovo, Tutrakan and Glavinitsa, and the smallest - in Alfatar. In comparison to the country of residence, there are also significant differences: for an average number of children in one kindergarten 103, for towns it is 150 while for the villages it is 52.

In the educational system of Silistra district are mainstream education, supplemented by the profiled (language, natural-mathematical and sports profile) schools. **General education has the same problems posed by demographic developments - a declining number of children ages 7 to 14 and 15 to 18 years of age, mostly in the villages.** This also reflects the number of teachers who are also downsizing.

	Primary		Pre-high		High school		University	
	Students	Teachers	Students	Teachers	Students	Teachers	Students	Teachers
School year 2014/2015								
Silistra distr.	4164	234	3496	327	2182	206	9842	767
NCR	28129	1613	24751	2006	14738	1335	67618	4954
Bulgaria	255086	14608	217850	17841	147193	12377	620129	44826
School year 2015/2016								
Silistra distr.	4131	236	3559	309	1914	183	9604	728
NCR	27746	1584	24496	1996	14388	1256	66630	4806
Bulgaria	252372	14489	219373	17486	141490	11809	613235	43784

Figure 25. Degrees of Education - Dynamics in the Number of Students and Teachers Sources: NSI



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Educational institutions (schools) retained their number except for the elementary school in the village of Aidemir, closed in 2012. For the period after 2002, 10 schools were closed in the municipality of Dulovo

The state schools are 11: professional high schools - 8, professional school - 1, as well as two special schools - Hristo Botev Social and Pedagogic boarding school in the village of Varnentsi, Tutrakan municipality and "Sofroniy Vrachanski School in the town of Silistra.

The professional high schools are 8 and are in business management, administration and services, in mechanical engineering, construction, production technologies, light industry, agriculture - all in Silistra; in clothing, service and transport - in the town of Dulovo and in mechanization of agriculture - in the village of Sredishte, Kaynardja municipality. Professional School of Agriculture is located in the village of Sitovo. Professional training parallels are available at three high schools.

The municipal schools are 39, of which 38 are general education and one school is a sports - in Silistra. From the general education schools, the primary schools are only two (Primary School "Svetlina" in the village of Poroyno, Dulovo municipality and "Otets Paisiy" Secondary School in the village of Alekovo, Municipality of Alfatar), the primary schools - 28 and secondary general schools - 8.

The secondary schools in the district are 20 and by municipalities are located in: Silistra - 11; Dulovo - 4; Tutrakan - 2; Glavinitsa - 1; Sitovo - 1 and Kaynardja - 1.

The secondary schools are 8: in Glavinitsa - 1, in Silistra - 2, in Tutrakan - 2 and in Dulovo - 3 (in Dulovo, Okorsh and Paisievo).

Profiled high schools are Language High School "Peyo Yavorov" - Silistra and the Maths and Natural Science High School "Kliment Ohridsky" - Silistra.

The Municipal Sports School in Silistra is a secondary school and has been in existence for six years.

The highest concentration of professional schools in Silistra is 54% of the total number of all educational establishments in Silistra. Therefore, the processes in Silistra are indicative of the general trends in vocational education in the field.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



Vocational education in Silistra is exposed to the negative impact of the general trend towards reducing the number of students. From 2007 to 2015, the number of students in the area in day-to-day education at the beginning of the school year decreased by 3509 students. This reduction is 25% compared to 2007 and equals 134 classes with maximum fills. For the period 2007 - 2014 the students in the country have decreased by 10% and the students in Silistra region have decreased by 23%.

The decrease in the number of students in the municipality of Silistra is higher than the rate of decrease for the district.

	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
% reduction in the number of students compared to the previous year - Silistra municipality	- 4, 9 %	- 6, 05 %	- 6, 15 %	- 3, 66 %	- 3, 2 %	- 4, 04 %
% reduction in the number of students compared to the previous year - District	- 3,4 %	- 3,2 %	-2,9 %	- 2,5 %	- 2,4 %	- 2, 57 %
% reduction in the number of students compared to the previous year - Bulgaria	- 1, 85 %	- 1, 10 %	- 0, 66 %	+ 0, 25 %	- 0, 30 %	No data

Figure 26. Percentage decrease of the total number of students at the beginning of a given school year compared to the previous one. Source: Ministry of Education

The tendency of decreasing pupils is national. But in Silistra the rates of decrease are higher than in the country and in Silistra Municipality the rates of decrease are higher



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

than in the region. In some years, the percentage decrease for Silistra Municipality is twice as high as the annual percentage decrease for the region.

Reducing the number of pupils and adapting the educational network to the demographic situation does not affect uniformly over the years the professional and general education in the Silistra municipality.

The number of students enrolled in the general education in the municipality of Silistra is decreasing at a faster pace compared to the vocational education.

School year	in profiled education	in professional education
2010 - 2011	- 8,02 %	- 3,95 %
2011 - 2012	- 16,28 %	- 6,04 %
2012 - 2013	- 10,32 %	- 10,25 %
2013 - 2014	- 8,55 %	- 3,7 %
2014 - 2015	- 5,35 %	- 3,03 %
2015 - 2016	- 10,35 %	- 7,42 %

Figure 27. Percentage of annual decrease in the number of students enrolled in high school in the daily form of education in the municipality of Silistra: Source: Ministry of Education

The number of pupils decreases in both types of education, but profiling education decreases at a faster pace. As a result, the number of students in vocational education in the municipality of Silistra already exceeds half of the students in the high school stage. In this respect, the picture in the municipality of Silistra reproduces the regional trend mentioned above.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Silistra District	2009/ 2010	2010/ 2011	2011/ 2012	2012/ 2013	2013/ 2014	2014/ 2015	2015/ 2016
Number of students in vocational education	1568	1506	1415	1270	1223	1186	1098
Number of students in profiled education	1422	1308	1095	982	898	850	762
Total number of high school students	0	0	0	0	0	0	1860
% of students in vocational education compared to the total number in high school	52, 4 %	53, 5 %	56, 4 %	56, 4 %	57, 7 %	58, 5 %	59 %

Figure 28. The ratio of vocational / profiled education in high school (including intensive grade VIII) by number of students in daily training. Source: Ministry of Education

Against the backdrop of the declining number of students in the municipality, both in vocational and profiled education, **the percentage of students trained for profession increases**. This increase is at a small annual rate, but cumulative compared to 2009, the increase is already 6, 6 points.

One of the conditions for the effective use of the available material base of education and for carrying out a normal educational process is the average filling capacity of the classes in general and vocational schools. At the regional level, the region of Silistra is close to this indicator for the North Central Region - 21.2 pupils in the class with 21.8 students on average for the region and 21.6 students - average for the country.

The average number of students per teacher is: 13.2 for the district, 13.9 for the region and 14.0 for the country. **There is an increase in the number of students per teacher at all territorial levels, mainly due to the shortening of teaching staff.**

Territorial aspects of this indicator between the municipalities of Silistra region show the existence of significant differences. In some of the general education schools in the individual municipalities **due to a shortage of students** there are



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

classrooms with a number of pupils close to the lower threshold of class chargeability, but "protected schools" which allow for lower class filling and the existence of classes of mixed classes in the school year 2015/2016, there are none.

Regarding the provision of conditions for the implementation of the legal requirement for compulsory primary education, opportunities have been created in Silistra for access to school to pupils from settlements where there are no functioning schools to commensurate quality education for each child and pupil. Such schools, where pupils from other villages are trained, have the status of "center". There are 5 schools in the municipality of Silistra, 2 in Alfatar, 4 in Glavinitsa, 7 in Dulovo, 2 in Sitovo, 2 in Tutrakan.

Serious problem of the education with a social dimension is the early (premature) school dropouts. The emphasis on the analysis of these data is on early school leavers (due to compulsory primary education). According to this indicator, with an average relative share for the North Central Region by 2016 - 3.4%, for Silistra District it is lower - 3.0%. In some municipalities in the province (Kainardja and Glavinica) there is a higher share of dropouts from primary schools. In the school year 2015/2016, there was a decrease in the share of early school leavers, with the highest share of those students in Kaynardja and Glavinitsa.

The problem with the early dropouts from school has a major social dimensions - apart from a growing number of people with lower education, some of these individuals fall into criminogenic environment.

Two branches in the field of higher education are established and function in Silistra:

1 - Technical College in the structure of Rousse University "Angel Kanchev" (accredited by a decision of the National Agency for Assessment and Accreditation - NaAA from 07.06.2012) with accredited professional fields:

- "Learning Pedagogy"; "Transport, shipping and aviation"; "Electrical engineering, electronics and automation";
- "Informatics and computer science" and "Communication and computer equipment".

2 - Branch of the Higher School of Agribusiness and Development of the Regions, Plovdiv, for acquiring the degree "Professional Bachelor" – in the professional fields:



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Economics (specialties - Agricultural Economics and Economics of Tourism) and Administration and Management "(specialty" Agribusiness Management ").

The colleges contribute to the construction of highly qualified specialists for work in the conditions of high competition in the labor market in the region, the region and the country.

Analysis of the conducted human resources survey

The questionnaire is organized in 21 questions, of which 3 open and 18 closed, with the possibility of providing additional information on 5 of them. The questionnaire is filled with instructions for filling in, if the questionnaire is filled in and submitted electronically, and such a possibility is provided. The poll was conducted among the citizens at random.

The questionnaire was filled by 56 respondents. 46% of the study participants were men and 54% were women.

Eleven of the survey respondents are aged up to 29 years old, 17 - aged 30 to 40, 11 - 41 to 50, 8 - 51 to 60, and 9 - over 61.

There are 49 respondents in the urban area (1 in the town of Glavinica) and 7 in the rural area of Silistra (the villages of Prof. Ishirkovo, Polyana, Chernogor, Zafirovo and Aydemir).

The families of sixteen of the study participants consisted of two people, 20 out of three, 14 out of four, and six of them living alone.

The average monthly income of two of the participants is under 250 leva, 17 earn an average monthly income between 251 and 500 leva, 11 - between 501 and 750 leva, 9 - between 751 and 1000 leva and between 1001 and 1500 leva. For four, the average monthly income is between 1501 and 2000 leva, just as they have earned more than 2,000 leva.

In the families of 20 participants there are underage children - one child has scored 12 and two - 8 of the participants.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

The largest number of respondents have a master's degree - 25, 12 have a Bachelor's degree. Secondary education has three, 13 hold a diploma for secondary education, and 5 - a graduate of a vocational school.

Forty-eight of the respondents noted that they had other abilities / skills than those acquired at school. These skills were acquired mostly through training (37 responses), through a qualification program (14), postgraduate program (5) and one - MBA. The answers are more than the number of questionnaire cards as some of the participants have benefited from more than one opportunity to acquire additional skills.

The work experience of two of the participants is under 1 year, nine have a work experience of up to 5 years, the service of 8 people is up to 10 years, 10 to 15 years, 5 to 20 years, 5 to 30 years, - up to 40 years and three - over 40 years. Four participants did not answer this question.

The largest number of participants noted that they had worked for 2 to 5 companies (34), only one worked for 8, for 6 to 10 companies worked 8, for over 10 companies - 3. Three of the participants did not work for no company.

They have not worked in a country other than Bulgaria, 35 of the respondents, three are not, but would like to work abroad. 17 participants worked abroad: 4 - in England (for 9, 3, 3 and 4 months); 1 - in Italy (3 months); 2 - in the US (16 and 8 months); 3 - in Spain (14, 7 and 6 years); 3 - in Germany (4 years, 4 and 6 months); 2 - in Romania (10 and 12 years); 1 - in Cyprus (1 year); 1 - in the Czech Republic (3 years).

Currently, full-time employed 33 of the respondents, and 7 - part-time. Three of the participants are unemployed without an unemployment benefit, one is in the process of looking for a job without being registered as unemployed, 7 are retired, 1 of them continues to work full time. Three of the respondents are self-employed, one is a student and one is a company owner, and the five have taken the opportunity to provide an additional answer with an explanation.

The most commonly used job search methods in the questionnaire are through the Labor Bureau Directorate - 24 responses, "friends, neighbors, former colleagues" - 21 and through recruitment websites - 20. 16 of the participants they searched for job advertisements published in newspapers, and 13 searched for work with family and relatives. 10 of the participants were looking for work through participation in job fairs,



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

and 5 - through NGOs or other organizations. Only one was looking for a job through an ad in the street, and four - on their own.

The most problematic aspect encountered by jobseekers is the lack of jobs or jobs that are not suited to their competencies (34 responses). For 8 of the participants the problem of finding a job was age, the same - the fact that they were parents.

37 of the respondents did not participate in any career information and counseling program, 18 were involved.

Less than 6 months after the age of 18 or after completing a school without work, there were 14 people, 9 - to one year, 5 - between 1 and 2 years, 7 - between 2 and 5 years, 6 - for more than 5 years, and 12 - are not out of work.

48 respondents said they would be interested in accessing an online website where they could find local and regional jobs, only 4 are not interested.

10 of the respondents would not travel to their workplace. The maximum distance to which 13 of the participants would travel is 15 km, up to 30 km. 15 of the participants would travel, up to 45 km. - Two, up to 60 km. - 7 and over 60 km. - 9.

Taking into account the proximity to the city of Calarasi, 33 of the respondents would work in Romania, one of whom noted that the language barrier was a problem, 22 would not work.

Most of the respondents have engineering and technical professions - 18 (engineers, technicians, architects), employed in the public sector are 14 (librarians, secretaries, experts, lecturers); 7 are in economic professions; 6 are engaged in trade and services; 1 - in construction, 2 manage a business, one is defined as an entrepreneur and one is employed in the IT sector.

Summarized results:

1. The majority of the population in Silistra region earns an average monthly income of up to BGN 500 or slightly above what is less than the average for the country. Higher income comes from freelancers, entrepreneurs, or managers..
2. The educational level of a large part of the population is high (bachelor and master), which does not meet labor market demand (mostly lower-skilled).



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

3. Most of the population are constantly raising their qualification through their inclusion in various forms of training and qualification courses in order to adapt to the requirements of the labor market.
4. People with working age are not characterized by the frequent change of workplace, which is due to the contraction in the labor market over the last 10 years. The latter is a reason for seeking employment in other European Union countries and beyond.
5. Full-time work is the preferred form of employment, often there are no flexible employment opportunities.
6. More and more often people with so-called "free" professions prefer to work as "self-employed".
7. Labor Bureau Directorate is the most preferred source of job search information. Participation in job fairs as an opportunity to find a suitable job gradually becomes a good practice serving the interests of employers and job seekers.
8. Lack of jobs or jobs that are not suited to the job seekers' competences are a major problem for finding a suitable job opportunity. Age is also a limiting factor as well as care for young members of the family, with particular concern for women.
9. The duration of the lack of employment increases, which demotivates the unemployed and negatively affects their working habits.
10. The availability of modern methods of access to information (a web site, an online platform) for local and regional jobs would help a large proportion of the working population to find an opportunity for appropriate employment at both local and regional level. in Romania, in this regard, workers' readiness to travel medium distances, has to be noted, which is a step towards greater mobility of labor.
11. The obstacle to labor mobility in the cross-border area is the language barrier.



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

THE LABOR MARKET AND ECONOMIC STRUCTURE IN CĂLĂRAȘI COUNTY

On the basis of the information¹⁵ gathered from the National Statistics Institute and Călărași County Statistics Department databases, we analyzed the evolution of economic agents in the main sectors of activity during the period 2004-2016 (which are in line with the categories of enterprise statistics according to INS for which there are aggregate data) respectively:

- professional, scientific and technical activities;
- administrative service activities and support service activities;
- performing, cultural and recreational activities;
- extractive industry;
- manufacturing industry;
- electric and thermal energy, gas and water;
- water distribution, sanitation, waste management, decontamination activities;
- construction;
- wholesale and retail trade, repair and maintenance of motor vehicles and motorcycles and personal and household goods;
- information and communications;

15

Information is due to an error on the website of the Călărași County Department of Statistics, which does not provide data for 2012, and limited access to NIS data (for the 2002-2008 period only).



<http://interregrog.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

- financial intermediation and insurance;
- hotels and restaurants;
- transport, storage and communication/transport, storage and mail and courier activities;
- real estate transactions/real estate transactions, rental and service activities mainly provided to enterprises;
- education (local units with education or health and social assistance, organized as commercial companies);
- health and social care (local units with education or health and social assistance, organized as commercial companies);
- other collective, social and personal service activities.

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	%
1														
2	0	0	0	0	0	301	282	259		269	293	315		0.077263
3	0	0	0	0	0	108	90	98		106	105	106		0.026
4	0	0	0	0	0	24	25	31		36	29	40		0.009811
5	1	2	5	4	6	6	3	3		5	6	6		0.001472
6	434	476	504	512	586	467	406	361		360	364	390		0.095659
7	6	6	7	5	6	5	4	5		7	8	9		0.002208
8	0	0	0	0	0	30	39	43		45	43	49		0.012019
9	210	227	289	353	387	478	409	259		359	363	388		0.095168
10	2131	2253	2331	2358	2516	2288	2146	1976		2017	2016	1998		0.490066
11	0	0	0	0	0	107	91	96		96	95	110		0.026981
12	0	0	0	0	0	32	28			29	33	37		0.009075
13	128	141	152	162	170	191	178	155		162	158	167		0.040961
14	243	273	301	337	386	0	0	0		0	0	0		0
15	0	0	0	0	0	319	289	292		295	311	320		0.078489
16	0	0	0	0	0	0	0	0		45	46			0
17	261	300	350	402	451	49	46	45		0	0	0		0
18	4	5	9	14	22	26	24	20		24	22	24		0.005887
19	47	50	54	55	56	46	46	49		54	55	64		0.015698
20	65	76	77	82	93	65	52	53		53	55	54		0.013245
21	TOTAL	3530	3809	4079	4284	4679	4542	4158	3745		3962	4002	4077	

Figure 29. Annual number of economic operators by sector of activity (Sources: NIS and Călărași County Statistics Department)

The distribution of local economic units in Călărași County according to the main sector of activity is relatively constant over time and indicates:

- almost half of the county firms, namely 0.49%, operate in Wholesale and retail trade, repair and maintenance of motor vehicles and motorcycles and personal and household goods;
- a significantly lower percentage of 0.096% of the economic units active in the Manufacturing sector;



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



- an approximately equal percentage of 0.091% of firms are registered in the Construction sector;
- 0.078% of companies work in Transport and Courier;
- 0,077% of companies have professional, scientific and technical activities.

In the rest of the sectors of activity, the number of local economic units is even lower than: 0.040% in Hotels and Restaurants, 0.026% in Information and Communication, respectively in Administrative Services and Support Services, 0.015% in Health and social assistance, 0.012% in water distribution, sanitation, waste management and decontamination activities, 0.009% in Performances, cultural and recreational activities respectively in Financial intermediation and insurance, 0.005% in Education, 0.002% in Electricity and heat, gas and water and 0.001% in the extractive industry¹⁶.

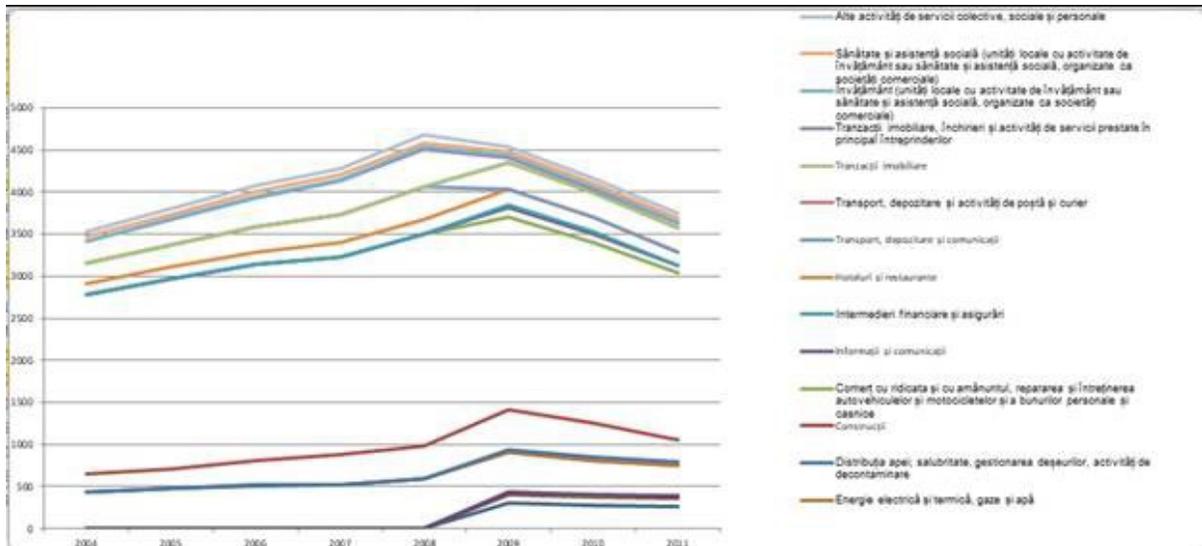


Figure 30. Evolution of local economic units in the period 2004-2011 (Sources: NIS and Călărași County Statistics Department)

As we can see in the chart below, the development of the economic environment in Călărași County, during the period 2004-2011, was modest, with a slightly higher

16

For the Real estate transactions and Transport, storage and communications sectors, there are no statistical data available for the entire timeframe considered.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

increase in 2008-2009, especially in the Real estate, Construction, Financial Intermediaries and Insurance and hotels and restaurants, followed by an immediate decline from 2009 to 2011.

The effects of the economic crisis affected all sectors, but especially those of Construction, Real Estate Transactions, Financial Intermediation and Insurance, and Hotels and Restaurants - which had previously experienced a more pronounced growth, but also sectors such as Transport, storage and communications and Wholesale and retail trade, repair and maintenance of motor vehicles and motorcycles and personal and household goods. In these sectors, most of the companies in the Călărași County were closed, the impact being a significant one on the employment level, as we will see in the following. Healthcare, education, water distribution, sanitation, etc. were the least affected by the decline.

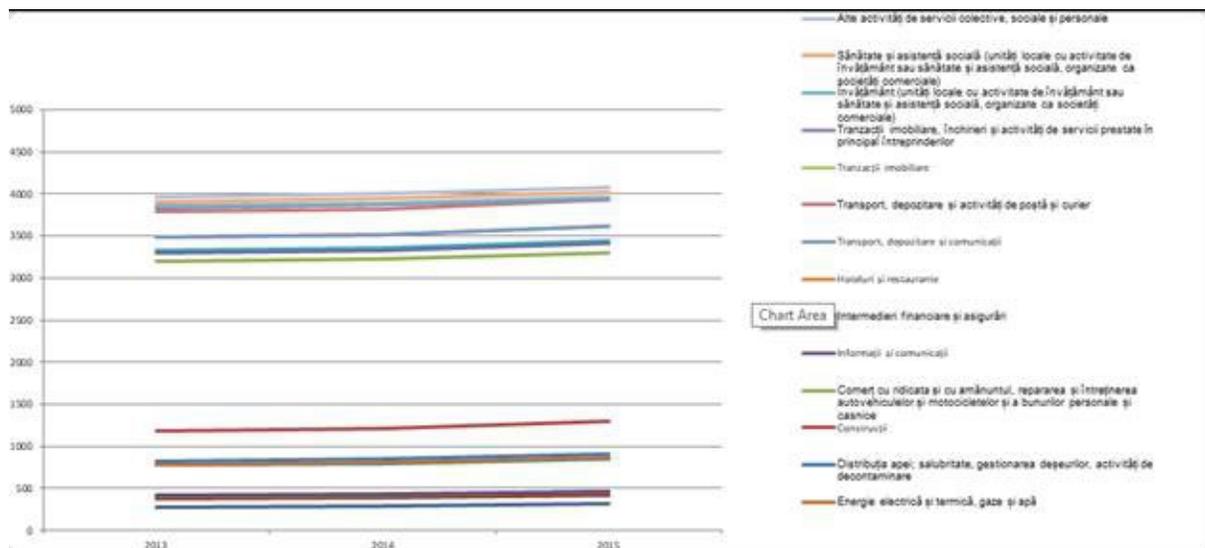


Figure 31. Evolution of local economic units in the period 2013-2015 (Sources: NIS and Călărași County Statistics Department)

The lack of official data on the number of local economic units registered in Călărași County in 2012 prevents us from having a complete, long-lasting image.

For the period 2012-2015, we see, either by stagnation or very slight development, the economic environment by setting up new firms and jobs, but the evolution is much lower compared to the one recorded during the period 2004 - 2009.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

The most recent data available (ie for 2015) indicate a total of 4077 economic units registered in the county of Călărași, of which:

- a number of 1998 local economic units registered in the Wholesale and Retail trade, repair and maintenance of motor vehicles and motorcycles and of personal and household goods;
- 390 local economic units registered in the Manufacturing sector;
- 388 economic units registered in the Construction sector;
- 320 local economic units registered in the Transport, storage, postal and courier sector;
- 315 local economic units registered in the professional, scientific and technical activities sector;
- 167 hotels and restaurants;
- 110 Information and Communication firms;
- 106 economic units in Administrative Services and Support Services.

The rest of the sectors of activity are represented by less than 100 economic units, and their number ranges from 6 to 64 registered companies.

These secondary data were completed during the survey with data collected on the field. Thus, in order to analyze the economic environment in Călărași County, we collected data on urban and rural employers through a survey based on a questionnaire. The data was processed by queried questions and answers, and a .xls database attached to attachments, and analyzed later with a dedicated statistical analysis software.

Thus, there were analyzed 49 valid questionnaires filled in by respondents-administrators, managers, manager assistants - of the business environment in the research area, both in the Călărași and Oltenița municipalities, as well as in commune like Jegălia, Lehliu, Ștefan Vodă, Vâlcele.

According to the number of employees, the companies included in the sample fall into the category:

- micro-enterprises (from 0 to 9 employees): 27 firms;



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



- small enterprises (between 10 and 49 employees): 22 firms.

The total number of employees of these companies is 507 people, of which: 347 men and 160 women.

Depending on the year of establishment, 5 of the firms were set up before 2000, 28 of which were set up between 2000-2010 and 16 between 2010 and 2015.

Inquiries about fluctuations in human resources recorded over the last 3 years of the firm's activity, most of the respondents said the number of employees increased or remained constant:

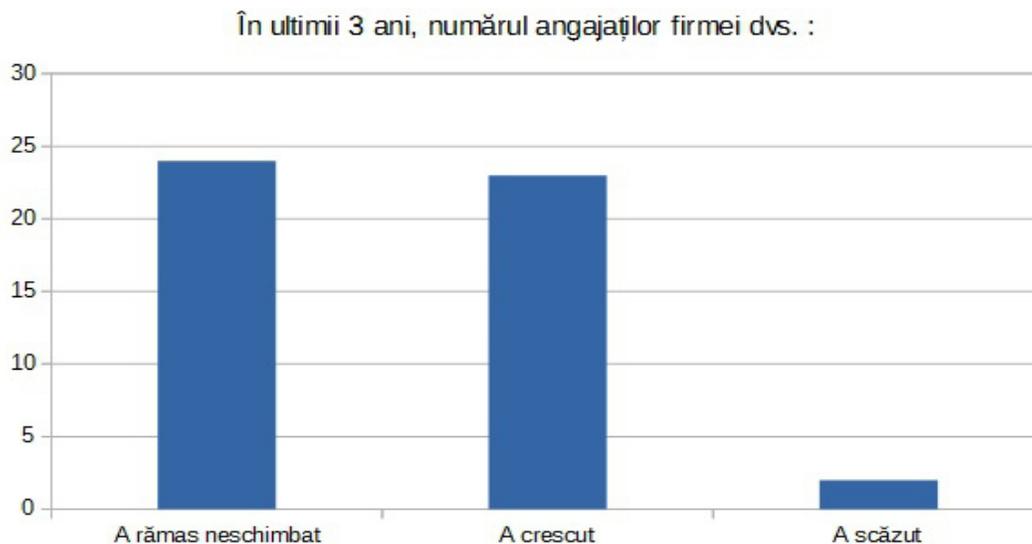


Figure 32. Fluctuation of the number of employees according to respondents' statements

Three quarters of respondents said that there are plans to expand the company in the next five years, 33 of the company representatives expressed their desire to expand locally, and 7 of them business expansion on regional area. One respondent said that it expects expansion at the national level, while 11 of the respondents consider that there are no plans to expand over the next 5 years.

Asked about the intention to create new jobs, 28 of the employers said they expected to create 1-2 new jobs, 9 of them aimed at creating 3-4 new jobs, 2 employers



believe they will create between 6-10 new jobs, and one employer plans to create more than 10 new jobs¹⁷.

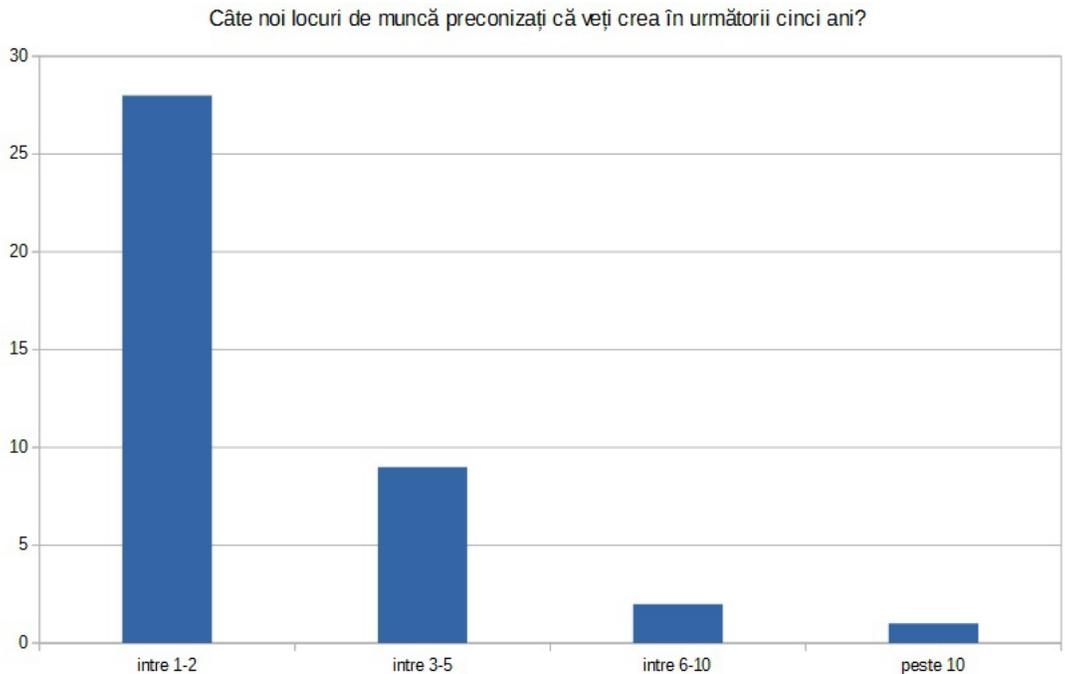


Figure 33. The number of newly created jobs over the next 5 years, according to respondents' statements

A quarter of the respondents said they had vacancies at that time for the unskilled but also the qualified.

Most of these vacancies resulted from the company's expansion.

Three quarters of the surveyed employers believe that at the Călărași County level there is currently a labor shortage, which makes it difficult to recruit the staff with the necessary skills.

The most popular skills and competencies sought by employers are:

¹⁷

By comparing the answers to this question with the previous ones, regarding the business expansion plans, we note that two of the employers who declared that they do not intend to expand the business consider that they will increase their number of employees.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

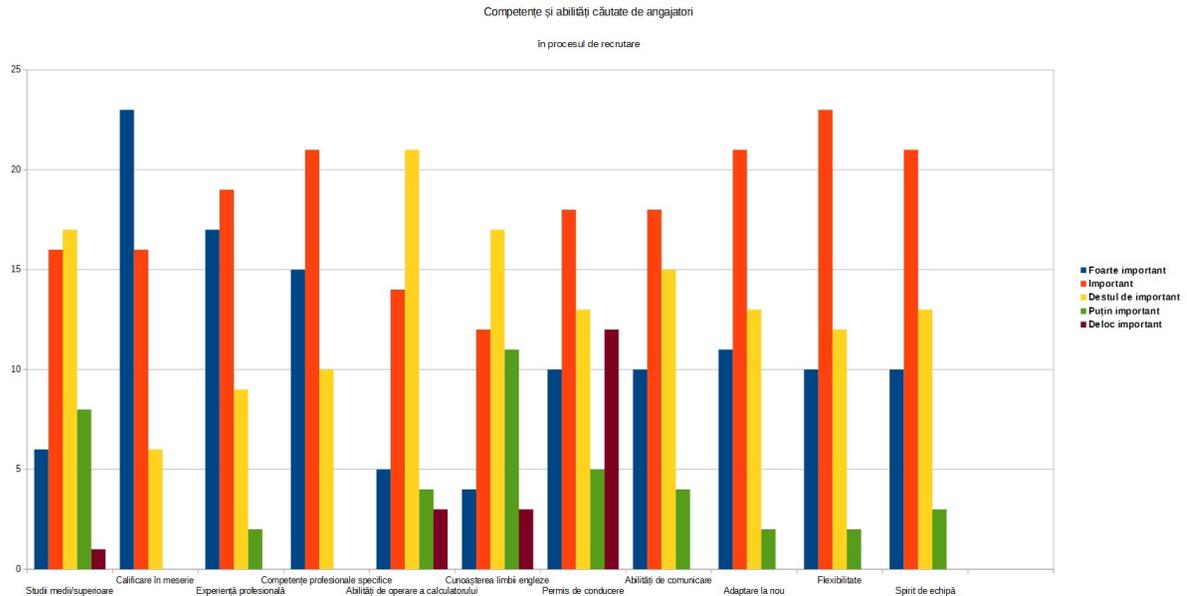


Figure 34. Skills and competencies sought by employers

Qualification in the craft, professional experience and specific professional skills are the most skills sought in the workforce. The opposite is the possession of a driving license and knowledge of English. Employee flexibility, adaptability to new and team spirit are important consideration by most employers, while the skills of operating computer and level of education (average or higher education) are also taken into account in the recruitment process.

Regarding the preferred methods by employers for recruiting staff, the most used are:

- ads posted on the company's website
- recommendations and recruitment websites (www.ejobs.ro);
- through AJOFM.

The least used methods of staff recruitment are through the educational institutions (high schools and vocational schools, universities), which confirms the low degree of collaboration between the educational institutions and the private environment.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Care sunt metodele preferate de recrutare a angajaților dvs.?

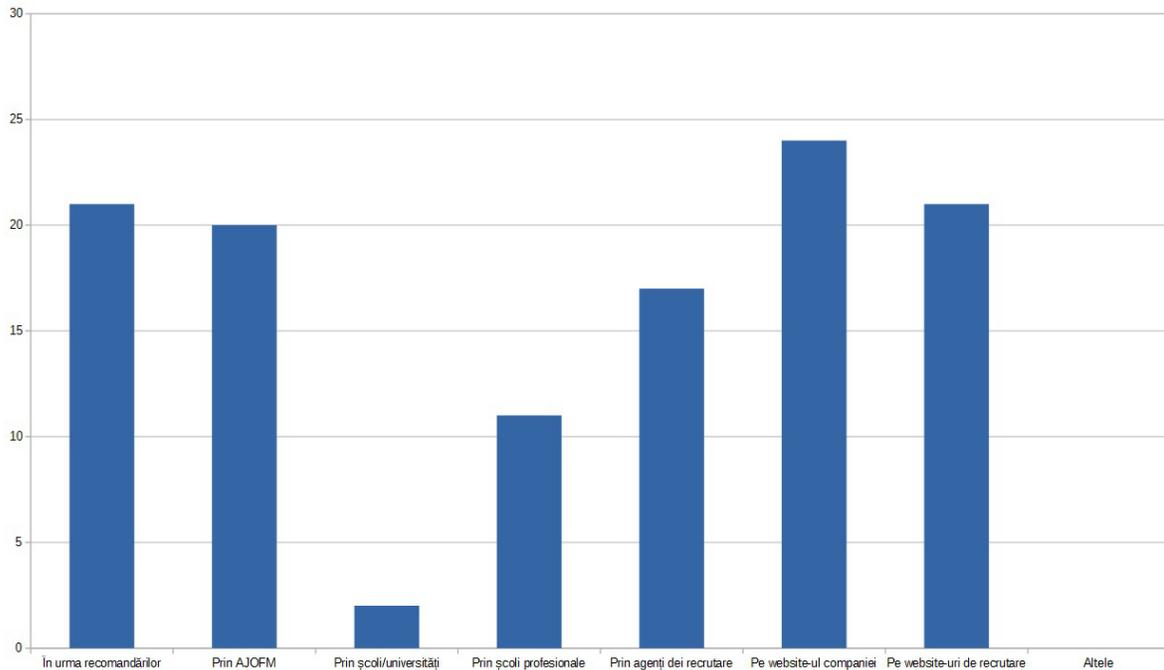


Figure 35. The most used methods of personnel recruitment, according to the respondents' statements

In fact, all surveyed employers consider that education institutions need to respond better to current labor market requirements. In the open question on the issues that should be considered by the educational institutions, the answers converge towards the development of students' practical skills:

- "interactive training";
- "(to do) craft schools in each county";
- vocational education, practical training of the trainees";
- "the practice of vocational schools in the local companies";
- "adapting school materials to meet current (labor market) needs";
- "correlation of the schooling scale with the requirements of the labor market, establishment of a fair distribution between the theory hours and the actual practice";



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

- "and emphasis on the practical training of (pupils)":
- "developing practical skills", etc.

More than half of employers have no collaboration with educational institutions, while one third offers internships, and in isolated cases only employers participate in the development of educational programs or in examination committees.

The low level of qualification of the labor force is also considered to be one of the main difficulties that the employers surveyed face in the recruitment process, being exceeded only by the wage expectations too high, according to the respondents, of the candidates.

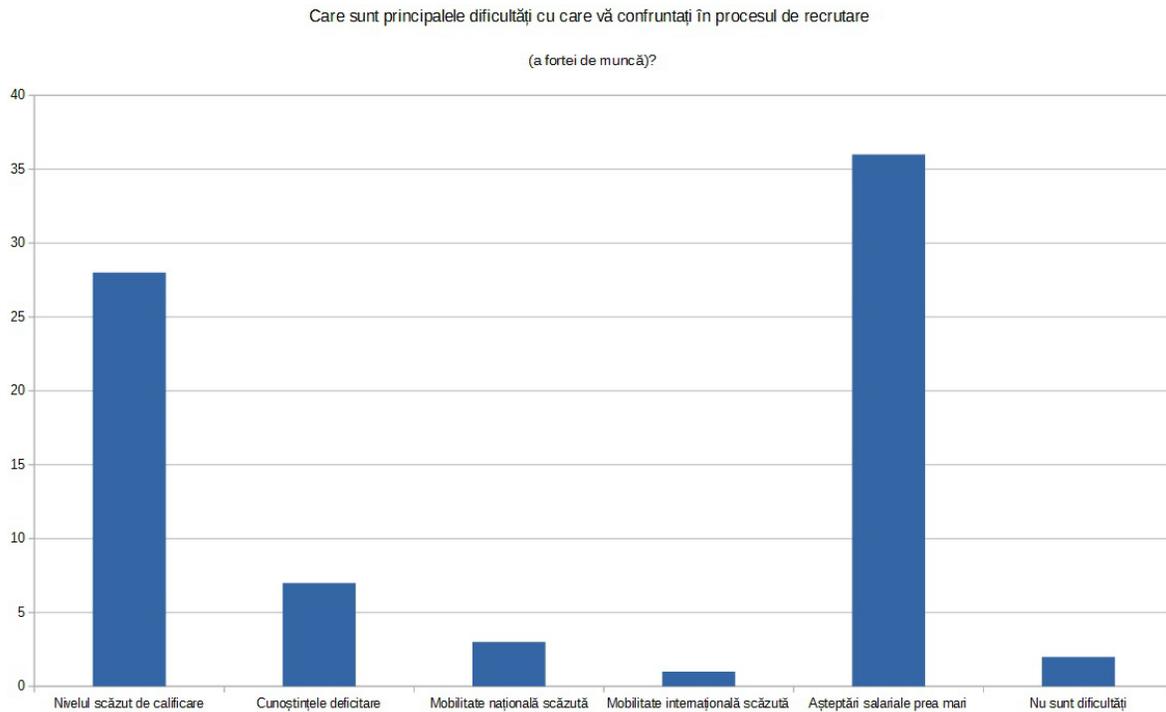


Figure 36. The main difficulties faced by employers in recruiting the workforce



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

THE LABOR MARKET AND ECONOMIC STRUCTURE IN SILISTRA DISTRICT

Silistra District has a specific structure of the economy. Typical of this is the high share of agriculture in gross value added (GVA) - 24.6%, higher than that of industry - 19.1%. The highest share is the participation of the service sector - 56.2%.

	2007	2008	2016
Total	436 022	540 519	489 522
Agriculture, forestry and fisheries	106 093	154 861	120 624
Industry	101 439	104 491	93 578
Services	228 490	280 717	275 320
BDS structure	100%	100%	100%
Agriculture, forestry and fisheries	24.3%	28.7%	24.6%
Industry	23.3%	19.4%	19.1%
Services	52.4%	51.9%	56.2%

Figure 37. Gross Value Added (GVA) in Silistra District, NSI Sources: NSI

In recent years, adverse structural changes have been observed with respect to the decreasing share of the industry, absolute and relative in the BDS (Table 10). The economic activity is characterized by the contraction of the processing industry in the production of the sector, its share in the structure of the economy decreasing from 37.7% in 2008 to 26.6% in 2016. The sectors which in the last years increase their share are: trade and repair, construction, hotels and restaurants.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



	2007	2008	2016	Difference 2016>2008	2008	2016
TOTAL	588420	747693	798943	51 250	100%	100%
Agriculture, forestry and fisheries	106025	159615	261434	101 819	21.3%	32.7%
Manufacturing	235457	281914	212411	-69 503	37.7%	26.6%
Construction	63493	96778	106807	10 029	12.9%	13.4%
Trade	85965	93012	107333	14321	12.4%	13.4%
Transport	35154	45832	43653	-2179	6.1%	5.5%
Holi culture / Restaurant	6200	8887	11637	2750	1.2%	1.5%
IT	3236	3247	2490	-757	0.4%	0.3%
Real Estate	3499	3996	6363	2367	0.5%	0.8%
Professional / scientific activities	5152	5843	5294	-549	0.8%	0.7%
Social work	15161	16011	16926	915	2.1%	2.1%
Culture, sports and entertainment	3135	3796	2158	-1638	0.5%	0.3%

Figure 38. Production in non-financial enterprises by economic activity in Silistra (thousands). Sources: NSI

Agriculture and forestry

Agriculture, forestry and fisheries are an important sector in the economic structure of the region, with a contribution of 32.7% in production and 17.5% in employment. Among the 28 areas in the country, Silistra has the largest share of the primary sector - 24.6% of the gross value added in 2016, with an average of 4.9%. The primary sector is least affected by the crisis, with all economic indicators characterizing the development of the sector after 2009. Growth in agricultural production is above average for the country and other areas of the North Central Region.

Manufacturing

Industry is an important structural sector in the Silistra region. Although the gross added value added from industry is lower than in agriculture and services, the development of industry is an important factor for the successful functioning of other sectors and economic activities, meeting the needs for diverse employment opportunities and keeping young people in area.

The extraction industry is represented by the extraction of quarry materials and others. The development of kaolin deposits in the region of Dulovo in the following years will increase the importance of this sub-sector in the industrial production of the region.

Industry sector is the best performing branch of the manufacturing industry. The manufactured industrial production for the year 2015 by the processing industry is about BGN 212 411 thousand, which is over 93% of the total industrial production.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

	2007	2008	2009	2014	2015
Produced output	235457	281914	223531	213978	212411
Operating income	301529	347591	262907	255019	257710
Net sales revenue	293931	276222	217769	218728	222509
Fixed Assets	148583	167140	143309	162327	128650
Enterprises	368	364	374	363	335

Figure 39. Production in non-financial enterprises by economic activity in Silistra (thousands). Key indicators for the development of the manufacturing industry in Silistra region. Source: RSB Silistra

After the severe recovery in the period up to 2008, the sector is again in crisis, with practically a significant part of the processing industry being terminated.

The most developed sectoral subsector is the food, beverage and tobacco industry, whose output is about 40% of the sector's output. It focuses on nearly 100 of all 330 manufacturing enterprises. There are processing plants processing grapes, fruits and vegetables, meat and milk in the territory of Silistra.

It also presents the production of wood and its products, the production of machinery and equipment, products from other non-metallic mineral raw materials, rubber and plastics, metallurgy and manufacture of metal products, textiles and textile products; manufacture of wearing apparel, electrical, optical and other equipment, of pulp, paper, cardboard and products thereof, publishing and polygraphic activities, manufacture of vehicles, chemicals, products and fibers, processed hides and skins of them, of coke, refined petroleum products.

Silistra Municipality concentrates about 80% of the industry in the region. Second is Dulovo municipality.

The recovery of the economy and especially of the industry and the expected growth, as well as the attraction of our and foreign investments, require such important factors as the gasification (to be built), the construction of the Danube Bridge III and in connection with it the construction of the road I -7 (Silistra-Shumen-Yambol-Lesovo border crossing) and others. The major infrastructure projects will be the impetus that will lead to overcoming the peripheral location of the area in the national and international spheres.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

The regional economy, businesses and citizens of Silistra expect the realization of the major infrastructure projects without which it is impossible to reveal the geographic, cross-border and socio-economic advantages of Silistra and the region.

Dynamics of the economic development of Silistra region

The Gross Domestic Product produced by the Silistra District in 2016 is BGN 568 million. or 0.8% of the country's total product. According to the GDP per capita in the region, Silistra is ranked last among the districts in the country, amounting to 4518 BGN.

The economic crisis has adversely affected the development of the regional economy, which failed to overcome its lag and showed worsened dynamics amid the shrinking economy of the country. The economic stagnation of the period 2004-2007 was overcome in the years before the crisis (2007-2008) but could not compensate for the declining contribution of the region to the economy of the region and the country. In 2000, the GDP's share of the region was 1.4% of the national GDP and 12.6% of the GDP of the North Central Region in 2016. this share is 0.8% and 10.2%, respectively. The amount of produced GDP per person, which in 2000 was 73% of the country average, was 48% in 2010.

Silistra District	Units	2007	2008	2009	2010	2016
Produced output	Thousand s BGN	588420	747693	612037	662814	798943
Operating income	Thousand s BGN	107592	1369766	1181692	1293593	1591140
Net sales revenue	Thousand s BGN	104480	1171946	1007498	1149229	1401247
Enterprises	Numbers	3491	3710	3859	3751	3801

Figure 40. Dynamics of the main economic indicators of development of the Silistra District, 2007-2016 Sources: NSI

The remaining economic indicators also show worsened dynamics from 2008 to 2010, but some rebounds are recorded after 2010, mainly at the expense of agriculture. The industry shows high growth rates since 2009 and in 2016 managed to exceed its volume to the crisis period by nearly 50%.

The characteristic for the area dynamics of economic development is manifested also by municipalities. The predominant agricultural character of the economy of the municipalities (with the exception of the municipality of Silistra) and the increasing



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



volume of the produced agricultural production in the analyzed period led to an increase in the volume of production in the municipalities of the region. Only the Municipality of Silistra can not overcome the decline in the field of industry and services. At the same time, a significant part of the land in the area is managed by large tenants, which does not lead to improved employment and the low added value of agricultural production - to higher incomes.

Economic activity and entrepreneurship

In the Silistra District in 2016 there are 3801 enterprises in the non-financial sector or 1% of those in the country. The number of employed persons, which are 35 438, are distributed by municipalities with the highest share in Silistra - 53.1%, followed by Dulovo municipalities - 20.0%, Tutrakan - 12.4%, Glavinitsa - 6.8%, Sitovo - 3.4%, Kaynardja Alfatar - 2.2%.

Economic activity in the region is not high. The level of entrepreneurship is 32 (number of companies per 1000 people) and is significantly lower than the average for the country. For the period 2007-2016 the number of companies increased by 310, but these are mainly micro enterprises, mostly without employees. The number of terminated enterprises increased in 2010-2016 - respectively 337 and 321 companies (Table 4)

	2007	2008	2009	2010	2016
Non-financial corporations, number	3491	3710	3859	3751	3801
Opened businesses	564	565	422	365	473
Closed businesses	134	128	119	337	321

Figure 41. Number of non-financial enterprises in Silistra District, 2007-2016. Source: RSB Silistra

In the industry the highest number of companies are in trade and repair 1651, followed by agriculture 458, manufacturing 335, and hotel and restaurant services 240, and in the last two sectors the decrease was the highest - 33 and 43 respectively. A significant part of the companies (over 2/3) operate at reduced turnover and increased inter-company indebtedness.



The share and the number of micro-companies (91.5%) predominate, accounting for 39% of the employed, with an increase in their number by 330. All other categories of companies are reducing their number. This is an unfavorable trend as micro-companies do not have technological advances, innovation and competitiveness, and make less contribution to increasing employment. (see Table 5).

Companies by size of employment	2007	2008	2009	2010	2016	2007	2008	2009	2010	2016
Silistra district	3491	3710	3859	3751	3801	100%	100%	100%	100%	100%
Micro up to 9 employees	3108	3322	3493	3435	3477	89.0%	89.5%	90.5%	91.6%	91.5%
Small 10 to 49	327	328	322	267	274	9.4%	8.8%	8.3%	7.1%	7.2%
Average from 50 to 249	52	56	..	45	46	1.5%	1.5%	..	1.2%	1.2%
Large over 250	4	4	4	4	4	0.1%	0.1%	0.1%	0.1%	0.1%

Figure 42. Structure of the companies by the amount of employment, NSI. Sources: NSI

In the Kaynardzha and Sitovo municipalities, all operating companies are micro and small. The other municipalities are represented by micro, small and medium-sized companies and the average number of companies ranges from 4 (Tutrakan) to 7 (Dulovo). In the Municipality of Silistra, besides SMEs, 4 large enterprises also operate.

According to the surveys conducted on the biggest difficulties faced by business representatives, the answers rank the problems in the following way: Lack of market - 31.8%; Unfair competition - 30.4%; Lack of sufficient capital - 14.7%; Poor regulation - 11.9%; Unfavorable and impossible loans - 10.05%; Licensing regimes - 7.9%; Lack of skilled labor - 7%; Competition - 3.1% and others.

The reported investment activity during the research period is low, which is related to the economic crisis. **The general conclusion is that there is no high investment interest in the field, both by internal and external entrepreneurs.** The total amount of investments in 2007-2016 is BGN 753 350 thousand. The amount of foreign direct investment decreases from 21,065.9 in 2007 to 7676.3 thousand in 2016. By municipalities, the highest share of funds for acquisition of fixed tangible assets was invested in Silistra Municipality - BGN 435,664 thousand. or 58%. In the other



municipalities the share of investments is highest in Dulovo - 13%, and the lowest in Sitovo - 5%.

The amount of tangible fixed assets in the area is decreased by BGN 1784 thousand. in 2016 compared to 2008. The most significant decrease was in the manufacturing industry - 38 490 and services - BGN 47 226 thousand Decapitalization in industry and services is a highly unfavorable trend over the period under review. The only industry that increases its tangible assets in 2016 compared to 2008 by BGN 78 358 thousand in current prices or 55% is agriculture.

Fixed assets	2007	2008	2009	2010	2016	Difference 2016>2008
Silistra district	431029	611328	567712	569538	609544	-1784
Agriculture, forestry and fisheries	98401	140479	161512	171026	218837	78358
Industry	184980	214582	187154	201188	181666	-32916
Manufacturing	148583	167140	143309	162327	128650	-38490
Services	147648	256267	219046	197324	209041	-47226

Figure 43. Fixed assets in Silistra district (2007-2016). Sources: NSIF

Research and development (R & D) and innovation

R & D expenditure and their share in the GDP of the country (0.6% in 2010) and all regions are unsatisfactory. In the North Central region (NCR) concentrate 0,83% of public sector spending and 2.52% of the costs of enterprises. District Silistra has a low potential for research. The share of R & D expenditure in the area's GDP is only 0.04%, and the R & D personnel is 85 people.

	2007	2008	2009	2010	2015
North Central Region					
R & D expenditures, BGN thousands	4035	5298	7120	7150	
Share of R & D expenditure by GDP	1.0%	0.9%	1.6%	1.6%	
Staff engaged in R & D, number	1258	1336	1504	1565	1414
Silistra district					
R & D expenditures, BGN thousands	220	225	312	217	207
Share of R & D expenditure by GDP	0.04%	0.03%	0.05%	0.04%	0.04%
Staff engaged in R & D, number	66	69	121	24	85



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Figure 44. Costs and personnel engaged in R & D. Source: RSB Silistra

The serious under-estimation of the opportunities provided by the interaction between the innovation system and business units is a problem in all areas. The relationship between research and education institutions and businesses in all regions is weak or lacking.

A major challenge for strengthening innovation potential and restructuring of the regional economy to knowledge intensive and high technology sectors and high added value sectors remains the development of human potential, which requires preparation and incentives for the development of highly skilled human resources in science and technology disciplines. A key problem remains the lack of adequate tools to pull or supplement private R & D funding through state funds.

Access to Information and Communication Technologies (ICT) and use of digital technologies by population and businesses is an important factor for regional growth, increasing productivity and building a competitive regional economy. Bulgarian regions are characterized by low indicators for the development of the information society in the EU.

There is a steady decrease in the number of people who have never used the Internet. For the period 2007-2016, their relative share in the country decreased from 72.5% to 53.5%. **The data for Silistra region (36.8%) show a serious lag** behind the average indicators for the country to use the Internet.

Given the growing role of information, it is necessary to increase access to the use of ICT networks and services, especially in smaller towns and villages. Public access points are the only option for many users, but their number is still too limited. In the municipality of Alfatar there are currently 2 public centers with internet access; in the municipalities of Kaynardja and Dulovo - 3, in the municipality of Tutrakan - 15.

Although there is a positive trend for ICT and IT applications (accounting programs, internet, office software), SMEs do not usually engage in major innovations because of their limited capital and risk-taking capabilities. SMEs are lagging behind in competitiveness compared to large enterprises with about two times lower productivity, lower profit margins and lower wage levels. **Bulgarian SMEs have a 2- to 7-fold lower labor productivity compared to the new EU Member States and 15-30 times lower than the EU-15 countries. One of the main reasons for the low productivity of the SME sector is the backwardness of much of the production equipment and assets, as well as the low level of innovation and ICT.**



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



The main conclusion from the analysis of competitiveness and development factors is that SMEs are still not sufficiently competitive (especially the smaller ones) in terms of access to finance, innovation, intellectual property, internationalization and the application of good practices.

Regarding employed work force, according to the statistics as per 31.12.2015, the population density in the Silistra region is 40 inhabitants / sq. km, which is below the average for the country of 64.8 and is divided into five towns and 113 villages located in 7 municipalities. The density of the population varies widely from 11 inhabitants / sq. km in Alphatar municipality, up to 92 inhabitants / sq. km. for Silistra municipality. Because **population concentration** usually leads to increased **economic activity**, it should be concluded which parts of the area would have problems in their economic development in the coming years.

The number of inhabitants in the district is 113248 (according to data from the end of 2015)¹, of which men are 49.2%, which is almost identical to the value for the rest of the country - 48.6%. Following table gives a detailed comparison of the demographic structure between the average for the country and those for the municipality and the area for the labour market indicators.

Category	for the country	Municipality Silistra	Silistra District
total population	7153784	47723	113248
men	48.6%	48.5%	49.2
women	51.4%	51.5%	50.8
under working age	14.9%	12.3%	14.5
men	7.7%	6.4%	7.5
women	7.2%	5.9%	7.0
at working age	60.8%	59%	58.6
men	31.9%	31.1%	31.3



women	28.9%	27.9%	27.2
above working age	24.3%	28.8%	26.9
men	9%	11.1%	10.4
women	15.3%	17.7%	16.5

Figure 45. Percentage of residents of the country and the municipality of Silistra and Silistra region

These facts should be taken into account in the analysis of the labor market and its development. Figures 1 and 2 show graphically these dependencies.

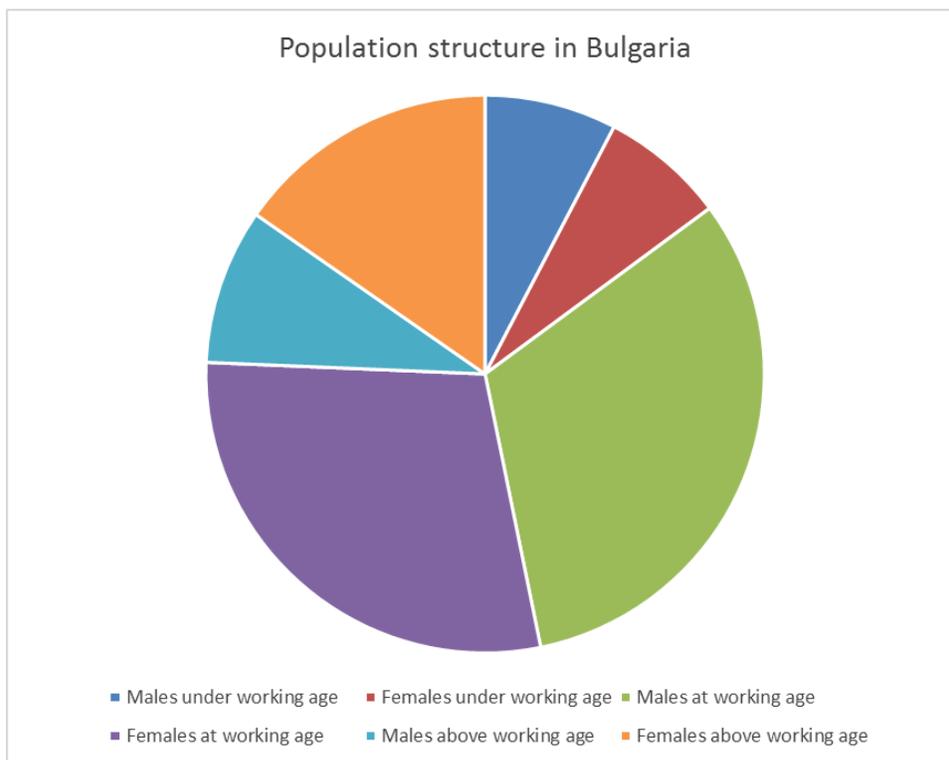


Figure 46. Structure of the population in terms of employability in Bulgaria.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

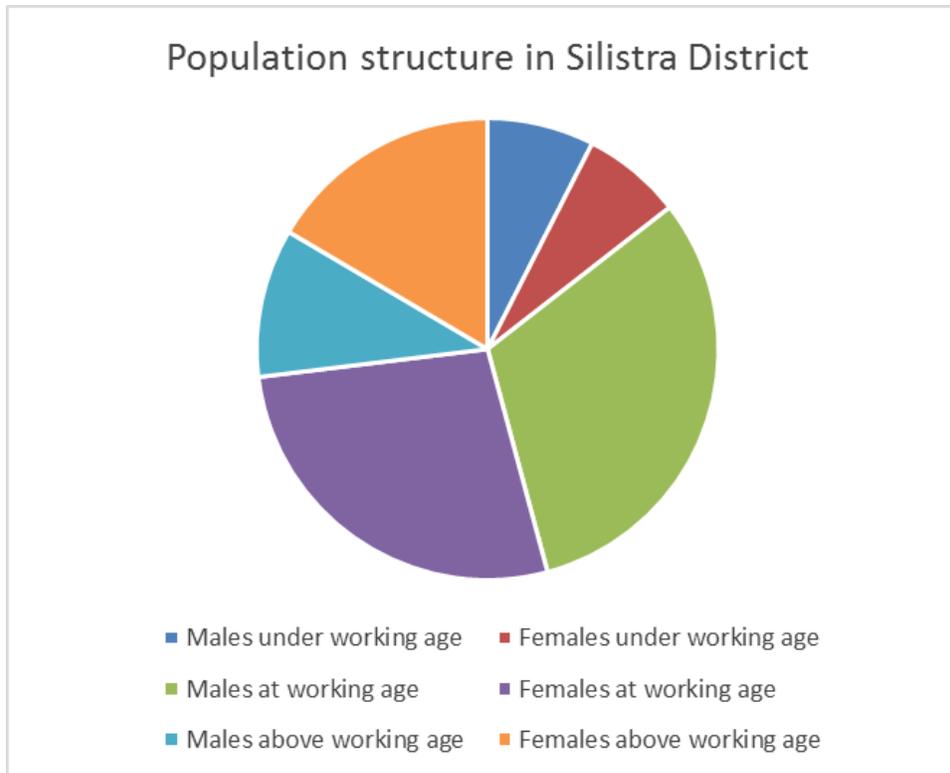


Figure 47. Structure of the population in terms of employability in Silistra district.

Looking at the demographic and age structure of municipalities in Silistra district, we can draw the following conclusions: There are significant differences in the share of the three main groups - under working age, working age and over working age. For example, in Kaynardja municipality the percentage of the population under working age is more than twice as large as in the municipality of Alfatar. The percentage of inhabitants in working age is the highest, respectively, and these municipalities are good prerequisites for economic development in Dulovo (60.5%), Silistra (59%) and the lowest values are observed in Alfatar (52%). It is noteworthy that all municipalities in the Silistra District have a percentage of the labor-intensive population lower than the average for the country (60.8%). Full data can be found in Table 2.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Municipality	Total	Under working age			At working age			Over working age		
		total	male	female	total	male	female	total	male	female
Alfatar	2761	324	171	153	1436	816	620	1001	412	589
Alfatar, %	100	11.7	6.2	5.5	52.0	29.6	22.5	36.3	14.9	21.3
Glavinitsa	10360	1511	765	746	5978	3222	2756	2871	1122	1749
Glavinitsa, %	100	14.6	7.4	7.2	57.7	31.1	26.6	27.7	10.8	16.9
Dulovo	27857	4828	2479	2349	16861	8933	7928	6168	2373	3795
Dulovo, %	100	17.3	8.9	8.4	60.5	32.1	28.5	22.1	8.5	13.6
Kaynardja	5107	1322	659	663	2963	1607	1356	822	339	483
Kaynardja, %	100	25.9	12.9	13.0	58.0	31.5	26.6	16.1	6.6	9.5
Silistra	47723	5857	3045	2812	28137	14842	13295	13729	5281	8448
Silistra, %	100	12.3	6.4	5.9	59.0	31.1	27.9	28.8	11.1	17.7
Sitovo	5173	700	377	323	2897	1641	1256	1576	620	956
Sitovo, %	100	13.5	7.3	6.2	56.0	31.7	24.3	30.5	12.0	18.5
Tutrakan	14267	1846	986	860	8087	4438	3649	4334	1646	2688
Tutrakan, %	100	12.9	6.9	6.0	56.7	31.1	25.6	30.4	11.5	18.8

Figure 48. Demographic picture in the seven municipalities



When looking at the age ratio, the following trend is noticeable. The ratio of young people to those of working age is almost the same in the country and in the area (21.3 and 21.2%). This indicator is decisive for the potential of the economic development in the country, respectively the region, and in this connection it can be said that Silistra district does not have a drastic discrepancy with the average for the country. On the other hand, the other two indicators representing the ratio of the elderly to the working age population and to the young people are higher than the average for the country (Figure 3). It should be noted that the values presented for Silistra district are average for the seven municipalities where there are serious discrepancies. In other words, the area can not be considered a homogeneous territory, and labour market forecasts should be made rather by considering the specificities of individual municipalities - demographic and social structure, economic activity, nature of employment - permanent, seasonal, temporary etc².

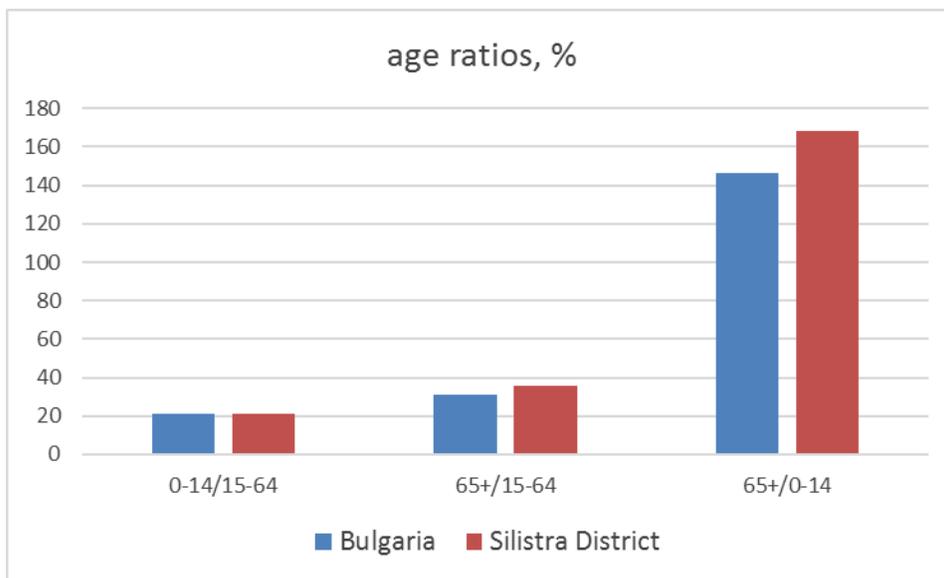


Figure 49. Age ratios for Bulgaria and Silistra District.

Detailed graphs of age ratios 0-14 / 15-64; 65+ / 15-64 and 65+ / 0-14 show significant differences in values, some of which differ more than twice. While the largest municipality has average values, and close to those for the area, rural municipalities show



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

significant differences. This is particularly true of Alfatar and Sitovo on the one hand, with the most aging population, and the Kaynardja municipality, which has the youngest population. Figures 4, 5 and 6 show this trend in graphical form.

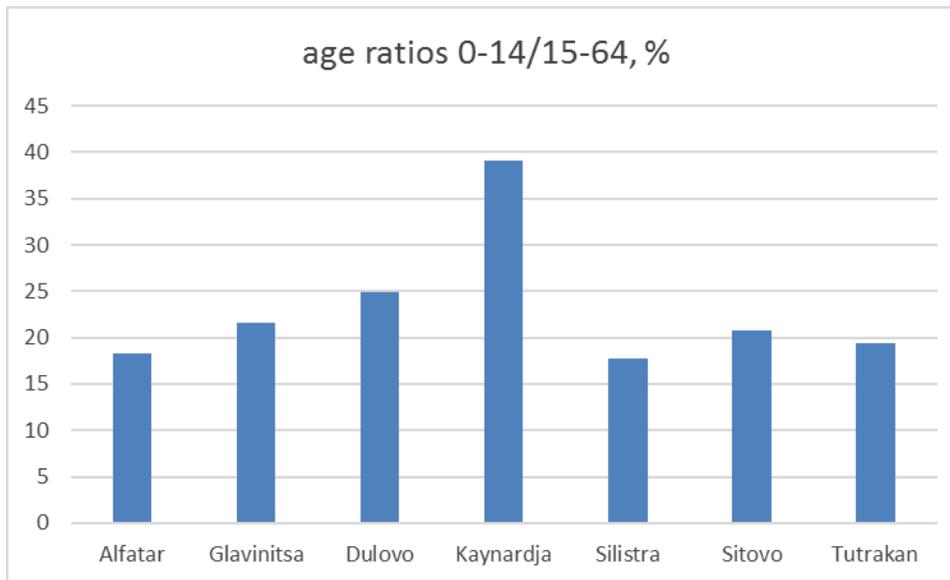


Figure 50. Age ratio 0-14 / 15-64 for the seven municipalities in Silistra district



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

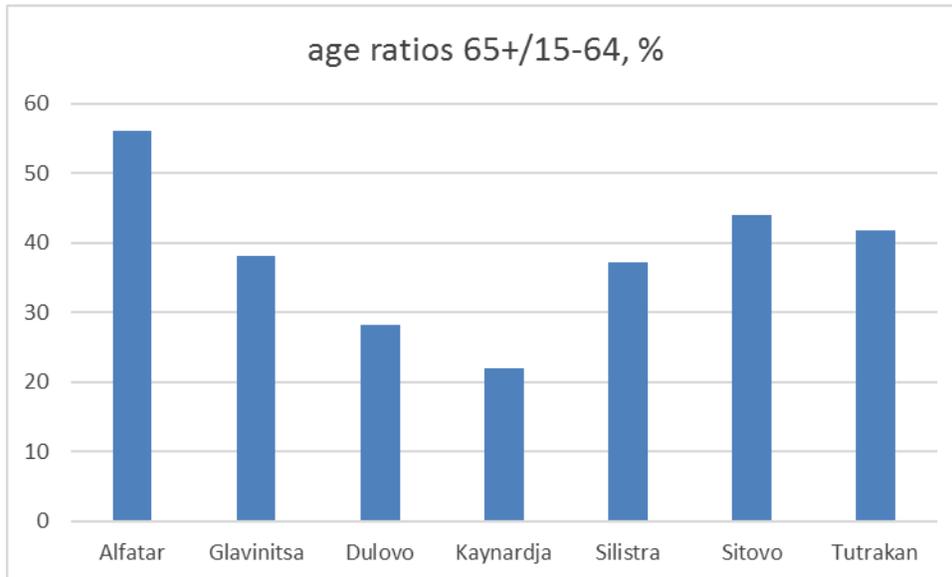


Figure 51. Age ratio 65+ / 15-64 for the seven municipalities in Silistra district

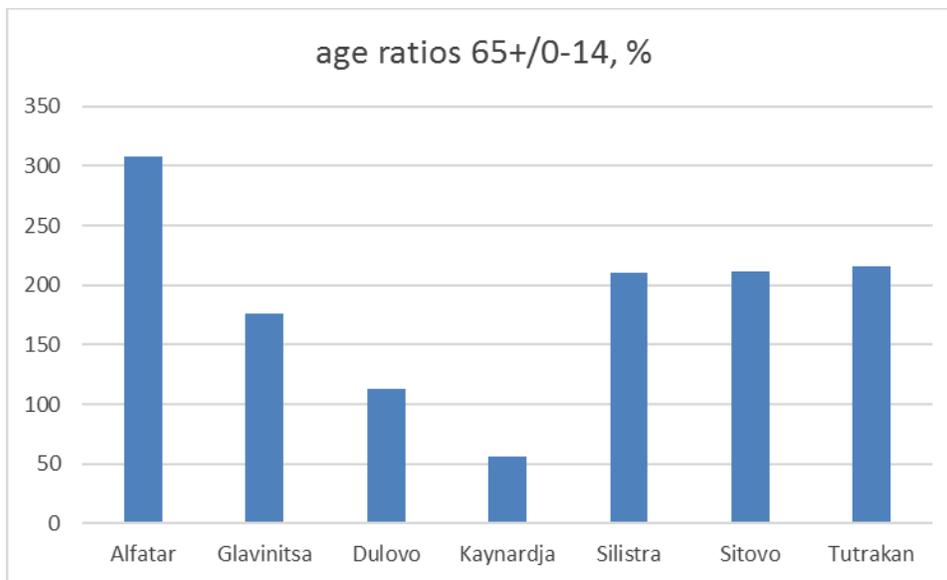


Figure 52. Age ratio 65+ / 0-14 for the seven municipalities in Silistra district



UNIUNEA EUROPEANĂ
 FONDUL EUROPEAN PENTRU
 DEZVOLTARE REGIONALĂ
 INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

The Labor Force in Silistra District

In the Silistra District in 2015 an employment rate lower than the average for the country was registered. The area falls into one category with Targovishte and Vratsa districts, where the employment rate is the lowest among all areas and is below 52%, ie. under 52% of people of working age have employment, with the average for the country is almost 63%.

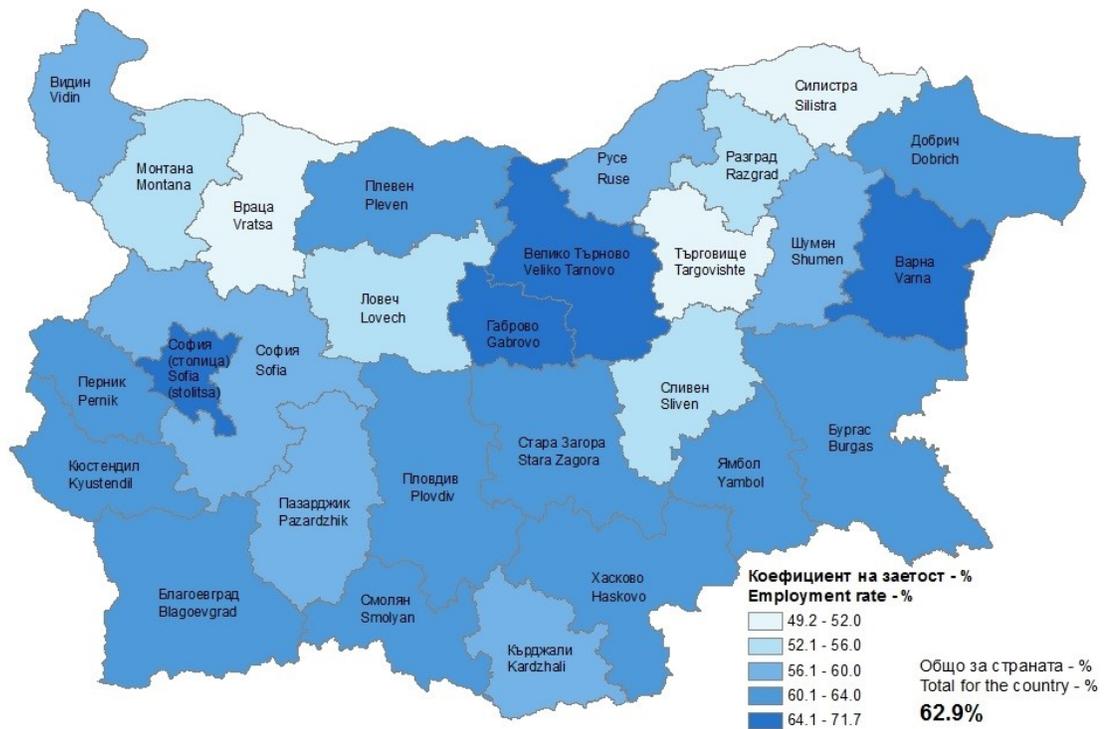


Figure 53. Employment rate towards the end of 2015, NSI data.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
 FONDUL EUROPEAN PENTRU
 DEZVOLTARE REGIONALĂ
 INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

According to NSI data, the productivity in Silistra region is lower than the average for the country, with the GDP per capita indicator being half of the national average. This is, on the one hand, the result of higher unemployment, a large share of pensioners, but it is also the result of small firms' value added activity (Figure 8).

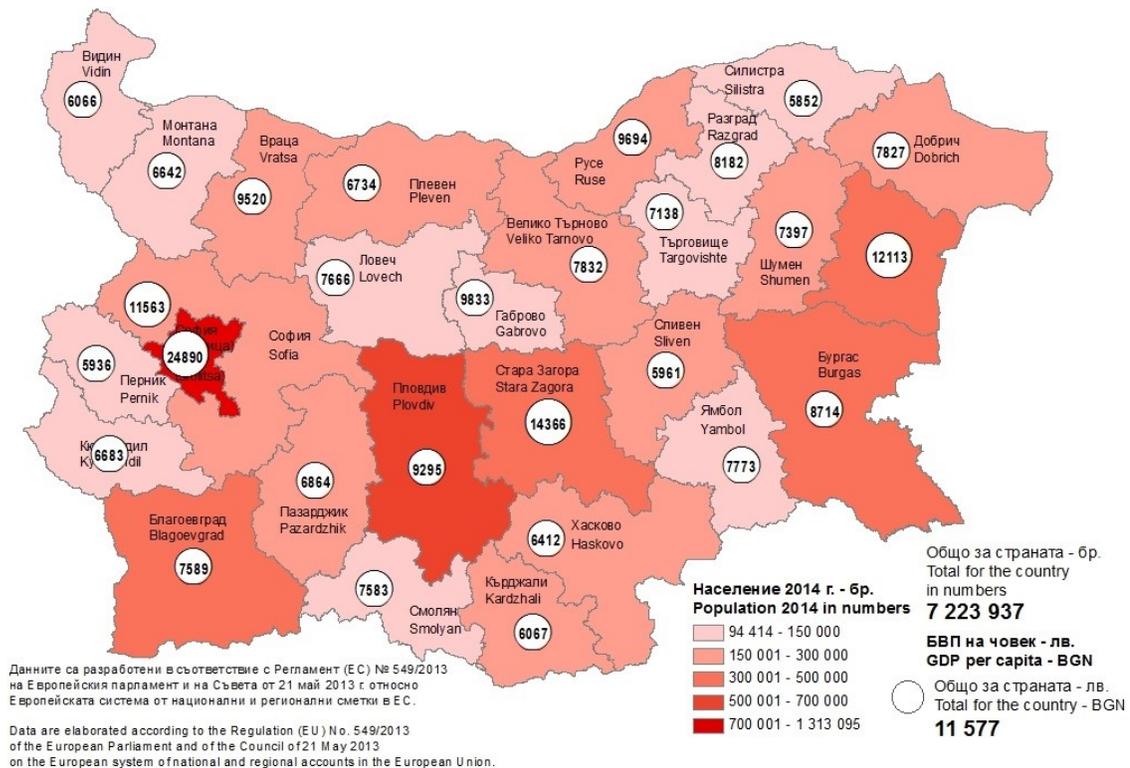


Figure 54. GDP per capita for Bulgaria and Silistra district.

Regarding the total population, labour force and employees Silistra district follows a trend similar to that in the country. Statistical data for the period 2003 - 2016 show a tendency to decrease the population, as well as the labour force. In the data presented here, the **workforce** (currently economically active population) is defined as persons of 15 years of age and over who invest or offer their labour for the production of



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

goods and services. The workforce includes employed and unemployed people.

Employed persons are persons aged 15 and over who during the observed period:

- work to produce goods and services for at least 1 hour against payment (in cash or in kind) or other income;
- they do not work but have jobs temporarily absent due to leave, illness, pregnancy, childbirth and childcare (for the period during which they receive their full remuneration), unfavourable weather conditions, strike or other similar reasons. Persons who are on unpaid leave for reasons of employer are considered to be employed if the duration of this leave is up to 3 months.

Unemployed persons are 15-74 year olds who do not work during the observed period while simultaneously seeking active work over a four-week period including the observed week and are available to start work within 2 weeks after the end of observed period. An active job search method is considered to be one of the following:

- contact with a state employment office to find work (whether the initiative is for the registered person or for the employment office);
- contact with a private agency, a firm carrying out recruitment services, etc. to find a job;
- direct referral to employers;
- seeking assistance from relatives and acquaintances for finding a job;
- submitting or responding to job advertisements;
- studying job vacancies;
- Applying an exam, test or job interview;
- search for land, building, premises, equipment needed to start private business;
- application for permissions, patents, credits, etc. with the purpose of starting independent business.

The unemployed are also those who are not actively seeking work but have found work that they expect to start within 3 months after the observed period. Persons who are



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

in forced unpaid leave of more than three months are considered unemployed if they are actively seeking work and are available to start work².

Persons out of the workforce (currently economically inactive population) - those who are not employed or unemployed during the observed period. This group also includes persons who are on extra leave to raise a child up to 2 years of age.

In the Silistra district, the workforce has decreased for the period from 51.9 thousand to 45 thousand, which represents a serious decrease of 13%. The change is almost identical for both men and women, with the three graphs shown in Fig. 9.



Figure 55. Total labour force, male and female labour force in thousands for the period 2003 - 2016

Regarding the absolute number of employees (in the private and public sector) it can be noted that there is a decrease in the labour force as well as in the labour force for the period 2003 - 2016, this percentage being about 15%. From Fig. 10 it is clear that the number of people employed since 2009, when the global financial crisis has developed, decreased sharp.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

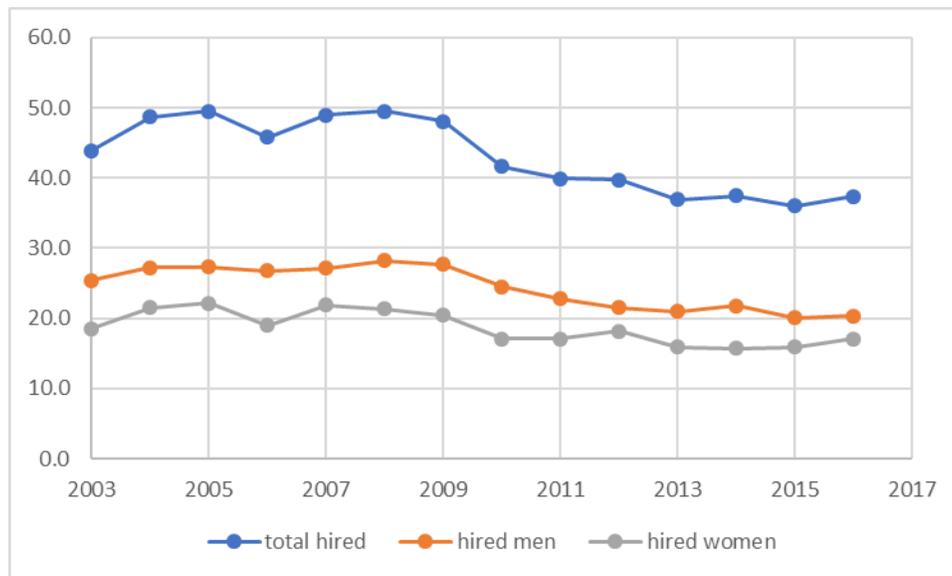


Figure 56. Number of persons employed (thousand people) in the Silistra District for the period 2003 -2016.



Similarly, the number of unemployed persons defined according to the definitions above starts to increase in absolute terms after 2009, which is particularly evident in Fig. 11, which applies to both men and women.

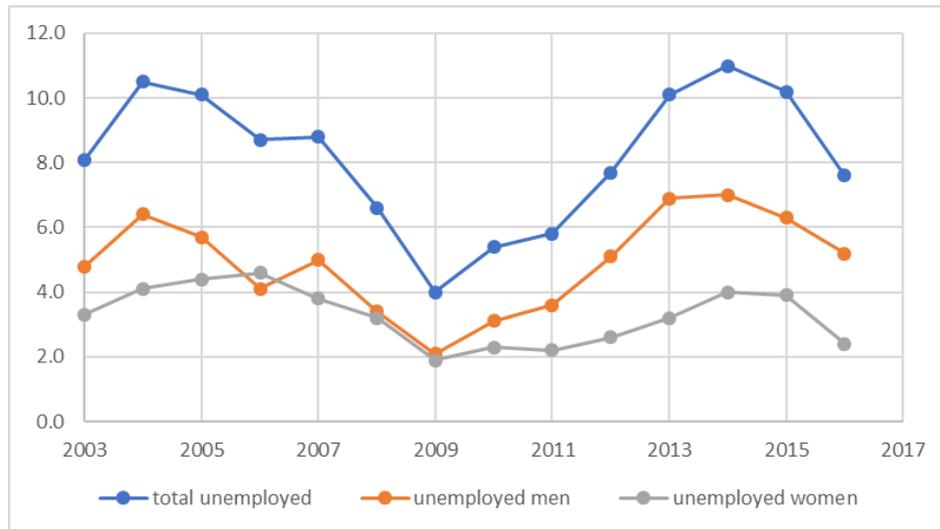


Figure 57. Number of unemployed persons in Silistra District (thousand people) for the period 2003-2016.

The graphical data provided give an idea of the general trend of the labour market, but for its most complete characterization we will present a figure giving the relative changes of the employed and the unemployed to the number of the labour force. In this sense, the impact of the change in the demographic situation (reducing the number of the population and the workforce) is eliminated. Figure 12 shows an increase in employment as % of the workforce, starting somewhere around 2014-2015.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

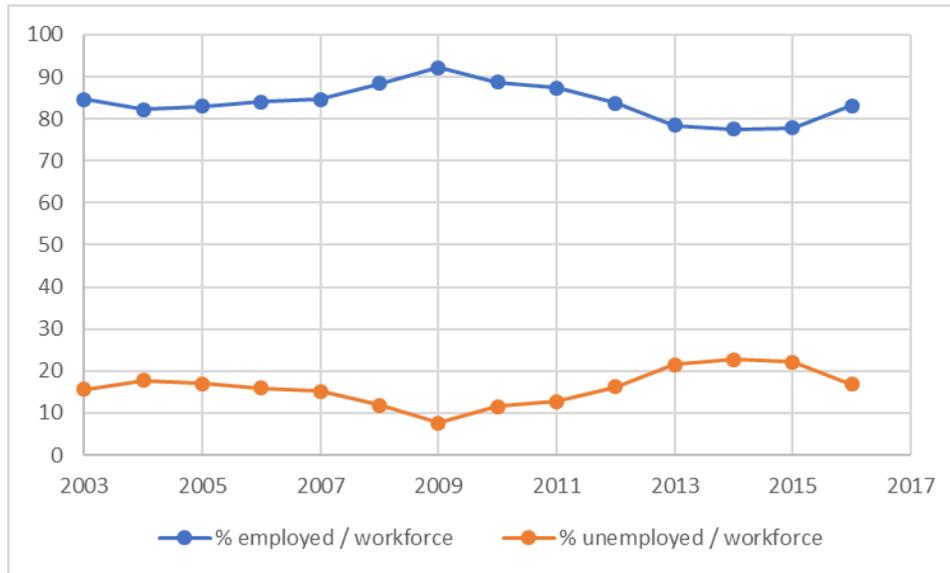


Figure 58. Employed and unemployed persons in Silistra District as % of the labour force.

Regarding the age structure of the employed in Silistra region there is an interesting trend: Comparison of statistics from 2003 and 2016 shows that due to the general aging of the population the age profile of the employed changes also for the period. For the period 2003 - 2016, the absolute number of employed persons in the 55-64 age group increases, from 4.4 to 6.4 thousand, while all other age groups decrease their weight (Figure 13). The number of working youths, 15-24 years and 25-34 years, decreased from 3.5 to 1.8 thousand, respectively, from 10.8 to 7.6 thousand.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

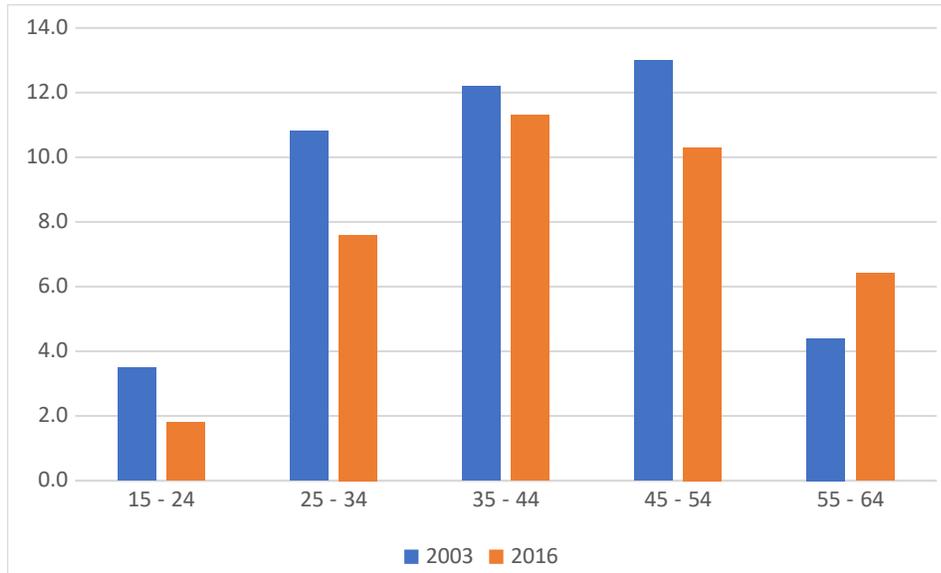


Figure 59. Absolute number of employed persons (in thousands) in Silistra region by age groups in 2003 and 2016.

The trend seems similarly, if we consider the fact that for the given period the workforce has decreased from 43.9 to 37.4 thousand people: fig. 14 shows the relative shares in % of the different age groups compared to the total employed persons in Silistra district. There is a strong tendency to increase the share of elderly people (55-64 years) from 10 to 17.1%, while reducing the share of young people 15-24 and 25-34 years (Figure 14). All this shows that when forecasting the labour market in the cross-border area of Silistra - Calarasi, it is necessary to take into account the fact of the general aging of the population and the related and constantly inevitable aging of the labour force. Training measures and cross-border mobility must be tailored to this fact.

Problem remains the comparatively low education of the population, which is a prerequisite for a harder job finding. Of the 25-64-year-olds in the field 16.4% have higher education (27.5% for the country) and 33.3% - with the basic and lower (with 18.1% for the country).



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

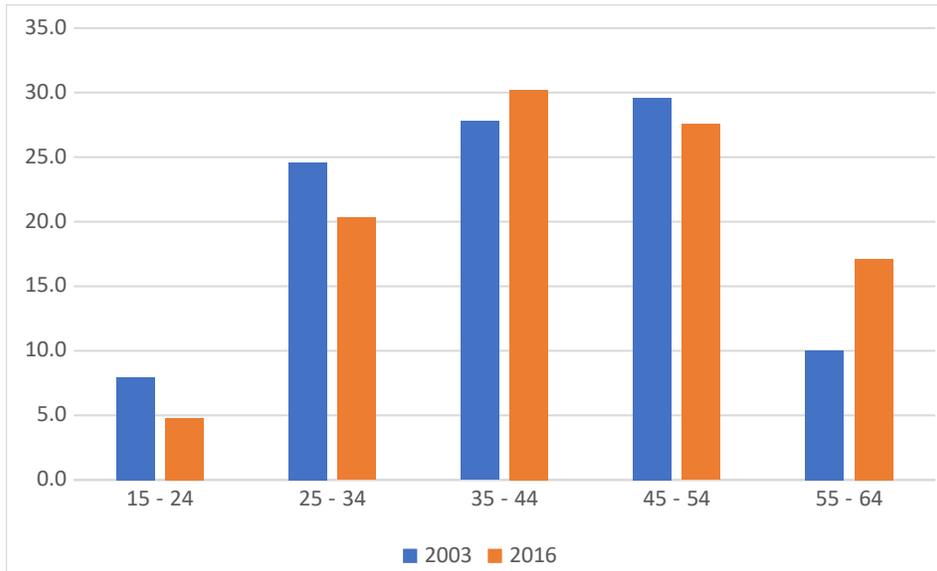


Figure 60. Percentage composition of different age groups in the structure of employed persons in the Silistra district for 2003 and 2016.

Regarding the profile of the economic activity in Silistra region, all categories of economic activity are represented and in some of them there are very small number of hired persons - MINING, MANUFACTURING AND DISTRIBUTION OF ELECTRIC AND THERMAL ENERGY AND GASEOUS FUELS, REAL ESTATE OPERATIONS. During the period of the economic and financial crisis (2008), the following more important trends in the employment of people by economic activities in Silistra region are observed:

- a sharp decrease in the number of people employed in construction - from 2045 to 951 people
- a serious reduction in the number of employed in manufacturing - from 6079 to 4396 people
- a slight increase in the number of employed in agriculture and forestry - from 2480 to 2639 people.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
 FONDUL EUROPEAN PENTRU
 DEZVOLTARE REGIONALĂ
 INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

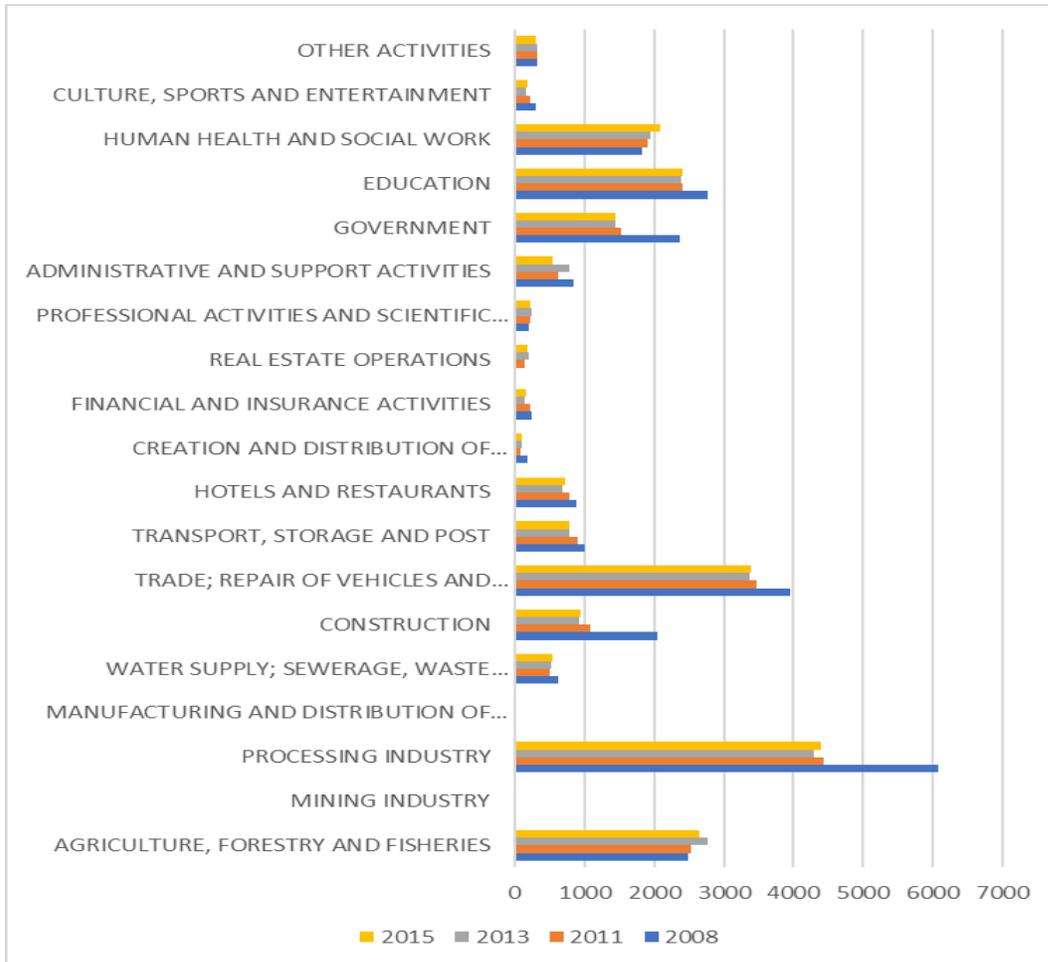


Figure 61. Distribution of Employees in the Silistra District in the Period 2008 - 2015 by Economic Activities.

The full data as well as the trends expressed in the relative shares of the employed are shown in tabular form in the Annex.



<http://interregrobg.eu>

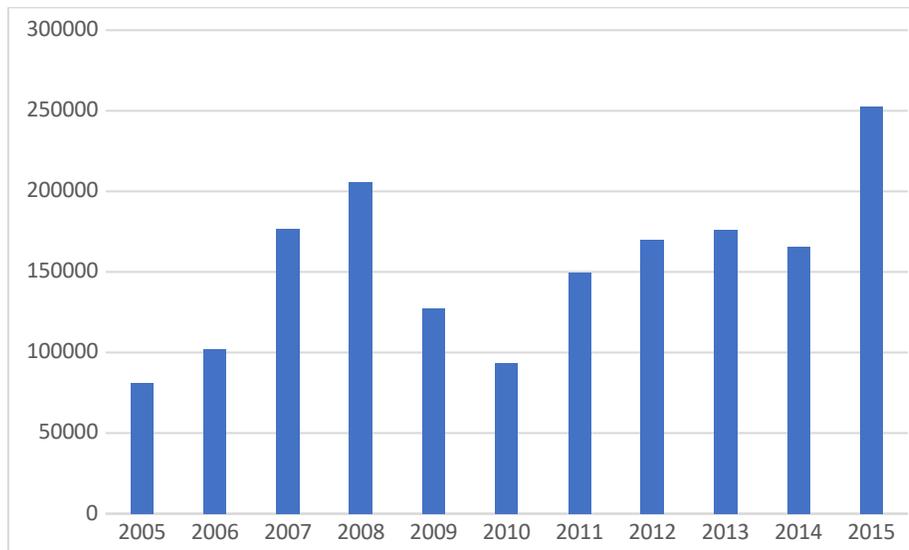
The content of this material does not necessarily represent the official position of the European Union



Companies and economic investments

In 2015, Silistra district has 3941 registered companies in the non-financial sector. This value is almost constant over the period 2011-2015, with the number of full-time employees also remaining almost constant, and is in the range of 17 300 to 17 800 people³.

Regarding the impact of the 2008 economic crisis on investments in Silistra region, we can say that, according to the statistics available to us, the investments in 2015 reach the levels from 2008. Fig. 16 shows the cost data for non-financial corporations for the acquisition of tangible fixed assets for the period 2005-2015. The trend of the investment boom 2005-2008 as well as the sharp decline in 2009-2010 is clearly visible, as the figure also shows a significant increase of the investments in FTA in 2015. The increased volume of investments is also related to the increase of the economic activity, which is confirmed by the information from the previous chapter on increasing the employment in Silistra district.



Figure

63. Expenditure on FTA in thousands of BGN for companies in the non-financial sector of Silistra district.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Business turnover data during the period 2011 - 2015 show a gradual increase, while the volume of output remained rather stable over the period. The graphical information for these two variables, in thousands of BGN, is shown in the appendix to this chapter.

The breakdown of the cost of acquisition of tangible fixed assets by the companies in the field shows that the largest expenditures are concentrated in the following economic activities (for 2015): Mining, processing and other industries; water supply; sewerage services, waste management and restoration - a total of BGN 81.8 million, Agriculture, forestry and fisheries - BGN 74.4 million; Trade; repair of motor vehicles and motorcycles; transport, storage and mail; hotel and restaurant management - 47.5 mln leva. Data for other past years can be found in the Annex to Chapter II.

Silistra District also managed to attract foreign direct investments, which have grown in recent years. Examples are Archer Daniels Midland (ADM), which built a port terminal near Silistra for BGN 11 million, SunOpta bought a plant for processing sunflower seeds for BGN 2 million (Figure 17).

The comparatively low economic development of the region is linked to limited business activity and low domestic and foreign investment. PICs in the region are over 10 times less than the average for the country - 277.9euro / person accumulating by the end of 2014 at 3006.6 euro / person for the country. Nevertheless, the municipalities in the area have absorbed more funds as beneficiaries under the Operational Programs compared to the average for the country. As of 31 May 2016 of municipalities in the Silistra region have been paid a total of BGN 87 million, or BGN 766.3 per capita at BGN 688.8 per person on average for the country (4). The vast majority of them are for infrastructure projects - sewage treatment plant in Silistra, which does not lead to creation of new jobs and improvement of the business environment.



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

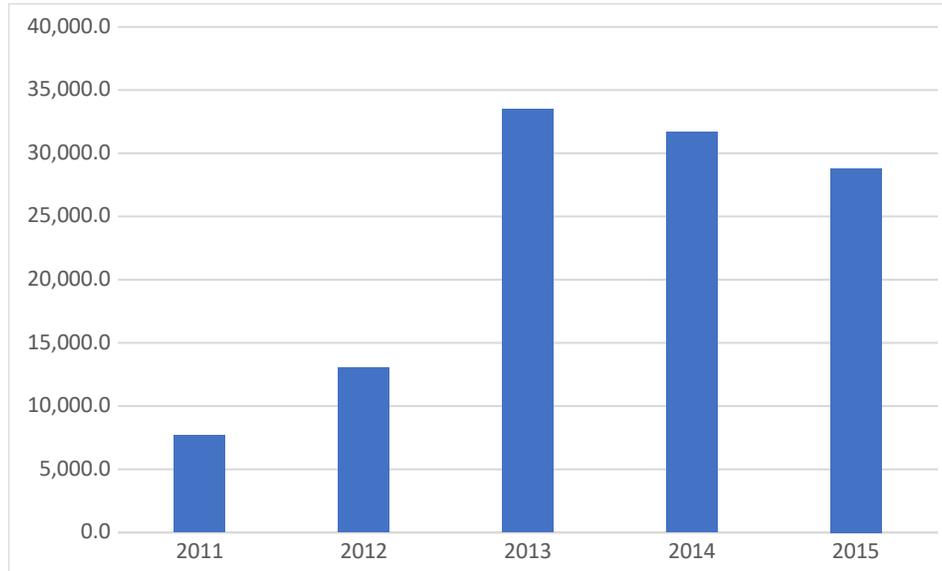


Figure 64. Foreign direct investment in non-financial enterprises cumulatively at the end of each year.

Silistra District offers some opportunities for development of tourist services, with still undeveloped potential, and the sites to be visited are:

- Maintained Srebarna Nature Reserve - cognitive tourism (for general and special interests - ornithological);
- Hunting Farm "Karakuz" - hunting tourism (elitist), under negotiated conditions – photo safari;
- River Danube - yacht tourism, sport fishing, cruises, tourist infrastructure along the coast;
- Natural sites "Malak Kanagyol" - field archaeological schools (Thracian sanctuary "Badjaliata"), ecotourism (necessary infrastructure), air tours of the "Rebus" (an elite form for rich tourists).
- The grave of the Jewish Rabbi Eliezer Papo - the site is revered as especially sacred to the Jewish believers. (Pilgrim tourism).



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



Accommodations with more than 10 beds are down from 33 in 2011 to 20 in 2015 and hotels are declining over the same period from 16 to 15. Income revenues in 2015 are lower than in 2011, which means that there is at least minimal potential in tourism for growth (Figure 18).

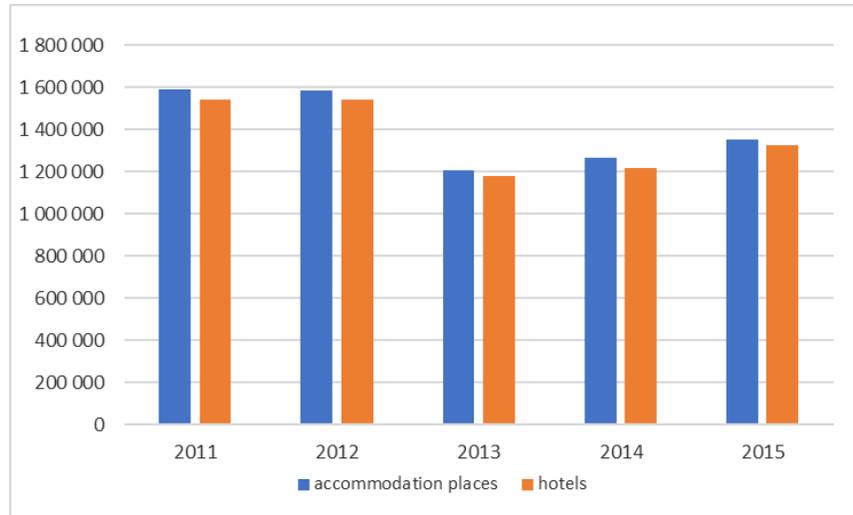


Figure 66. Revenue from accommodation in Silistra District (in BGN).

Regarding the size of the companies it can be said that in the Silistra area there are the small companies - with up to 9 employees. For the period 2005 - 2015 such are 90 to 92% of the companies. Enterprises with a staff of 10 to 49 are 8.4% in 2005 and only 6.6% in 2015. Enterprises with a staff of 50 to 249 people are only 1.2% in 2015, and those with more than 250 employees are 0.1%. This information shows that the employment in Silistra is created by the small companies to which the measures for improving the labour mobility should be addressed. The full information about the size of the companies in Silistra region for the period 2005 - 2015 is presented in the table in the Appendix.

In conclusion, we can summarize that the development of the labour market will be determined by the following factors:

- Excellent conditions for developing cultural, yacht and ecotourism.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

- All prerequisites for development of high-productivity agriculture - good road network, availability of modern cargo ports along the Danube river, proximity to Varna port.
- Grains are the most widely used, followed by vegetables. Livestock farming plays a secondary role in the agricultural structure of the area.
- Strong concentration of industrial production and services in the regional centre.
- Unused potential for cross-border cooperation with Romania.
- Potential for tourism development - mainly thanks to the Danube River and Lake Srebarna. Possibilities for visiting organized tourists from the Black Sea coast to the Srebarna Reserve; presence of a port for mooring cruise ships combined with a good hotel base.
- The lowest share of foreign investment from all districts in the country.
- Slightly absorbed funds from EU Operational Programs.

Economic situation, labour market and future

As part of current study, our researchers performed visits to companies in Silistra and Tutrakan (cities) and in several villages in the district. The purpose was to perform a survey among the companies and check how they estimate the labour market, their own economic situation and expectations for the future. The pictures below represent the results in % for some of the questions. They include mainly the estimation of the overall economic situation in the region, the situation with the labour market, and the ways to find a suitable and trained personnel. All results in table form are shown in the annex, and the general conclusions are presented in the next chapter. The amount of interviewed companies is 45 in total, where 25 are from cities, and the rest from rural areas. The examined business areas are broad and include tourism, food industry, transport, building industry, mechanical industry, agriculture, located in Silistra District.

The figure 19 shows how the business representatives estimate their situation and achieved financial results over the past three years. Most of the companies did not improve significantly their situation, about 1/3 of them show improvement in the results, and only ca.7% suffer from decline in the results. This is not bad situation, and correlates



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

with the overall situation of moderate but stable economic growth in the country and as well EU.

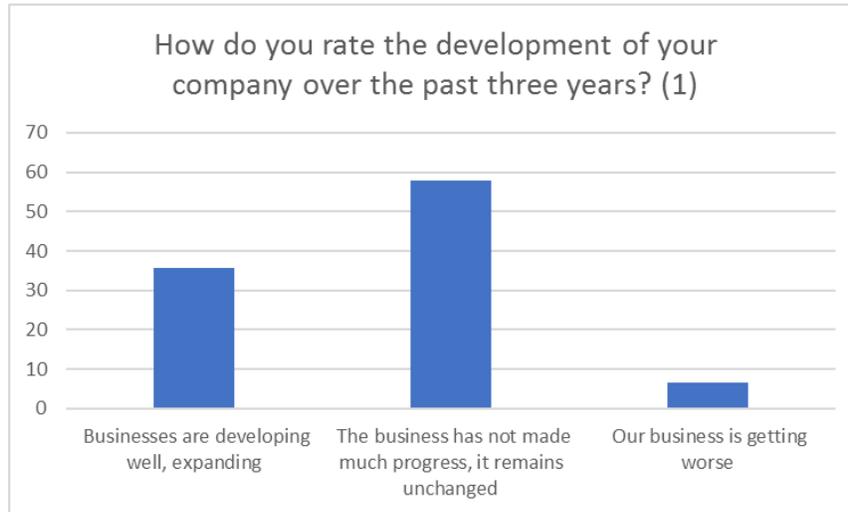


Figure 67. Achieved results of the business in Silistra District, question number 1 in the survey.

The employers in Silistra District find the lack of qualified personnel (40%) and state regulations (33%) as the most important barriers for future expanding. Surprisingly, the product competitiveness is not seen as an issue for the companies' representation (Fig. 20). This could be explained also with the fact of the low labour costs, as it is well known that the productivity in Bulgaria is below the middle value in EU.

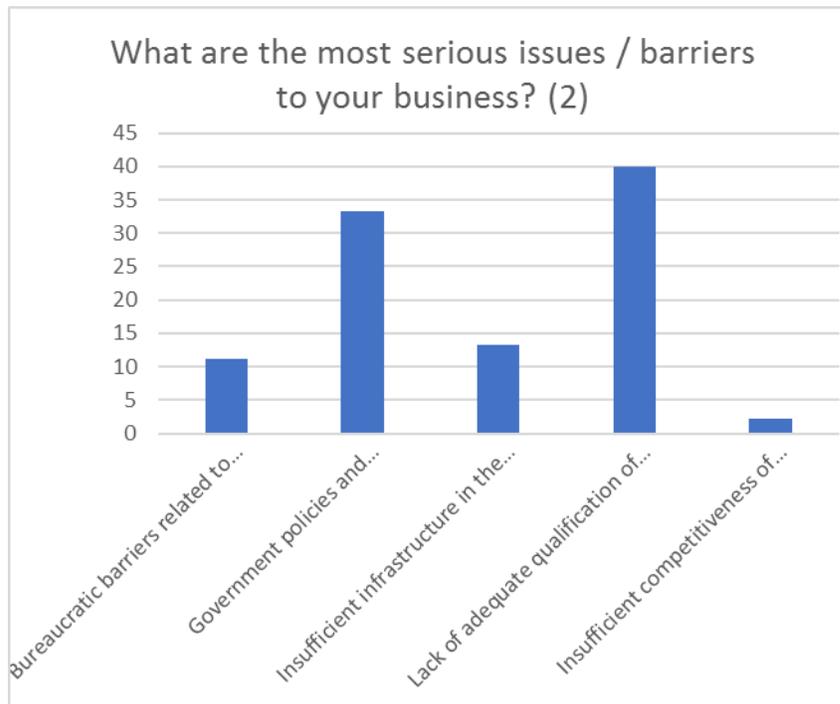


Figure 68. Most serious barriers to the business development in Silistra District, 2nd question in the survey.

According to the data presented in the previous chapters, the number of the employed persons in the district increased slightly within last years. This is visible also on the Fig. 21, where one sees that 33% of the companies hired new peoples, and the majority (62%) kept the number of employees unchanged.



Figure69. Change of the staff in the companies.

One of the question with higher importance, also in the frame of the project HIRED, is to identify if in region exist vacancies in the labour market. The companies answer that they have vacancies, but mainly for non-qualified workers and for specialists. The specialists they need are mainly machine operators, welders, technical skilled. Non-qualified workers are mainly needed in agriculture and partially in industry as general workers in warehouses, cleaning etc. Only 15% do not need any new personnel. The need of high qualified personnel and manager is almost not present.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI



Figure 70 Vacancies in the companies in Silistra District.

The need of trained and qualified staff may be solved in different ways: according to the companies' representatives 35% do not expect any difficulties finding trained staff, but ca. 29% rely on training in house. Minor part of the companies would like to hire staff from other part of Bulgaria and only 9% from cross border area in Romania (Calarasi) or other EU country.

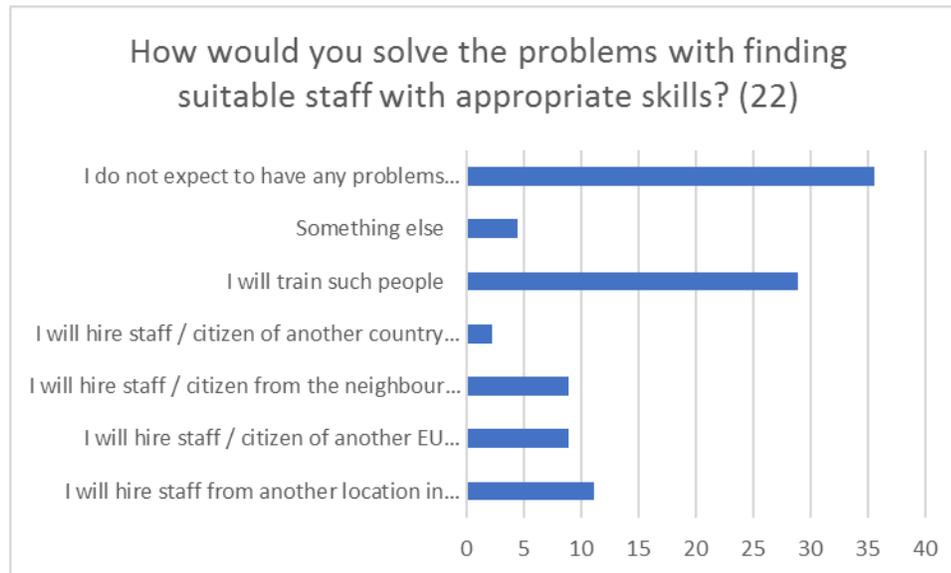


Figure 71. Possible ways to train / find personnel in companies.

About 44% of the companies plan to expand their business in the next 5 years, also associated with increase of the personnel. The expected new jobs are to be full time jobs, and only small part seasonal or part time jobs. As we see, the situation with the labour market will become more complex, as from one side the unemployment rate is still too high, but the companies look for motivated and trained personnel. The cross border position of Silistra District plays important role, and the cohesion of the labour market from the both sides of Danube may boost the employment and overall economic growth. There are some episodic examples even now of mutual penetration of staff and workers – Bulgarian medicine personnel find jobs in Calarasi, and workers from Romania were hired in one of the Silistra's food industry company.



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

CONCLUSIONS

As a result of the analysis of the field data collected in the labor force, respectively among the individuals over 18 years old, both women and men, from Călărași County, we found the following problematic issues that sustain the unemployment:

- the average level of education (ISCED3 or ISCED4 post-secondary education) considered by the surveyed as the main difficulty they encountered in finding a job;
- the low level of participation in information and professional counseling programs - among the 102 persons questioned, only 25 said they had participated in such a program, despite the fact that almost 75% of them declared themselves unemployed or unpaid) and jobseekers;
- the most reported 3 ways to find a job by means of knowledge (friends, neighbors, etc.), through the County Agency for Employment (AJOFM) and with the help of family or relatives. Given the high number of unemployed and unemployed people in the studio sample and the fact that the unemployed persons in the AJOFM register benefit from information and work mediation services, and especially the unemployed who have been compensated have the obligation to access these services, neighbors, knowledge and relatives are the main sources of information for employment. Electronic search for available jobs (via recruitment sites, platforms, or company websites) ranks fourth in the order of the most commonly used search methods. We therefore see an increased need to educate the workforce about to the modern, efficient and fast means of prospecting the labor market;
- there is an increased interest among respondents for an online platform that informs about the local and regional labor market, with almost 75% of respondents deciding to consult such a platform;
- labor mobility is relatively low. 40% of the respondents stated that they would not consider job offers in the neighboring country, in the Silistra district. Also, almost a quarter would not accept a commuting job, and over 30% would commute to work for a maximum distance of 15 kilometers from home;



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

- local wage levels are considered unattractive by about a third of respondents, representing a problem in finding a quality job.

From the analysis of the primary data obtained from questioning the employers in the county (representatives of SMEs), the following conclusions can be drawn:

- the last 3 years have been marked by the increase or at most the stagnation of the number of employees for most of the respondents, little by mentioning the restriction of the number of employees;
- 75% of respondents say they are considering expanding the business and creating new jobs with at least 1-2 new vacancies over the next five years, suggesting an increase in labor demand. A quarter of the respondents said that at the time of the survey there were vacancies in the company, addressed in relatively equal proportions to both the unskilled and the skilled labor force;
- the main difficulties reported by employers in recruiting staff are too high wage expectations and low skill levels. In relation to the low level of qualification, it is also the lack of adaptation of the current education curriculum to the requirements and needs of the labor market, all employers being questioned considering that there is a need for greater involvement of the educational institutions. The main aspect they claim is their lack of practical knowledge of the young graduates, so that setting educational policies consistent with labor market requirements and developing the skills and practical skills of young people is a priority in employers' vision.

The presented in the chapters above information allow the authors of the study to make following conclusions about the human capital and possibility to work in cross-border area Calarasi - Silistra.

1. In recent years, salaries and incomes in the district have increased as well, though staying considerably below national average levels. The annual average income per household member in 2016 reached 3,922 BGN while the national average was 5,167 BGN/person. The relatively low incomes have been the reason behind the relatively high share of the population living in material deprivation in the district – though it was above average levels, in 2015 the difference was not big. The share of the local population living below the national poverty line was also close to the national average level.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

2. Employment was still exceptionally low in 2016, though it rose by 3 p.p. to 52.2% – thus overtaking the district of Vratsa as the district with the lowest employment. By way of comparison, the national level of employment was 63.4%. In 2016, when unemployment in Silistra also shrank dramatically (by 4.9 p.p.), Silistra lost the first place in unemployment to Shumen. Still, unemployment in Silistra at 16.9% remained over twice the national average of 7.7%. One of the explanations behind the high unemployment in the district is the exceptionally unfavorable educational structure of the population. Among people aged 25–64 in the district 19% had university degrees in 2016 while the national average rate was 28%; 35% had primary or lower education (vs. 18% nationally).

3. Investment activity in the district remained relatively low though in 2015 a certain recovery was registered in it. FTA acquisition expenditures increased by over 50% compared with 2014 to reach 2,244 BGN/person and came close to the national average levels of 2,973 BGN/person. Silistra has been the district with the lowest FDI inflow so far, 2015 being the second year in a row with a net outflow. As of the end of 2015, FDI in the district was 256 euro/person while the national average rate was 3,250 euro/person. Silistra was also slow in EU fund utilization. As of 30th June 2017 the sums paid from operational programs were 929 BGN/person compared with the national average of 1,344 BGN/person. The municipality with most utilized funds was Silistra and that with least utilized funds was Dulovo.

4. Population ageing in the district is faster and more clearly expressed than in the rest of the country. In 2016 the age dependency ratio as a ratio of the population aged 65+ to that aged 0–14 reached 169.8% while the national average rate was 147.1%. Low birthrates as well as outmigration were the reasons for this result. In 2016 the natural increase rate rose but remained below the national average. However, in the last few years a shrinking net migration rate became noticeable. Silistra was among the districts with the lowest share of urban population (it is lower only in the district of Kardzhali) of 44.3% (vs. 73.3% nationally). The population density of 867 people/sq.km is also two times lower than the national average rate of 1,548 people/sq.km. ¹

5. Increased polarization in the labor market - "movement" of newly created jobs to the middle and previous segment everything - to a high level of education, accompanied by a minimal growth of labor opportunities of low-educated groups on the market of labor. Such a tendency is generally observed in the rest European countries, as



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

noted, for example, in the CEDEFOP report "Future skills supply and demand in Europe. Forecast 2012".

6. Both in Silistra and Calarasi regions the unemployed persons and employers find new job respectively new staff mainly through personal contacts or state agencies. The use of electronic platforms is still low.

7. Labour mobility from the both sides of the Danube is low. The language barrier is the difficulty of higher importance.

8. Important is to implement measures for reducing the school dropouts, especially among the ethnic minority representatives.

9. The Calarasi-Silistra region offers a potential for tourism development - mainly thanks to the Danube River and Lake Srebarna. The region possesses enough and relative good developed hotel accommodation possibilities. This may boost the employment rate in the touristic branch.

In Silistra District it is necessary to define and legally regulate the relationship between vocational education and training and the business. There is a need to work to stimulate business and education co-operation, reflecting on the development of the economy and improving the quality of life.

There is no strategy for the development of education in the city of Silistra to make a basic analysis of the state of education in the field and to set priorities with specific measures to improve the educational structure.

A pivot strategic decision made by municipalities is needed, targeting how many and what kind of schools are needed, can they be financially and organizationally viable and offer quality education, for the specific needs of the region.

There is a need to modernize the education system aimed at studying, planning and meeting the needs of practically trained specialists.

Given the regressive demographic movement of the population of the municipality, it can be argued that the education system will not need a new material base.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

The material and technical facilities of the educational establishments are in good condition. In some educational institutions, there is a different need for repairs, refreshments or replacement of equipment.

The decreasing number of children as a result of negative demographic processes and migration leads to the closure of kindergartens and schools in the villages of the municipality. The pupils are redirected to the schools in the town of Silistra, which necessitates a reorganization of the educational process: optimization of the school network, introduction of full-time training, organization of a semi-innate organization for the traveling students, etc.

Despite the annual decrease in the number of students in the field, vocational education in the municipality of Silistra has increased its presence in the secondary education, such as number of classes and number of students. **At the same time, vocational education survives mechanically only as a number of classes, but there are no significant changes in the professions offered.**

For 15 years, the structure of vocational schools has not changed - the number and type of high schools, while significant demographic and economic changes have taken place. Vocational education in the municipality of Silistra should seek reserves for updating its structure by focusing on preserving the necessary professions no matter which school it will offer, and not the preservation of educational institutions without students themselves. The other direction of renewal is to rethink the professions to be offered by existing schools.

There is a need to introduce diverse and accessible forms for out-of-school activities in partnership with NGOs, clubs, companies and others.

A fuller integration of ethnic minority children with emphasis on pre-school education is needed when a number of social skills are learned and the learning of Bulgarian is improved.

There is a need for intensive work with to reduce school dropouts and, above all among the ethnic minority representatives.

Improvement of systems for further qualification of pedagogical staff and career development.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

BIBLIOGRAPHY

1. **Călărași County Council**, <http://www.calarasi.ro>
2. **Călărași County Council**, "Călărași County Development Strategy for 2014-2020", available at http://www.calarasi.ro/old/images/PDJ_2014-2020.pdf
3. **Regional Statistics Department Călărași - County Statistics**, available at <http://www.calarasi.insse.ro/cmscalarasi/rw/pages/statJud.ro.do;jsessionid=2f9e91c8ef6bcae20041d98d5ddec47dd0b4ebf439033f4f863212982020530d.e34Ma3mNaNaTb40RbO0>
- 4.
5. **Glossary of statistical terms of the Organization for Economic Cooperation and Development (OECD)**, available at <https://stats.oecd.org/glossary/index.htm>
6. **Călărași School Inspectorate** - The network of pre-university education units for the school year 2015-2016, http://www.isj-cl.ro/images/InformatiiPublice/CL_Retea_de_afisat.pdf
7. **Călărași School Inspectorate**, "Report on the state of pre-university education in Călărași County in the school year 2015-2016", October 2016, available at https://www.isjcl.ro/images/Curriculum/InspectorGeneral/Raport_privind_starea_%C3%AEnv%C4%83%C8%9B%C4%83m%C3%A2ntului_2015-2016.pdf
- 8.
9. **National Institute of Statistics**, Tempo online databases available at <http://statistici.insse.ro>
10. **National Institute of Statistics** - "Employment and unemployment in 2007" no. 149 of 30.07.2008
11. **The Romanian Institute of Economic and Social Research and Surveys IRECSON** - "The perception of the population in the cross-border region Romania - Bulgaria on the social and economic situation. Statistical survey in the households in the cross-border region Romania - Bulgaria (AGOS) ", 2012, available at

<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

- bg.ro/uploads/docs/AGOS,%20ACOR/en/Raport%20de%20analiza%20AGOS%20en.pdf
- 12.
13. **The Romanian Institute of Economic and Social Research and Surveys IRECSON** - - *"The perception of the enterprises in the Romanian – Bulgarian cross-border region on the economic environment"* (ACOR), 2011, available at <http://ro-bg.ro/uploads/docs/AGOS,%20ACOR/en/Raport%20de%20analiza%20ACOR%20en.pdf>
- 14.
15. **Mursa, Gabriel** - *"Investing in human capital. Some Considerations Regarding Romania"* in Annals of the "Alexandru Ioan Cuza" University of Iasi, Tom LII/LII Economic Sciences, 2005-2006, available at http://anale.feaa.uaic.ro/anale/resurse/34_Mursa_G_-_Investitia_in_capitalul_uman.pdf
- 16.
17. **Călărași Prefecture**, <http://www.prefecturacalarasi.ro/>
- 18.
19. **Călărași City Hall** - *"The Economic and Social Development Strategy of Călărași for 2014-2020"* available at http://www.primariacalarasi.ro/images/Documente/DirectiilePrimariei/3.5%20Directia%20programe%20si%20dezvoltare%20locala/3.5.1%20Strategia%20de%20dezvoltare%20economica%20si%20sociala%20a%20municipiului%20Calarasi%20pentru%20perioada%202014-2020/strategie_2014-2020.pdf
- 20.
21. **The study "Labor market analysis. Ialomita-Călărași-Arges"** within the project "SOLIDAR - Recognition and Dignity on the Labor Market of the South Muntenia Region", available at
22. <http://solidar.dpcialomita.ro/sites/solidar/files/pagini-simple/2015-01-26/45/analizapieteimuncii.pdf> ;
- 23.
24. **The Manpower Employment Outlook Survey in Romania** - available at http://www.manpowergroup.com/wps/wcm/connect/bb4bdc8a-45b7-492e-a5b9-4666d1d84d6d/RO_RO_Q116MEOS.pdf?MOD=AJPERES&CACHEID=bb4bdc8a-45b7-492e-a5b9-4666d1d84d6d
- 25.
- 26.
27. **Voicu, Bogdan** - *"Human Capital: Components, Levels, Structures. Romania in a European Context"*, in the Quality of Life magazine, XV, no.1-2, pp.137-157, Bucharest, 2004
28. "Labor Office" - Silistra, Administrative Statistics of the Employment Agency



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

29. Data for Silistra District from NSI <http://www.nsi.bg>
30. **Regional Strategy for Development of the Silistra District 2014-2020.**
31. Analysis of the professional network in the Silistra District (from the Plan of Regional
32. inspectorate of Education - Silistra for the school year 2015 - 2016) Data for Silistra District of NSI <http://www.nsi.bg/node/11423>
33. https://infostat.nsi.bg/infostat/pages/module.jsf?x_2=96
34. Data for Silistra District of NSI <http://www.nsi.bg/node/11423>
35. **"Regional Profiles - Indicators of Development"**, Silistra District, 2016, IME



<http://interregobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Annex 1 – Employer questionnaire

Employer questionnaire

The information you provide in this survey will be used within a research conducted in Călărași County between May and December 2017 by TRIANGULUM Association, Branch, within the INTERREG project - Heightened Information and Resources for Employability Development, Project Code 16.4.2.013.

The aim of the research is to anticipate changes in the labor market and to employment opportunities in the Călărași - Silistra area, with emphasis on impact programs with European funding 2007-2013 and 2013-2020.

Date: _____
The respondent's position within the company:

Section I. General Information about the organization

1. In what year was the organization founded?

2. Your organization operates in:



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

3. The main area of activity of the organization is in the sector:

- | | |
|---|--|
| <input type="checkbox"/> Administrative/Logistics | <input type="checkbox"/> Journalism/Editorial/Printers or Publishers |
| <input type="checkbox"/> Food/HoReCa | <input type="checkbox"/> Marketing |
| <input type="checkbox"/> Architecture/Interior design | <input type="checkbox"/> Medicine |
| <input type="checkbox"/> Insurance/Finance/Banking | <input type="checkbox"/> Naval/Aviation |
| <input type="checkbox"/> Au pair/Babysitter/Cleanliness | <input type="checkbox"/> NGOs/Voluntary |
| <input type="checkbox"/> Audit/Consulting | <input type="checkbox"/> Security and protection |
| <input type="checkbox"/> Auto/Equipment/Car Repair | <input type="checkbox"/> Oil/Gas |
| <input type="checkbox"/> Research and Development | <input type="checkbox"/> Wood/PVC processing |
| <input type="checkbox"/> Chemistry/Biochemistry | <input type="checkbox"/> Production |
| <input type="checkbox"/> Clothing/Fashion design | <input type="checkbox"/> Environment protection |
| <input type="checkbox"/> Construction/Installations | <input type="checkbox"/> Advertisement |
| <input type="checkbox"/> Entertainment
Center | <input type="checkbox"/> Customer Relations/Public Relations/Call |
| <input type="checkbox"/> Education/Training/Arts | <input type="checkbox"/> Human Resources/Psychology |
| <input type="checkbox"/> Pharmacy | <input type="checkbox"/> Salons/Beauty Clinics |
| <input type="checkbox"/> Financial/Accounting | <input type="checkbox"/> Sports/Wellness |



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Real estate

Telecommunications

Engineering

Translations

Internet/E-commerce

Transportation/Distribution

IT&C

Tourism

Juridical

Sales

4. How many employees currently have your organization?

5. Please indicate how many of these are:

men:

women:

Section II. Organization development data

6. How has your organization evolved over the last 3 years?

Has developed/expanded. Give details:



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

It remained unchanged

It went wrong. Give details:

7. What do you think are the most important barriers affecting your organization?

Please tick all the appropriate variants.

Bureaucratic barriers related to the establishment and operation of start-ups (eg cumbersome and lengthy procedures, vague or unclear rules, etc.)

Government policies and legislation (such as obtaining licenses)

The insufficiently developed infrastructure in the county

Lack of skilled labor force in the county

Low Competitiveness of Products

8. In the last 3 years, the number of employees in the organization:

has increased

has remained the same

has decreased

9. For the next 5 years, do you plan to expand your organization and increase the number of employees?

Yes, locally



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Yes, at regional level

Yes, at national level

Yes, internationally

Not Applicable

10. If you plan to increase the number of employees, how many new jobs do you expect to create?

1-2

3-5

6-10

over 10

We will not increase the number of employees

11. The new jobs will be:

Full-time

Part-time

Seasonal

Not Applicable

Section III. General information about employees



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
 FONDUL EUROPEAN PENTRU
 DEZVOLTARE REGIONALĂ
 INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

12. In the recruitment process, how important are the following skills and abilities held by candidates:

Not	Very important	Important	Enough important	Little important
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Middle/Upper Studies				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Qualification in the craft				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional experience				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Specific professional skills				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Computer skills				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knowledge of English				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Driver's license				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communication skills				
<input type="checkbox"/>				

Very Not important	Important	Enough important	Little important
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To adapt quickly to a new environment			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexibility			
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Team spirit			
<input type="checkbox"/>			



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

13. At this point, are there vacancies in your organization? Please tick all the appropriate variants.

Yes, for unskilled and/or skilled workers

Yes, for specialists

Yes, for managers

No

14. These vacancies are the result of:

Expansion of the company activity

Restriction of company activity (restructuring/dismantling of jobs)

Departures of some employees (by resignation/redundancy/retirement)

Difficulties in finding skilled labor

15. If the people in your organization left the last year, which was the main reason?

At the initiative of the employer

At the initiative of employee

At the termination of the employment contract

Retirement



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Another reason. Give details:

**16. What are the main methods by which you recruit employees for vacancies?
Please tick the three most important options.**

- Based on recommendations
- Through the County Agency for Employment (AJOFM)
- Through educational institutions (schools and universities)
- Through professional schools
- Through recruitment agencies
- Using ads on the company's website
- Using ads on profile sites (e.g., ejobs.ro, myjob.ro, etc.)
- Other. Give details:
-

17. What is the main method by which refill labor shortages?

- We employ Romanian citizens from other localities/counties
- We employ foreign citizens from European Union member states
- We employ foreign citizens from countries outside the European Union



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

We qualify employees at work

Other. Give details:

18. What are the main difficulties you face in the recruitment process? Please tick all the appropriate variants.

Low level of qualification of the labor force

Knowledge accumulated in schools and universities does not meet labor market requirements

Low labor mobility at national level

Low labor mobility in regions and other European countries

Salary expectations too high

We have no difficulty in finding the necessary workforce

19. Would you hire people from another EU country?

Yes

No

20. Do you think there is a labor shortage in Călărași County?

Yes

No



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

21. If yes, what do you think is the main method by which the labor shortage can be filled?

- by introducing new technologies into the production process
- by increasing employee productivity
- by attracting workforce from other countries
- by attracting Romanians working abroad
- following changes/restructuring of the legislative framework
- Other. Give details:
-

Section IV. Collaboration with education/training institutions

22. Are there any collaboration agreements between your organization and educational institutions?

- Yes, we are in the examination committees
- Yes, we are involved in educational programs
- Yes, we provide conditions for internship
- Yes, we collaborate in the development of educational/professional standards
- There are no collaborative relationships

23. Do you think that education institutions should put more emphasis on the following aspects in preparing graduates:



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Please fill in:

24. Do you provide training/professional development programs to your employees?

Yes

No

25. Do you agree that your business/company to offer scholarships/to cover the tuition costs of students with the condition that they work in your company after graduation?

Yes

No

Annex 2. Human Capital Questionnaire

Date: _____
Locality: _____



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

QUESTIONNAIRE OF "The human capital at the level of Călărași County"

The information you provide in this survey will be used within a research conducted in Călărași County between May and December 2017 by TRIANGULUM Association, Branch, within the INTERREG project - Heightened Information and Resources for Employability Development, Project Code 16.4.2.013.

The aim of the research is to anticipate changes in the labor market and to employment opportunities in the Călărași - Silistra area, with emphasis on impact programs with European funding 2007-2013 and 2013-2020.

All information provided by you will be anonymized, processed and analyzed strictly within this research.

1. You are:

men

women

2. Your age (in completed years) is:

3. Your domicile is in:

Urban area, locality:

Rural area, locality:

4. How many members have your family? (including you)



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

5. The average monthly income of your household is:

Please fill in the monthly amount of all income sources (salary, bonuses, allowances, social benefits, day work, etc.) obtained by all family members.

- under 500 lei;
- between 500-1000 lei;
- between 1001-1500 lei;
- between 1501-2000 lei;
- between 2001-3000 lei;
- between 3000-4500 lei;
- over 4500 lei.

6. Are there minor children in your family?

- Yes. How many? _____
- No

7. Your profession/occupation is:

8. What is the highest form of education that you graduated?

- Primary School (I-IV classes)
- School of Gymnasium (VII-VIII classes)



<http://interregrog.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

- High School (unfinished)
- High school (without a baccalaureate diploma)
- High school (with a baccalaureate diploma)
- Vocational school
- University studies (faculty)
- Postgraduate studies

9. Do you have skills/qualifications, other than those acquired in school?

- Yes
- No

10. If so, how did you get them?

- Training courses
- Qualification/retraining courses
- Post-graduate courses (master, doctorate)
- MBA (Master of Business Administration)

11. Your seniority in work is:

months/years.

12. In how many companies/organizations/institutions have you worked so far?



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

None

1

2-5

6-10

Over 10

13. Have you worked in another country than Romania?

Yes, in: _____ for a period of:

_____ (months, years).

No

No, but I would like/intend to look for a job abroad.

14. You are currently:

Full-time employee

Part-time employee

Authorized Physical Entity (PFA)

Unemployed (benefit from unemployment benefit)

Unemployed (I do not benefit from unemployment benefit)

Looking for a job (not registered as an unemployed person)



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Household

Pensioner

Other status. Give details:

15. Which of the following job search methods have you been using over the years?

Please tick all the appropriate variants.

Services provided by the County Agency for Employment (AJOFM)

Services provided by training providers (NGOs or other organizations)

Job fairs

Announcements published in the print media

Street ads

Internet (accessing profile sites like ejobs.ro, myjob.ro and so on)

Through family/relatives

By means of knowledge (friends, neighbors, former colleagues, etc.)

Other sources. Give details:

16. What are the most important difficulties you have encountered in finding a job?



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Please tick all the appropriate variants.

- Unfinished studies
- Lack of professional experience
- Age
- Gender (female/male)
- Parental status (mother/father)
- Ethnicity (other than Romanian, if applicable) Give details:
-

- Unmotivating salary
- Insufficient/inadequate jobs for your training

17. Have you attended professional information and counseling programs?

- Yes
- No

18. After the age of 18 and/or after completing your studies, did you have periods of time when you did not have a job?

- Yes, under six months
- Yes, between 6 months and 1 year
- Yes, 1-2 years



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Yes, 2-5 years

Yes, over 5 years

No

19. Would you be interested in looking at an online website about jobs available in the local and regional labor market?

Yes

No

20. Would you be willing to commute to the workplace? If so, what would be the maximum distance?

Yes, max 15 km

Yes, max 30 km

Yes, max 45 km

Yes, max 60 km

Yes, over 60 km

I would not commute

21. Given the proximity to Bulgaria, did you consider job offers in the Silistra district?

Yes

No



<http://interregrobg.eu>

The content of this material does not necessarily represent
the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Annex 3. Instructions for completing questionnaires

Instruction manual for the administration of questionnaires

Prior to the administration of the questionnaires, the operator must ensure that he fully understands the questions contained in the questionnaires.

For the beginning, the interviewer will provide information on the purpose of the discussion and ensure the respondent's voluntary and informed participation in the survey.

The paper questionnaire (printed) and a writing tool will be handed to the respondent and will be given the time needed to complete and complete the questionnaire.

The operator will stay nearby to help the respondent if necessary.

Provide additional clarifications and explanations if appropriate, and if it seems to you that respondents need to clarify some terms or the meaning of some questions.

Completion Instructions for Employers Questionnaire

Question	Description
Q1	Complete the year of the organization's establishment.
Q2	Complete with the name of the locality in which the organization has its headquarters/main activity.
Q3	Only one answer is ticked.
Q4	Complete with the number of employees of the organization at the time of



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

	completing the questionnaire.
Q5	Complete with the number of male employees, respectively the number of female employees of the organization at the time of completing the questionnaire.
Q6	Only one answer is ticked.
Q7	All appropriate response variants are ticked.
Q8	Only one answer is ticked.
Q9	Only one answer is ticked.
Q10	Only one answer is ticked.
Q11	Only one answer is ticked.
Q12	On each line, a single response from the corresponding column is ticked. Complete one answer for all lines.
Q13	All appropriate response variants are ticked.
Q14	Only one answer is ticked.
Q15	Only one answer is ticked.
Q16	The three main responses are ticked.
Q17	Only one answer is ticked.
Q18	All appropriate response variants are ticked.
Q19	Only one answer is ticked.
Q20	Only one answer is ticked.
Q21	Only one answer is ticked.
Q22	All appropriate response variants are ticked.
Q23	Complete with at least one aspect considered.
Q24	Only one answer is ticked.
Q25	Only one answer is ticked.

Completion instructions for "Human Capital at Călărași County"

Question	Description
Q1	Only one answer is ticked.
Q2	Complete the completed respondent age.
Q3	Only one answer is ticked. Complete the respondent's place of residence.
Q4	Complete the total number of members of the household of the respondent, including minors and elderly.
Q5	Only one answer is ticked.
Q6	Only one answer is ticked.
Q7	Complete the respondent's basic profession, obtained on the basis of a qualification (studies, workplace qualification, etc.).
Q8	Only one answer is ticked.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Q9	Only one answer is ticked.
Q10	All appropriate response variants are ticked.
Q11	Complete the respondent's seniority in the workforce (years or months).
Q12	Only one answer is ticked.
Q13	Only one answer is ticked.
Q14	Only one answer is ticked.
Q15	All appropriate response variants are ticked.
Q16	All appropriate response variants are ticked.
Q17	Only one answer is ticked.
Q18	Only one answer is ticked.
Q19	Only one answer is ticked.
Q20	Only one answer is ticked.
Q21	Only one answer is ticked.

Annex 4. Annex to “Labour market in Silistra district (industries, enterprises’ situation, the largest employers from Silistra district, economic investments etc.)”

Statistics of employed persons in Silistra District for 2008 - 2015.

	absolute number hired persons				% hired persons			
	2008	2011	2013	2015	2008	2011	2013	2015
AGRICULTURE, FORESTRY AND FISHERIES	2480	2537	2767	2639	9.5	11.9	13.1	12.6
MINING INDUSTRY				
PROCESSING INDUSTRY	6079	4427	4289	4396	23.3	20.7	20.4	20.9
MANUFACTURING AND DISTRIBUTION OF ELECTRIC AND THERMAL ENERGY AND GASEOUS FUELS	-				
WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND RECOVERY	615	502	522	539	2.4	2.3	2.5	2.6
CONSTRUCTION	2045	1087	932	951	7.8	5.1	4.4	4.5
TRADE; REPAIR OF VEHICLES AND MOTORCYCLES	3947	3470	3361	3400	15.1	16.2	16.0	16.2
TRANSPORT, STORAGE AND POST	1009	907	790	779	3.9	4.2	3.8	3.7
HOTELS AND RESTAURANTS	892	773	679	721	3.4	3.6	3.2	3.4
CREATION AND DISTRIBUTION OF INFORMATION	189	76	93	94	0.7	0.4	0.4	0.4



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

AND CREATIVE PRODUCTS; TELECOMMUNICATIONS	249	219	142	151	1.0	1.0	0.7	0.7
FINANCIAL AND INSURANCE ACTIVITIES	..	145	201	186		0.7	1.0	0.9
REAL ESTATE OPERATIONS	195	216	234	215	0.7	1.0	1.1	1.0
PROFESSIONAL ACTIVITIES AND SCIENTIFIC RESEARCH	837	628	777	548	3.2	2.9	3.7	2.6
ADMINISTRATIVE AND SUPPORT ACTIVITIES	237	153	144	143	9.1	7.2	6.8	6.8
GOVERNMENT	0	4	1	6				
EDUCATION	277	240	238	240	10.6	11.2	11.3	11.4
HUMAN HEALTH AND SOCIAL WORK	182	190	195	208	7.0	8.9	9.3	9.9
CULTURE, SPORTS AND ENTERTAINMENT	309	229	165	184	1.2	1.1	0.8	0.9
OTHER ACTIVITIES	318	313	320	297	1.2	1.5	1.5	1.4

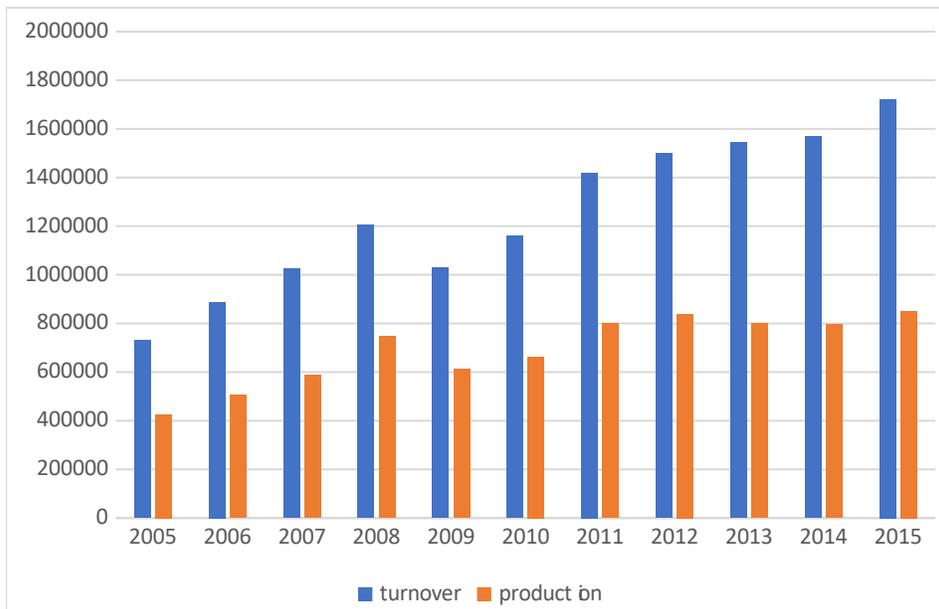


Fig. Turnover and volume of production in thousands BGN of companies of the non-financial sector of Silistra region for the period 2005 - 2015.

Table: relative share in% of firms in terms of their size in Silistra region.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Relative share of enterprises with up to 9 employees in the total number of enterprises in the region	89.9	89.2	89.2	89.5	90.5	91.6	91.5	91.7	91.8	91.9	92.1
Relative share of enterprises with 10-49 employees in the total number of enterprises in the region	8.4	9.1	9.2	8.8	8.3	7.1	7.2	7.2	7.0	7.0	6.6
Relative share of enterprises with 50-249 employees in the total number of enterprises in the region	1.7	1.6	1.6	1.5	1.1	1.2	1.2	1.0	1.1	1.0	1.2
Relative share of enterprises with more than 250 employees in the total number of enterprises in the region	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1

The table below shows full overview of the survey's results. The amount of interviewed companies is 45.

XQuestion:	Number answers	%



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

1 How do you rate the development of your company over the past three years?		
Businesses are developing well, expanding	16	35.6
The business has not made much progress, it remains unchanged	26	57.8
Our business is getting worse	3	6.7
	45	
2 What are the most serious issues / barriers to your business?		
Bureaucratic barriers related to the start-up / implementation of business activity (slow and heavy procedures, not clear rules, etc.)	5	11.1
Government policies and regulations (eg licensing and registration regimes)	15	33.3
Insufficient infrastructure in the region	6	13.3
Lack of adequate qualification of the free labour force in the region	18	40.0
Insufficient competitiveness of products	1	2.2
	45	
3 The number of employees in your company in the last two years		
Increased	15	33.3
Remained unchanged	28	62.2
Decreased	2	4.4
	45	
5 Do you have any vacancies in your company currently?		
Yes, for non-qualified workers and employees	19	42.2
Yes, for specialists	18	40.0
Yes, for highly qualified specialists	1	2.2
Yes, for managers	0	0.0
No	7	15.6
	45	



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

6. The vacancies you specified are the result of:		
Expanded business activity of the company	4	8.9
Leaving some of the employees	20	44.4
Unable to find enough qualified staff for these jobs	21	46.7
	45	
7 Specify the main reason for the leaving of employees of your company over the past year		
Released due to insufficient (lack of) education and qualifications	2	4.4
Released due to inappropriate personal qualities	2	4.4
They left their own wish	18	40.0
Left due to reduced workload	3	6.7
There are no employees left the company in the last year	20	44.4
	45	
8 How do you recruit new employees? (More than 1 reply can be specified)		
By recommendation and through personal contacts	15	31.3
Through a notice (including on the company's website)	4	8.3
Through the state Labor Offices	4	8.3
Through private labor exchanges	1	2.1
From educational institutions (schools and universities)	0	0.0
From Vocational Training Centers	0	0.0
Through recruitment agencies	5	10.4
Through dedicated Internet sites	19	39.6
	48	
9 How do you explain the difficulties in finding the required staff?		
The level of qualification of the employees is insufficient	8	17.8
The education in schools and universities does not meet labor market demand	10	22.2
Low workforce mobility within the country	1	2.2



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

Low mobility of job-seekers to the region, including from EU countries	1	2.2
Lot of emigrants in recent years	6	13.3
Too high financial expectations	18	40.0
I have no difficulty in finding a workers and employees	1	2.2
	45	
10 Does the company maintain contact with vocational education and training institutions on the occasion of: (More than 1 reply can be specified)		
Participation in examination boards	0	0.0
Development of educational programs	0	0.0
Training of company staff	4	9.1
Ensuring conditions for internship	3	6.8
Developing educational / professional standards	1	2.3
None of these	36	81.8
	44	
11 Is there a system for periodic study of training needs in your company?		
Yes	5	11.1
No	40	88.9
	45	
12 Do you provide training for your employees?		
Yes, at the expense of the company	3	6.7
Yes, at the expense of employees	0	0.0
Yes, by using subsidies	4	8.9
No	38	84.4
	45	
13 What people do you prefer to hire?		
People with previous experience in this / similar activity	20	44.4
People who have been trained, even without practical experience	15	33.



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

		3
People without experience, we can train in the company	10	22.2
	45	
14 Do you think that the problem of finding specialists for your business can be solved by importing them from abroad?		
Yes	10	22.2
No	26	57.8
I cannot decide	9	20.0
	45	
15 Would you hire professionals from another EU country?		
Yes	8	17.8
No	37	82.2
	45	
16 Would you hire professionals from another country outside the European Union?		
Yes	2	4.4
No	43	95.6
	45	
17 How do you think the labor deficit in our country can be filled?		
By introducing new technologies and techniques into production	3	7.3
By increasing workers' productivity	15	36.6
By attracting citizens / workers from other countries	9	22.0
By attracting Bulgarians living in other countries	5	12.2
Through a change in the legal framework	9	22.0
Other- / specify what /	0	0.0
	41	



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

18 Do you plan to expand your business in the future (up to 5 years), also associated with an increase in the number of employees		
- Yes, only local	6	13.3
- yes, only at the regional level	11	24.4
- yes, on the territory of the country	2	4.4
- Yes, internationally	1	2.2
- no	25	55.6
	45	
19 If you answered positively to the above question, how many new employees do you plan to hire:		
- 1 - 2	13	65.0
- 3-5	5	25.0
- 6-10	2	10.0
- over 10	0	0.0
	20	
20 The new jobs will be mainly:		
- Full time	15	75.0
- part-time work	1	5.0
- seasonal job	4	20.0
	20	
21 Do you have special requirements for created new jobs:		
- professional education	5	25.0
- experience of such a position	8	40.0
- availability of certificates and training courses	1	5.0
- specific age	1	5.0
- gender	5	25.0
	20	



<http://interregrobg.eu>

The content of this material does not necessarily represent the official position of the European Union



UNIUNEA EUROPEANĂ
FONDUL EUROPEAN PENTRU
DEZVOLTARE REGIONALĂ
INVESTIM ÎN VIITORUL TĂU!



GUVERNUL ROMÂNIEI

22 How would you solve the problems with finding suitable staff with appropriate skills?		
I will hire staff from another location in Bulgaria	5	11.1
I will hire staff / citizen of another EU member country	4	8.9
I will hire staff / citizen from the neighbour Calarasi county in Romania	4	8.9
I will hire staff / citizen of another country outside the European Union	1	2.2
I will train such people	13	28.9
Something else	2	4.4
I do not expect to have any problems finding the necessary staff	16	35.6
	45	
23 Do you agree that the company you represent should pay scholarship / awards to some number of pupils / students against agreement to work in the company after their graduation?		
yes	1	2.2
no	44	97.8
	45	
General Information		
24 The number of employees in your company is:		
up to 10	8	17.8
11 to 20	17	37.8
21 to 50	19	42.2
Over 50	1	2.2
	45	