

Summary Project Fiche

1. Basic Information

- 1.1 **CRIS** Number: **2003/005-630-03**
- 1.2 **Title:** **Cross-Border Employment Initiative**
- 1.3 **Sector:** CBC Greece
- 1.4 **Location:** Cross-border regions

2. Objectives

2.1 Overall Objectives:

- Creation of new employment opportunities in the cross-border region;
- Exchange of best practices in the field of labour market policy and services;

2.2 Project purpose:

Encouragement of joint (Bulgarian – Greek) employment creation activities;

2.3 Accession Partnership and NPAA priority

2.3.1 Accession Partnership

The project will address the following priorities stated in the AP:

- The project is in consistence with the AP section dealing with the Employment and social policy chapter and specifically those items concerning the creation of a regional capacity in view to their future role in the elaboration and implementation of EU employment and social policy, including the European Social Fund;
- Continue to pursue alignment of mutual recognition of professional qualifications and diplomas and introduce required administrative structures, education and training programmes;
- In the chapter “Ability to assume the obligations of membership” of the AP it is also required to introduce administrative structures, education and training programs that will ease the process of free movement of people.

2.3.2 NPAA

The proposed project is in conformity with the following objectives specified in the Chapter “Free movement of people”:

- Development of an information network for the labour market and the professional orientation and consultation;
- Development of the national legislation in accordance to the EU legislation concerning the free movement of people
- In the Chapter “Social policy and employment” it is also stated that the we have to encourage the partnerships between different structures in the social sphere

2.4 Contribution to National Development Plan

The project will contribute for the achievement of the following objectives laid down in the NDP:

- Associations for employment and structural development;
- Workforce’s skills upgrading through relevant vocational guidance and training;

2.5 Relevance to Phare CBC program priorities:

- Reduce the administrative and institutional obstacles for the free movement of people;
- Encourage the collaboration between the different institutions;
- Support for investments and transfer of knowledge and best practices;
- Training and employment measures;

2.6 Relevance to the Joint programming document Bulgaria-Greece priorities:

a) Priority axis 2: Economic Development and Employment

b) Measure 2.2: Human Resources and promotion of employment

- Reduce the unemployment rate and strengthen the regional labour market;
- Enhance cross-border business cooperation and provision of joint support for human resources development;

c) Proposed Actions

- Strengthen cross-border agencies for the creation of possibilities for cross-border employment and the formation of a regional labour market;
- Creation of networks that will contribute for the improvement of the information and communication flows, including measures for dissemination of information and training in the sector;

2.7 Cross-border impact:

- Creation of a regional labour market in the medium term;
- Development of joint programs for training, retraining and employment services provision;
- Effective collaboration between the institutions on the labour market;
- Familiarization in the cooperation of diverse institutions between the two countries;

3. Description

3.1 Background and justification:

In the last years the regional disparities within the country are quite evident. The regional GDP is unevenly distributed. In the year 2000, 60% of the GDP is created in the Southwest and South-central regions. The inter-country discrepancies though are additionally intensified by the cross-border differences. The main characteristics of the cross-border region are as follows:

- Clear differentiation in living standards and the economic structure of the region; The contrast is more expressed on the Bulgarian side;
- Similar age structure of the population in the border region – the population is within the borders 16-65 years i.e. active labour force;
- Different level of employment in the border region, the unemployment rate is higher on the Bulgarian side. According to the statistical data of the Employment agency for March 2003, the unemployment rate for the cross-border regions of Blagoevgrad, Kardjali, Smolyan and Haskovo is respectively 12.72%, 18.29%, 25.64% and 17.05%. The unemployed under 29 years as % of total unemployed are the following: Blagoevgrad- 24.25%, Kardjalili - 23.79%, Smolyan - 25.07% and Haskovo - 30.18%. The long-term unemployment is even higher: Blagoevgrad - 43.80%, Kardjali - 50.07%, Smolyan - 55.20% and Haskovo - 44.25%.
- Availability of research institutes and universities with high level of human potential especially on the Greek side;
- Shortage of high qualified personnel in the border companies;

With the current project proposal the following cross-border region problems will be addressed:

- Significant disparities in the economic development within the border areas;
- Low level of cooperation between the various institutions within the border areas;
- Inadequate level of public services provision within the border areas;
- High level of unemployment within the border region;

The overcoming of such problems will contribute for the reaching of the following effects in the long term:

- Cohesion of the economic and social conditions within the border areas;
- Adoption of European standards in the area of employment services provision;
- Improving the mobility and adaptability of the labour force within the border region;
- Dissemination and adoption of good practices in the area of employment services provision;
- Collaboration between the various institutions in the border area (especially those concerned with employment issues);

3.2 Linked activities:

The following activities financed by the EU Phare Programme have been implemented by the MLSP:

The management of Grant schemes is introduced for the first time with the project “Integrated development in the Pernik Region” and is further developed in the Steel and Mining Areas Employment Project (SMAEP). Thus a significant knowledge on national and local level is accumulated and it could be used for the successful implementation of the current project.

Under Phare 2000 the following linked activities are envisaged:

- Assistance in the form of vocational training to the workforce;
- Retraining activities to adjust the labor force to the new economic conditions;

The project “Vocational Training” is implemented in the South central and Northwest NUTS II regions, while the current project will give access to EU funding for training and retraining initiatives to regions, where alternative forms of businesses are identified.

Under Phare 2001 programme there are also activities closely linked to the current project.

The following activities of the projects “Labor market initiatives” and “Social inclusion” are to be further developed in the Phare 2003 programme:

- Grant schemes for provision of vocational and educational training programs;
- Strengthening the links between employers and labor offices;
- Provision of consultancy services to stimulate entrepreneurship;

Nevertheless the targeting of the activities under the current project will be done on a different base so that the target groups and the eligible for funding applicants will differ from those defined under Phare 2001 projects.

The project “Clearing the Path to Employment for Youths” which will be financed under Phare 2002 programme, envisages the following linked activities:

- Vocational training for youths
- Boosting entrepreneurship among youngsters
- Youth self-employment

The project “Job Opportunities through Business Support” (JOBS), financed by the UNDP addresses the Bulgarian unemployment issue by creating sustainable long-term jobs through assisting micro and small business development in the rural areas. The established network of 24 Business Centres/Incubators/Information Centres provides support to start-up and existing local businesses and agricultural producers through consulting, office and informational services, training/seminars and a financial leasing scheme. The project’s beneficiaries are varied and include the unemployed, small entrepreneurs and minority groups (Roma and Turk).

3.3 Results:

Component A – Exchange of best practices in the field of labour market policy and services;

- 4 joint seminars with Bulgarian and Greek partners;
- 1 book (in Bulgarian, Greek, and English) with best practices in the labour market policies and fields;
- 1 CD (in Bulgarian, Greek, and English) with best practices in the labour market policies and fields.

Component B – Grant Scheme

- 600 unemployed involved in training program;
- 100 entrepreneurs provided with entrepreneurship training;
- 300 short-term employed;
- 16 joint (Bulgarian-Greek) community projects supported;
- 100 micro entrepreneurs provided with business consultancies;
- 50 micro enterprises provided with financial support;
- 300 newly created sustainable jobs.

3.4 Activities:

Main beneficiaries under this project are:

- Regional employment structures within the partner countries (Labour offices, regional councils for employment);
- Unemployed in the border regions;
- Employed from interested in the scheme companies;
- Training providers;
- Local authorities, NGOs and other organizations operating in the social sector area;

The project will be implemented in the cross-border region specified in the joint programming document Bulgaria – Greece.

Component A – Exchange of best practices in the field of labour market policy and services

The overall aim of the component is to enhance the exchange of information and best practices between the countries in the field of active labour market policy.

The main beneficiaries under the component are:

- Regional employment structures in Bulgaria and Greece (Labour offices, regional employment services, regional councils for employment);
- Social partners in Bulgaria and Greece;
- Branch associations in Bulgaria and Greece;

The objective of the component will be achieved through conduction of 4, 2-days seminars in the target regions. Two of the seminars will be held in Bulgaria and the other two in Greece. The participants will be from the regional employment structures, the social partners and branch organizations from the partner countries. They are supposed to discuss and share experience in the field of employment standards, organisational directories, statistics and documentation on the provision of different services, projects, free job places (including opportunities for distant labour), training events, and opportunities for joint business development etc.

As a follow up of the seminars a book and a CD will be elaborated and issued. They will comprise of best practices in the field of labour market policies and services as well as areas and concrete ideas for future collaboration and joint activities. The book and CD will be issued in Bulgarian, Greek and English. It will be disseminated among all involved parties.

The component will be implemented through a service contract. The eligible contractors will be Bulgarian and/or Greek non-profit organizations. The contractors will be encouraged to establish a consortium between Bulgarian and Greek partners. The contractor will be in charge of organizing seminars, issuing book and CD.

Component B - Grant Scheme for joint employment initiatives

Generally, component B includes the provision of grants for creation of new employment opportunities in the targeted regions on the Bulgarian side.

The main objective of the grant scheme is to provide investment resources for creation of new jobs, improvement of professional qualification level of the labor force, encouragement of entrepreneurship, building partnership between people and institutions from Bulgaria and Greece, improvement of living environment in the targeted regions.

The Eligible activities under the scheme would be:

- **Training and retraining** – the training and retraining areas will be complied with the regional development plans, employers' needs, and the specific characteristics and developments of the cross-border regional labour market. A certain part of the funds will be allocated for entrepreneurship training courses focused on the characteristics of cross-border cooperation and bilateral business opportunities. The main beneficiaries will be unemployed and employed from the target regions;
- **Joint community employment initiatives** – the eligible micro-projects will be in fields such as refurbishment of health centers, social care homes, local schools, water supply and sewage system, cultural heritage refurbishment, labor intensive public works, initiatives related to arts (cultural events, exhibitions, public awareness campaigns, folklore events, etc), organization of fairs, environmental initiatives, etc. All these activities aim at short-term employment creation, decrease of regional disparities and improvement of living environment.

- **Provision of business consultancies** – the activity is oriented towards existing micro enterprises and start-ups. The beneficiaries will be provided with juridical and accounting assistance, marketing support (participation in fairs, export facilities, national, regional and cross border commercial advertising, etc), development of business plans, facilitation for external financing, individual short-term business consulting, etc.
- **Grants for micro entrepreneurs** - The main goal of the investment support is the generation of sustainable employment. Eligible applicants under this Grant scheme will be private micro-enterprises and start ups. The grants' amount will be up to a maximum of 25 000 EUR covering up to a maximum of 75% of the total costs of the project. The most important criteria that applicants need to meet are /1/ to create new jobs in Bulgarian cross-border regions, /2/ to provide at least 25% co-financing of the project total costs. The grant applicants should be encouraged to form joint-venture structures (Bulgarian-Greek). The private co-financing will be provided by the Bulgarian entrepreneurs and/or their Greek partners. The eligible costs under this activity will be for providing investment start-up or expansion capital to cover costs for purchasing of equipment, inventory assets, etc.

The grant scheme will have two subcomponents.

The first subcomponent will comprise activities of /1/ training and retraining, /2/ joint community employment initiatives /3/ business consultancies as described above. Generally the eligible applicants should be Bulgarian-Greek consortia comprising of NGOs, municipalities, municipal organizations, community associations, and private companies. The applicants will be required to provide at least 10% co-financing. The allocation of the funds for the first call of proposals is 750,000 EUR.

The second subcomponent will comprise activities supporting micro entrepreneurs and start-ups. In any case support will be given to projects financed by Greek and/or Bulgarian partners. As the grants provisions are investment support for private companies the procedures will be in full compliance with the State Aids provisions of the Europe Agreements. The allocation of the funds to the second call of proposals is 1,000,000 EUR.

The two subcomponents will be implemented separately in the time and their implementation will be arranged in common Guidelines for Applicants. As far as the first one comprises entrepreneurship training and business consultancy, it is preferably the second one (provision of investment grants) to be implemented when the first trained entrepreneurs are trained. So, those who are trained in entrepreneurship could apply for grants supporting their business initiatives. The implementation of the two subcomponents will be arranged in Guidelines of Applicants.

The opening day for submission of grants application forms and the dead line for them under the second subcomponent will be put back in time. (see “Activities schedule” – Annex 2)

The call of proposals will be preceded by a promotional campaign carried out by the TA and the PIU. The financing of the promotional campaign will be included in the TA contract budget. The promotional campaign will have two major stages related to the two subcomponents of the grant scheme. The first stage will be executed in the time when the first subcomponent is expected to be launch and the second stage will precede the start of the second subcomponent preparation.

The Operations Manual, the eligibility criteria, the Guidelines for applicants will be developed by the TA.

General note on grant schemes:

- The procedures and formats to be used in the implementation of the schemes and award of the grants will follow the provisions of the Practical Guide. In particular, due care will be given to the selection process of the beneficiary projects, which has to be done at technical level through selection committees composed of experts appointed by the authorities which are co-financing the schemes as well as by the relevant administrations and interest groups involved in the schemes.
- The competent PAO for the programme under which the grant scheme is financed has to retain his/her contractual and financial responsibility for the implementation of the schemes. In particular, the PAO has to formally approve the call for proposals, application forms, evaluation criteria, as well as the selection process and results. The PAO has also to sign the grant contracts with the beneficiaries and to ensure adequate monitoring and financial control under his/her authority and responsibility. With this reservation, the management of the schemes can be decentralised from the PAO to the appropriate bodies at sectoral or regional level.
- Prior to DIS accreditation, the ex-ante approval of the Commission Delegation in Bulgaria will be required, in conformity with the provisions of chapter 6 of the Practical Guide (decentralised ex-ante control).
- The implementation of selected projects through provision of works, supplies and services, sub-contracted by the final beneficiaries of the individual grants, shall be subject to the procurement regulations in the Practical Guide.
- Following a positive assessment of the Implementing Agency's capacity to operationally and financially manage the schemes in a sound and efficient manner (cf. Section 11 and Annex 4 of the 2003 PHARE Programming Guide), the Commission Delegation may decide to waive its ex-ante approval of sub-contracting carried out by final beneficiaries of individual grants. The detailed provisions governing the role of the Delegation in the above mentioned sub-contracting phase will be specified, as appropriate, in the exchange of letters between the Delegation and the National Authorities following the above mentioned assessment exercise.
- Grant schemes will not involve projects for which PHARE contribution is more than € 2 million and less than € 50.000. This lower limit may be waived as a result of the above-mentioned assessment of the Implementing Agency's capacity of giving assurance of sound financial management. This lower limit is not applicable in the case of NGOs.

The financial commitments in Phare terms will be effected at the date of signature of the grant contracts by the competent PAO. The projects should be fully implemented before the expiry date for contract execution of the present Financing Memorandum.

3.5 Lessons learned:

The following lessons have been taken into consideration while drafting the current project fiche:

- It is proposed during the implementation of the current project to use the existing management and implementation structures that were established for the implementation of

previous projects. Their main purpose is to help for the decentralization of the implementation and decision-making.

4. Institutional Framework

The key parties in the project management and implementation are the Ministry of Labour and Social Policy, Ministry of Regional Development and Public Works, and MLSP's regional structures - Regional Employment Services (RES) and Labour Offices (LOs).

A Memorandum of Understanding will be signed between MRDPW and MLSP defining their specific responsibilities and rights under the project management and implementation.

The **Ministry of Regional Development and Public Works** is the Implementing Agency of the project.

MLSP will establish a PIU which will be in charge of the day-to-day administration and management of the project. The MLSP will actively involve LOs in project implementation at regional level.

The principles of programming, monitoring and evaluation will be observed during the implementation.

5. Detailed Budget

| | Phare Support | | | | | In EUR |
|-----------------------------------|--------------------|---------------|---------------------|-----------------------|----------|----------------|
| | Investment Support | IB | Total Phare (=I+IB) | National Cofinancing* | IFI* | TOTAL |
| Component A | | 50000 | 50000 | 0 | | 50000 |
| Component B – Grant Scheme | | | | | | |
| Subcomponent 1 | 560000 | | 560000 | 190000 | | 750000 |
| Subcomponent 2 | 750000 | | 750000 | 250000 | | 1000000 |
| Technical Assistance | | 200000 | 200000 | | | 200000 |
| TOTAL | 1310000 | 250000 | 1560000 | 440000 | 0 | 2000000 |

6. Implementation Arrangements

6.1 Implementing Agency

The Implementing Agency (IA) is the Ministry of Regional Development and Public Works.

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The overall administrative and financial management is the responsibility of the MRDPW. The latter include:

- Preparing and submission of procurement documentation based on inputs from the PIU, contracting and contracting procedures of works, supplies, goods and grants;
- Accounting, payments, and financial control for the contracts and grants;
- Overall monitoring and evaluation of the project activities;
- Preparation of quarterly and ad hoc reports on project status and fund management.

PAO

The PAO has ultimate responsibility for ensuring that the programme is implemented fully in line with the Financing Memorandum and government policy in terms of sound administrative and financial management of the project, including tendering, contracting, disbursement, accounting, payment and reporting procedures and monitoring of the project.

For the strategic management of the project the MRDPW and MLSP together will establish a Project Steering Committee (PSC).

The Project Steering Committee

The Project Steering Committee will be established for the overall management, operation, monitoring and evaluation of the project. The PSC is a policy and decision making body.

The PSC will provide strategic direction and guidance to the PIU. The main functions of the PSC are as follows:

- Approval of the progress reports that concern the overall implementation on a quarterly basis;
- Recommendations for the improvement of the project implementation;
- Counselling concerning problem issues;

The membership of the PSC will include representatives of stakeholder organizations as well as state organizations. The proposed membership is:

MRDPW

MLSP

Agency for Employment

Ministry of Finance

Employers' associations representatives

Trade unions' representatives

Municipality associations

The PSC will take its decisions with simple majority.

The PSC will hold its regular meetings at least four times a year. When important matters are to be concerned the chairman or 2/3 of the PSC members could convene the PSC for a meeting.

PIU

The technical implementation will be carried out by a PIU to be established by the MLSP.

Evaluation Committee (EC)

The Evaluation Committee will undertake the technical evaluation of the conducted tenders and all call of proposals under the grant scheme of the project. Its membership will comprise individuals with appropriate knowledge and experience.

The works to be undertaken, the equipment to be procured, the services to be provided and the grant schemes under this project will be contracted according to the Phare Practical Guide procedures. The contracts will be signed and awarded by the PAO in the MRDPW who will act upon requests received from the IA (MRDPW).

Technical Assistance

The technical assistance under the project will be in charge of the preparation of main operational documentation such as Operations Manuals, Guidelines for Applicants, Selection criteria and other project related documentation. The TA will be responsible together with the PIU for conduction of the promotional campaign of the grant schemes.

6.2 Twinning: Not applicable

6.3 Non-standard aspects: PRAG procedures will be followed in all contracting.

6.4 Contracts

The activities under the project will be implemented through a grant schemes and service contracts. In order to stimulate local involvement and to enhance effective management of the grant schemes, a call of proposals for the relevant activities will be issued amongst appropriate organizations that will further implement the activities foreseen.

The table below summarizes the possible breakdown of contracts under the project.

| Type of contract | Project component |
|-------------------------|--|
| Service contracts | Component A – 1 service contract Technical Assistance – 1 contract |
| Grant schemes | Component B - <u>Grant scheme:</u> Subcomponent 1 for training and retraining activities, joint community employment initiatives, business consultancies – around 30 grants Subcomponent 2 for private micro entrepreneurs - around 50-70 grants |

7. Implementation Schedule

- 7.1 Commencement of the project (organizational arrangements completed) – January 2004
- 7.2 TA Contracting – May 2004
- 7.3 Start of tendering - First quarter of 2004
- 7.4 Start of call of proposals – Third quarter of 2004
- 7.5 Implementation of contracts and grants - 2005 and 2006
- 7.3 Project completion – Second quarter 2007

8. Equal Opportunity

Equal opportunity is a fundamental principle of the project. Ensuring equal opportunity will be embodied in every sub-project and at every level of implementation.

9. Environment

No impact

10. Rates of return

Rates of return can only be calculated for individual components approved under the scheme.

11. Investment criteria

11.1 Catalytic effect:

While most of the activities will be implemented as grant schemes, a co-financing will be required by the companies, whose employees will be trained, an additional amount of contribution to the overall project value will be added through local investments in the project activities. The applicants under the micro entrepreneurs grants scheme will be required to contribute at least 25% of the total project costs, so that the private investments are supposed to be at least 350,000 EUR. On the other hand, the applicants under first grant scheme will be required to provide at least 10% co-financing, so that the anticipated private contribution will be at least 75,000 EUR.

11.2 Cofinancing:

All aspects of the program are based upon co-financing between Phare and the National Government on a 75:25 basis. As it was mentioned an additional co-financing will be expected in terms of contribution from the successful grant applicants.

11.3 Additionality:

EC finance will be additional to that allocated to the national active labour market policy schemes through national budget funds, Bulgarian Social Investment Fund, Governmental Micro-credit Guarantee Scheme and private contribution.

11.4 Project readiness and Size:

The MLSP has met the minimum criteria (stated in the KPMG final audit report from September 2002) for effective management of Phare funds. The latter ensures significant level of management preparedness.

Before commencement of project activities appropriate partner organization from the Greek side will be contacted in order to support the Bulgarian partners in project implementation. Such a partner should possess a long experience in active employment measures and in public employment services operation in Greece, being simultaneously capable to mobilize the relevant Greek authority and the neighboring to Bulgaria local authorities. Experience gained in working with other member states and also in pre-accession countries and especially in Bulgaria shall be an asset.

11.5 Sustainability:

The proposed activities, by and large, are part of the Active labor market measures implemented by the MLSP.

11.6 Compliance with state aids provisions

The activities within the project will be implemented in accord with the Article 92(3)(a) of the Treaty of Rome with respect to regional aid in an Objective 1 Member States.

11.7 Contribution to National Development Plan

These are in accordance with those elements identified in item 2.4.

12. Conditionality and sequencing

Key milestones will be:

- Signing of a memorandum of understanding between the MRDPW and the MLSP that will describe in detail the interrelationships and the responsibilities of the parties;
- Establishment of PSC and PIU– by December 2003;
- Finalisation of operational arrangements;
- Tendering, Calls for proposals and entry into the contracting phase;
- Implementation of activities;
- Mid term evaluation report;
- Final Evaluation Report;

Appendix 1

Phare log frame

| | | | |
|---|--|---|--|
| Annex 1 | | Programme name: and number: PHARE CBC BG-GR 2003/ 000-630-03 | Date of drafting: |
| LOGFRAME PLANNING MATRIX FOR Cross-border Employment Initiative | | Contracting period expires: November 2005 | Disbursement period expires: November 2007 |
| <i>Project Number</i> : PHARE CBC BG-GR 2003/ 000-630-03 | | Total Budget: 2 MEUR | Phare contribution: 1,56 MEUR |
| Wider Objective | Indicators of Achievement* | Sources of Verification | Assumptions and Risks |
| <ul style="list-style-type: none"> • Creation of new employment opportunities in the cross-border region; • Exchange of best practices in the field of labour market policy and services; | <ul style="list-style-type: none"> • Percentage increase in the number of employed in the target regions, one year after project completion; • Number of joint (Bulgarian-Greek) investments; • Number and type of services unified within the border regions; • Number of joint modules (provision of information, guidance, training, placement etc.) developed; | <ul style="list-style-type: none"> • Reports issued by the Implementing Agency and PIU; • Reports from external evaluators. | <ul style="list-style-type: none"> • Personal involvement, commitment and awareness from experts in the border regional structures; • Appropriate socio-economic environment in the cross-border region. |
| Project Purpose | Indicators of Achievement* | Sources of Verification | Assumptions and Risks |
| Encouragement of joint (Bulgarian – Greek) employment creation activities; | <ul style="list-style-type: none"> • Number of sustainable work places, created one year after project completion; • 110 joint (Bulgarian-Greek) micro-projects implemented; | <ul style="list-style-type: none"> • Reports issued by the Implementing Agency and PIU; • Reports from external evaluators. | Mutual commitments from Bulgarian and Greek companies, NGOs to participate in joint activities creating new job places |

| Results | Indicators of Achievement* | Sources of Verification | Assumptions and Risks |
|---|---|---|---|
| <p>Component A – Exchange of best practices in the field of labour market policy and services;</p> <ul style="list-style-type: none"> • 4 joint seminars with Bulgarian and Greek partners; • 1 book (in Bulgarian, Greek, and English) with best practices in the labour market policies and fields; • 1 CD (in Bulgarian, Greek, and English) with best practices in the labour market policies and fields. <p>Component B – Grant Schemes</p> <ul style="list-style-type: none"> • 600 unemployed involved in training program; • 100 entrepreneurs provided with entrepreneurship training; • 300 short-term employed; • 16 joint (Bulgarian-Greek) community projects supported; • 100 micro entrepreneurs provided with business consultancies; • 50 micro enterprises provided with financial support; • 300 newly created sustainable jobs. | <ul style="list-style-type: none"> • 4 joint seminars with Bulgarian and Greek partners; • 1 book (in Bulgarian, Greek, and English) with best practices in the labour market policies and fields; • 1 CD (in Bulgarian, Greek, and English) with best practices in the labour market policies and fields. <ul style="list-style-type: none"> • 600 unemployed involved in training program; • 100 entrepreneurs provided with entrepreneurship training; • 300 short-term employed; • 16 joint (Bulgarian-Greek) community projects supported; • 100 micro entrepreneurs provided with business consultancies; • 50 micro enterprises provided with financial support; • 300 newly created sustainable jobs. | <ul style="list-style-type: none"> • Reports issued by the Implementing Agency and PIU; • Reports from external evaluators. | <ul style="list-style-type: none"> • Unemployed willing to participate in the project activities; • Employers interested in the grant schemes; • Greek companies willing to invest into joint business activities. |

| Activities | Means (Phare): Type of Contracts | |
|--|---|--|
| <p>Component A – Exchange of best practices in the field of labour market policy and services</p> <ul style="list-style-type: none"> • Tendering of the service contract; • Conduction of the seminars; • Elaboration and issuing of the books and CDs <p>Component B - Grant Scheme for joint employment initiatives</p> <ul style="list-style-type: none"> • Promotion of the grants schemes in the targeted regions; • Development of criteria and guidelines for applicants; • Calls of proposals and selection procedures; • Execution of the grant schemes; • Monitoring of grants implementation. | <p>1 Service contract</p> <p>Grants schemes</p> | |
| | | <ul style="list-style-type: none"> • Appropriate partners identified; • Phare funding available; |

Appendix 2

Implementation Chart – Cross-Border Employment Initiative

| Components | 2004 | | | | | | | | | | | | 2005 | | | | | | | | | | | | 2006 | | | | 2007 | | | |
|--|------|---|---|---|---|---|---|---|---|---|---|---|------|---|---|---|---|---|---|---|---|---|---|---|------|----|----|----|------|----|----|----|
| | J | F | M | A | M | J | J | A | S | O | N | D | J | F | M | A | M | J | J | A | S | O | N | D | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| Operational PIU | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | | | | |
| Operational PSC | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | | | | |
| Procedure for TA selection and contracting | X | X | X | X | X | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| TA | | | | | | X | X | X | X | X | | | | | | | X | X | X | X | X | X | | | | | | | | | | |
| Tendering for contractor assigned under component A - exchange of best practices in the field of labour market policy and services | X | X | X | X | X | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Exchange of best practices | | | | | | X | X | X | X | X | X | X | X | X | | | | | | | | | | | | | | | | | | |
| Call of proposals | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Subcomponent 1 | | | | | | | | X | X | X | X | X | X | X | | | | | | | | | | | | | | | | | | |
| Subcomponent 2 | | | | | | | | | | | | | | | | X | X | X | X | X | X | | | | | | | | | | | |
| Grant scheme implementation | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Subcomponent 1 implementation | | | | | | | | | | | | | | | X | X | X | X | X | X | X | X | X | X | X | X | | | | | | |
| Subcomponent 2 implementation | | | | | | | | | | | | | | | | | | | | | | X | X | X | X | X | X | X | | | | |
| Monitoring | | | | | | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | X | | |
| Final Evaluation | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | X |

Appendix 3

CUMULATIVE CONTRACTING AND DISBURSEMENTS SCHEDULES – *Cross-border employment initiative*, Figures in MEUR

| Project title: <i>Cross-border employment initiative</i> | | | | | | | | | | | | | | | | |
|--|--|---|------|-------------|-------------|-------------|-------------|-------------|--------------|------------|--------------|-------------|------------|------------|-------------|-------------|
| Contracting | Cumulative contracting schedule by quarter in € m (provisional) | | | | | | | | | | | | | | Total | |
| | 2003 | | 2004 | | | | 2005 | | | | 2006 | | | | | |
| | I | I | I | II | III | IV | I | II | III | IV | I | II | III | IV | | |
| | I | V | | | | | | | | | | | | | | |
| Service contract – TA | | | | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.20 | |
| Service contract –Component A | | | | | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | |
| First subcomponent under the Grant scheme | | | | | | | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | |
| Second subcomponent under the Grant scheme | | | | | | | | | | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.00 | |
| Total contracting: | | | | 0.20 | 0.25 | 0.25 | 1.00 | 1.00 | 1.00 | 2.0 | 2.0 | 2.0 | 2.0 | 2.0 | 2.00 | |
| Disbursement | Cumulative disbursement schedule by quarter in € m (provisional) | | | | | | | | | | | | | | Total | |
| | 2003 | | 2004 | | | | 2005 | | | | 2006 | | | | | 2007 |
| | I | I | I | II | III | IV | I | II | III | IV | I | II | III | IV | I | |
| | I | V | | | | | | | | | | | | | | |
| Service contract – TA | | | | 0,07 | 0,14 | 0,2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.2 | 0.20 |
| Service contract –Component A | | | | | 0,02 | 0,04 | 0,05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 |
| First subcomponent under the Grant scheme | | | | | | | | 0,3 | 0,375 | 0,45 | 0,525 | 0,6 | 0,75 | 0,75 | 0,75 | 0,75 |
| Second subcomponent under the Grant scheme | | | | | | | | | | 0,4 | 0,5 | 0,6 | 0,7 | 0,8 | 1 | 1.00 |
| Total disbursement: | | | | 0,07 | 0,16 | 0,24 | 0,25 | 0,55 | 0,625 | 1,1 | 1,275 | 1,45 | 1,7 | 1,8 | 2,00 | 2.00 |

Appendix 4

CUMULATIVE CONTRACTING AND DISBURSEMENTS SCHEDULES (PHARE CONTRIBUTION) – *Cross-border employment initiative*

Figures in MEUR

| Project title: | | | | | | | | | | | | | | | | |
|--|--|--------|------|-------------|-------------|-------------|-------------|--------------|-------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|
| Cross-border employment initiative | | | | | | | | | | | | | | | | |
| Contracting | Cumulative contracting schedule by quarter in € m (provisional) | | | | | | | | | | | | | | Total | |
| | 2003 | | 2004 | | | | 2005 | | | | 2006 | | | | | |
| | II I | I V | I | II | III | IV | I | II | III | IV | I | II | III | IV | | |
| Service contract – TA | | | | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | |
| Service contract – Component A | | | | | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | 0.05 | |
| First subcomponent under the Grant scheme | | | | | | | | 0.56 | 0.56 | 0.56 | 0.56 | 0.56 | 0.56 | 0.56 | 0.56 | |
| Second subcomponent under the Grant scheme | | | | | | | | | | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | 0.75 | |
| Total contracting: | | | | 0.20 | 0.25 | 0.25 | 0.25 | 0.81 | 0.81 | 1.56 | 1.56 | 1.56 | 1.56 | 1.56 | 1.56 | |
| Disbursement | Cumulative disbursement schedule by quarter in € m (provisional) | | | | | | | | | | | | | | Total | |
| | 2003 | | 2004 | | | | 2005 | | | | 2006 | | | | | 2007 |
| | II I | I V | I | II | III | IV | I | II | III | IV | I | II | III | IV | I | |
| Service contract – TA | | | | 0,07 | 0,14 | 0,20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0.20 | 0,20 |
| Service contract – Component A | | | | | 0,02 | 0,04 | 0,05 | 0,05 | 0,05 | 0,05 | 0,05 | 0,05 | 0,05 | 0,05 | 0,05 | 0,05 |
| First subcomponent under the Grant scheme | | | | | | | | 0,224 | 0,28 | 0,336 | 0,392 | 0,448 | 0,504 | 0,56 | 0,56 | 0,56 |
| Second subcomponent under the Grant scheme | | | | | | | | | | 0,3 | 0,375 | 0,45 | 0,525 | 0,60 | 0,75 | 0,75 |
| Total disbursement: | | | | 0,07 | 0,16 | 0,24 | 0,25 | 0,474 | 0,53 | 0,886 | 1,017 | 1,148 | 1,279 | 1,41 | 1,56 | 1,56 |