

# Standard Project Fiche

## 1. Basic Information

- 1.1 **CRIS Number (Year 1): BG 2005/017-353.02.04**
- 1.2 **Title: Implementation of pre-accession commitments of the Republic of Bulgaria in the field of Free Movement of Persons**
- 1.3 Sector: Acquis
- 1.4 Location: Republic of Bulgaria
- 1.5 Duration: 17 months

## 2. Objectives

### 2.1 Overall Objective(s):

Strengthening the institutional and administrative capacity of the administration of the Bulgarian competent authorities for implementation of EU *acquis* in the fields of mutual recognition of diplomas, certificates and other evidence of the formal qualifications, free movement of workers and co-ordination of social security.

### 2.2 Project purpose:

- Strengthening the institutional capacity of the Ministry of Labour and Social Policy, Ministry of Health, Ministry of Education and Science, the National Veterinary Service and competent organizations of architects, engineers in investment design and lawyers for mutual recognition of diplomas, certificates and other evidence of the formal qualifications of medical, paramedical, veterinary professionals, architects, engineers in investment design and lawyers;
- Implementation of national veterinary legislation adopted for transposition of Council Directives 78/1026/EEC and 78/1027/EEC;
- Further development of national legislation for full compliance with the *acquis* in the field of free movement of workers and ensuring full implementation of the *acquis* by accession, including the social and cultural integration of migrant workers and their families and development of necessary pre-conditions for joining the EURES network;
- Preparation of the administration of the competent authorities and of NHIF for the implementation of the pre-accession commitments of Bulgaria in the field of coordination of social security schemes.

2.3 Accession Partnership (AP) and NPAA priority (and implementing measures envisaged by the Action Plan for AP priorities related to strengthening administrative and judicial capacity)

The principles, priorities, intermediate objectives and conditions set out in the Annex to the Accession Partnership for Bulgaria for 2003, concerning the area of free movement of workers, are:

- Continue legislative work on mutual recognition of professional qualifications and diplomas and ensure administrative structures are in place;
- Continue to align legislation with Community rules with respect to nationality, residence and language requirements, as well as equal treatment for migrant workers;
- Continue preparatory work for participating in the EURES network;
- Take preparatory measures to meet the financial and administrative obligations, which will result from application of the rules on co-ordination of social security.

2.3.1 Regular report

**In the Regular Report 2003 on Bulgaria's progress towards accession, it was stated:**

**- Regarding mutual recognition of diplomas:**

“With the definition of regulated professions in the law on higher education, as amended in May 2002, Bulgaria has made some progress in aligning with the provisions on mutual recognition of qualifications, notably as regards architects. However, the principles of the general system of recognition are not yet in place and implementation is therefore at a rather early stage. Other outstanding issues include alignment with EU legislation on lawyers, doctors, nurses, midwives, pharmacists, veterinarians and commercial agents.

Further work should ensure that, by accession, all Bulgaria's legislation is aligned with EU rules, in particular with respect to nationality, residence and language requirements. Legislation on mutual recognition needs further monitoring to ensure that it distinguishes between academic and professional recognition and includes simpler procedures to allow the provision of services. With respect to professional qualifications obtained before harmonisation, Bulgaria should continue to take measures to ensure that its professionals can, as of accession, meet the requirements laid down by the directives. Curricula and training will need to be adjusted in the remaining cases to ensure full compliance with the sectoral directives.”

**- Regarding Free Movement of Workers**

“In the area of free movement of workers, Bulgaria has strengthened its administrative capacity, but needs to undertake further efforts to ensure full implementation of the *acquis* by accession, including the social and cultural integration of migrant workers and their families.

As regards future participation in the European Employment Services (EURES), efforts should continue, especially with regard to language training.”

### **- Regarding Coordination of Social Security Systems**

“With a view to the future co-ordination of social security systems, Bulgaria must ensure that it will have achieved the required level of financial stability needed in order to meet the additional costs arising from the application of the Community provisions, in particular in the health care field. Bulgaria should develop administrative structures, in particular training and reinforcement of staff to apply these provisions by the time of accession. Furthermore, Bulgaria is encouraged to continue its efforts to conclude further bilateral social security agreements, in particular with Member States, as they normally rely on the same principles as the EU rules in this field.”

**In the Regular Report 2004 on Bulgaria’s progress towards accession, it was stated:**

#### **Regarding mutual recognition of diplomas:**

Further efforts are needed to prepare the implementing legislation. Bulgaria has adopted a definition of regulated professions in the Law on Higher Education in April 2004 and a list of regulated professions which corresponds to the technical list of regulated professions in the EU Member States. The draft Law on Recognition of Qualification in Professions Regulated in the Republic of Bulgaria, which aims to establish the framework of the professional recognition procedures for the regulated professions, has yet to be adopted. The Minister of Education and Science is responsible for maintaining and updating the list. Outstanding issues include alignment with EU legislation on pharmacists, dental practitioners and veterinarians. A Law on commercial agents was adopted. Legislation on mutual recognition needs further monitoring to ensure that it distinguishes between academic and professional recognition and includes simpler procedures to allow the provision of services. Curricula and training will need to be adjusted in the remaining cases to ensure full compliance with the sectoral directives as from accession. In the case of doctors and nurses, not all central training requirements have been integrated into primary legislation. The obligatory specific training in general medical practice needs to be introduced by accession at the latest; this is not yet the case (it is foreseen only for 2008). The issue of ‘*feldscher*’ (i.e. persons with a rudimentary medical training) is also still outstanding.

#### **Regarding free movement of workers:**

In the area of free movement of workers, Bulgaria has strengthened its administrative capacity, but needs to undertake further efforts to ensure full implementation of the *acquis* by accession, including the social and cultural integration of migrant workers and their families. As regards future participation in the European Employment Services (EURES) network, efforts should continue, especially with regard to language training. Preparations should also be made for connection to the European Job Mobility Portal to ensure that all job vacancies displayed on the Public Employment Services website will be available upon accession.

#### **Regarding coordination of social security systems:**

Bulgaria should continue to strengthen its administrative structures, in particular through training and reinforcement of staff. It should also continue its efforts to conclude further bilateral social security agreements. Moreover, essential preparatory

measures are required for the introduction of the European Health Insurance Card as from the date of accession.

#### 2.4 Contribution to National Development Plan (and/or Structural Funds Development Plan/SDP)

Not applicable

#### 2.5 Cross Border Impact

Not applicable

### 3. Description

#### 3.1 Background and justification:

A1. Mutual recognition of diplomas, certificates and other evidence of the formal qualifications of medical, paramedical and veterinary professionals, architects, engineers in investment design and lawyers.

Presently, Bulgaria has several contracts for mutual recognition of diplomas, signed with applicant countries. There are not such contracts signed with current Member States.

In 2002 TAIEX experts visited Bulgaria and concluded that the education on regulated medical professions in Bulgaria follows the requirements of the EC directives in this field.

Currently, the acquiring of medical and veterinary education in Bulgaria is performed according to the Higher Education Act and gives the rights of “Master Degree”. The diplomas issued by Medical Universities and Veterinary Faculties meet the requirements of EU sectoral directives for medical specialists and veterinary surgeons.

Currently secondary legislative acts transposing Council Directive 85/384/EEC on the mutual recognition of diplomas, certificates and other evidence of formal qualifications in architecture, including measures to facilitate the effective exercise of the right of establishment and freedom to provide services are in process of elaboration.

A Unified State Register of the people, who have acquired legal capacity and a right to practice, is not yet elaborated and kept for none of the regulated professions and such a Register is envisaged by the newly adopted Law on Health. There will be a separate Ordinance, regulating the keeping of the State Register, which shall enter into force since the end of 2005. The absence of this register at the moment makes the process of setting up a joint policy for planning and development of the medical professionals in Bulgaria difficult.

Minister of Education and Science is the state authority for performing the national policy in the field of public and higher education. In the Ministry of Education and Science is established a unit “International Cooperation” whose main task is to support the preparation of Bulgaria for the accession to the EU in the relevant field.

Since December 2002 the MoH Internal Activity Regulation has been changed in view of including the following activities in the functions of the International Cooperation and European Integration Directorate (ICED):

- to participate in the development of proposals for normative acts regulating the activities for mutual recognition of diplomas and for rules for recognition of the certificates of the medical professionals qualified abroad;
- to issue certificates for acquired qualification of the medical professionals: doctors, dentists, pharmacists, nurses and midwives who want to practice their profession abroad, as well as certificates for “good name and good reputation”.

In 2003 a Health Bill was developed, in accordance with the requirements of European legislation in the field of public health. The Law was adopted by the National Assembly and entered into force since 1 January 2005. Chapters on: medical education; medical profession; mutual recognition of diplomas are included in the Law.

Despite that MoH has established the respective structure, which will undertake the execution of the above mentioned tasks in conformity with the requirements of European law, there are a lot of unsettled problems: the institution still has no trained and qualified administrative capacity for execution of these functions and there is no clear concept and regulations for the system working and the interrelations between the responsible institutions, participating in the process of issuing, checking and examination of documents for education and professional legal capacity and their obligations.

The National Veterinary Service has not established yet the respective structure which will undertake the execution of the above mentioned tasks in conformity with the requirements of European law. Directive 78/1026 is transposed into a draft ordinance in this field. There are still unsettled problems: the institution has not yet trained and qualified administrative capacity for execution of these functions and there is no clear concept and regulations for the system working and the interrelations between the responsible institutions, participating in the process of issuing, checking and examination of documents for education and professional legal capacity and their obligations.

Law on the Branch Organizations of Architects and Engineers of the Investment Design sets the general frame for exercising the professions of Architects and Engineers of the Investment Design. Currently secondary legislative acts transposing Council Directive 85/384/EEC on the mutual recognition of diplomas, certificates and other evidence of formal qualifications in architecture, including measures to facilitate the effective exercise of the right of establishment and freedom to provide services are in process of elaboration.

Concerning the mutual recognition of qualifications of lawyers the Bar Law in article 122 para 1, p. 8 and p. 9 defines the Supreme Bar Council as the institution for

keeping the Uniform Register of Foreign Lawyers, whose right to appear before the Bulgarian court as counsel for the defence is recognised, and organises the training centre for lawyers. The Bar Law was adopted at the end of June 2004 and unsettled problems are expected to appear: trained and qualified administrative capacity for execution of these functions is needed.

## A2. Free movement of workers

The main legal acts of the Republic of Bulgaria connected with the free movement of workers are the Law on the Foreign Nationals in the Republic of Bulgaria and the Employment Promotion Act.

The current legislation of Republic of Bulgaria ensures equal treatment and access to the labour market in appointment of foreigners, residing permanently or foreigners with the same rights, i.e. persons, to whom the right to asylum is granted and persons with a recognized refugee status, as well as in other cases, envisaged in international agreements, where Republic of Bulgaria is a party.

Direct or indirect discrimination, privileges or restrictions are not allowed as well in executing labour rights and obligations in Republic of Bulgaria (Employment Promotion Act, Art. 2 and Labour Code, Art. 8, Para 3).

In the Position of the Republic of Bulgaria, in the Report and in the Additional Information (in the field of Free Movement of Workers) sent to the European Commission, Republic of Bulgaria accepts the Transitional Period 2+3+2 and will apply policy of reciprocity concerning the access to the labour market for citizens of the Member States, incl. the new ones.

The arising needs in the field are as follows:

- need for detailed implementation of the Regulation 1612/68 on freedom of movement for workers within the Community, for example registration of EU/EEA citizens at the Labour Office Directorates;
- full implementation of the acquis by accession, including the new Directive 2004/38/EC of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States amending Regulation (EEC) No 1612/68 and repealing Directives 64/221/EEC, 68/360/EEC, 72/194/EEC, 73/148/EEC, 75/34/EEC, 75/35/EEC, 90/364/EEC, 90/365/EEC and 93/96/EEC;
- knowledge on concrete further obligations of the Bulgarian Employment Agency in the field of its involvement into the EURES network, including preparations for connection to the European Job Mobility Portal to ensure that all job vacancies displayed on the Public Employment Services website will be available upon accession;
- need for adequate training for the staff of the MLSP and EA for implementation of the Regulation 1612/68, Directive 2004/38 and Directive 96/71/EC.

### A3. Co-ordination of social security schemes

Bulgaria has been creating conditions for direct application of the provisions of Article 42 (ex Art. 51) of the EC Treaty, which have been further specified in Council Regulation 1408/71 and Council Regulation 574/72 establishing the procedure of implementing Regulation (EEC) 1408/71.

Bulgarian legislative framework comprises all the social security contingencies and the relevant benefits defined in the above mentioned regulations. Bulgaria runs a general social security scheme covering the employed and the self-employed and in case of death – the survivors. Payments of pensions abroad are already made in accordance with the bilateral agreements in this area. Yet there are no explicit provisions in the national laws and management system developed to serve the purposes of social schemes coordination in general and export of benefits in particular.

The Competent authorities in charge for the elaboration and development of this legislative framework are the Minister of Labour and Social Policy and the Minister of Health and the administrations of these authorities are the Ministry of Labour and Social Policy /MLSP/ and the Ministry of Health /MoH/.

The Ministry of Labour and Social Policy develops, coordinates and conducts the state policy for state public insurance, supplementary pension insurance and family benefits. The state policy in the field of social security is elaborated at expert level in “Labour Law and Social security” Directorate, in cooperation with the involved institutions. The activities concerning the coordination of social security schemes are concentrated in European Integration and International Relations Directorate. The Head of a unit in the Directorate is the Head of Working Group 2, which elaborates the issues for negotiating chapter 2 – Free movement of persons. This is the official who supervises the implementation of the pre-accession commitments of Bulgaria in this field and particularly – in the field of coordination of social security schemes.

The Ministry of Health performs the State policy in the field of health care, and through its bodies governs, coordinates and controls the activities for protecting and recovery of people’s health. The Ministry also performs the state policy in the field of the international health cooperation. Some activities in the field of health care are funded by its budget, which are free of charge for the public, e.g.

1. Emergency health care,
2. In-patient psychiatric care;
3. Blood transfusion;
4. Compulsory immunizations and compulsory treatment under the National Health Act;
5. Epidemiological and epidemic-control research and activities;
6. Health programmes and projects of national, regional and local importance;
7. State sanitary control;

- 8. Investment expenditures;
- 9. Education, science and training;
- 10. Construction, overhaul, updating, improvements and remodelling of health care facilities, as well as procurement of medical apparatus to a value exceeding BGN 10,000;
- 11. Health care administration;
- 12. National centres and institutes which do not engage directly in therapy activities;
- 13. Costly treatment beyond the scope of the compulsory health insurance according to a procedure established by the Minister of Health;
- 14. Expenses incurred on public health care;
- 15. Expert certification of permanent disability and occupational diseases.
- 16. Transplantation of organs, tissues and cells

The National Health Insurance Fund (NHIF) is an autonomous institution for compulsory health insurance which was established in accordance with the Law on Health Insurance of 1998. The main function of the NHIF is the management of financial resources for medical care of the population.

With regard to the above mentioned the NHIF is foreseen to be a competent institution, an institution of the place of stay or residence and a liaison body within the meaning of the co-ordination Regulations 1408/71 and 574/72 on social security which will come into force for Bulgaria after the accession to EU. This will be the institution that will issue the European Health Insurance Card /EHIC/. As a competent institution the NHIF will be obliged to reimburse for medical care and services (benefits in kind) provided abroad in accordance with the co-ordination Regulations. Situation like this arises when insured persons under the Bulgarian Law on Health Insurance exercise cross-border movement within EU and their condition necessitates immediate medical care or they have authorization by the competent institution (the NHIF) to go to the territory of another Member State to receive there medical care. In this case the medical care will be paid by the institution of the place of stay or residence on behalf of the competent institution (the debtor institution). In other case the NHIF is an institution of the place of stay or residence (the creditor institution) and pays the medical care and services for foreign citizens on behalf of their health insurance institution (the competent institution). Regarding to the above mentioned the NHIF would have to estimate the necessary budget in order to carry out the financial transfers for medical care and services provided abroad. As a liaison body the NHIF may communicate directly with other health insurance institutions of the Member States. In all cases the NHIF staff will have to deal with the EHIC and the forms adopted by the Administrative Commission of the migrant workers. This requires good knowledge in practice of the NHIF staff on the provisions of the above mentioned Regulations concerning health care schemes.

### 3.2 Sectoral rationale

Not applicable



### 3.2.1 Identification of projects

Not applicable

### 3.2.2 Sequencing

Not applicable

## 3.3 Results

A1. ? mutual recognition of diplomas, certificates and other evidence of the formal qualifications of medical, paramedical and veterinary professionals, architects, engineers in investment design and lawyers.

1. Trained staff of all concerned beneficiaries in the sector of mutual recognition of diplomas and qualifications for the General System Directives 89/48/EEC and 92/51/EEC (120 people in total), or the proposed codifying Directive if it is already in force when the implementation of this project begins;

2. Trained staff of ICEI Directorate of MoH on regulated medical professions, trained experts from NVS on regulated veterinary professions (Directives 78/1026/EEC and 78/1027/EEC), trained experts from competent organizations of architects, engineers in investment design and lawyers for carrying out the activities and obligations resulting from the EC Directives on lawyers and architects (120 people in total);

3. In-detail elaborated manuals, guidelines, brochures regarding mutual recognition of professional qualifications of Bulgarian citizens having obtained their medical education or education of lawyer or architect abroad and of EU/EEA citizens willing to practice in Bulgaria;

4. Achieved qualitative and effective cooperation between institutions operating in this field and ensuring of transparency and information before the society regarding this process;

5. A training carried out providing expertise on methods of maintenance of the State Registers of medical and paramedical professionals at the Ministry of Health.

A2. Free movement of workers:

1. Developed curricula for general and specific training of MLSP and EA experts (40 experts trained in the two tailor-made programs) for implementation of the Regulation 1612/68, Directive 2004/38 and Directive 96/71/EC,
2. Preparation of proposals for legislative changes if necessary according to the results of the training under 1.;

3. Elaborated manuals, guidelines and information providing brochures in this field;
4. 20 experts from the Public Employment services selected and trained to deal with EURES issues;
5. Conducted seminar for experts from MLSP, EA and other parties concerned, incl. media on the most important issues in the field of Free Movement of Workers and on EURES network integration of Bulgaria.

### A3. Co-ordination of Social security schemes area

1. Conducted analysis of the recent developments in the acquis regarding the coordination of social security schemes, e.g. coordination of occupational pension schemes, pension schemes on capital basis, non-contributory benefits, and the new Regulation 883/2004 on coordination of social security schemes;
2. Conducted analysis of the training needs of the administration at the competent authorities and of NHIF and elaborated training programmes;
3. Developed team of 20 experts at the competent authorities and a Plan for Institutional Development of the competent authorities which enables Bulgaria to meet the requirements of Regulations 1408/71 and 574/72 concerning competent authorities;
4. 20 experts from the competent authorities trained according to the training needs assessment;
5. Elaborated training materials for practical use;
6. Developed methodology for transfers of payments for medical care and services provided abroad on the behalf of the MoH and NHIF;
7. Prepared study and training materials for the staff of the MoH and the NHIF related to their future activities in regard to the coordination of social security schemes in the field of health care;
8. Conducted analysis of the recent developments in the acquis regarding the access to health care, in particular the EHIC and a strategy elaborated for the introduction of the EHIC in Bulgaria;
9. At least 1500 leaflets printed, intended to be distributed among the medical care providers, in respect to their future work with the EHIC;
10. Three workshops organized for at least 10 experts from the MoH and at least 30 experts from NHIF and its regional structures.

### 3.3.1 Project 1

#### 3.3.1.1 Purpose

- Strengthening the institutional capacity of the Ministry of Labour and Social Policy, Ministry of Health, Ministry of Education and Science, the National Veterinary Service and competent organizations of architects, engineers in investment design and lawyers for mutual recognition of diplomas, certificates and other evidence of the formal qualifications of medical, paramedical, veterinary professionals, architects, engineers in investment design and lawyers;
- Implementation of national veterinary legislation adopted for transposition of Council Directives 78/1026/EEC and 78/1027/EEC;
- Further development of national legislation for full compliance with the *acquis* in the field of free movement of workers and ensuring full implementation of the *acquis* by accession, including the social and cultural integration of migrant workers and their families and development of necessary pre-conditions for joining the EURES network;
- Preparation of the administration of the competent authorities and of NHIF for the implementation of the pre-accession commitments of Bulgaria in the field of coordination of social security schemes.

#### 3.3.1.2 Results:

A1. Mutual recognition of diplomas, certificates and other evidence of the formal qualifications of medical, paramedical and veterinary professionals, architects, engineers in investment design and lawyers.

1. Trained staff of all concerned beneficiaries in the sector of mutual recognition of diplomas and qualifications for the General System Directives 89/48/EEC and 92/51/EEC (120 people in total), or the proposed codifying Directive if it is already in force when the implementation of this project begins;
2. Trained staff of ICEI Directorate of MoH on regulated medical professions, trained experts from NVS on regulated veterinary professions (Directives 78/1026/EEC and 78/1027/EEC), trained experts from competent organizations of architects, engineers in investment design and lawyers for carrying out the activities and obligations resulting from the EC Directives on lawyers and architects (120 people in total);
3. In-detail elaborated manuals, guidelines, brochures regarding mutual recognition of professional qualifications of Bulgarian citizens having obtained their medical education or education of lawyer or architect abroad and of EU/EEA citizens willing to practice in Bulgaria;

4. Achieved qualitative and effective cooperation between institutions operating in this field and ensuring of transparency and information before the society regarding this process;

5. A training carried out providing expertise on methods of maintenance of the State Registers of medical and paramedical professionals at the Ministry of Health.

#### A2. Free movement of workers:

1. Developed curricula for general and specific training of MLSP and EA experts (40 experts trained in the two tailor-made programs) for implementation of the Regulation 1612/68, Directive 2004/38 and Directive 96/71/EC,
2. Preparation of proposals for legislative changes if necessary according to the results of the training under 1.;
3. Elaborated manuals, guidelines and information providing brochures in this field;
4. 20 experts from the Public Employment services selected and trained to deal with EURES issues;
5. Conducted seminar for experts from MLSP, EA and other parties concerned, incl. media on the most important issues in the field of Free Movement of Workers and on EURES network integration of Bulgaria.

#### A3. Co-ordination of Social security schemes area

1. Conducted analysis of the recent developments in the acquis regarding the coordination of social security schemes, e.g. coordination of occupational pension schemes, pension schemes on capital basis, non-contributory benefits, and the new Regulation 883/2004 on coordination of social security schemes;
2. Conducted analysis of the training needs of the administration at the competent authorities and of NHIF and elaborated training programmes;
3. Developed team of 20 experts at the competent authorities and a Plan for Institutional Development of the competent authorities which enables Bulgaria to meet the requirements of Regulations 1408/71 and 574/72 concerning competent authorities;
4. 20 experts from the competent authorities trained according to the training needs assessment;
5. Elaborated training materials for practical use;
6. Developed methodology for transfers of payments for medical care and services provided abroad on the behalf of the MoH and NHIF;

7. Prepared study and training materials for the staff of the MoH and the NHIF related to their future activities in regard to the coordination of social security schemes in the field of health care;
8. Conducted analysis of the recent developments in the acquis regarding the access to health care, in particular the EHIC and a strategy elaborated for the introduction of the EHIC in Bulgaria;
9. At least 1500 leaflets printed, intended to be distributed among the medical care providers, in respect to their future work with the EHIC;
10. Three workshops organized for at least 10 experts from the MoH and at least 30 experts from NHIF and its regional structures;

### 3.4 Activities (including Means)

#### **Activity 3.4.1**

A1. ? mutual recognition of diplomas, certificates and other evidence of the formal qualifications of medical, paramedical and veterinary professionals, architects, engineers in investment design and lawyers:

1. Training of staff of all concerned beneficiaries in the sector of mutual recognition of diplomas and qualifications for the General System Directives 89/48/EEC and 92/51/EEC (120 people in total) or the proposed codifying Directive if it is already in force when the implementation of this project begins.

- Exchange of experience with the EU Member States' in the field of the mutual recognition of diplomas and other certificates;
- Training of Bulgarian experts representatives of the institutions and organizations competent for mutual recognition.

2. Training of staff of ICEI Directorate of MoH on regulated medical professions, of experts from NVS on regulated veterinary professions (Directives 78/1026/EEC and 78/1027/EEC), of experts from competent organizations of architects, engineers in investment design and lawyers for carrying out the activities and obligations resulting from the EC Directives on lawyers and architects (120 people in total);

- Exchange of experience with the EU Member States' in the field of the mutual recognition of diplomas and other certificates for medical and paramedical professionals;
- Exchange of experience with the EU Member States' in the field of the mutual recognition of diplomas of lawyers and of architects, engineers in investment design;
- Development of a training programme for the ICEI Directorate experts and NVS experts according to the European legislation and the duties resulting from the EC Directives for the regulated medical and veterinary professions;
- Development of a training programme covering current training needs of representatives from the competent organizations of architects, engineers in investment design and lawyers in the field of mutual recognition of diplomas;
- Training of Bulgarian experts (representatives of the MoH, medical universities and colleges, NVS, veterinary faculties and colleges, professional

organizations) on the main obligations and requirements resulting from the Directives for the regulated medical professions (seminar held in Bulgaria).

3. Elaboration in-detail of manuals, guidelines, brochures regarding mutual recognition of the professional qualifications of Bulgarians who have obtained their medical/veterinary education or education of lawyer or architect abroad and EU/EEA citizens willing to practice respective regulated profession in Bulgaria.

- Exchange of experience with the EU Member States' experience in the field of recognition of professional qualifications for medical and veterinary professionals, lawyers and architects, engineers in investment design graduated out of the EU countries and/or other citizens who wish to practice in a current Member State.
- Elaboration of manuals/guidelines facilitating execution of the activities resulting from the application of the European legislation in the field of mutual recognition of diplomas and other certificates for medical and veterinary professionals, lawyers and architects, engineers in investment design.

4. Exchange of experience regarding cooperation between institutions operating in this field - carrying out of a study visit to a MS for 15 specialists from MoH, NVS, and professional organizations;

5. Exchange of experience through a training on methods of maintenance of State Registers of medical and veterinary professionals in the Ministry of Health (30 experts, the training to be held in Bulgaria).

#### Activity 3.4.2

##### A2. Free movement of workers:

1. Organization of 2 tailor-made trainings, designed for 40 experts from MLSP and EA as follows:

1.1 One for general training in Sofia (40 experts) with the aim to provide insight on the EU legislation in the area of free movement of workers and its detailed implementation as follows:

- Regulation 1612/68 of the Council of 15 October 1968 on freedom of movement for workers within the Community;
- Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services;
- Directive 2004/38/EC of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States amending Regulation (EEC) No 1612/68 and repealing Directives 64/221/EEC, 68/360/EEC, 72/194/EEC, 73/148/EEC, 75/34/EEC, 75/35/EEC, 90/364/EEC, 90/365/EEC and 93/96/EEC.

1.2 One for specific training/exchange of experience in a MS for acquiring practical skills on the implementation of the EU acquis in this area (15 experts from the trained 40 experts);

2. Preparing proposals for legislative changes if necessary according to the results of the training under 1.;
3. Elaboration of proper manuals, guidelines and information providing brochures in this area;
4. Conduct of specific training – to be held in Bulgaria - for individual experts (selection and training of 20 experts from the Employment Agency and the Regional Labour Service Directorates), responsible for the coordination of the activities of EURES, in view of the future integration into the EURES network, including preparation for connection to the European Job Mobility Portal and ensuring that all job vacancies displayed on the Public Employment Services website will be available upon accession;
5. Organization of a seminar with representatives of Ministry of Labour and Social Policy, Employment Agency and other parties concerned (50 participants including media) in order to raise public awareness for the future integration of Bulgaria in the EURES network.

#### Activity 3.4.3

##### A3. Co-ordination of Social security schemes:

1. Analysis of the recent developments in the acquis regarding the coordination of social security schemes, e.g. coordination of occupational pension schemes, pension schemes on capital basis, non-contributory benefits. The new Regulation 883/2004 on coordination of social security schemes;
2. Analysis of the training needs of the administration at the competent authorities and of NHIF and preparation of training programs.
3. Elaboration of a Plan for Institutional Development of the competent authorities and strengthening their administrative capacity in order to meet and to fulfil the requirements of the EU law in the field of coordination of social security schemes: Preparation of multi-annual working programmes with regard to the implementation of the EC co-ordination rules and the execution of bilateral agreements for every branch of social security;  
Organization of a seminar designed for experts from competent authorities and NHIF on the mechanisms of institutional capacity building and establishment of a working model of administration for implementation of the Regulations 1408/71 and 574/72,
4. Development of human resources of the competent authorities:  
Elaboration of guides and manuals for decision makers and for social security and health insurance personnel carrying out specific tasks in the implementation of the EC co-ordination legislation. These materials should contain relevant legislative texts (regulations, decisions/recommendations of the Administrative Commission etc.) and their interpretation, general information and overview of the EU co-ordination rules; a detailed learning part in accordance with all branches of social security;

- Training of 20 experts from the competent authorities on the practical aspects of implementation of the Regulations 1408/71 and 574 /72 (in compliance with the training needs assessment) to be held in Bulgaria.
5. Elaboration of training materials for practical use.
  6. Elaboration of a methodology for financial transfers for medical care and services provided abroad;
  7. Elaboration of study and training materials for the staff of MoH and NHIF related to their future activities according to the coordination of social security schemes in the field of health care;
  8. Analysis of the recent developments in the acquis regarding the access to health care, in particular the EHIC and elaboration of strategy for the introduction of the EHIC in Bulgaria;
  9. Print of at least 1500 leaflets intended for the medical care providers;
  10. Exchange of experience between experts from the MoH and NHIF of Bulgaria and experts from a Member State with regard to the introduction of the EHIC and with the practical implementation of the obligations evolving from implementation of the Regulations 1408/71 and 574/72 in the field of health care. The main purpose is to learn this Member State's experience in the context of its accession to the EU;
  11. Organization of three workshops on the obligations evolving from the Regulations 1408/71 and 574/72, intended for at least 10 experts from MoH and 30 experts from NHIF and its regional structures. The topics of these workshops will be: "Requirements of the Regulations 1408/71, 574/72 and 883/2004 in the field of benefits in kind and relevant case law", "Financial transfers for benefits in kind" and "Introduction and working with the EHIC".

### 3.5 Linked Activities:

**Pre-Accession Activities in Social Security Sphere**, a Phare funded project in the frame of BG 0205.02 Unallocated Institutional Building Envelope project. The main beneficiary of this project is the National Social Security Institute. The expected results of this project are: revised list of Bulgarian requests for entries to the Annexes of Regulations 1408/71 and 574/72; strengthened capacity of NSSI in the field of application of the rules of coordination and judiciary practices of EU; improved administrative capacity of NSSI in terms of information and operational procedures with regard to the EU coordination.

### 3.6 Lessons learned:

The present fiche is a follow-up of the project implemented by NSSI "Pre-Accession Activities in Social Security Sphere" Project number: BG0205.02.02, Ref. Number: BG/2002/IB/SO/01/UE – in the field of coordination of the social security systems. As the project purpose of the latter is strengthening administrative capacity of the National Social Security Institute solely, the present project fiche constitutes a wider and more comprehensive attempt to focus on policy consequences at ministerial level related to coordination of social security, free movement of workers, EURES and recognition of diplomas of medical professions as well as on the latest developments of the EU legislation in the fields. Another major conclusion made during the negotiation process was that training is necessary in the field of recognition of diplomas of veterinary professions, the profession of lawyer, architect and engineer in investment design.



#### **4. Institutional Framework**

MLSP, MoH, MES, NHIF and NVS and competent organizations of lawyers and architects will have the key role in the project management and implementation. The day-to-day management of the project will be entrusted to a Project Implementation Unit (PIU), to be established at the MLSP.

The Central Finance and Contracting Unit (CFCU) in the Ministry of Finance is the Implementing Agency (respectively Contracting Authority) of the project.

For the strategic management of the project a Project Steering Committee (PSC) will be established. The PSC will provide strategic guidance in respect of the project management and will provide opinions and recommendations to the PIU upon request and counselling problem issues. The membership of the PSC will include representatives of key stakeholders and organisations for the project. The proposed membership is:

MLSP	1
MoH	1
MES	1
NVS	1
Ministry of Finance	1
NHIF	1
Supreme Bar Council	1
Chamber of the Architects	1
Union of the Veterinary Surgeons	1

The PSC will take its decisions with a simple majority. The PSC will hold its regular meetings at quarterly basis. When important matters are to be concerned, the chairman or 2/3 of the PSC members could convene the PSC for a meeting.

#### **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.

## 5. Detailed Budget

	Phare/Pre-Accession Instrument support	Co-financing			Total Cost
€M		National Public Funds (*)	Other Sources (**)	Total Co-financing of Project	
<b>Year 2005 - Investment support jointly co funded</b>					
Sub-project 1, etc....	N/A	N/A	N/A	N/A	N/A
<b>Investment support – sub-total</b>	N/A	N/A	N/A	N/A	N/A
<b>% of total public funds</b>	<b>max 75 %</b>	<b>min 25 %</b>			

*In case of parallel co-funding (per exception to the normal rule, see special condition as indicated below: **Not applicable***

<b>Year 2005 Institution Building support</b>					
Twinning contract	1.5				1.5
<b>IB support</b>	<b>1.5</b>				<b>1.5</b>

<b>Total project 2005</b>	<b>1.5</b>				<b>1.5</b>
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*The national co-financing will be up to 10% for the Twinning Contract and will be provided from the state budget through the Directorate “National Fund” of the Ministry of Finance.*

*(\*) contributions from National, Regional, Local, Municipal authorities, FIs loans to public entities, funds from public enterprises*

*(\*\*) private funds, FIs loans to private entities*

## 6. Implementation Arrangements

### 6.1 Implementing Agency

The CFCU will act as the IA and will manage the budget - tendering, contracting, and monitoring the implementation of the project.

The PAO is Mr Tencho Popov  
 Chief Secretary of the Ministry of Finance  
 102 Rakovski str.,  
 Sofia 1040 – Bulgaria  
 Phone: (+359 2) 9859 2771, 9859 2777

The Central Financing and Contracting Unit (CFCU) will be responsible for the implementation of all the institutional building projects or components of projects. The CFCU will ensure the proper management of the project.

## 6.2 Twinning

The project will be implemented through Twinning. The budget has been based on 17 months twinning project duration.

PIU will be developed within the MLSP. This unit will comprise of Resident Twinning Advisor, Project Leader (Mr. K. Popov) supported by senior staff from “European Funds, International Programmes and Projects” Directorate. The implementation unit will also serve as secretariat of the CFCU on this project.

The contract person for twinning is:

Mr. Plamen Girginov,  
Head of Unit “Programming and Evaluation”  
EFIPP Directorate, MLSP  
2, Triadiza Str., 1051 Sofia  
e-mail: [pgirginov@mlsp.government.bg](mailto:pgirginov@mlsp.government.bg)  
phone: (+359 2) 932 95 22, 81 19 600  
fax: (+359 2) 981 69 78

Experts profile:

### **Resident Twinning Advisor (RTA):**

- At least 10 years experience in the field of Free movement of People
- Responsible for the general management of the project;
- Good command of English.

The twinning partner will be required to provide also **short-term experts** for the areas A1 (6 months duration) and A2 (4 months duration) **and short-term experts** in the area A3 (4 months duration)

### **Profile of the short-term experts:**

- **For the A1 Field:**
  - experience in the field of mutual recognition of diplomas and qualifications in pre-accession countries;
  - experience in implementation of the harmonized legislation in the field.
- **For the A2 Field:**
  - extensive experience in the field of Free movement of people, implementation of projects in pre-accession countries, structural funds, experience in EURES networks,.
- **For the A3 Field:**
  - experience in the field of coordination of social security schemes. Experience in the work of the Administrative Commission for Social Security of Migrant Workers will be an advantage;
  - expertise in the field of introduction of the new EHIC.

## 6.3 Non-standard aspects

The Twinning Manual will be strictly followed.

#### 6.4 Contracts

Twinning Contract with Member State(s) – 1 500 000 euro

### 7. Implementation Schedule

#### 7.1 Start of tendering/call for proposals

Third quarter of 2005

#### 7.2 Start of project activity

Second quarter of 2006

#### 7.3 Project completion

Third quarter of 2007

### 8. Equal Opportunity

The project will be implemented according to the regulations of Bulgarian law providing equal opportunities for men and women. Twinning authorities will be expected to comply with EU Equal Opportunity policies.

### 9. Environment

The project has no environmental impact.

### 10. Rates of return

Not applicable

### 11. Investment criteria (applicable to all investments)

#### 11.1 Catalytic effect

The project will create base and capacity for fulfilment of the engagements resulting from the EU rules in the field of free movement of workers

#### 11.2 Co-financing

Not applicable

#### 11.3 Additionality

Phare intervention has not dispatched other public or private sector financing for this project.

- 11.4 Project readiness and size
- 11.5 Sustainability

The Regulations are legislation exercising direct effect and after the accession Bulgaria will apply the requirements of Regulations 1408/71 and 574/72.

After the accession Bulgaria will have to guarantee the proper implementation of the EU acquis in the field of free movement of persons and one of the main prerequisites for this is the mutual recognition of diplomas and qualifications, which will also be achieved under the current project.

- 11.6 Compliance with state aids provisions

Not applicable

## **12. Conditionality and sequencing**

Establishment of the PIU prior to the commencement of the project is a conditionality for the beginning of the project.

### **ANNEXES TO PROJECT FICHE**

1. Logframe in standard format
2. Detailed implementation chart
3. Contracting and disbursement schedule, by quarter, for full duration of project
4. National legislation relevant to the project

## Annex 1 Logframe in standard format

LOGFRAME PLANNING MATRIX FOR Project		Programme name and number	
<b>Implementation of pre-accession commitments of the Republic of Bulgaria in the field of Free Movement of Persons</b>		Contracting period expires: November 2007	Disbursement period November 2008
		Total budget: 1.5 M EURO	Phare budget: 1.5 M EURO
Overall objective	Objectively verifiable indicators	Sources of Verification	
Strengthening the institutional and administrative capacity of the administration of the Bulgarian competent authorities for implementation of EU <i>acquis</i> in the fields of mutual recognition of diplomas, certificates and other evidence of the formal qualifications, free movement of workers and co-ordination of social security.	Increased administrative efficiency and effectiveness of the competent authorities and of the National Veterinary Service /NVS/, competent organizations of architects, engineers in investment design and lawyers and National Health insurance Fund /NHIF/	<ul style="list-style-type: none"> <li>• Reports, statistics</li> <li>• External audit</li> <li>• Quarterly reports</li> </ul>	
Project purpose	Objectively verifiable indicators	Sources of Verification	Assumptions
<ul style="list-style-type: none"> <li>▪ Strengthening the institutional capacity of the Ministry of Education and Science, Ministry of Health, of the National Veterinary Service and competent organizations of architects, engineers in investment design and lawyers for mutual recognition of diplomas, certificates and other evidence of the formal qualifications of medical, paramedical, veterinary professionals, architects, engineers in investment design and lawyers;</li> <li>▪ Implementation of national veterinary legislation adopted for transposition of Council Directives 78/1026/EEC and 78/1027/EEC;</li> <li>▪ Further development of national legislation for full compliance with the <i>acquis</i> in the field of free movement of workers and ensuring full implementation of the <i>acquis</i> by accession, including the social and cultural integration of migrant workers and their families and</li> </ul>	Full compliance of the national legislation with the <i>acquis</i> in the field of free movement of persons and administrative knowledge for its implementation	<ul style="list-style-type: none"> <li>• Regular reports of EC;</li> <li>• Monitoring reports;</li> <li>• RTA reports;</li> </ul>	<ul style="list-style-type: none"> <li>• Macroeconomic stability;</li> <li>• Support for the project from the key parties involved;</li> <li>• Good cooperation between the MLSP, MoH, MES, NVS, NHIF, competent organizations of lawyers and architects;</li> <li>• Twinning Covenant agreed</li> </ul>

<p>development of necessary pre-conditions for joining the EURES network;</p> <ul style="list-style-type: none"> <li>Preparation of the administration of the competent authorities and of NHIF for the implementation of the pre-accession commitments of R Bulgaria in the field of coordination of social security schemes.</li> </ul>			
<b>Results</b>	<b>Objectively verifiable indicators</b>	<b>Sources of Verification</b>	<b>Assumptions</b>
<p><u>A1. ? mutual recognition of diplomas, certificates and other evidence of the formal qualifications of medical, paramedical and veterinary professionals</u>, architects, engineers in investment design and lawyers.</p> <p>1. Trained staff of all concerned beneficiaries in the sector of mutual recognition of diplomas and qualifications for the General System Directives 89/48/EEC and 92/51/EEC (120 people in total), or the proposed codifying Directive if it is already in force when the implementation of this project begins;</p> <p>2. Trained staff of ICEI Directorate of MoH on regulated medical professions, trained experts from NVS on regulated veterinary professions (Directives 78/1026/EEC and 78/1027/EEC), trained experts from competent organizations of architects, engineers in investment design and lawyers for carrying out the activities and obligations resulting from the EC Directives on lawyers and architects (120 people in total);</p> <p>3. Elaborated manuals, guidelines, brochures regarding mutual recognition of professional qualifications of Bulgarian citizens having obtained their medical education or education of lawyer or architect abroad and of EU/EEA citizens willing to practice in Bulgaria;</p>	<p>1. Staff of all concerned beneficiaries in the sector of mutual recognition of diplomas and qualifications well acquainted with the General System Directives, proved through exams</p> <p>2. Staff of ICEI Directorate of MoH and NVS, and representatives of competent organizations of lawyers and architects capable to manage the activities and obligations resulting from the EC Directives on regulated professions (120 people in total, by February 2007);</p> <p>3. Elaborated manuals, guidelines, brochures by November 2006;</p>	<ul style="list-style-type: none"> <li>RTA reports;</li> <li>PIU reports;</li> <li>Reports from the conducted training;</li> <li>Ex-post survey;</li> <li>Monitoring from EC Delegation;</li> </ul>	<ul style="list-style-type: none"> <li>Twinning partner capable to draft the training programs and to deliver the training;</li> </ul>

<p>4. Achieved qualitative and effective cooperation between institutions operating in this field and ensuring of transparency and information before the society regarding this process;</p>	<p>4. Carrying out of exchange of experience through a study visit to the a MS for 15 specialists from MoH, NVS, and professional organizations.</p>	
<p>5. Expertise to be obtained on methods of maintenance of the State Registers of medical and paramedical professionals at the Ministry of Health.</p>	<p>5.A training for 30 experts carried out.</p>	
<p><u>A2. Free movement of workers:</u></p> <p>1. Developed curricula for general and specific training of MLSP and EA experts (40 experts trained in the two tailor-made programs);</p>	<p>1. Curricula for tailor-made training and 40 experts passed through the tailor-made training;</p>	
<p>2. Preparation of proposals for legislative changes if necessary according to the results of the training under 1.</p>	<p>2. Legislative proposes prepared if needed</p>	
<p>3. Elaborated manuals, guidelines and information providing brochures in this field;</p>	<p>3. Elaborated manuals, guidelines and information providing brochures by January 2007</p>	
<p>4. 20 experts from the Public Employment services selected and trained to deal with EURES issues;</p>	<p>4. 20 experts from PES selected and trained;</p>	
<p>5. Conducted seminar for experts from MLSP, EA and other parties concerned, incl. media on the most important issues in the field of Free Movement of Workers and on EURES network integration of Bulgaria.</p>	<p>5. Seminar in the field of Free movement of workers for 50 experts from MLSP and EA;</p>	



<p><u>A3. Co-ordination of Social security schemes area</u></p> <ul style="list-style-type: none"> <li>• Conducted analysis of the recent developments in the acquis regarding the coordination of social security schemes, e.g. coordination of occupational pension schemes, pension schemes on capital basis, non-contributory benefits, and the new Regulation 883/2004 on coordination of social security schemes;</li> <li>• Conducted analysis of the training needs of the administration at the competent authorities and of NHIF and elaborated training programmes;</li> <li>• Developed team of 20 experts at the competent authorities and a Plan for Institutional Development of the competent authorities which enables Bulgaria to meet the requirements of Regulations 1408/71 and 574/72 concerning competent authorities;</li> <li>• 20 experts from the competent authorities trained according to the training needs assessment;</li> <li>• Elaborated training materials for practical use;</li> <li>• Developed methodology for transfers of payments for medical care and services provided abroad on the behalf of the MoH and NHIF;</li> <li>• Prepared study and training materials for the staff of the MoH and the NHIF related to their future activities in regard to the coordination of social security schemes in the field of health care</li> </ul>	<p>aining needs assessment carried out by July 2005</p> <ul style="list-style-type: none"> <li>• Elaborated training programmes by September 2006</li> <li>• Elaborated Plan for institutional Development of the competent authorities and NHIF by October 2006;</li> <li>• Trained 20 experts from the competent authorities;</li> <li>• Training materials for practical use ready by Oct 2006;</li> <li>• Methodology for transfers of payments for medical care and services;</li> <li>• Study and training materials for the coordination of the social security schemes in the field of health care prepared by December 2006</li> </ul>	
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<ul style="list-style-type: none"> <li>• Conducted analysis of the recent developments in the acquis regarding the access to health care, in particular the EHIC and a strategy elaborated for the introduction of the EHIC in Bulgaria;</li> <li>• At least 1500 leaflets printed, intended to be distributed among the medical care providers, in respect to their future work with the EHIC;</li> <li>• Acquired knowledge of experts from the MoH and NHIF on the experience of a MS with similar organization of the health care system like the Bulgarian in the context of introduction of the EHIC</li> <li>• Three workshops organized for at least 10 experts from the MoH and at least 30 experts from NHIF and its regional structures;</li> </ul>	<ul style="list-style-type: none"> <li>• Conducted analysis of the recent developments in the acquis regarding the access to health care by September 2006</li> <li>• At least 1500 leaflets printed</li> <li>• NHIF and MoH expert got acquainted with the experience of a new Member state in the process of its affiliation to the co-ordination of the social security schemes in the field of health care and the introduction of the EHIC</li> <li>• Three workshops organized for the experts of MoH and NHIF and his regional structures</li> </ul>	
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Activities	Means	Costs	Assumptions
<p><u>A1. ? mutual recognition of diplomas, certificates and other evidence of the formal qualifications of medical, paramedical and veterinary professionals, architects, engineers in investment design and lawyers:</u></p> <p>1. Training of staff of all concerned beneficiaries in the sector of mutual recognition of diplomas and qualifications for the General System Directives 89/48/EEC and 92/51/EEC (120 people in total) or the proposed codifying Directive if it is already in force when the implementation of this project begins.</p> <ul style="list-style-type: none"> <li>• Exchange of experience with the EU Member States' in the field of the mutual recognition of diplomas and other certificates;</li> <li>• Training of Bulgarian experts representatives of the institutions and organizations competent for mutual recognition.</li> </ul> <p>2. Training of staff of ICEI Directorate of MoH on regulated medical professions, of experts from NVS on regulated veterinary professions (Directives 78/1026/EEC and 78/1027/EEC), of experts from competent organizations of architects, engineers in investment design and lawyers for carrying out the activities and obligations resulting from the EC Directives on lawyers and architects (120 people in total);</p> <ul style="list-style-type: none"> <li>• Exchange of experience with the EU Member States' in the field of the mutual recognition of diplomas and other certificates for medical and paramedical professionals;</li> <li>• Exchange of experience with the EU Member States' in the field of the mutual recognition of diplomas of lawyers and of architects, engineers in investment design;</li> <li>• Development of a training programme for the ICEI Directorate experts and NVS experts according to the European legislation and the duties resulting from the EC Directives for the regulated medical and veterinary professions;</li> <li>• Development of a training programme covering current training needs of representatives from the competent organizations of architects, engineers in investment design and lawyers in the field of mutual recognition of diplomas;</li> <li>• Training of Bulgarian experts (representatives of the MoH,</li> </ul>	<p><b>1 twinning contract</b></p>		<ul style="list-style-type: none"> <li>• Twinning partner found and twinning contract negotiated;</li> </ul>

<p>medical universities and colleges, NVS, veterinary faculties and colleges, professional organizations) on the main obligations and requirements resulting from the Directives for the regulated medical professions (seminar held in Bulgaria).</p> <p>2. Elaboration in-detail of manuals, guidelines, brochures regarding mutual recognition of the professional qualifications of Bulgarians who have obtained their medical/veterinary education or education of lawyer or architect abroad and EU/EEA citizens willing to practice respective regulated profession in Bulgaria.</p> <ul style="list-style-type: none"> <li>• Exchange of experience with the EU Member States' experience in the field of recognition of professional qualifications for medical and veterinary professionals, lawyers and architects, engineers in investment design graduated out of the EU countries and/or other citizens who wish to practice in a current Member State.</li> <li>• Elaboration of manuals/guidelines facilitating execution of the activities resulting from the application of the European legislation in the field of mutual recognition of diplomas and other certificates for medical and veterinary professionals, lawyers and architects, engineers in investment design.</li> </ul> <p>3. Exchange of experience regarding cooperation between institutions operating in this field - carrying out of a study visit to a MS for 15 specialists from MoH, NVS, and professional organizations;</p> <p>4. Exchange of experience through a training on methods of maintenance of State Registers of medical and veterinary professionals in the Ministry of Health (30 experts, the training to be held in Bulgaria).</p> <p>A2. Free movement of workers:</p> <p>1. Organization of 2 tailor-made trainings, designed for 40 experts from MLSP and EA as follows:</p> <p>i. one for <u>general</u> training in Sofia (40 experts) with the aim to provide insight on the EU legislation in the area of free movement of workers and its detailed implementation</p>			
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as follows:

- Regulation 1612/68 of the Council of 15 October 1968 on freedom of movement for workers within the Community;
- Directive 96/71/EC of the European Parliament and of the Council of 16 December 1996 concerning the posting of workers in the framework of the provision of services;
- Directive 2004/38/EC of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States amending Regulation (EEC) No 1612/68 and repealing Directives 64/221/EEC, 68/360/EEC, 72/194/EEC, 73/148/EEC, 75/34/EEC, 75/35/EEC, 90/364/EEC, 90/365/EEC and 93/96/EEC.

ii. one for specific training/exchange of experience in a MS for acquiring practical skills on the implementation of the EU acquis in this area (15 experts from the trained 40 experts);

2. Preparing proposals for legislative changes if necessary according to the results of the training under 1.

3. Elaboration of proper manuals, guidelines and information providing brochures in this area;

4. Conduct of specific training – to be held in Bulgaria - for individual experts (selection and training of 20 experts from the Employment Agency and the Regional Labour Service Directorates), responsible for the coordination of the activities of EURES, in view of the future integration into the EURES network, including preparation for connection to the European Job Mobility Portal and ensuring that all job vacancies displayed on the Public Employment Services website will be available upon accession;

<p>5. Organization of a seminar with representatives of Ministry of Labour and Social Policy, Employment Agency and other parties concerned (50 participants including media) in order to raise public awareness for the future integration of Bulgaria in the EURES network.</p> <p>A3. Co-ordination of Social security schemes:</p> <p>1. Analysis of the recent developments in the acquis regarding the coordination of social security schemes, e.g. coordination of occupational pension schemes, pension schemes on capital basis, non-contributory benefits, etc. The new Regulation 883/2004 on coordination of social security schemes;</p> <p>2. Analysis of the training needs of the administration at the competent authorities and of NHIF and preparation of training programs.</p> <p>3. Elaboration of a Plan for Institutional Development of the competent authorities and strengthening their administrative capacity in order to meet and to fulfil the requirements of the EU law in the field of coordination of social security schemes: Preparation of multi-annual working programmes with regard to the implementation of the EC co-ordination rules and the execution of bilateral agreements for every branch of social security; Organization of a seminar designed for experts from competent authorities and NHIF on the mechanisms of institutional capacity building and establishment of a working model of administration for implementation of the Regulations 1408/71 and 574/72, ..</p> <p>4. Development of human resources of the competent authorities: Elaboration of guides and manuals for decision makers and for social security and health insurance personnel carrying out specific tasks in the implementation of the EC co-ordination legislation. These materials should contain relevant legislative texts (regulations, decisions/recommendations of the Administrative Commission etc.) and their interpretation, general information and overview of the EU co-ordination rules; a detailed learning part in accordance with all branches of social security;</p>			
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<ul style="list-style-type: none"> <li>• Training of 20 experts from the competent authorities on the practical aspects of implementation of the Regulations 1408/71 and 574 /72 (for compliance with the training needs assessment) to be held in Bulgaria;</li> </ul> <p>5. Elaborated training materials for practical use;</p> <p>6. Elaboration of a methodology for financial transfers for medical care and services provided abroad;</p> <p>7 . Elaboration of study and training materials for the staff of MoH and NHIF related to their future activities according to the coordination of social security schemes in the field of health care;</p> <p>8 .Analysis of the recent developments in the acquis regarding the access to health care, in particular the EHIC and elaboration of strategy for the introduction of the EHIC in Bulgaria;</p> <p>9. Print of at least 1500 leaflets intended for the medical care providers;</p> <p>10. Exchange of experience between experts from the MoH and NHIF of Bulgaria and experts from a Member State with regard to the introduction of the EHIC and with the practical implementation of the obligations evolving from implementation of the Regulations 1408/71 and 574/72 in the field of health care.</p> <p>10. Organization of three workshops on the obligations evolving from the Regulations 1408/71 and 574/72, intended for at least 10 experts from MoH and 30 experts from NHIF and its regional structures. The topics of this workshops will be: “Requirements of the Regulations 1408/71, 574/72 and 883/2004 in the field of benefits in kind and relevant case law”, “Financial transfers for benefits in kind” and “Introduction and working with the EHIC”.</p>			
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## Annex 2 Detailed implementation chart

Implementation of pre-accession commitments of the Republic of Bulgaria in the field of Free Movement of Persons

Components	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	J	F	M	A	M	J	J	A	S	O	N	D	
Project Approval						X	X																														
Twinning Partner Search								X	X	X																											
Twinning Contract Negotiated											X	X	X	X	X	X																					
Establishment of PIU in MLSP																X																					
Twinning implementation																	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X				
Midterm evaluation																							X														
Final evaluation																																		X			



## Annex 3 Contracting and disbursement schedule

### Implementation of pre-accession commitments of the Republic of Bulgaria in the field of Free Movement of Persons

Contracting	Cumulative contracting schedule by quarter in €m (provisional)												Total	
	2005				2006				2007					
	I	II	III	IV	I	II	III	IV	I	II	III	IV		
Twinning						1,5	1,5	1,5	1,5	1,5	1,5		1,5	
Total						1,5	1,5	1,5	1,5	1,5	1,5		1,5	

Disbursement	Cumulative disbursement schedule by quarter in €m (provisional)												Total	
	2005				2006				2007					
	I	II	III	IV	I	II	III	IV	I	II	III	IV		
Twinning							0,75	0,75	1,05	1,05	1,5	1,5	1,5	
Total							0,75	0,75	1,05	1,05	1,5	1,5	1,5	

## Annex 4 Reference list of relevant laws and regulations

### **National legislation in force relevant to the project**

#### 1. Mutual recognition of diplomas and qualifications

##### *Primary legislation*

- The Higher Education Act
- The Law on the Health
- The Law for the professional organisations of the physicians and stomatologists (to be amended)
- The Bar Law
- The Law on Chambers of Architects and Engineers in Investment Design
- The Law on the Veterinary Medicine Activity

##### *Secondary legislation*

- Ordinance for the uniform state requirements on the content of the main documents, issued by higher schools;
- Ordinance on the state requirements for obtaining a higher education in the specialty “veterinary medicine”;
- List of regulated professions in the Republic of Bulgaria and competent institutions for mutual recognition of qualifications;

#### 2. Free movement of workers:

- The Law on the Foreign Nationals in the Republic of Bulgaria
- The Employment Promotion Act.

#### 3. Coordination of social security schemes

- Social Security Code
- Law on Health Insurance
- Law on Health
- Law on Integration of Persons with Disabilities