

NATIONAL ACTION PLAN FOR THE PERIOD 2022-2023
for implementation of the
National Strategy of the Republic of Bulgaria for Equality, Inclusion and
Participation of the Roma 2021-2030

PRIORITY “EDUCATION”

I. LONG-TERM GOALS FOR THE PERIOD 2022-2030

Ministry of Education and Science

- ✓ Sustainability of policies for inclusion, sustainable inclusion and educational integration in preschool and school education of children and students from vulnerable groups, including Roma;
- ✓ Sustainability of policies for educational desegregation and prevention of secondary segregation;
- ✓ Strengthening the role of kindergartens and schools for education in values and their transformation into value-oriented behavior;
- ✓ Establishment and development of effective school communities with an emphasis on systematic work with parents;
- ✓ Focusing education on the formation and development of skills for life and work in the XXI century.

II. IMPLEMENTATION GOALS FOR THE PERIOD 2022-2023

Operational goal: Creating conditions for the implementation of quality and inclusive education, as well as for educational integration and inter-cultural education for children and students, including for vulnerable groups, and Roma.

Goal 1. Effective coverage, inclusion and reintegration of children and students in compulsory preschool and school age from vulnerable groups, including Roma.

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR) ¹	Indicators (unit: number, share)	Current value 2022	Cumulative target value 2022-2023
1.1.	Coverage of children from vulnerable groups, including Roma, in forms of education and care in early childhood and ensuring continuity of training in	Current	2022	MES; Municipalities	With funds from the state budget, calculated on the basis of standards adopted by the Council of	Number of children with free access to kindergartens, including children subject to compulsory preschool education, including from	31,979 children from risk groups for whom BGN 4,180,792 have been provided under the project “Active inclusion in the system of	35,000 children of compulsory preschool age from vulnerable groups, enrolled as a result of the work of the Mechanism for

¹The financial resources indicated in the column “funding source” (throughout the plan) are indicative and will be specified in the process of implementation of specific measures and within the approved budgets of the budget organization and within the approved funds for state delegated activities with regard to municipalities.

	compulsory preschool education for 4-5 and 6-year-old children.				Ministers for financing state delegated activities and the number of children; With funds under OP SESG 2014-2020	vulnerable groups, and Roma	preschool education” under OP SESG 2014-2020 to compensate for fees for kindergarten	joint work of the institutions to cover and include in the educational system of children and students of compulsory preschool and school age.
1.2.	Ensuring immediate and continuous access to the educational system of children and students of compulsory preschool and school age through the activities of the Mechanism for joint work of institutions to cover, include and prevent dropouts from the educational system of children and students of compulsory preschool and school age	Current	2022	MES RDE	From the state budget - National Programme “Together for every child” for 2022	Coefficient of covered children and students of preschool and school age	94.56%	94.80%
1.3.	Implementation of integrated activities	Current	2022	CEICSEM	With funds from	1. Number of activities for	1. – 99;	1.– 119;

	for educational integration of vulnerable children and students from ethnic communities by ensuring an effective process of coverage, inclusion and reintegration into the educational system.				Competitive procedures in implementation of the Programme for the activity of CEICSEM - BGN 352,325	<p>returning dropped out students to school and improving their educational results;</p> <p>2. Number of children covered in kindergartens in which measures are implemented for fuller coverage and retention of children between 3 and 6/7 years of age from the ethnic communities in the educational system;</p> <p>3. Number of pedagogical specialists involved in the implementation of activities for effective reintegration of children and students returned to the educational system;</p> <p>4. Number of students from ethnic communities with improved educational results;</p> <p>5. Number of children and students</p>	<p>2. – 492;</p> <p>3. – 230;</p> <p>4.– 681;</p> <p>5.– 529;</p>	<p>2. 592;</p> <p>3.– 297;</p> <p>4.– 814;</p> <p>5.– 662;</p>
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						reintegrated into the education system;		
						6. Number of students from socially vulnerable ethnic communities supported for continuing their education in high school;	6.– 324.	6.– 354.
						7. Number of high school students involved in information, motivation and preparation for continuing their education in higher education institutions;	7. – 95.	7. – 112.
						8. Number of high school students who applied to higher education institutions;	8.– 5.	8. – 15;
						9. Number of students who applied and were admitted to higher education institutions.	9. – 4.	9.– 11.

Goal 2. Providing conditions for the implementation of inclusive education and educational integration of children and students from vulnerable groups, including Roma.

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Target value with accumulation 2022-2023
2.1.	Implementation of additional modules in Bulgarian Language for children whose mother tongue is different from Bulgarian, in order to overcome existing and subsequent learning difficulties caused by lack of knowledge of the Bulgarian language.	Current	2022	MES, Education Program Executive Agency	With funds under OP SESG 2014-2020; With funds from the state budget for additional funding for work with children and students from vulnerable groups under Art. 282, para. 14 of the Law on Preschool and School Education.	Number of children from vulnerable groups who do not speak Bulgarian well, included in modules for additional training; Number of kindergartens in which training was conducted through additional modules in Bulgarian language	25,634 children 894 kindergartens	27,000 children 1000 kindergartens
2.2.	Providing additional training in subjects, including during the holidays, to overcome gaps in mastering the curriculum, as well as for the successful presentation at the national external assessment and state matriculation examinations for	Current	2022 - 2023	MES, Executive Agency "Education Program"	With funds under project "Support for Success" under OP SESG 2014-2020; With funds from the state budget for additional funding for work with children and	Number of students at risk of dropping out of education included in additional training	95,238 students at risk of dropping out, included in additional training under the project "Support for Success" under OP SESG 2014-2020 for the	80,000 students at risk of dropping out, included in integration and reintegration activities, and additional training under Programme "Education" 2021-2027 and OP SESG

	students from vulnerable groups, including Roma.				students from vulnerable groups under Art. 282, para. 14 of the Law on Preschool and School Education. With funds under project “Supporting vulnerable groups for access to higher education”	Students from vulnerable groups supported for the state matriculation examinations and successfully passed state matriculation examinations	entire period of the project -	2014-2020 project “Support for Success” for 2022-2023. 2,600 students from vulnerable groups supported for the state matriculation examinations and successfully passed state matriculation examinations
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Goal 3. Improving the quality of education in kindergartens and schools with a concentration of children and students from vulnerable groups, including Roma

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Target value with accumulation 2022-2023
3.1.	Providing appropriate support to educational institutions with concentration of children and students from vulnerable groups according to	Current	2022	MES	With funds from the state budget for additional funding for work with children and students from vulnerable	Number of educational institutions for which targeted funds have been provided for work with children and students from vulnerable groups	1,447 educational institutions with a concentration of children and students from vulnerable groups with	Compared to the established needs of educational institutions for additional funds from the state budget for work with children

	the identified needs, including for the appointment of an educational mediator and a social worker.				groups under Art. 282, para. 14 of the Law on Preschool and School Education. Funds for vulnerable groups for 2022 amount to BGN 34,723,800; With funds from the National Programme to support educational mediators and social workers.		funds provided for 2022	and students from vulnerable groups
3.2.	Conducting trainings for educational mediators and/or social workers.	Coming soon	2022-2023 The training may start as early as 2023.	MES; Education Program Executive Agency	With funds under OP SESG 2014-2020 and under the Program "Education" 2021-2027	Number of trained educational mediators and/or social workers	900 trained educational mediators and/or social workers	1,000 trained educational mediators and/or social workers
3.3.	Implementation of effective educational integration and full socialization of children and students from ethnic minorities through the implementation of mobility activities for students, teachers and parents.	Current	2022	CEICSEM	With funds from Competitive procedures in implementation of the Programme for the activity of CEICSEM - BGN 352,325	1. Number of implemented joint activities between educational institutions, including children and students from ethnic minorities and children and students from the majority; 2. Number of forms of mentoring between	1.– 22; 2.– 68;	1. – 42; 2. – 88;

						<p>students from ethnic minorities with students from the majority;</p> <p>3. Number of applied practices by pedagogical specialists who participated in pedagogical exchanges;</p> <p>4. Number of implemented forms of mentoring between students from ethnic minorities with students from the majority trained in non-segregated educational institutions;</p> <p>5. Number involved in mobility activities pedagogical specialists, children/students, parents.</p>	<p>3.– 23;</p> <p>4.– 68;</p> <p>5. Number involved in mobility activities: - pedagogical specialists - 87; - children/students - 543; - parents - 46</p>	<p>3.– 33;</p> <p>4.– 88;</p> <p>5. Number involved in mobility activities: - pedagogical specialists - 187; - children/students - 1210; - parents - 129.</p>
<p>Goal 4. Overcoming the processes of differentiation (so-called segregation and secondary segregation) in kindergartens and schools through educational measures for desegregation.</p>								

Measures		Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Cumulative target value 2022-2023
4.1	Supporting the municipalities in the implementation of activities for educational desegregation and prevention of secondary segregation by providing free tools and materials, as well as free transport for children in compulsory preschool education and for students attending segregated educational institutions, for training, education and socialization in non-segregated foster care.	Coming soon	2022	CEICSEM	With funds from the National Programme “Supporting municipalities for the implementation of activities for educational desegregation and prevention of secondary segregation” - BGN 500,000	1. Number of municipalities supported for the implementation of activities for educational desegregation and prevention of secondary segregation; 2. Number of children and students for whom free transport is provided within their settlement; 3. Number of children in compulsory preschool education and students up to VII grade, included in the process of educational desegregation and prevention of secondary segregation and for whom teaching aids and materials are provided; 4. Number of motivation activities related to desegregation	1. – 9. 2. – 405. 3.– 442. 4.– 49.	1. – 29. 2. – 1905. 3. – 1942. 4.– 449.

						<p>processes and retention of children and students in the educational system;</p> <p>5. Number of parents involved in the project and participating in project activities in order to increase their motivation to enroll their children in kindergarten and school;</p> <p>6. Number of educational mediators and other non-pedagogical staff involved in project activities;</p> <p>7. Number of implemented activities with parents, children and students and representatives of institutions for building an educational and social environment, providing an effective process of desegregation and prevention of secondary segregation.</p>	<p>5. – 269.</p> <p>6.– 22.</p> <p>7. - 13.</p>	<p>5. – 2269.</p> <p>6. – 62.</p> <p>7. - 58.</p>
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4.2	Implementation of activities for desegregation of segregated educational institutions and for establishment of conditions for implementation of measures for prevention, avoiding and overcoming of the process of secondary segregation.	Current	2022	CEICSEM	With funds from Competitive procedures in implementation of the Programme for the activity of CEICSEM - BGN 145,000	<p>1. Number of children/students permanently transferred from ethno-cultural to multicultural educational environment;</p> <p>2. Number of children/students enrolled in a multicultural educational environment in the presence of segregated in the settlement;</p> <p>3. Number of parents who included their children for training in a multicultural educational environment;</p> <p>4. Number of identified and closed ethnically distinct groups and classes in violation of the Law on Preschool and School Education (as a result of the implementation of the priority);</p> <p>5. Number of organized and conducted activities</p>	<p>1. – 149;</p> <p>2.– 227;</p> <p>3.– 389;</p> <p>4. – 3;</p> <p>5.– 11;</p>	<p>1.– 199;</p> <p>2.– 277;</p> <p>3.– 456;</p> <p>4.– 6;</p> <p>5. -31;</p>
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						for overcoming the existing segregation in educational institutions; 6. Number of organized activities for prevention or overcoming of secondary segregation.	6.– 21.	6. -31.
Goal 5. Preservation and development of the cultural identity of children and students with various ethno-cultural markers, including Roma through the promotion of inter-cultural education, as an integral part of the process of modernization of the Bulgarian educational system								
	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Cumulative target value 2022-2023
5.1.	Training for trainers - teachers from the pedagogical faculties, pedagogical specialists from the preschool and school education system, youth workers and educational mediators - Roma, for acquiring competencies for dealing with discriminatory acts, harassment, violence and social exclusion under	Current	2022	CEICSEM	Project “Capacity building for educational and social inclusion” 85% EEA FM, 15% National co-financing, Programme “Local Development, Poverty Reduction and Improved Inclusion of Vulnerable Groups”, funded by the European Economic Area	1. Trained trainers for university lecturers; 2. Trained youth workers to become trainers for youth workers; 3. Trained Roma educational mediators to become trainers of Roma educational mediators.	1.– 0; 2. – 0; 3. – 0	1.– 10; 2.– 10; 3. – 10.

	Project “Social and educational inclusion”.				Financial Mechanism 2014-2021 - EUR 487,628 million			
5.2.	Implementation of forms of interaction between children and students of different ethnic backgrounds to promote inter-cultural values and diversity in the educational environment in order to build and educate adolescents in a sociocultural model of behavior based on behavioral models of humanism and tolerance.	Current	2022	CEICSEM	With funds from Competitive procedures in implementation of the Programme for the activity of CEICSEM - BGN 260,625	1. Number of developed and implemented programmes for educational activities in kindergartens and schools, in accordance with the cultures of different ethnic communities; 2. Number of children and students from the majority and ethnic communities who have participated in activities to overcome negative stereotypes and discriminatory attitudes; 3. Number of teachers, principals and other pedagogical specialists who have participated in activities to overcome negative stereotypes and	1. – 64; 2. – 2570; 3.– 354;	1.– 71; 2.– 3503; 3.– 487;

						discriminatory attitudes; 4. Number of interest activities conducted, aimed at acquiring knowledge with elements of civic education; 5. Number of implemented forms of inter-cultural education in state and municipal kindergartens, schools and personal development support centers.	4.– 456; 5. – 131.	4.– 472; 5.– 147.
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Goal 6. Effective “educational institution - family” interaction with a focus on parents from vulnerable groups, including Roma, to increase the importance of education by changing attitudes.

Measures		Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Cumulative target value 2022-2023
6.1.	Implementation of activities for inclusion of parents from vulnerable groups, including Roma, in school life and motivating them for the education of their children.	Current	2022-2023	MES RDE	With funds from the state budget under the National Programme “Together for each child” for 2022, Module “Good practices for interaction with parents of institutions of preschool and	Number of kindergartens and schools in which activities for interaction with parents are implemented; Number of parents supported for inclusion in a multicultural	45 kindergartens and schools with implemented activities for interaction with parents -	100 kindergartens and schools with implemented activities for interaction with parents

					school education” With funds from the National Programme to support educational mediators and social workers; with funds from the Programme Education 2021-2027	educational environment		
6.2.	Implementation of forms of interactions between parents of different ethnic background to create a favorable multicultural educational environment, contributing to the effective educational integration of children and students from ethnic minorities.	Current	2022	CEICSEM	With funds from Competitive procedures in implementation of the Programme for the activity of CEICSEM - BGN 352,325	1. Number of parents covered in different forms for mutual acquaintance of different ethnic groups; 2. Number of organized alternative forms of interaction between parents and educational institutions in order to attract and engage them in the process of coverage, retention and reintegration of children and students of ethnic background in the system of preschool and school education;	1. – 1388; 2.– 42;	1.– 2055; 2. – 62;

						<p>3. Number of organized activities for parents from ethnic minorities for psychological-pedagogical and social-communicative inclusion in the educational environment;</p> <p>4. Number of organized activities for parents to increase their sensitivity to discriminatory manifestations and to acquire knowledge and skills on overcoming negative stereotypes and discriminatory attitudes;</p> <p>5. Number of parents involved in activities related to their preparation for the educational integration of their children and students.</p>	<p>3. – 97;</p> <p>4.– 57;</p> <p>5.– 1302.</p>	<p>3. – 117;</p> <p>4. – 79;</p> <p>5. – 1969.</p>
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6.3.	Implementation of activities to raise awareness of parents from vulnerable groups about the benefits of education.	Coming soon	2022-2024	MES; For 2022 Education Program Executive Agency	Programme Education 2021-2027; National Programme “Together for every child”, module “Participate and change - the parent, an active partner in school life” for 2022 after its approval by the Council of Ministers	Number of parents supported by raising awareness of the benefits of education	-	14,000 parents supported to raise awareness of the benefits of education
<i>Goal 7. Encourage the participation of persons from vulnerable groups, including Roma, in continuing education and/or vocational training and/or higher education.</i>								

Measures		Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Cumulative target value 2022-2023
7.1.	Adult literacy	Current	2022-2023	MES; Education Program Executive Agency	With funds under OP SESG 2014-2020	Number of persons over 16 years of age (including Roma), included in literacy courses or in courses for mastering the curriculum intended for study in classes of the lower secondary stage of primary education	10,723 persons enrolled in literacy courses or in courses for mastering the curriculum intended for study in classes of the lower secondary stage of primary education	4,000 people for 2023 and 14,000 persons with accumulation for 2022-2023, enrolled in literacy courses or in courses for mastering the curriculum intended for study in classes of the lower secondary stage of primary education
7.2	Conducting qualification courses for acquiring professional qualification for the positions of educational mediator and social worker in education for persons appointed to these positions in educational institutions.	Coming soon	2023	MES CEICSEM	Funds under the Bulgarian-Swiss Cooperation Programme ZOV 2	Number of persons employed in educational institutions included in qualification courses for acquiring professional qualification for the positions of educational mediator or social worker in education.	-	1,200 persons included in qualification courses and acquired professional qualification for the positions of educational mediator or social worker

					With funds under OP SESG 2014-2020, project “Supporting vulnerable groups for access to higher education”	Number of educational mediators and teaching assistants involved in training for applying to a higher school for a pedagogical specialty	-	70 educational mediators and teaching assistants involved in 2023 in training for applying to a higher school for a pedagogical specialty
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PRIORITY “HEALTH”

I. IMPLEMENTATION GOALS FOR THE PERIOD 2022-2023

Operational goal: Ensuring equal access to quality public health and improving the health of the population in vulnerable communities, with a concentration of poverty

Goal 1: Improving maternal and child health in vulnerable communities with a concentration of poverty								
	Measures	Status of the measure	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Cumulative target value 2022-2023
1.1.	Carrying out obstetric and gynecological examinations with mobile offices in settlements with compact Roma population.	Current	2022-2023	MH, RHI, health mediators, municipalities	State budget BGN 50,000	Number of obstetric and gynecological examinations performed with mobile offices in settlements with compact Roma population.	1,000	2,000
1.2	Increasing the range of children without general practitioners found by health mediators.	Current	2022-2023	Municipalities, Health mediators	Delegated budget (Within the delegated budget for the activity of the HM)	Number of registered children, without general practitioners	100	300
1.3.	Carrying out with mobile teams of immunizations according to the National Immunization Calendar of persons up to 18 years of age, without selected GP	Current	2022-2023	MH, RHI, municipalities and health mediators	State budget BGN 25,000	Number of children covered by immunizations by mobile teams compared to the total number of children found without a selected GP	According to the information received from the NHIF	According to the information received from the NHIF

1.4.	Facilitate access to vaccination for people from remote and inaccessible areas, as well as for people with limited mobility, through mobile vaccination teams	Current for the term of the declared emergency epidemic situation	2022-2023	MH, BRC, RHI, BMA, municipalities, health mediators and universities	Within the delegated budget under the Bulgarian Red Cross project	Number of immunized people with limited mobility from remote and inaccessible areas	According to the information received from the Bulgarian Red Cross	According to the information received from the Bulgarian Red Cross
1.5	Conducting preventive examinations of children with mobile pediatric offices	Current	2022-2023	MH, RHI, health mediators, municipalities	State budget BGN 28,000	Number of preventive examinations of children with mobile pediatric offices	1,000	2,000
1.6	Conducting screening tests with a mobile mammogram for the prevention of breast cancer.	Current	2022-2023	MH, RHI, municipalities and health mediators	State budget BGN 20,000	Number of mammography examinations performed with a mobile mammogram for the prevention of breast cancer.	1,000	2,000
1.7	Analysis of the activities for health uninsured pregnant women and those who have recently given birth	Current	2022-2023	MH, NHIF, NCPHA	State budget	An analysis of the activities for health uninsured pregnant women and those who have recently given birth has been prepared	1	3
1.8	Based on the analysis under p. 1.7., preparation of a proposal for regulatory changes in order to ensure better access of pregnant health uninsured women to obstetric examinations.		2022-2023	MH, NHIF, NCPHA		Prepared proposal for regulatory change		

1.9.	Introduction of a program for food support for pregnant women and children 0-3 years, including identification of families in food insecurity, counseling, direct support for children up to 3 years of age through food products/vouchers	Current	2022-2023	MLSP / SAA health mediators, municipalities	State budget, Food and Basic Material Assistance Programme 2021-2027	Number of programmes implemented Number of municipalities Number of women Number of children number of children up to 3 years of age supported by food vouchers from the children's kitchen		30 municipalities 100 women 1,000 children
1.10	Support by purchasing packages of necessary basic products for newborns from poor and at-risk families, identified by the social assistance authorities	current	2022-2023	SAA	Food and Basic Material Assistance Programme 2021-2027	Number of newborns supported		1,000 children
Goal 2: Improving access to quality public health for people in poverty and social vulnerability								
	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Cumulative target value 2022-2023
2.1.	HIV prevention and control activities through anonymous services and free counseling and testing for HIV and sexually transmitted infections in anonymous and free consultation and research office and mobile medical offices.	Current	2022-2023	MH, RHI, NGOs	State budget According to the budget of the NGO for HIV / STIs prevention	Number of people reached with HIV prevention services	1,000	3,000

2.2.	Activities to improve tuberculosis control among the Roma community by conducting risk screening, monitoring and testing for tuberculosis; support in the process of treating patients with tuberculosis.	Current	2022-2023	MH, RHI, NGOs	State budget According to the budget of the NP for prevention and control of tuberculosis	Number of persons covered by tuberculosis risk screening	1,000	3,000
2.3.	Ensuring the functioning of mobile medical offices for low-threshold services	Current	2022-2023	MH RHI	State budget BGN 60,000	21 mobile medical offices	BGN 60,000	BGN 120,000
2.4	Conducting examinations for socially significant diseases with mobile offices - fluorographs, ultrasounds and clinical laboratories.	Current	2022-2023	MH RHI Health mediators, Municipalities	State budget BGN 54,500	Number of examinations conducted for socially significant diseases with mobile offices - fluorographs, ultrasounds and clinical laboratories	1,500	4,500
2.5	Increasing the years of living in good health and prevention of early disability	Current	2022-2023	MH, NCPHA	State budget	An analysis of the years of living in good health and prevention of early disability has been prepared	1	2

Goal 3: Reducing stigma and discrimination against people from vulnerable groups

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Cumulative target value 2022-2023
3.1	Implementation of information campaigns and campaigns for the provision of low-threshold and mobile prevention services for HIV / AIDS, STIs, viral hepatitis and tuberculosis.	Current	2022-2023	MH, RHI	State budget According to the budget of the NGO for HIV / STIs prevention	Number of campaigns conducted for the provision of low-threshold and mobile prevention services for HIV / AIDS, STIs, viral hepatitis and tuberculosis.	10	30

3.2	Implementation of information campaigns for the provision of low-threshold services with 21 mobile offices	Current	2022-2023	MH RHI	State budget BGN 10,000	Number of campaigns conducted for the provision of low-threshold services with 21 mobile offices	20	40
3.3	Implementation of harm reduction programs for people who use psychoactive substances	Current	2021-2023	MH, RHI, NGOs	State budget	Number of users reached through harm reduction programs that work with the Roma community	200	600
3.4.	Implementation of programs for selective prevention for children and families from the Roma community	Current	2021-2023	MH, NGO, PIC	State budget	Number of people reached through selective addiction prevention programs	400	1,200
Goal 4: Development of the concept of health mediation								
	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Cumulative target value 2022-2023
4.1	Training of new health mediators for acquiring the necessary knowledge and skills according to Art. 7, para. 2 of Ordinance No 1 of 19.08.2020 on the requirements for the activity of health mediators - accommodation costs	Current	2022-2023	MH, RHI Municipalities and NGOs	State budget BGN 10,000	Number of trained health mediators	15	30

4.2	Training for professional development of health mediators - according to Art. 7, para. 4 of Ordinance No 1 of 19.08.2020 on the requirements for the activity of health mediators	Current	2022-2023	MH, RHI Municipalities and NGOs	State budget	Number of qualified health mediators	50	100
4.3	Training for raising the qualification of employees from the municipal administrations and from RHI for approving the model of the health mediator	Current	2022-2023	MH and NGOs	State budget BGN 5,000	Number of trained employees from municipal administrations and RHI	30	60
4.4	Introduction of a pilot concept - inclusion of health mediators in municipal and state hospitals;	Current	2022-2023	MH and NGOs	Project No BGLD-1.006-0001 "Health for All" under the Programme "Local Development, Poverty Reduction and Improved Inclusion of Vulnerable Groups", funded by the European Economic Area Financial Mechanism 2014-2021, BGN 327,699	Number of health mediators involved in the activities of municipal and state hospitals	5	10

4.5	Establishment of a pilot system for monitoring the activities and analysis of the health mediation policy	Current	2022-2023	MH and NGOs	Project No BGLD-1.006-0001 “Health for All” under the Programme “Local Development, Poverty Reduction and Improved Inclusion of Vulnerable Groups”, funded by the European Economic Area Financial Mechanism 2014-2021, BGN 270,682	Established monitoring system	1	1
4.6.	Maintenance and annual updating of the register of certified health mediators	Current	2022-2023	MH, NNHM	State budget	Updated register	1	1

Goal 5: Ensuring sustainable implementation of the policy for protection against vaccine-preventable infectious diseases in order to increase the scope of the subjects under the national immunization calendar, the target groups under the national vaccination programs and to maintain a high immunization coverage

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value 2022	Cumulative target value 2022-2023
5.1	Conducting awareness campaigns on the need to vaccinate the population with mandatory immunizations according to the National Immunization Calendar	Current	2022-2023	RHI Health mediators, Municipalities	State budget BGN 10,000	Number of campaigns conducted to clarify the need to vaccinate the population with mandatory immunizations according to the National Immunization Calendar	4	10

	and the benefits of recommended immunizations.					and the benefits of recommended immunizations.		
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II. LONG-TERM GOALS FOR THE PERIOD 2022-2030

Ministry of Labor and Social Policy

Improving access to employment

The implementation of measures and initiatives to **improve access to employment is expected to increase employment and reduce long-term Roma unemployment by 2030**. The target is in line with the sectoral employment target of the EU Council Recommendation on equality, inclusion and participation of the Roma, in principle No 4 “Active support for employment” of the European Pillar of Social Rights. The goal is in line with the national goals for increasing the employment of population aged 20-64 and reducing unemployment, set in the National Employment Strategy 2021-2030². The measures from the plan to the National Strategy of the Republic of Bulgaria for Equality, Inclusion and Participation of the Roma 2021-2030, as well as the implementation of all activities set out in the Employment Strategy will contribute to the implementation of this goal, such as: activation of economically inactive persons, including young people outside the employment, education and training systems (NEETs); improving the quality of the workforce; increasing labor demand in economically less developed regions; development of employment services in order to ensure effective transitions into employment.

In order to expand the scope of activating policies, it is planned to make amendments to the Employment Promotion Act. The aim is to reach and cover more economically inactive people in the employment promotion policy, including NEETs. The changes will regulate the procedure for the exchange of information between institutions responsible for the administration of data related to economically inactive persons, for the implementation of their identification and access. A register of economically inactive people will be created. Roma and youth mediators will continue to work to reach NEETs, and digital tools, social and electronic media will be used.

Improving the quality of the workforce by investing in lifelong learning and skills development is a key prerequisite for increasing employment and economic growth. Priority will be given to providing more opportunities for training and qualification for persons with low level of education or without education and qualification in order to prevent long-term unemployment and inclusion in employment. The participation of this group of people in training will be encouraged by offering a new type of complex individualized training for acquiring basic skills in Bulgarian language, mathematics, technology and natural sciences, as well as to acquire basic practical skills in a chosen profession that will enable them to enter the labor market. An integrated approach will be applied, including the provision of training and subsequent involvement in internships and employment.

Targeted measures and programs for subsidized employment will be implemented to increase the demand for labor in less developed regions. Providing subsidized employment, especially in economically less developed regions, has an important role in ensuring access to employment. To this end, it is planned to improve the targeting of funds from the state budget for active labor market policy. It is also planned to increase the funds for regional employment programs in the national employment action plans, focusing on the partnership with the private sector to achieve sustainable employment and sustainable reduction of unemployment in individual regions.

Improving the scope, efficiency and quality of employment services, including electronic ones, is essential to ensure effective transitions into employment. For this purpose, new services will be introduced, including electronic, intermediary services will be developed, and with regard to employers,

²Adopted by the Council of Ministers by Decision No 515 of 15 July 2021.

mentoring. The scope of mediation services supporting the subsequent employment of disadvantaged groups on the labor market, such as post-employment counseling and mentoring, the Mobile Labor Office and the Family and Labor Consultant, will be expanded.

The transitions in employment of disadvantaged groups on the labor market will be supported by the implementation of packages of measures combining employment services, different types of training, including digital, providing follow-up employment and post-employment counseling.

Training in green skills and promoting employment in “green” jobs.

HUMAN RESOURCES DEVELOPMENT PROGRAMME 2021-2027

The Human Resources Development Programme 2021-2027 (HRDP) will support the following four priorities of the **National Strategy of the Republic of Bulgaria for Equality, Inclusion and Participation of the Roma (2021-2030)**:

- Priority “Employment”;
- Priority “Health”;
- Priority “Rule of Law and Anti-Discrimination”
- Priority 4 “Housing conditions”.

The integration of the Roma community for the period 2021-2027 will be implemented **again through three approaches**:

Targeted approach: targeted measures aimed at marginalized communities such as the Roma. Within a separate specific goal, specific actions are planned aimed at social inclusion and integration on the labor market.

Mainstream approach (horizontal approach - implementation through all measures): The mainstream approach includes the Roma as part of the vulnerable groups that will receive support through the measures of the future program at national level (including socially excluded people, people living in poverty and material deprivation, people belonging to disadvantaged groups in the market labor, persons without education, with low qualification or without such, etc.).

Territorial approach: “Integrated territorial investment” in Level 2 areas: The new programming period will provide an opportunity at regional level to meet the challenges related to quality of life of certain vulnerable groups in society by implementing integrated and comprehensive measures and approaches aimed at the special needs of vulnerable groups. The regions will be able to use targeted means for active inclusion and better employability of people in vulnerable situations and providing equal opportunities for them. Targeted support will be provided for the socio-economic integration of marginalized communities such as the Roma according to the needs of individual regions through the implementation of integrated territorial strategies.

Community-led local development approach - the CLLD approach will continue in the new programming period, with HRDP supporting the socio-economic integration of marginalized communities and Roma at local level by implementing measures in the strategies of local action groups (LAGs). The integration of the Roma community in the period 2021-2027 is set to be implemented with support measures aimed at overcoming the **challenges in the areas of labor market, healthcare and social inclusion** of vulnerable groups in society.

Priority 1 will support vulnerable groups on the labor market, including Roma, improving access to employment for all jobseekers and promoting self-employment and social economy. Under Priority 2, support will be targeted at active inclusion measures, integrated services such as family counseling, early childhood development, etc., **integrated support will be provided to include employment**, investment will be made in **improving access to**

specialized and public access services. In connection with digitalization and future approaches to the provision of information and services, mechanisms will be developed to support socially vulnerable groups.

More than **46,000** people from the Roma community are planned to be included in the targeted interventions under the HRDP by 2029. In total, all approaches - mainstream, targeted within the CLLD, ITI - are expected to support approximately **100,000 people of Roma background**.

NATIONAL RECOVERY AND RESILIENCE PLAN (NRRP)

The Recovery and Resilience Mechanism is part of the Next Generation EU instrument (2021-2024) of the European Recovery Plan (RRP). The ultimate objective of the RRP is to facilitate economic and social recovery from the crisis caused by the COVID-19 pandemic. In pursuit of this goal, a set of measures and reforms are grouped that will make a significant contribution to restoring the potential for economic growth and developing it, ensuring the resilience of negative externalities.

The Ministry of Labor and Social Policy envisages the implementation of two socially significant reforms and 6 investment intentions.

One of the proposals of the Ministry of Labor and Social Policy for inclusion in the National Recovery and Resilience Plan of the Republic of Bulgaria is aimed at creating conditions for the development of modern tools to increase the knowledge and skills of Bulgarian society.

The MLSP proposes the development of an innovative modern **virtual platform for distance learning for persons over 16 years of age**, and it will be accompanied by a targeted mass campaign to increase the basic digital skills of the Bulgarian population.

Providing learning opportunities at any time and from any place with available Internet will help increasing the participation of the population (25-64 years of age) in lifelong learning, which for Bulgaria remains at a very low level.

Digital skills and competencies have become key to the pursuit of almost any profession. In this regard, with the NRRP the Ministry of Labor and Social Policy is taking targeted urgent actions to increase the digital skills of Bulgarian society, creating the necessary conditions for more than 500,000 employed and unemployed people to be included in this type of training.

Specialized e-learning programs and learning content will be developed, adapted to the needs of people with low level of education and low digital skills, including persons of Roma background, the elderly, etc., in order to provide opportunities for these persons to participate in online training.

More targeted measures to inform and motivate participation in training will be applied to **Roma people as a specific target group**, characterized by a high level of economic inactivity and at the same time a low level of education and lack of digital skills. To identify and reach these people, municipalities, community centers, NGOs and digital clubs will be involved, which will be established/adapted locally. Non-governmental structures will be actively involved in the process of activating, informing and motivating people to participate in training. Roma mediators will be the main persons who will carry out the activities for informing and motivating the registered jobseekers of Roma background. There will be specially trained mentors in digital clubs who will help disadvantaged people, especially Roma, the elderly, etc., who do not have the necessary digital skills to fully participate in online training courses.

It is estimated that the project will cover about **20,000 people of Roma background** by 2026, and **by the end of 2023** their number will be about

1,000 people.

It is envisaged that within the remaining 5 project proposals, representatives of ethnic minorities will be included, using a mainstream approach and specific indicators only for persons of Roma background cannot be calculated.

III. IMPLEMENTATION GOALS FOR THE PERIOD 2022-2023

Operational goal: Equal access and improvement of the realization of the Roma on the labor market and increasing the share of employed among them; reduction of social inequalities and their active social inclusion

Goal 1. Promoting employment through motivation, vocational guidance and training of unemployed								
	Measures	Status		Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value for 2021	Cumulative target value 2022-2023 ³
1.1.	Motivation for active behavior on the labor market / job search (group meetings for active behavior on the labor market and participation in a job search workshop) <i>Performance monitoring for subgroups of youth, women and +55</i>	Current		EA	State budget	Number of persons motivated for active behavior on the labor market / job search	3,996	10,000
1.2	Career guidance (group) <i>Performance monitoring for subgroups of youth, women and +55</i>	Current		EA	State budget	Number of persons involved in vocational guidance	3,834	10,000

³In continuation of the epidemic situation and restrictive measures, the target values are subject to change.

1.3	Organizing training for acquiring professional qualification including to start your own business and/or key competence <i>Performance monitoring for subgroups of youth, women and +55</i>	Current, HRDP 2021-2027		EA	State Budget and HRDP 2021-2027	Number of persons involved in training for acquiring professional qualification and/or key competence	920	2,000 290 (under HRDP 2021-2027)
Goal 2: Promoting social and civil dialogue in support of Roma employment								
	Measures	Status		Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value for 2021	Cumulative target value 2022-2023
2.1	Support for initiatives and campaigns with Roma organizations at local and national level to promote employment	Current		EA	State budget	Number of meetings of Labor Office Directorate representatives with Roma leaders and local organizations	148	250
Goal 3: Provision of employment, including through entrepreneurship of persons of Roma background								
	Measures	Status		Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value for 2021	Cumulative target value 2022-2023
3.1.	Promoting employment, including through entrepreneurship of unemployed self-identified	Partly implemented HRDP		EA	State Budget and HRDP 2021-2027	Number of persons with subsidized employment	3,663	6,000 500 (under HRDP 2021-2027)

	as Roma, through inclusion in programs and measures under the EPA, within the NEAP and HRDP 2021-2027 <i>Performance monitoring for subgroups of youth, women and +55</i>	2021-2027						
3.2.	Ensuring employment in the primary labor market (outside measures and programs) <i>Performance monitoring for subgroups of youth, women and +55</i>	Current		EA	State budget	Number of persons with employment in the primary labor market	12,556	25,000
Goal 4: Activating disadvantaged unemployed on the labor market and the economically inactive by promoting labor mediation and providing integrated employment and social assistance services								
	Measures	Status		Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value for 2021	Cumulative target value 2022-2023
4.1.	Activation of economically inactive persons through labor mediation <i>Performance monitoring for subgroups of youth, women and +55</i>	Current		EA	State budget	Number of persons with employment as employment intermediaries of Roma background Of them with increased capacity and skills to work with the target group	73	up to 100 (per year) 50

4.2.	Activated persons from the activity of labor mediators - Roma and youth mediators	Current		EA	State budget	Number of activated persons of Roma background from the work of labor mediators - Roma mediators	5,670	10,000
						Number of activated youth (NEETs) of Roma background from the work of youth mediators	349	500
4.3.	Initiatives to encourage the activation of unemployed and economically inactive persons	Current HRDP 2021-2027		EA	State budget and HRDP 2021-2027	Number of persons who started work as a result of labor exchanges, days of the employer and mobile employment offices	3,845 ⁴	5,000 1,360 (under HRDP 2021-2027)
4.4	Improving access to employment and training for vulnerable groups by providing integrated employment and social assistance services	Current		MLSP, EA, SAA	OP HRD 2014-2020	Number of persons provided with integrated employment and social assistance services, of which included in: - employment; - training.	15,000 people received integrated services on average per month; 1,000 people engaged in employment or training on average per month ⁵	15,000 people received integrated services on average per month; 1,000 people engaged in employment or training on average per month ⁶

⁴The determined value includes all persons from vulnerable groups on the labor market, including self-determined Roma, who started working after participation. The events are also attended by inactive, unregistered in the Labor Office Directorate

⁵These indicators include people from vulnerable groups on the labor market, including self-identified Roma

⁶These indicators include people from vulnerable groups on the labor market, including self-identified Roma

The current and target values under measure 4.4 are determined on an average monthly basis, according to the activities under project BG05M9OP001-3.002 "Face-to-face services in Centers for Employment and Social Assistance".

PRIORITY “HOUSING CONDITIONS”

I. LONG-TERM GOALS FOR THE PERIOD 2022-2030

Ministry of Regional Development and Public Works

Goal 1 “Establishment of a working mechanism for evaluation of the housing stock in areas with compact Roma population.” - **Budget/other funding (subject to future provision).**

Programme “Regional Development “ 2021-2027

The Programme “Regional Development” 2021-2027 will provide support under the Priority “Housing Conditions”. The territorial scope of the programme is the fifty urban municipalities in the country, the measures and activities to be implemented are set out in the Plans for Integrated Municipal Development and the Integrated Territorial Strategies for Regional Development for Level 2 planning regions.

In the medium term (until 2030), the RDP will support:

Goal 2. “Providing conditions for the acquisition of affordable housing and conditions for the introduction of alternative models of social housing for households in poverty areas” by supporting the provision of modern and affordable municipal housing to accommodate vulnerable groups;

Goal 3. “Building/renovating infrastructure for the provision of integrated health and social services in the community for vulnerable groups” through the development of infrastructure for the provision of integrated health and social services in the community for vulnerable groups and kindergartens.

Goal 4. “Reconstruction of social infrastructure sites for the purposes of education, culture, etc.” by supporting the development of educational, cultural, sports infrastructure and promoting public-private partnerships.

II. IMPLEMENTATION GOALS FOR THE PERIOD 2022-2023

Operational goal: Improving housing conditions, including adjacent technical and public service infrastructure

Goal 2⁷ . Providing conditions for the acquisition of affordable housing and conditions for the introduction of alternative models of social housing for households in poverty areas

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value	Cumulative target value 2021-2023

⁷The goals in the priority follow the sequence of the National Strategy of the Republic of Bulgaria for Equality, Inclusion and Participation of the Roma (2021-2030)

2.1	Successful completion of social housing projects under OPRD 2014-2020	Current	2023	Ministry of Regional Development and Public Works, municipalities	OPRD 2014-2020, grant value BGN 43,323,484.43	Number of dwellings Number of marginalized group representatives, including Roma with improved housing conditions	0 0	1,905 2,102
2.2	Finalization of the thematic evaluation - 3. "Assessment of the contribution of OPRD 2014-2020 for social inclusion, including marginalized groups and Roma" and evaluation of the implementation of horizontal policies within the Impact Assessment under OPRD 2014-2020	Current	March 2023	MRDPW	OPRD 2014-2020	Prepared thematic assessment of the contribution of OPRD 2014-2020 for social inclusion, including marginalized groups and Roma, with conclusions and recommendations	0	1
2.3	Participation of local communities in the process of preparation of projects for funding	Coming soon	2023	MRDPW, RDC	N/A	Developed ITI concepts for the contribution of EU funds to the ITDS	0	6

Goal 3. Construction/renovation of infrastructure for the provision of integrated health and social services in the community for vulnerable groups

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value	Cumulative target value 2021-2023
3.1.	Finalization of the thematic evaluation - 3. "Assessment of the contribution of OPRD 2014-2020 for social inclusion, including marginalized groups and Roma" and evaluation of	Current	March 2023	MRDPW	OPRD 2014-2020	Prepared thematic assessment of the contribution of OPRD 2014-2020 for social inclusion, including marginalized groups and Roma, with conclusions and recommendations	0	1

	the implementation of horizontal policies within the Impact Assessment under OPRD 2014-2020							
3.2.	Participation of local communities in the process of preparation of projects for funding	Coming soon	2023	MRDPW, RDC	N/A	Developed ITI concepts for the contribution of EU funds to the ITDS	0	6
Goal 4. Reconstruction of social infrastructure sites for the purposes of education, culture, etc.								
Goal 5. Search for tools to improve the legal and economic conditions for the elimination of non-compliant with the Spatial Planning Act (SPA) / legislation housings and neighborhoods. Adoption of an Act amending and supplementing the Spatial Planning Act to introduce the principle of proportionality in issuing an order for the removal of illegal construction, representing only housing for its occupants.								
Goal 6. Expanding the legal access to quality water, electricity and sewerage in separate neighborhoods with a concentration of poverty. *** Goal 6 falls within the scope of district planning and will be implemented by municipalities.								

PRIORITY “RULE OF LAW AND NON-DISCRIMINATION”

I. LONG-TERM GOALS FOR THE PERIOD 2022-2030

Ministry of Labor and Social Policy

Measures against the phenomenon of early marriages:

Specific measures are planned to be included in another strategic document, which is currently being prepared by an interdepartmental working group at the National Council for Child Protection, namely the National Programme for Prevention of Violence and Child Abuse. Specific actions for prevention of sexual violence against children, including children from marginalized groups.

Ministry of Interior

Long-term goal: with a horizon of 2030. *Proposals of the PI-Ministry of Interior on Rule of Law and Non-Discrimination*

1. Development of a project for research/study of indicators of criminal behavior by minors and juveniles at risk. Development of a plan to reduce the risk of recurrence and provide support. The idea should be developed under European programmes and is aimed at supporting minors. Activities:

- ✓ Conducting inter-institutional meetings in order to strengthen dialogue and mutual assistance in support of minors and minors at risk;
- ✓ Development of a methodology and manual for prevention of juvenile delinquency;
- ✓ Development of a research methodology for assessing the risk of committing a criminal offense in childhood;

2. Development of training methodology and training of police officers to work with victims of violence. Increasing the effectiveness of supporting women victims of violence;

3. Elaboration of a Map for the specifics of the Roma population by districts. The development of this map requires cooperation between several institutions, including research institutions and non-governmental organizations. The PI-MoI cannot engage in the elaboration of this map itself.

4. Conducting a discussion with representatives of the Roma community and NGOs in order to identify unacceptable language formulations when working in a multicultural environment.

II. IMPLEMENTATION GOALS FOR THE PERIOD 2022-2023

Operational goal: Guaranteeing the rights of citizens, with an emphasis on women and children, protection of public order, prevention and counteraction to the manifestations of intolerance and “hate speech”.

Goal 1. Increasing the guarantees for effective protection of the rights of Bulgarian citizens in vulnerable social situations, belonging to different ethnic groups. Effective implementation of Roma integration policies to achieve equality, dignified existence and full participation in public life.

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value for 2021	Cumulative target value 2022-2023
1.1	<p>1. Extended services for primary legal aid from lawyers-consultations and legal advice:</p> <ul style="list-style-type: none"> • National legal aid telephone; • Regional counseling centers. <p>2. Development of a coordination mechanism at local level in the protection of victims of domestic violence and gender-based violence.</p> <p>3. Creating an online application for domestic violence.</p> <p>4. Training of lawyers</p>	Current	February 2023	NLAB	Direct budget expenditures and Programme “Justice” of the NFM 2014-2021 ⁸	<p>1. Number of consultations provided;</p> <p>2. Developed and approved coordination mechanism for protection of victims of domestic violence and gender-based violence.</p> <p>3. An online application for domestic violence has been created.</p> <p>4. Number of trained lawyers to work with cases of discrimination and domestic violence</p>	<p>3,026</p> <p>0</p> <p>0</p> <p>0</p>	<p>6,776</p> <p>1</p> <p>1</p> <p>300</p>
Goal 2. Increasing the institutional culture and expertise of public institutions (including national and local administration, courts, prosecutors and MoI bodies) in relation to EU policies on diversity, equality, dignity and fundamental human rights. Overcoming cultural barriers in communication and all forms of discriminatory attitudes.								

⁸The projects under Programme “Justice” of the NFM 2014-2021 have a deadline of 30 April 2024.

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value for 2021	Cumulative target value 2022-2023
2.1	Awareness-raising campaigns on domestic violence and gender-based violence	Coming soon	30 April 2024	MJ	Programme “Justice” of the NFM 2014-2021 ⁹	1. Number of pupils, students, teachers involved in awareness-raising campaigns on domestic violence and gender-based violence (including representatives of vulnerable groups, including Roma) 2. Number conducted awareness-raising campaigns on domestic violence and gender-based violence	0 0	700 3
2.2	Updated national framework for effective implementation of ECHR decisions	Coming soon	30 April 2024	MJ	Programme “Justice” of the NFM 2014-2021 ¹⁰	An action plan has been developed to implement eviction decisions	No	Yes
2.3.	Training of police officers to negotiate with persons at risk		2023	PI-MoI	OP Good Governance	Number of trained employees	0	1,165
2.4	Training of police officers on human rights and minority issues within vocational training at the workplace	Current	2021 - 2030	GDNP-MoI	State budget	Number of trained police officers on human rights and minority issues within vocational training at the workplace	0	200

⁹The projects under Programme “Justice” of the NFM 2014-2021 have a deadline of 30 April 2024.

¹⁰The projects under Programme “Justice” of the NFM 2014-2021 have a deadline of 30 April 2024.

2.5	Training of police officers (and employees of other institutions) to understand the ethno-religious specifics of the population. Overcoming stereotypes on the part of employees and increasing the efficiency of their professional activity in a multicultural environment.	Current	2023	PI-MoI	State budget	Number of trained police officers to understand the ethno-religious specifics and needs of the Roma population.	500	78
2.6	Training of police officers (and employees of other institutions) to work with child victims or at risk of violence.	Current	2023	PI-MoI	State budget	Number of trained police officers to work with child victims or at risk of violence	497	130
2.7	Training of police officers on “Management of anger and aggression”	Current	2023	PI-MoI	State budget	Number of trained police officers	6,350	150

Goal 3. Increasing the capacity of law enforcement bodies to combat crime and acts of discrimination, violence or hatred based on ethnicity

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value	Cumulative target value 2022-2023
3.1	Implementation of programs for building social competence, parental care and restoration of family relations, employment on the labor market and other skills, with the support and under the control of trainers (probation inspectors in places of imprisonment)	Coming soon	30 April 2024	MJ	Programme “Justice” of the NFM 2014-2021 ¹¹	Percentage of persons sentenced to probation who start work within 1 year after release (including representatives of vulnerable groups, including Roma)	18 %	28 %

¹¹The projects under Programme “Justice” of the NFM 2014-2021 have a deadline of 30 April 2024

3.2	A new framework for social reintegration of perpetrators has been established	Coming soon	30 April 2024	MJ	Programme “Justice” of the NFM 2014-2021 ¹²	Number of prisoners who have undergone reintegration measures in the pilot prison (including representatives of vulnerable groups, including Roma)	0	100
3.3	Supported programmes for social reintegration of vulnerable groups in prisons	Coming soon	30 April 2024	MJ	Programme “Justice” of the NFM 2014-2021 ¹³	1. Number of developed programmes for the social reintegration of vulnerable groups in prisons (including young people from vulnerable groups, including Roma); 2. Number of offenders from vulnerable groups undergoing social reintegration programs (including young people from vulnerable groups, including Roma) (by gender, age group, Roma)	0 0	2 100
3.4	Conducting trainings at the Academy of the Ministry of Interior in the Master’s Program “Public Administration” in the discipline “Protection against Discrimination”	Current	2030	Academy of MoI	State budget	Number of trainings conducted Number of trained		3 120

¹²The projects under Programme “Justice” of the NFM 2014-2021 have a deadline of 30 April 2024.

¹³The projects under Programme “Justice” of the NFM 2014-2021 have a deadline of 30 April 2024.

3.5	<p>Implementation of the project “Increasing the capacity of police officers working in a multiethnic environment, including in Roma communities and preventing the abuse of power by police officers”</p> <p>Development of training manuals on topics:</p> <ul style="list-style-type: none"> - Creating speech skills and overcoming the language barrier between police officers and the Roma population - Human rights. Legitimate use of force and police powers - Responsibility of police officers in human rights violations - Prevention among the Roma population as victims of crime. 	Current	November 2023	Academy of MoI	Norwegian Financial Mechanism 2014-2021 and national funding	<p>Number of trainings conducted</p> <p>Number of trained</p> <p>Developed curricula</p> <p>Developed training manuals</p>	<p>40</p> <p>1,600</p> <p>2</p> <p>4</p>
3.6	Conducting trainings at the Academy of the Ministry of Interior in the Master’s Program “Protection of Human Rights”	Coming soon	from September 2022	Academy of MoI	Project Improvement and modernization of the educational infrastructure of the Ministry of Interior in partnership with VFU Chernorizets Hrabar, UACEG and the MI at the Ministry of Interior	<p>Number of trainings conducted</p> <p>Number of trained</p>	<p>2</p> <p>60</p>

3.7	<p>Training of magistrates, candidates for junior magistrates, judicial officers and other specialists in the justice sector (including representatives of law enforcement bodies, administration, etc., with competence in the field), on issues related to the rule of law and protection fundamental rights in line with ECHR standards and the EU Charter of Fundamental Rights, in the following priority areas:</p> <ul style="list-style-type: none"> - guarantees for protection against discrimination; - prevention and protection from domestic violence and gender-based violence (including protection of the rights of Roma women and children - victims of these forms of violence); - investigation and prosecution of hate crimes; - protection of child victims of crime, including children, victims of violence, sexual and economic exploitation, abduction and trafficking, as well as children who have witnessed such crimes; measures for a lenient hearing. 	Current	2021-2023	NIP	State budget/ EU Structural Funds / Programme “Justice” of the NFM 2014-2021	Number of trained magistrates, candidates for junior magistrates, judicial officers and other specialists in the justice sector	Current value (for 2019): 247	550
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3.8	Development of a guide for the management of cases related to domestic violence and gender-based violence for magistrates	Current	2022	NIP	Programme “Justice” of the NFM 2014-2021	Developed a guide for the management of domestic and gender-based violence cases for magistrates, available in electronic format and printed in a circulation of up to 500 copies	0	Yes
Goal 4. Forming a culture of equality for Roma women. Encouraging their full individual, social and economic participation in public life								
	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value	Cumulative target value 2022-2023
4.1	Adaptation and pilot implementation of an electronic training module of the HELP Programme, dedicated to the prevention and protection against violence against women and domestic violence	Current	2022	NIP	Programme “Justice” of the NFM 2014-2021 and partial co-financing under the EU-supported HELP in the EU II project, with EU support	Translated, adapted and pilot conducted electronic training module of the HELP Programme; number of trained representatives of the project target groups	0	35 trained
Goal 5. Undertaking targeted measures and innovative integrated services to increase parental capacity in support of vulnerable families, improve parental care and protect children's rights								

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value	Cumulative target value 2022-2023
5.1	Implementation of the Coordination Mechanism for Referencing and Caring for Cases of Unaccompanied Bulgarian Children and Child Victims of Trafficking Returning from Abroad.	Current	2022	SACP		Number of reported cases per year		75
5.2	Raising awareness of children and their families about the rights of the child, regulated by the UN Convention on the Rights of the Child and the Child Protection Act, and about existing community support services	Current	2022	SACP / Social service providers	SACP budget	Number of interviews with representatives of the Roma community, including children		10
5.3	Raising awareness of children and their families about existing mechanisms for information and prevention of violence among and against children.	Current	2022	SACP	SACP budget	Number of information campaigns		12
5.4	Promotion of the National Telephone Line for Children (NTLC) 116 111– meetings, initiatives and participations.	Current	2022	SACP	SACP budget	Number of NTLC promotions		always
5.5.	Informing and advising families	Current	2022	SACP	SACP budget	number of consultations for families, children and those working with children		300

5.6.	Monitoring and control of the observance of the rights of the child in educational institutions, medical establishments, social services, integrated health and social services for residential care, in order to prevent discrimination and guarantee the rights of children.	Current	2030	SACP,	SACP budget	Number of inspections carried out in educational institutions, medical establishments, social services and integrated health and social services for residential care On a signal of discrimination According to planned and signal inspections		10 600
Goal 6. Increasing civic participation and awareness of the civil rights and obligations of people living in poverty areas								
	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value	Cumulative target value 2021-2023
6.1	Implementation of the project “Improving coordination and dialogue between the police and Roma society”	Initial implementation phase	The end of 2023	GDPN-MoI	Norwegian Financial Mechanism 2014-2021	Number of trained trainers Number of trained police officers Number of established and equipped receptions in areas with compact Roma population Number of awareness-raising campaigns on radicalization, violent extremism and hate speech Number of joint local forums organized with children and their parents to overcome anti-Roma stereotypes and discrimination		80 240 20 5 10

6.2	Activities for the prevention and counteraction of the anti-social manifestations of the minors			Central Commission for Combating Anti-Social Manifestations of Minors		Number of workshops meetings to prevent and counteract anti-social manifestations		
Goal 7. Increasing efforts to combat human trafficking through the effective implementation of UN, CoE and EU documents and the use of existing EU instruments								
	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value	Cumulative target value 2021-2023
7.1	Conducting additional training at the Academy of the Ministry of Interior - updating the professional qualification, course "Countering human trafficking"	Current	2023	Academy of MoI	State budget	Number of trainings conducted "Countering human trafficking"		3
						Number of people trained to counteract human trafficking		60
7.2	Prevention and counteraction of all forms of human trafficking by conducting trainings in schools where children of Roma background study.	Current	2021 - 2023	GDCOC - Ministry of Interior	State budget	Number of trainings conducted for prevention and counteraction of all forms of human trafficking		3
						Number of trained students		180
Goal 8 Solving the problem with the lack of identity documents and the legal status of Bulgarian citizens from vulnerable communities, including Roma.								
8.1.	Activities aimed at providing identity documents to Bulgarian citizens from vulnerable communities, including Roma.	Coming soon	2022 - 2023	CRAS, MoI		Number of persons with ID cards		

Goal 9: Establishing tolerant interethnic relations through sport

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value	Cumulative target value 2021-2023
9.1	Establishing tolerant interethnic relations through sport		2030	MYS	State budget	Number of projects Number of participants		

For Priority 5. Rule of law and non-discrimination, the Commission for Protection against Discrimination (CPD) is committed to the implementation of:

- ✓ Training of police officers on human rights and issues of ethnic groups during the official school year at the workplace;
- ✓ Annual trainings at national and local level on: “Police work with ethnic groups” in order to prevent discrimination
- ✓ Conducting research on the state of discrimination against Roma population in the areas of employment, health care, housing policy, poverty levels, social security and isolation.
- ✓ Conducting seminars / round tables on the issues of equality and non-discrimination of Roma women in Bulgarian society;
- ✓ Development of a program for prevention, tolerance of differences and integration of the Roma, which will contribute to overcoming interethnic tensions and compliance with the principle of non-discrimination against a group of persons, in particular vulnerable social groups
- ✓ Involvement of the Roma community in prevention and non-discrimination in the process of collecting and analyzing data related to human trafficking and care of victims;
- ✓ Raising awareness of children and their families about the rights of the child, regulated by the UN Convention on the Rights of the Child and the Child Protection Act, and about existing community support social services.

Measures:

- Ensuring effective prevention, investigation and imposition of administrative penalties in interethnic incidents, especially those bearing the hallmarks of crime, and incitement to national, racial and religious hatred and intolerance.
- Combating discriminatory practices against ethnic groups in all areas, in particular by analyzing specific cases of discrimination against members of these groups who have been informed to the CPD, the Ombudsman and others.
- Inclusion in the existing programs of the educational system at all levels of education and acquisition of knowledge about the rights and basic characteristics of ethnic, religious, linguistic or other groups living in the Republic of Bulgaria.
- Awareness and information campaigns to increase sensitivity and intolerance of discrimination.

PRIORITY “CULTURE”

I. LONG-TERM GOALS FOR THE PERIOD 2022-2030

Ministry of Culture

- ✓ Cultural policy with a focus on the role of culture and related creative industries as a factor for identity and cohesion, the creation of cohesive and inclusive societies, the improvement of the quality of life of the individual citizen and the stimulation of creative and innovative thinking.
- ✓ Development and preservation of cultural wealth and the use of its potential as a tool for social cohesion, stimulating creative and innovative thinking, as well as generating economic benefits.
- ✓ Promoting cultural diversity and preserving and exploiting the rich cultural heritage as a resource for sustainable development of the country and its regions.

II. IMPLEMENTATION GOALS FOR THE PERIOD 2022-2023

Operational goal: Improving the conditions for equal access of the Roma community to public cultural life, preservation and promotion of Roma traditional culture, development and promotion of creativity as factors for cultural integration and social cohesion. Overcoming hate speech and reproducing prejudice against Roma in the media in order to build a positive image of the community

Objective: Preservation and promotion of the traditional culture of the Roma community, promotion of the creative development of community representatives, stimulation of the Roma community for active participation in public cultural life and promotion of intercultural dialogue

	Measures	Status	Term	Responsible institution	Source of funding (direct budget expenditures, other - BGN / EUR)	Indicators (unit: number, share)	Current value	Cumulative target value 2021-2023
1.	Competition session for financing projects in the field of movable cultural heritage, museums and visual arts aimed at the Roma community.	Current	2021 - 2023	MC	Within the budget of the Ministry of Culture - 2 competitive sessions with a total value of BGN 850,000.	Number of projects in the field of museum work, movable cultural heritage, museums and visual arts, aimed at presenting and promoting the traditional Roma culture.	0	2

2.	Support for creative projects under the Programme “Amateur Art” of the National Culture Fund	Current	2021 - 2023	NCF	Within the budget of the NCF - 3 competitions sessions of total value BGN 5,000,000	Number of projects in the field of amateur art aimed at representatives of the Roma community.	4	8
3	Support for creative projects under the Programme “Socially Engaged Arts” of the National Culture Fund.	Current	2021 - 2023	NCF	Within the budget of the NCF - 3 competitions sessions of total value BGN 1,950,000	Number of projects related to social issues aimed at representatives of the Roma community.	4	8
4.	Support for creative projects in the field of performing arts for the creation and dissemination of a cultural product aimed at the Roma community, with the participation of representatives of the Roma community	Current	2021 - 2023	MC	Within the budget of the Ministry of Culture - BGN 1,219,685.	Number of projects in the field of performing arts for the creation and dissemination of a cultural product aimed at the Roma community.	0	5
5.	Support for creative projects in the field of book publishing for the development of the Bulgarian book sector through the program “Book Aid” on a competitive basis , related to the culture of the Roma community.	Current	2021 - 2023	MC	Within the budget of the Ministry of Culture - BGN 100,000 per year	Number of supported creative projects aimed at publishing in the field of fiction and research in the field of cultural heritage, including projects related to the Roma community.	0	2
	Implementation of the Programme “Cultural	Current	End of	MC	EEA FM + National	Number of people attending cultural / educational events related	0	7,000 including representatives

6.	Entrepreneurship, Heritage and Cooperation”, Result 3 : “Improved awareness of the arts and culture of ethnic and cultural minorities (focus on Roma)”.		the progr am		Budget - BGN 1,200,000.	to minority culture (Roma), including online visits / views		of the Roma community.
						Number of cultural events with an emphasis on the culture of minorities (Roma), including online events	0	16 including events related to the culture of the Roma community
						Number of educational events with an emphasis on the culture of minorities (Roma), including online events	0	16 including events related to the culture of the Roma community
7.	Support for traditional Roma holidays	Current	2022 - 2023	NCCEII Secretariat	State budget BGN 15,000	Number of supported traditional Roma holidays	0	4

ABBREVIATIONS USED

EA	Employment Agency
SAA	Social Assistance Agency
GD	General Directorate
SACP	State Agency for Child Protection
GDNP-MoI	General Directorate of the National Police
GDCOC - Ministry of Interior	General Directorate for Combating Organized Crime
LOD	Labor Office Directorate
EU	European Union
EC	European Commission
PI-MoI	Institute of Psychology, Ministry of Interior
EA OP SESG	Executive Agency Operational Programme Science and Education for Smart Growth

CPD	Commission for Protection against Discrimination
MI	Medical institutions
MoI	Ministry of Interior
IB	Ministry of Health
MC	Ministry of Culture
MYS	Ministry of Youth and Sports
MES	Ministry of Education and Science
MJ	Ministry of Justice
MRDPW	Ministry of Regional Development and Public Works
MLSP	Ministry of Labor and Social Policy
LCCHT	Local Commission for Combating Human Trafficking
NLAB	National Legal Aid Bureau
NCCHT	National Commission for Combating Human Trafficking
NHIF	National Health Insurance Fund
NCP	National contact point
NIJ	National Institute of Justice
NP	National programme
NAP	National Action Plan
NGOs	Non-governmental organizations
NSI	National Statistical Institute
NCF	National Culture Fund
NFM	Norwegian Financial Mechanism
NCPHA	National Center for Public Health and Analysis
OP	Operational programme
PIC	Preventive information centers
RDP	Regional Development Program
HRDP	Human Resources Development Program
FP	Food and Basic Material Assistance Programme
REM	Regional education management
RHI	Regional health inspections
CE	Council of Europe
EEA FM	Financial mechanism of the European Economic Area
CEICSEM	Center for Educational Integration of Children and Students from Ethnic Minorities