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# Juridical training courses at the level of the Cross-Border Juridical Centers

## Joint strategy regarding employment and workforce mobility in the cross-border area, in the juridical field

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## Introduction

This strategy is being accomplished within the framework 7 „Developing a common strategy” of the project entitled "Cross-Border Partnership for Training and Labor Mobility in the Juridical Field", selected under the INTERREG VA Romania-Bulgaria Program, funded by the European Union from the Regional Development European Fund, Priority Axis 4 "A Qualified and Inclusive Region“.

The main objective of the Interreg V-A Romania-Bulgaria Program is to "support the development of the Romanian-Bulgarian cross-border area by improving accessibility, promoting institutional cooperation and protecting and developing regional assets".<sup>1</sup>

Interreg "is the main objective of the cohesion policy which aims to promote the harmonious economic, social and territorial development of the European Union as a whole. Interreg is built around three cooperative lines: cross-border (Interreg A), trans-national (Interreg B) and inter-regional (Interreg C). The European cross-border cooperation, known as Interreg A, supports cooperation between NUTS III regions of at least two different member states, regions which are located on the borders of these states or in the vicinity. It aims to cope with common challenges identified in the border region and to develop the untapped growth potential in border areas while enhancing the cooperation process for the harmonious development of the European Union."<sup>2</sup>

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<sup>1</sup> European Funds, Romania-Bulgaria Interreg V-A program, Available online: <http://www.fonduri-ue.ro/ro-bg> Accessed on 10.07.2018.

<sup>2</sup> Interreg Ro-Bg, *What is Interreg?* Available online:

The Interreg V-A Romania-Bulgaria cooperation program "contributes to the Union's strategy for smart, sustainable and inclusive growth and to achieve economic, social and territorial cohesion and is in line with (EU) regulations no. 1299/2013 and (EU) no. 1303/2013 "<sup>3</sup>.

Priority Axis 4, "A qualified and inclusive region" of the Interreg VA Romania-Bulgaria Program, focuses on "Integrating cross-border labor markets, including cross-border mobility, local joint employment initiatives, information and counseling services and common training "<sup>4</sup>.

Development strategies "make it possible to actively coordinate the development processes taking place in the territory, taking into account local characteristics, changes in the external environment and make possible a proactive, innovative approach to territorial development processes"<sup>5</sup>

Through the Europe 2020 Strategy, Romania and Bulgaria, together with all EU Member States, have committed themselves to "developing systems to support young graduates in finding a first job and removing obstacles to workers' mobility." In this sense, the countries will have to provide citizens with "the necessary skills to meet the demands of the labor market, as well as to increase access to the education system, vocational

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<http://www.interregrobg.eu/ro/program/program-date-generale.html>, Accessed on 09.07.2018.

<sup>3</sup> *The European Commission, the Commission's Implementing Decision on 12.2.2015 approving certain elements of the "Interreg VA Romania-Bulgaria" cooperation program for the support of the European Regional Development Fund under the European Territorial cooperation objective, Bulgaria and Romania, art. 5.*

<sup>4</sup> European Funds, *Interreg V-A Romania-Bulgaria Program*, Available online: <http://www.fonduri-ue.ro/ro-bg>, Accessed on 10.07.2018.

<sup>5</sup> Balogh Márton, *Etapele de elaborare a strategiilor de dezvoltare locală, in the Transylvanian Administrative Science Magazine, IX, 2003, pp. 75-79.*

Joint strategy regarding employment and workforce mobility in the cross-border area, in the juridical field

training and professional counseling”<sup>6</sup>. In pursuit of this direction, the strategy for the development of cross-border mobility in the juridical field is also conceived.

Furthermore, in underlying the present strategy, it was also held in consideration, besides the principles outlined by the INTERREG VA Romania-Bulgaria Program and the Europe 2020 Strategy, the directions of the EU Strategy for the Danube Region (SUERD) and the Trans-national Danube Program 2014-2020, such as "prosperity and socio-economic development (education, research, rural development, competitiveness, internal market)"<sup>7</sup> and "innovation and social responsibility in the Danube region"<sup>8</sup>.

The current strategy aims to develop cross-border mobility in the juridical field on Dolj county route, Romania- Vidin region, Bulgaria and vice versa. We have as target group students of "law" specialization and law graduates from the two regions. Such a strategy will facilitate access to the cross-border juridical labor market for interested citizens, will increase the interest level for people who do not currently have the necessary information, "will support Attorneys working on law enforcement of the

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<sup>6</sup> Andreea Mihaela Niță, Cristina Ilie Goga, *The labor market dynamics. Barriers and Challenges in the City of Craiova in 2015*, in Creative Imagination in Social Sciences, Craiova, Sitech Publishing House, 2016. p. 112 apud. The Government of Romania, the Ministry of Labor, Family, Social Protection and Elderly, *the National Strategy for Employment 2014-2020*, Bucharest, 2014, p. 27.

<sup>7</sup> Ministry of National Education and Scientific Research, *European Union Strategy for the Danube Region (SUERD)*. Description, Available online: <http://oldsite.edu.ro/index.php/articles/c790/>, Accessed on 16.08.2018.

<sup>8</sup>Structural Funds, *Transnational Danube Program 2014-2020*, Available online: <https://www.fonduri-structurale.ro/program-operational/20/transnational-dunarea-2014-2020>, Accessed on 18.08.2018.

neighboring state”<sup>9</sup>. It should be kept in mind that the two areas, Dolj and Vidin, are located in geographical areas favorable to cross-border mobility and this potential must be exploited in the regional development process.<sup>10</sup> It is taken into account the favorable context of the two countries’ membership to the European Union and to the Bologna system, which creates a “system of academic titles that can be easily recognized and compared”<sup>11</sup>, it develops an “increased compatibility between education systems and favors student mobility and job-seekers”<sup>12</sup> in European space. Both Romania and Bulgaria enjoy the main objectives of the Bologna process: “introducing a three-cycle system (bachelor’s/master’s/Doctorate), a better quality assurance and facilitating the qualifications’ recognition study periods”<sup>13</sup>. Therefore, law graduates from both countries benefit from the implementation of the ECTS (European Credit Transfer and Accumulation System) credits and obtain the Diploma Supplement (DS); have the NQF - the National Qualification Frameworks, to clearly describe the different cycles and qualifications in national education systems based on learning outcomes, thus enabling comparisons with QF-EHEA - Qualifications Framework for the European Area of Higher Education (Qualifications Framework for the European Higher

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<sup>9</sup> The opinion of the Dolj Bar’s representative, Interview applied in August 2018.

<sup>10</sup> Gabriel Nicolae Pricină, ”A general perspective on the meanings of the sociodemographic indicators in the Danube counties of Oltenia”, *Sociology and Social Work Review*, vol. 2, no.1, 2018, p. 31.

<sup>11</sup> European Union Law. EUR-Lex, *The Bologna process: setting up the European higher education area*, Available online: <https://eur-lex.europa.eu/legal-content/RO/TXT/HTML/?uri=LEGISSUM:c11088&from=EN>, Accessed on 25.07.2018.

<sup>12</sup> The European Commission, *The Bologna Process and the European Higher Education Area*, Available online: [http://ec.europa.eu/education/policy/higher-education/bologna-process\\_en](http://ec.europa.eu/education/policy/higher-education/bologna-process_en), Accessed on 20.07.2018

<sup>13</sup> Ibidem.



Education Area); enjoy recognized national quality assurance systems in line with the ESG - European Standards and Guidelines for Quality Assurance, and thus, in this context, the students benefit from the mutual recognition of qualifications and credits obtained in education<sup>14</sup>. Furthermore, Romania’s and Bulgaria’s citizens, as citizens of EU Member States, enjoy the regulations of European social policies, the free market, the free movement<sup>15</sup> and European citizenship, all of which have advantages for possible cross-border mobility.

At the same time, it is taken into consideration the legal framework and the context of the European Union legislation, which, besides the profession of attorney, "does not regulate conditions to exercise other juridical professions. In general, the juridical professions are regulated at a national level. Although there may be natural similarities between them, these national regulations differ quite significantly from one country to another.<sup>16</sup>" It is noted that at the Council of Europe level, the Committee of Ministers issued a series of recommendations on the juridical professions. One of these initiatives concerns the pursuit of the Attorney profession. Another refers to the independence of judges. In addition, the European Convention on Human Rights states that any person charged with an offense has the right to defend himself or herself by juridical assistance or if he does not have sufficient means to pay legal aid when the interests of justice so

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<sup>14</sup> The European Commission, COM(2011) 567 - Commission working document on recent developments in European high educations systems, 2011, pp.5-6, Available online: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52011SC1063&from=EN>, Accessed on 29.08.2018.

<sup>15</sup> Alexandra Porumescu, "The European institutional actors in handling migration", *Sociology and Social Work Review*, vol. 2, no.1, 2018, p. 42.

<sup>16</sup> European Justice, *Legal professions and justice networks*, Available online: [https://e-justice.europa.eu/content\\_legal\\_professions-29-en.do](https://e-justice.europa.eu/content_legal_professions-29-en.do), Accessed on 03.08.2018.

require. This clause refers mainly to criminal cases, but the European Court of Human Rights (ECHR) extended them to cover also civil cases.<sup>17</sup>

On the other hand, in the two member states of the European Union, Romania and Bulgaria, we find some common juridical professions within the international juridical platforms, as well as professions related to the juridical field, which can be accessed by law graduates.

Thus, the main juridical professions in Romania are<sup>18</sup>:

- prosecutors
- judges
- Attorneys
- legal advisers
- public notaries
- bailiffs
- clerks
- judicial assistants
- assistant magistrates

However, at this point, according to RCO - Romanian Classification of Occupations, the positions/professions within COR 261 (juridical specialists) are much more numerous and are classified as follows<sup>19</sup>:

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<sup>17</sup> Ibidem.

<sup>18</sup> European Justice, *Legal professions and justice networks, Romania*, Available online: [https://e-justice.europa.eu/content\\_legal\\_professions-29-RO-en.do?clang=ro](https://e-justice.europa.eu/content_legal_professions-29-RO-en.do?clang=ro), Accessed on 04.08.2018.

<sup>19</sup> Rubian, *Romanian Classification of Occupations*, [https://www.rubinian.com/cor\\_5\\_ocupatia.php?id=2619](https://www.rubinian.com/cor_5_ocupatia.php?id=2619) .

***261 Juridical specialists***

***2611 Attorneys***

*261101 Attorney*

*261102 jurisconsult*

*261103 Legal Advisor*

***2612 Magistrates***

*261201 prosecutor*

*261202 judge*

*261203 assistant magistrate*

*261204 judicial inspector*

*261205 judicial assistant*

*261206 personnel of judicial specialization assimilated to judges and prosecutors*

***2619 Judicial specialists not classified in the previous basic groups***

*261901 bailiff*

*261902 criminal forensic expert*

*261903 expert jurist*

*261906 notary*

*261910 legislative harmonization adviser*

*261911 legislative harmonization expert*

*261912 legislative harmonization analyst*

*261913 land register registrar*

*261914 jurist reviewer*

*261915 juridical sciences researcher*

*261916 juridical sciences research assistant*

*261917 bank bailiff*

*261918 authorized industrial property adviser*

*261919 intellectual property specialist*

*261920 expert on preventing and combating corruption*

*261921 probation adviser*

*261922 probation inspector*

*261923 principal registrar assistant*

- The main juridical professions in Bulgaria are<sup>20</sup>:

- prosecutors (public prosecutor)
- investigators (investigator)
- judges (judge)
- attorney (attorney-at-law)
- notaries (notary)
- private bailiff (private bailiff)
- public bailiff (bailiff)
- registration Judge.

In both countries, we also find professions related to the juridical field, where law graduates can teach, such as:

- mediator
- probation counselor
- faculty in the law university education
- Judicial experts
- judicial officers.

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<sup>20</sup> European Justice, *Legal professions and justice networks, Bulgaria*, Available online: [https://e-justice.europa.eu/content\\_legal\\_professions-29-bg-en.do?member=1](https://e-justice.europa.eu/content_legal_professions-29-bg-en.do?member=1) , Accessed on 04.08.2018

## **The analysis of the existing situation**

### **Vidin Region: Socio-economic analysis and the regions' development priorities<sup>21</sup>**

For the period 2004-2011, the urban's population relative share in the Vidin region increased from 59.88% in 2004 to 63.38% in 2011. A decrease in the rural population was observed by 11 799 persons for the indicated period . The urban population is generally predominant, although in five of the municipalities of the region - Chuprene, Rujinti, Novo Selo, Makreş and Boynitsa, the population is 100% rural. The largest percentage of the urban population in Belogradchik and Vidin municipalities. Towards the end of 2011, the calculated permanent population of the Vidin district amounts to 99 481 people. In the total of population in 2011, women are more - 51.18%. for 1 000 men there were 1,008 women, whereas in 2004 the number of women in this report was 1 053, in 2003 - 1 069. Significant changes were observed in the population's age structure between 2004 and 2011, related to adverse trends in the development of demographic processes. The population's aging process is deepening due to the continuous reduction of the people's proportion under the age of 14 and the increase of the population over 60 years.

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<sup>21</sup> This section "The Vidin Region: Socio-economic analysis and development priorities of the region" is taken from the "Regional development strategy 2014-2020 of the Vidin region", according to the data provided by the Bulgarian implementation team of the „Cross-Border Partnership for Training and Labor Mobility in the Juridical Field ”.

The tendency to worsen the demographic situation in recent years is delayed, but the level of reproduction that is achieved by the population is very limited. This level will influence the future development of population numbers and structures.

In the region of Vidin the population of the Bulgarian ethnic group is dominated, accounting for 91.25% of the region's population and 1.53% of the country's Bulgarian population. The second largest is the ethnic Roma group with 7.66% of the total population. They represent 2.24% of Roma in the country. The percentage of the Turkish ethnic groups -0.09% is negligible. It is important to note that all ethnic groups above are in peaceful cohabitation and there are no ethnic conflicts and tensions in the area.

Conclusion: in the Vidin region according to the data from the last census, the largest is the group of people with secondary education - 45.4%, in Srednno for the country 43.39%. The second place is taken by the group with basic education - 27.55%. It is clear from the table that the percentage of primary and lower education is not low. Graduates represent only 13.86%.

Year 2011 - population decline in the Vidin region is generally negative (-192). In 6 of the 11 municipalities of the region (Boynitsa, Coast, Heap, Dimov, Makreş and Novo Selo) the growth is positive in other 5 negative municipalities. The highest negative value is Vidin - (- 357).

Of the total number set, 13.93% or 1734 people settled in the Vidin district. Of these, 870 are men and 864 are women. Of the total number of SZRP2, 12.88% or 1926 are migrated from the Vidin district, because the number of men and women is the same - 963 people. The total value of the mechanical growth for 2011. For the Vidin Region it is 7.68%.

According to population statistics for 2004-2009, the area is on the last place among the areas in the North-West planning area. The closest values of the Vidin region are the values of the Montana region.

The gross domestic product produced in 2009, calculated at current prices, is 532,700,000. Lv. Or 10.47% of Gross Domestic Product. Gross domestic product per capita in the region is 4879 BGN, and for the country 9007 BGN In 2007 per capita in the region of Vidin is BGN 4 335, at BGN 5 003 For the North-West region and BGN 7 379 For the country. This places the Vidin region in the last place, compared to the other areas of the North-West planning area.

In 2009. The gross domestic product per capita in the region is 4879 BGN, with a value for the North-West planning region of 5595 BGN and for the country 9007 BGN 2007. The state standard for the Vidin district amounts to 385 910,000. For the north-west planning area and 46 400728 Lv. for the country.

The State Standard for economic sectors for 2009 is as follows: with the highest share being the services sector with 66.89% of the state standard produced in the sector, agriculture produces - 18.16% and the industry is only 14.95%. From 23.65% in 2004, the share of added value created in agriculture fell by 5.5%, the services sector also suffered a decrease of over 3%. In 2009, in the Vidin region, the industrial sector created 14.95% of the added value of the economy in the field, compared to 2004, when it was 12.63%.

Conclusion: The share of the agricultural sector is 3 times higher than the share of the country (4.84% of the state standard and almost twice as high as the North West planning region (11.72%).) The value of the relative share of Vidin region, Indicates the inability to reach the level of this indicator for the country, which is 31.34% for 2009, meaning by more than 16 points. Such a

correlation between the added value created in agriculture, industry and services is characterized of the country's most economically displaced areas.

According to the statistics on 31.12.2011 the number of enterprises in the area is 3183, which represents approximately 0.86% of the country's and 11.37% of those registered in the Northwest planning region. The situation of the employees number 93.56% are micro-enterprises, 5.50% are small, 0.82% are medium and 0.13% are large enterprises with staff of over 250 people. For the period 2009-2011. In the Vidin region there is reported a reduction of enterprises by 250, which represents over 7.3%.

The industry's distribution is as follows: "trade, machinery repair and household appliances" - 47.50%; "hotels and restaurants" - 8.2%; "Industry" - 7.26%; "transport, storage and communications" - 5%; "building" - 2.86%; and "agriculture, hunting, forestry and fishing" - 5.75%; "social and health activities" - 5.53%. Other activities that serve society and personality "- 17.88%;

The main economic indicators for the region's economy in 2011. The economic operators of the non-financial sector in the Vidin region achieved income from the activity amounting to 775 285 BGN, representing 0.34% of the country's revenues from the activity and 7.10% of the revenues from the planning activity in the Northwestern region. To compare in 2009. The revenues from the operators' activity in the Vidin district are 641 617 BGN, which is 0.32% of the revenues for the country's activities and 6.47% of the net revenues from the activity of the Northwest planning region. There is an increase in revenues from the activity of economic operators in the non-financial sector in the Vidin region. For 2007-2011, there is an increase in the absolute value of net income from business activity. For 2011, the economic



operators in the non-financial sector in the Vidin region achieved net revenues from sales of 691 444 BGN compared to 2009.

With the most successful net sales revenue for 2011. "Trade, repair and maintenance of cars and motorcycles" industry -339 002 Hill. Lv. Or 43.72% of the total for the area. The sector remains anchored, with absolute growth in revenue. The industry makes the NPP5 worth 98 956 Lv. or 12.77%; Production and electricity distribution and heat and gaseous fuels - 79 248 BGN or 10.22%, agriculture, forestry, hunting and fishing" - 64 054 Hill Lv. or 8.26%, transport, storage and communications - 60 992 Lv. Or 7.87%, "Construction" - 35 192.000 BGN or 4.54%, "hotels and restaurants" -13 489 Lv. Or 1.74%. Income generated by "other community and individual activities" at a rate of 163600 Lv. or 21.11%

The largest proportion was used in micro-enterprises, 41.88%, which marked an increase from 2007, when it fluctuated around 37.7%, and in 2009 - 40.82%. Small businesses hired 25.30% to 23.46% in 2009. The reverse trend is reported in the group of medium-sized enterprises, respectively, from 23.55% employed in 2009 to 19.62% in 2001. In 2009, in large companies were 13.19% of all employees.

For hired employees and services, the private sector are predominant. For 2004-2011, however, there is a tendency to reduce their share. At the beginning of the period, the share of private sector employees was over 85%. In the next few years an increase was reported in 2007. It reaches 89.96% of Naetite. In the coming years, however, the share of private sector employees decreased, and in 2011 it reached 58.36%.

## Investments

In 2011, companies in the public and private sector of Vidin region incurred expenses for the purchase of fixed tangible assets of 87,704 Hill. BGN,

representing 8.89% of the costs incurred for tangible assets in the Northwest Planning Area and 0.49% of the cost of tangible assets in the country.

The sectoral allocation of expenditure in 2011. The dominant position occupies the "industry" sector by 47 037, which represents 53.63% of the expenses incurred. For 2009-2011 they increased by 44.28%. The next is the agricultural, forestry and fishing sector with 19 767 BGN or 22,54% of the total cost of assets acquisition. This sector also reports a cost increase of 46,42%. The "trade" sector; car and motorcycle repair; transportation, storage and post; hotels and restaurants "still occupy a leading position in the cost structure of asset acquisition. For the period 2009-2011 G. However, a decrease in the costs incurred was reported by 34.7% and in 2011 the costs incurred by the acquisition of assets in this sector are of 7 618. BGN, which is 8.69% of the total purchase cost in the area. A similar trend is also reported in the construction sector. The decrease in the cost of the reference period was 25.8% and in 2011 the investments were made in assets.

Foreign investments in attracting foreign investors, Vidin district is one of the last places in the Republic of Bulgaria. In 2011, foreign investments in the field are 33057.9 Euro or 0.25% of foreign direct investment in the country and 26.16% of countries in the North-West region. With smaller values are only the districts of Silistra, Kyustendil and Montana. However, for the period 2008-2011, there was an upward trend in foreign direct investment, with investments in 2008 of 23181.3 Euro and in 2011. Foreign investments in the field amount to 33057,9 euro.

In 2011, the micro-companies accounted for 93.56% of the total enterprises in the area. Among the other companies, a relatively larger number are small enterprises, with a relative share of 5.5% and medium

enterprises, with a weight of 0.82%. The micro companies offer the highest employment - 5528 people in 2011. (41.88% of employees) and the smallest part of the net sales revenue for the area - 48.43%, Koeot represents 334 895.000. Lv. Small companies offer net revenues of 178.735.000. 25.85%, average 104 235.000. BGN or 15.08%, and the lowest share of revenues from large companies is only 73 579 000. BGN or 10.64%. Evidence suggests that small and medium-sized micro-companies make a significant contribution to sales and employment incomes, which shows that the economic situation of each of them is significantly affected by the socio-economic situation.

Conclusions: The future development of the field economy is related to providing opportunities for the development of competitive, small and medium-sized micro-enterprises. At the moment I am not yet sufficiently competitive in terms of access to finance, innovation, intellectual property, internationalization and the implementation of good practice. Access to finance is an essential factor for their overall economic performance. Innovation activity is also an important factor in determining the regular payment of debts and increasing or maintaining remuneration levels. The registration of trademarks and patents is important for maintaining or increasing market shares, profits and sales. Also, the company's human capital is of great significance for taking into account a direct positive effect on both maintenance and the growth of market shares and sales.

For 2007-2011 period. Consider the following two trends in the number of companies in the area. In 2009, after which there was a decline, however, by the end of 2011, the companies' number in the Vidin region is 3 183, meaning by 208 units higher than in 2007. -2 975 pieces by industrial structure the largest number of active entities is in the "trade; Repair of

automobiles and motorcycles "- 1513 number or 47.53% of all entities, this sector is the leader in all municipalities. The following sectors with a larger number of active entities are: "hotels and restaurants" - 261 units. (8,20%) "manufacturing" - 223 pieces (7,01%), "agriculture, forestry and fishing" - 183 pieces. (5.75%) and "health and social activities" -176. (5.53%). the smallest number of entities is in the "extractive industry" sectors - 8 pcs. (0.25%), "education" -24 pieces and "culture, sports and entertainment". This trend towards the fast liquidity sectors is determined by the fact that the activities

Total companie for Vidin Region - 3 183; Agriculture, forestry and fishing 183 5.75% Mining and quarrying 8 0.25% Processing industry 223 7.01% Production and distribution of electric and thermal energy and gaseous fuels 25 0.79% the water supply; Sewerage, waste management and recovery 8 0,25% construction 91 2,86% trade; Repair of motor vehicles and motorcycles 1 513 47.53% transport, storage and post 159 5.00% hotels and restaurants 261 8.20% creation and distribution of information and Creative products; Telecommunications 39 1.23% real estate operations 127 3.99% professional and research activities 159 5.00% administrative and auxiliary activities 53 1.67% education 24 0.75% human health and social work 176 5.53% culture, sport and Entertainment 24 0.75% Other Activities 110 3.46%

Conclusions: The main role for the economy of the region of Vidin for 2011. There is an industry "trade, repair of motor vehicles and motorcycles". They offer 334 172,000 leva. Net sales revenue or 48.33%. Secondly, the manufacturing industry is 89,134,000. Lv. Net sales revenue or 12.89%, and third is "transport, storage and communications" with 58,128,000. Lv. Net sales revenue or 8.41%. The share of the remaining sectors in the economy of Vidin region for the year 2011 in the net sales revenues is as follows:

agriculture, forestry and fishing - 6,36%; Construction - 4.84% hospitality and restaurants - 1.9% health and social activities - 2.01%; Trade and services are a leading branch in the economy of the Vidin region. For 2011, they provide 48.33% of net sales revenue and 25.97% of employment in the area. However, in recent years, the number of companies in this sector has declined: from - 1,996 units. In 2009, they

The framework conditions for the economy’s development in the Vidin region, the main and most important task of the enterprises in the Vidin district, is to ensure competitiveness and development. The successful solution of this task requires both the efforts of companies and the active support of the executive power at central, regional and local level, which should provide framework conditions, enable educational processes and Demonstrate and support new development trends. Education and qualifications - training of qualified personnel for companies in the field is insufficient. In line with global practices, it is recommended that: - introducing specialized programs for entrepreneurship education, innovation; -organizing the active forms of qualification and improvement of personnel qualification; - cooperative cooperation between education and business; - the transfer of foreign experience and its adaptation to the specific conditions of the separate enterprise. Clusters-Small and Medium Enterprises have no resources to provide their own competitive forces to the company. The new economic policy, which is suited to modern development, requires new company strategies built on cooperation across the entire chain of design, production, marketing and product-related services. The construction of clusters must be done mainly in areas where competitive advantages are expected to be achieved.

Building innovation and technological transfer centers - micro, small and medium-sized companies, which are predominantly in the field, do not have the opportunity to maintain their own research development units. This requires an engineering network development of units. These can be organized on the basis of existing structures in technical universities and bass institutes and to develop a network to support research and innovation in industry. Funding for the network can be supported by the state, EU funds and industry and is based on a public-private partnership. It is necessary to stimulate the development of a network of advisory units for the needs of micro, small and medium enterprises. Particular influence should be given to quality management issues and enterprise resource planning systems.

High technology parks and incubation centers. These tools to support innovation processes are not being used properly in Bulgaria, especially in the area. Funding - all investigations to check barriers to companies indicate:

- the need for high costs and lack of adequate funding sources;
- a long period of cost-effectiveness;
- Lift staff with the necessary qualifications.

At present, the companies are mainly based on:

- their own funds;
- borrowed funds and / or bank loans,

local companies are poorly familiar with the possibilities of using guarantee and risk funds as well as European funds. In this respect, it is important to focus local businesses to make them more usable as a way to improve their competitiveness and innovation.

According to the data from the last census 2011, the predominant proportion of working-age people in the Vidin Region population - 55,381, which has a relative share of 54.82%. The second largest is the group of elderly Nadtrudosposobna-32.42%. The lowest share in the total age structure of the population is the working age, which is 12.76% .

From 2009 to 2011 there was a significant increase in the absolute and relative share of registered unemployed in all areas. In 2009, the Vidin district is the first in the reference level of unemployment in the five areas of this indicator. This trend is maintained for the next three years and in 2011 the unemployment rate in the Vidin region is the highest 20.3%.

The unemployment rate for Vidin Region for 2012 was 17.4% to 19.8% toward 2011. The reduction is due to hiring individuals in projects funded by human resources. The Agency's temporary work does not lead to a permanent solution to this problem. Despite the fall, the unemployment rate is more than 5% of the total of the Northwest region. The average number of unemployed registered in the "work office" departments in the territory of Vidin district in 2012 was 8054 persons. The highest unemployment rate was in December 2012. It is in Dimovo municipality - 61.50%, Rujinti-50.10% and Heap-37.99%, and the lowest 14.93% in Vidin. The situation is similar for January 2013. - Dimovo municipality - 61.60%, Rujinti municipality - 52.20% and Gramada municipality - 34.33% and at least 15.97% in Vidin municipality.

In the last two years there has been an increase in unemployment in 10 municipalities in the Vidin district, with the highest increase in the municipality of Gramada by 22.87%, followed by the municipality of Makreş - 15.89%.

Conclusion: During the period 2009-2011, there was a long-lasting tendency to increase the unemployment rate in the Vidin region. In 13.0% of unemployment in 2009, it increased to 20.3% on 31.12.2011

Based on the data and analysis of the employment agency on the status and development of the labor market in the Vidin region, the following summaries and conclusions can be drawn up over the last few years: the labor market is disbalanced - high unemployment, and at the same time, the

shortage of qualified workforce; Traditionally, the share of low-skilled and low-skilled unemployed is the fastest in the structure of unemployment education; The most places for tertiary education professionals remain permanently unemployed due to the poor mobility of the higher education workforce; The region of Vidin occupies one of the first places in the country by the unemployment rate, and this indicator remains significantly higher than the average annual values for the country. Due to the economic crisis in the Vidin region, there have been significant changes in the employment structure which reduces the number of employees.

Vision "Vidin Region - development of the area meant to achieve medium economic growth and employment, sustainable development, improvement of the quality of life and preserved and popularized the natural and cultural heritage.

Achieving strategic goals and priorities within the current regional strategy depends on various external and internal factors. Instead, it is necessary to make changes in the document to reflect the new situation regarding: the economic situation and overcoming the crisis in Bulgaria and Europe; Political situation in Bulgaria and Europe; The EU's economic stability; Amount of absorption of funds from the Structural and Cohesion Funds of the European Union and the European Agricultural Fund for Rural Development; Investments as a result of Vidin-Calafat Bridge and Other.

The priorities of the 2014-2020 regional development strategy as a formula and content are closely linked to the strategic objectives of national and European regional policy and are formulated with appropriate subpriorities. The strategic part is the specific objectives, in order to ensure a close connection of the strategic objectives of the national regional policy.



The priorities identified and the subpriorities interact at all levels, with a complex impact on the main regional development sectors - economy, ecology and social development. This ensures the achievement of the strategic objectives of the regional strategy.

The strategic objective 1 of accelerating the economic development of the Vidin region in order to strengthen the process of economic and social cohesion with the developed areas in Bulgaria, it is necessary to make substantial changes in the economy of the Vidin region, because it must be oriented towards the production of new products based on high technology, and to significantly increase work productivity.

Subpriority 1.1.1: Improving the development conditions of the small and medium-sized enterprises (SMCs) sector by modernizing sub-infrastructure of business infrastructure 1.1.2: Administrative support and reducing administrative obstacles to business development

Subpriority 1.1.3: Improving the access and development of information and communication technologies in the field of services and public services for SMCs: sub-priority 1.2.1: research development, technological development and innovation in supporting the economy

Subpriority 1.2.2: encourage the development of public-private partnerships

Subpriority 1.2.3: promoting the Vidin region to potential investors and increasing the investment climate

The strategic objective 2 raising the living standards of the population of Vidin region the increase of human capital quality is an essential condition for attracting investments in the sectors that generate higher added value in the economy. The state and local government have an important role to play in creating an attractive environment for business development and public

services. Activities aimed at improving human resources by investing in human capital will be stimulated.

Priority 2.2: establishing and increasing employment subpriority 2.2.1: Optimizing the employment management related to employment programs: directing work office programs to invest in people with higher Potential, instead of limiting to the low-skilled unemployed; Reorientation of qualification and re-qualification programs to current / prospective economic and labor market demand; Development of temporary work programs, which is an alternative to the provided social assistance.

Subpriority 2.2.2: the implementation of targeted employment program activities: creating opportunities for alternative productions; Programs that fund small family businesses and private initiatives to create a micro-company (souvenirs, traditional crafts, food packaging); Programs designed to support high unemployment areas. Employment of the population.

Subpriority 2.2.3: Ensure the diversity of jobs offered and better employment of the population's activities: informing employers and the unemployed about the Employment Policy, which is regulated in the National Action Plan for Employment for the Learning of New Techniques and working methodologies for comprehensive and quality services for jobseekers; Building an information system for the workforce in search for investors and specialists, respectively; Developing professional skills in support of local economic activity and improving the adaptability of human resources; Allowance for employment; Supporting the professional training of entrepreneurs and self-employed.

3.4.3 subpriority: initiating and participating in projects within international and national programs. Creating new initiatives and projects of

European importance, creating transnational cooperation networks, promoting the economic, social and cultural exchange between the regions of Bulgaria and Europe will be supported in the new program. Key actions will focus on improving infrastructure, developing common economic, social and cultural activities, joint risk management. Experience exchange and good practice between representatives of local authorities, NGOs and businesses in different regions will be promoted. Initiatives will be encouraged to develop joint development strategies and plans.

### **Dolj county: The socio - economic situation and priorities of the development strategy**

#### **The South-West Oltenia region**

Dolj county is part of the South-West Oltenia Development Region, Romania. In the South-West Oltenia region, alongside Dolj county, the counties of Olt, Vâlcea, Gorj and Mehedinți are also part of the county. The region has 40 cities, of which 11 municipalities, 408 communes and 2,066 villages. The area has an area of 29,212 sq. Km, representing 12.25% of the total area of the country.

From the statistical territorial classification point of view proposed by the European Union through Eurostat, the South-West Oltenia Region is included in the NUTS 2 Nomenclature of Territorial Units (NUTS) 2. At the same time, alongside the West Region (composed of Arad, Caraș-Severin, Hunedoara and Timiș), SW Oltenia Region, are part of the Macroregion 4 of Romania, which is part of NUTS 1. The Nomenclature of Territorial Units has been introduced at European Community level 30 years ago for the purpose

of issuing coherent statistical data for each of the regions of the member states<sup>22</sup>. In this way, we can see the level of development of each region: NUTS I (between 3 and 7 million inhabitants), NUTS II (between 800,000 and 3 million inhabitants) and NUTS III (between 150,000 and 800,000 inhabitants). The Nomenclature of Territorial Territorial Units is a good tool for the implementation of regional European policies, so that aid coming from the Structural Funds is geared precisely to the level of development of each region in order to achieve the indicators assumed by strategies and to avoid the big socio-economic gaps from the development regions. EU funding through development projects is based on the level of NUTS 2 development.

The composition of macroregions (NUTS1) and development regions (NUTS2) in Romania is the following<sup>23</sup>:

1. MACROREGION ONE, includes the following development regions and counties :

1.1. NORTH-WEST REGION	1.2. CENTER REGION
Bihor	Alba
Bistrița-Năsăud	Brașov
Cluj	Covasna
Maramureș	Harghita
Satu Mare	Mureș
Sălaj	Sibiu

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<sup>22</sup> Eurostat, Regions in the European Union - Nomenclature of territorial units for statistics. NUTS 2006 / EU-27, Office for Official Publications of the European Communities, Luxembourg, 2007, p.9.

<sup>23</sup> The National Institute of Statistics, Population of Romania by localities in January 2016, 2016, p. 10, Available online:  
[http://www.insse.ro/cms/sites/default/files/field/publicatii/populatia\\_romaniei\\_pe\\_localitati\\_la\\_1ianuarie2016\\_0.pdf](http://www.insse.ro/cms/sites/default/files/field/publicatii/populatia_romaniei_pe_localitati_la_1ianuarie2016_0.pdf), Accessed on 09.07.2018.

2. MACROREGION TWO, includes the following development regions and counties:

2.1. NORTH-EAST REGION	2.2. SOUTH-EAST REGION
Bacău	Brăila
Botoșani	Buzău
Iași	Constanța
Neamț	Galați
Suceava	Tulcea
Vaslui	Vrancea

3. MACROREGION THREE, includes the following development regions and counties:

3.1. SOUTH REGION MUNTENIA	3.2. BUCHAREST-ILFOV
Argeș	București Municipality
Călărași	Ilfov
Dâmbovița	
Giurgiu	
Ialomița	
Prahova	
Teleorman	

4. MACROREGION FOUR, includes the following development regions and counties:

4.1. SOUTH-EAST REGION OLTENIA	4.2. WEST REGION
Dolj	Arad
Gorj	Caraș-Severin
Mehedinți	Hunedoara
Olt	Timiș
Vâlcea	

According to the National Statistics Institute data on January 1, 2018, the South-West Oltenia Region had a resident population of 1.949.730 inhabitants, and considering the distribution by residence, it had 2.177.191 inhabitants, which represents 9.97% of the resident population of Romania (19.523.621), respectively 9.81% of the population domiciled in Romania (22.193.562)<sup>24</sup>.

It can be noticed that at the beginning of 2018, in the S-W Oltenia Region, a higher proportion of the population in the rural area was found, 1.049.936 inhabitants, representing 53.85%, compared to the inhabitants of the urban area, respectively 899.794.

**Population living in South-West Oltenia, classified by residence  
and gender, on 1 January 2018**

<b>Gender</b>	<b>Residence area</b>	<b>Inhabitants number</b>
<b>Total</b>	Total	1949730
-	Urban	899794
-	Rural	1049936
<b>Masculin</b>	Total	959310
-	Urban	431862
-	Rural	527448
<b>Feminin</b>	Total	990420
-	Urban	467932
-	Rural	522488

From 1990 to 2009, the population of the South-West Oltenia region decreased by 501.770 people. Comparing with the resident population in

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<sup>24</sup> According to data issued by the National Institute of Statistics, *The Resident population* on the 1st of January 2018 and *Population by residence on January 1, 2018*, available online <http://statistici.insse.ro/shop/>, Accessed on 17.07.2018.

2010 in Oltenia (2.090.187 inhabitants in 2009), we notice a decrease of 140.457 people, meaning 7.2% of the population at region level. This was determined by the high mortality rate as compared to birth rate as well as by the population emigration phenomenon to other areas<sup>25</sup>.

Analyzing Oltenia’s population distribution by counties, we will notice that in Dolj County there is the largest share of it, namely 32.32%.

**The resident population distribution in the South-West Oltenia region  
by counties on 1st of January 2018**

County/South-West Oltenia Region	Total Population	Share in relation to the total population in the region
South-West Oltenia Region	1.949.730	100%
Dolj	630.507	32.33%
Gorj	320.008	16.41%
Mehedinți	245.213	12.58%
Olt	400.760	20.56%
Vâlcea	353.242	18.12%

Source: National Institute of Statistics, Resident population on 1st of January 2018, Available online <http://statistici.insse.ro/shop/>, Accessed on 20.08.2018.

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<sup>25</sup> The Regional Action Plan for Employment (RAPE) 2009-2013- Establishment and functioning of the Technical Office of the S-W Oltenia Territorial Pact for Employment and Social Inclusion in the South-West Region of Oltenia - SWOTP, Available online <http://stpsv.eubiz.ro/en/main.php?actCommand=home&actEvent=prao>, accessed on 22.06.2018.

**Population distribution by residence in the South-West Oltenia region,  
by counties, on 1st of January 2018**

County/South-West Oltenia Region	Total population	Share in relation to the total population in the region
South-West Oltenia Region	2.177.191	100%
Dolj	693.427	31.85%
Gorj	361.467	16.6%
Mehedinți	282.249	12.96%
Olt	441.079	20.26%
Vâlcea	398.969	18.33%

Source: National Institute of Statistics, Population after domicile on the 1st of January 2018, Available online <http://statistici.insse.ro/shop/>, Accessed on 20.08.2018.

There is a significant difference of 227.461 inhabitants, between the resident population of the South-West Oltenia region (1.949.730 inhabitants) and the population living in this area (2.177.191 inhabitants).

Analyzing the population distribution in the South-West Oltenia region by urban-rural residential environment, we will see the following distribution:

- Dolj: 53.85% in rural areas and 46.15% in urban areas;
- Gorj: 54.91% in rural areas and 45.09% in urban areas;
- Mehedinți: 53.91% in rural areas and 46.09% in urban areas;
- Olt: 60.79% in rural areas and 39.21% in urban areas;
- Vâlcea: 53.3% in the rural area and 44.7% in the urban area.

The gender structure shows an approximately equal distribution of males and females in the Oltenia area, with only 1.6% more female population (990.420 women) than male (959.310 males), with 50.8% women , compared to 49.2% men.

In 2016, in the South-West Oltenia region, the young population (aged 0-14) was 13.46%, the lowest relative to the rest of the development regions



in Romania<sup>26</sup>, the people aged 15-64 for 69.41% for the years, and for those aged over 65 it was 17.13% of the total.

According to data provided by the National Institute of Statistics, at the end of 2016, the working age population in the South-West Oltenia region was 1.249.700 people, of 658.900 men and 590.800 women.

**Labor resources in the South-West Oltenia region,  
divided by counties and genders**

		2016
		Thousands of people
<b>Total</b>	<b>SOUTH-WEST OLTENIA region</b>	<b>1249.7</b>
-	Dolj	408.8
-	Gorj	211.7
-	Mehedinți	157.8
-	Olt	255.9
-	Vâlcea	215.5
<b>Masculin</b>	<b>SOUTH-WEST OLTENIA region</b>	<b>658.9</b>
-	Dolj	213.9
-	Gorj	111.4
-	Mehedinți	84.1
-	Olt	135.9
-	Vâlcea	113.6
<b>Feminin</b>	<b>SOUTH-WEST OLTENIA region</b>	<b>590.8</b>
-	Dolj	194.9
-	Gorj	100.3
-	Mehedinți	73.7
-	Olt	120
-	Vâlcea	101.9

Source: National Institute of Statistics, Labor resources by gender, macroregions, development regions and counties. Updated data for year 2016, Available online <http://statistici.insse.ro/shop/>, Accessed on 22.08.2018.

<sup>26</sup> The National Institute of Statistics, *Romania's population by localities in January 2016*, 2016, p. 20, Available online [http://www.insse.ro/cms/sites/default/files/field/publicatii/populatia\\_romaniei\\_pe\\_localitati\\_la\\_1ianuarie2016\\_0.pdf](http://www.insse.ro/cms/sites/default/files/field/publicatii/populatia_romaniei_pe_localitati_la_1ianuarie2016_0.pdf), Accessed on 14.07.2018.

By comparing the evolution of the population by residential areas, we will notice that the active population in urban areas is constantly growing, while the rural population is in constant decline. Analyzing the age of active population, there is a decrease in the number of people aged 15-24 and an increase for groups of 45-64 year olds<sup>27</sup>.

According to the „Workforce Survey data on the 1st of January 2017” in the South-West Oltenia region, the civil population at the end of 2016 was 761.300 people (divided into 413.000 men and 348.300 women) of which 398.200 employees (210.900 men and 187.300 women)<sup>28</sup>. The detailed division, by field of activity, taking into account the type of active people, is as follows:

**The civil population in the South-West Oltenia region at the end of 2016**

CAEN Rev.2 (national economy activities)	Gender	2016
		Thousands of people
<b>TOTAL</b>	<b>Total</b>	761.3
-	<b>Feminin</b>	348.3
<b>A AGRICULTURE, FORESTRY AND FISHING</b>	<b>Total</b>	233.3
-	<b>Feminin</b>	125.7
<b>INDUSTRY</b>	<b>Total</b>	163.2
-	<b>Feminin</b>	57.5

<sup>27</sup> Regional Action Plan for Employment (RAPE) 2009-2013- Establishment and functioning of the Technical Office of the S-W Oltenia Territorial Pact for Employment and Social Inclusion in the South-West Region Oltenia - SWOTP, p. 41, <http://stpsv.eubiz.ro/ro/main.php?actCommand=home&actEvent=prao>  
Accessed on 22.01.2018.

<sup>28</sup> The National Institute of Statistics, Workforce Survey on the 1st of January 2017, Available online: [http://www.insse.ro/cms/sites/default/files/field/publicatii/balanta\\_fortei\\_de\\_munca\\_la\\_1ianuarie\\_2017.pdf](http://www.insse.ro/cms/sites/default/files/field/publicatii/balanta_fortei_de_munca_la_1ianuarie_2017.pdf), Accessed on 27.08.2018.

<b>B MINING</b>	<b>Total</b>	<b>14.1</b>
-	<b>Feminin</b>	<b>1.6</b>
<b>C MANUFACTURING INDUSTRY</b>	<b>Total</b>	<b>127.1</b>
-	<b>Feminin</b>	<b>50.8</b>
<b>D PRODUCTION AND SUPPLY OF ELECTRIC AND THERMAL ENERGY, GASES, WATER AND AIR CONDITIONING</b>	<b>Total</b>	<b>9.8</b>
-	<b>Feminin</b>	<b>2.1</b>
<b>E WATER DISTRIBUTION; SAFETY, WASTE MANAGEMENT, DECONTAMINATION ACTIVITIES</b>	<b>Total</b>	<b>12.2</b>
-	<b>Feminin</b>	<b>3</b>
<b>F CONSTRUCTIONS</b>	<b>Total</b>	<b>64.7</b>
-	<b>Feminin</b>	<b>7.2</b>
<b>G WHOLESALE AND RETAIL TRADE; MOTOR VEHICLES AND MOTORCYCLES REPAIR</b>	<b>Total</b>	<b>99.8</b>
-	<b>Feminin</b>	<b>50.4</b>
<b>H TRANSPORT AND STORAGE</b>	<b>Total</b>	<b>33.2</b>
-	<b>Feminin</b>	<b>5.6</b>
<b>I HOTELS AND RESTAURANTS</b>	<b>Total</b>	<b>14.6</b>
-	<b>Feminin</b>	<b>9.9</b>
<b>J INFORMATION AND COMUNICATIONS</b>	<b>Total</b>	<b>8.4</b>
-	<b>Feminin</b>	<b>3.7</b>
<b>K FINANCIAL BROKERAGES AND INSURANCE</b>	<b>Total</b>	<b>5.6</b>
-	<b>Feminin</b>	<b>3.9</b>
<b>L REAL ESTATE TRANSACTIONS</b>	<b>Total</b>	<b>3</b>
-	<b>Feminin</b>	<b>1.8</b>
<b>M PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES</b>	<b>Total</b>	<b>10</b>
-	<b>Feminin</b>	<b>4.8</b>
<b>N ADMINISTRATIVE SERVICES AND SUPPORT SERVICE ACTIVITIES</b>	<b>Total</b>	<b>17.8</b>
-	<b>Feminin</b>	<b>5.5</b>

<b>O PUBLIC ADMINISTRATION AND DEFENSE; PUBLIC SYSTEM SOCIAL INSURANCE</b>	<b>Total</b>	<b>20.4</b>
-	<b>Feminin</b>	<b>11</b>
<b>P EDUCATION</b>	<b>Total</b>	<b>36.4</b>
-	<b>Feminin</b>	<b>25.3</b>
<b>Q HEALTH AND SOCIAL ASSISTENCE</b>	<b>Total</b>	<b>36.6</b>
-	<b>Feminin</b>	<b>28.9</b>
<b>R SHOWS, CULTURAL AND RECREATIONAL ACTIVITIES</b>	<b>Total</b>	<b>4.9</b>
-	<b>Feminin</b>	<b>2.8</b>
<b>S OTHER SERVICE ACTIVITIES</b>	<b>Total</b>	<b>9.4</b>
-	<b>Feminin</b>	<b>4.3</b>

Source: National Institute of Statistics, Civil population by activities of national economy at section level CAEN Rev.2, in 2016, Available online <http://statistici.insse.ro/shop/>, Accessed on 20.08.2018.

Analyzing the activity rate of labor resources in the South West Oltenia Region and in each of its counties, we can see that, at Oltenia level, 69% of the labor resources are involved in the labor market, the highest rate of activity being recovered in Vâlcea county - 77.5%, followed by Mehedinți county - 70.5% and by Dolj county by 66.7%.

#### South West Oltenia Region labor resources employment rate

<b>Gender</b>		<b>2015 Procentage</b>
<b>Total</b>	<b>SOUTH-WEST OLTENIA Region</b>	<b>69</b>
-	<b>Dolj</b>	<b>67,6</b>
-	<b>Gorj</b>	<b>65,1</b>
-	<b>Mehedinți</b>	<b>70,8</b>
-	<b>Olt</b>	<b>66,1</b>

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-	Vâlcea	77,5
<b>Masculin</b>	<b>SOUTH-WEST OLTENIA Region</b>	<b>70,6</b>
-	Dolj	70,4
-	Gorj	66,6
-	Mehedinți	69,7
-	Olt	65,8
-	Vâlcea	81,6
<b>Feminin</b>	<b>SOUTH-WEST OLTENIA Region</b>	<b>67,1</b>
-	Dolj	64,6
-	Gorj	63,4
-	Mehedinți	72,1
-	Olt	66,5
-	Vâlcea	72,9

Source: The National Institute of Statistics, Labor Activity Survey on Macroregions, Development Regions and Counties, Available online <http://statistici.insse.ro/shop/>, Accessed on 02.08.2018

The data provided by AMIGO - through the National Institute of Statistics, indicates for the first semester of 2018 the situation of the activity rate by age groups and residence areas.

**S-W Oltenia activity rate, by age group and residence area,  
in the first half of 2018**

Age group	Residential areas	First Trimester 2018
		UM: Percentage
<b>15 - 24 years</b>	<b>Total</b>	<b>30</b>
-	Urban	19,5
-	Rural	38,6
<b>25 - 34 years</b>	<b>Total</b>	<b>80,3</b>
-	Urban	79,2
-	Rural	81,3
<b>35 - 54 years</b>	<b>Total</b>	<b>80,4</b>

-	Urban	82,7
-	Rural	78,1
<b>25 - 54 years</b>	<b>Total</b>	<b>80,3</b>
-	Urban	81,7
-	Rural	78,9
<b>55 - 64 years</b>	<b>Total</b>	<b>50</b>
-	Urban	45,2
-	Rural	54,7
<b>15 - 64 years</b>	<b>Total</b>	<b>65,4</b>
-	Urban	64,4
-	Rural	66,4
<b>15 years and over</b>	<b>Total</b>	<b>53,5</b>
-	Urban	54,1
-	Rural	52,9

Source: National Institute of Statistics, AMIGO, Age Groups activity rate, residence areas, Macro-Regions and development regions, Available online <http://statistici.insse.ro/shop/>, Accessed on 05.07.2018.

In July 2018, the unemployment rate in the South West Oltenia region was 6.2%, the county level situation being the following: 8.7% in Mehedinți, 7.8% in Dolj, 6.3% in Olt, 4.5% in Gorj and 3.4% in Vâlcea.

\*\* The registered unemployment rate is the ratio between the number of unemployed (registered with employment agencies) and the civil active population.

#### South West Oltenia registered unemployment rate - July 2018

		July 2018
Gender		UM: Procetage
Total	<b>SOUTH-WEST OLTENIA Region</b>	<u>6,2</u>
-	<b>Dolj</b>	<u>7,8</u>
-	<b>Gorj</b>	<u>4,5</u>

-	Mehedinți	8,7
-	Olt	6,3
-	Vâlcea	3,4
Masculin	SOUTH-WEST OLTENIA Region	6,6
-	Dolj	8,3
-	Gorj	4,6
-	Mehedinți	9,4
-	Olt	7
-	Vâlcea	3,1
Feminin	SOUTH-WEST OLTENIA Region	5,7
-	Dolj	7
-	Gorj	4,4
-	Mehedinți	7,8
-	Olt	5,5
-	Vâlcea	3,7

Source: National Institute of Statistics, *Unemployment rate registered at the end of the month, by gender, macroregions, development regions and counties*, Available online <http://statistici.insse.ro/shop/>, Accessed on 25.08.2018.

On the other hand, at the end of July 2018, the share of unemployed registered in the counties of South West Oltenia was the following:

**Share of registered unemployed in the counties  
of South West Oltenia - July 2018**

Gender	Counties	July 2018
		UM: Procentage
Total		
-	Dolj	4,7
-	Gorj	2,6

-	<b>Mehedinți</b>	5
-	<b>Olt</b>	3,6
-	<b>Vâlcea</b>	2,2
<b>Masculin</b>		
-	<b>Dolj</b>	5,6
-	<b>Gorj</b>	2,8
-	<b>Mehedinți</b>	5,8
-	<b>Olt</b>	4,2
-	<b>Vâlcea</b>	2,2
<b>Feminin</b>		
-	<b>Dolj</b>	3,8
-	<b>Gorj</b>	2,3
-	<b>Mehedinți</b>	4,3
-	<b>Olt</b>	3
-	<b>Vâlcea</b>	2,2

*Source:* National Institute of Statistics, Share of unemployed registered at the end of the month in total labor resources, by gender and counties, Available online <http://statistici.insse.ro/shop/>, Accessed on 19.08.2018.

\*\* The share of unemployed in total labor resources is a statistical indicator, calculated monthly, expressed in percentages and determined by reporting the unemployed registered number to the total population by residence between the ages of 18-62 on 1<sup>st</sup> of January and 1<sup>st</sup> of July of each year<sup>29</sup>.

In the 2014/2015 academic year, in Oltenia region, we have 8.165 graduates with a higher education diploma (ISCED levels 6, 7, 8), and in the

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<sup>29</sup> The National Institute of Statistics, Share of unemployed registered at the end of the month in total labor resources, by gender and counties, Available online <http://statistici.insse.ro/shop/index.jsp?page=tempo3&lang=en&ind=SOM101F>, Accessed on 19.08.2018.



academic year 2015/2016 there are 7.702 graduates, undergraduate, master, postgraduate, doctoral and postdoctoral programs<sup>30</sup>.

The graduates’ distribution from the academic year 2014/2015, according to the counties is as follows: Dolj-6.013, Gorj-1.013, Mehedinți-575, Olt-112 and Vâlcea-452<sup>31</sup>.

The graduates’ distribution from the academic year 2015/2016, according to the counties is as follows: Dolj-5.873, Gorj-971, Mehedinți-480, Olt-109 and Vâlcea-269.

The cross-border cooperation in the S-W Oltenia is based on the proximity of Bulgaria to the south and the Republic of Serbia to the South-West, by placing on both sides of the Danube River. The counties / districts that are in the cross-border area of Romania-Bulgaria are: Mehedinți, Dolj, Olt from South-West Oltenia Region, but also Teleorman, Giurgiu, Calarași, Constanța and from Bulgaria: Vidin, Vratsa, Montana, Pleven, Veliko Tarnovo, Ruse, Silistra, Dobrich and Razgrad. The counties / districts that are in the Romania-Serbia cross-border cooperation area are: Mehedinți County in South-West Oltenia but also Caraș-Severin and Timiș and from Serbia: Borski, Branicevski, South Banat, Central Banat and North Banat<sup>32</sup>.

The Danube riverside counties (Dolj, Mehedinți and Olt) are part of the Danube Cooperation Area through the "League of Danubian Counties in

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<sup>30</sup> The National Institute of Statistics, Regional Economic and Social Indicators: Territorial Statistics, 2017, [http://www.insse.ro/cms/files/Publicatii\\_2017/82.Repere\\_economice\\_si\\_sociale\\_regionale\\_Statistica\\_teritoriala/Repere\\_economice\\_si\\_sociale\\_regionale\\_Statistica\\_teritoriala\\_2017.pdf](http://www.insse.ro/cms/files/Publicatii_2017/82.Repere_economice_si_sociale_regionale_Statistica_teritoriala/Repere_economice_si_sociale_regionale_Statistica_teritoriala_2017.pdf), p. 445.

<sup>31</sup> *Ibidem*.

<sup>32</sup> South-West Regional Development Agency Oltenia, South-West Regional Development Plan Oltenia 2014 - 2020, p. 8.

Romania", which was co-authored in 1991 in the "League of Danubian Countries". The purpose of this authority is to create an organized framework for the development of cooperation relations in the field of environment, spatial planning and economic cooperation. Cooperation is also supported by the establishment of *euoregions* aimed at creating direct links between regions and communities on both sides of state borders. The euroregion "Dunarea 21" operates in the South-West region, established in 2002, comprises urban and rural localities in Romania (Calafat and 4 communes in Dolj County), Bulgaria (Vidin and 7 communes) and Serbia (Zaicear and 7 communes)<sup>33</sup>.

Thanks to geographic location, the South-West Region was included by the European Commission on the map of the Rhine-Danube and Eastern-Mediterranean Infrastructure Corridors, two of the nine corridors that will revolutionize East-West connections<sup>34</sup>.

The European Commission has established for the 2014-2020 financial year the way to finance development projects, as follows:

1. Less developed regions with a GDP per capita of less than 75% of the European Union average will continue to be the top priority in this policy. The maximum co-financing rate is set at 75-85% in less developed regions but also in ultra-peripheral regions;

2. Transition regions with a GDP per capita of between 75% and 90% of the European Union average will have a co-financing rate of 60%;

3. More developed regions, with a GDP per capita higher than 90% of the European Union average, will have a co-financing rate of 50%<sup>35</sup>.

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<sup>33</sup> *Ibidem*, p.9.

<sup>34</sup> *Ibidem*.

<sup>35</sup> South-West Regional Development Agency Oltenia, South-West Regional Development Plan Oltenia 2014 - 2020, p. 8.

South-West Oltenia region falls under the category of "less developed" regions, with a GDP per capita of less than 75% compared to the European Union average<sup>36</sup>.

The strategic objective of the South-West Oltenia Region for the period 2014-2020 is the sustainable and balanced development of the region by capitalizing on its own resources, supporting the business environment, infrastructure and services in order to reduce the existing disparities between Oltenia region and the other regions of the country to raise the citizens' living standard<sup>37</sup>.

The priorities of the South-West Oltenia Regional Development Strategy 2014 - 2020 are the following<sup>38</sup>:

1. Increasing the region's economic competitiveness
2. Regional infrastructure modernization and development
3. Tourism development, natural heritage capitalization and cultural-historical legacy
4. Sustainable rural development and agriculture and fishing modernization
5. Developing human resources to support sustainable employment and social inclusion
6. Environmental protection and increased energy efficiency

For Regional Priority 1: Increasing the region's economic competitiveness, we find in the S-W Oltenia region strategy the following areas of intervention<sup>39</sup>:

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<sup>36</sup> *Ibidem*.

<sup>37</sup> *Ibidem*, p. 482.

<sup>38</sup> *Ibidem*.

- Intervention area 1.1: Business infrastructure development
- Intervention area 1.2: Strengthening research, technological development and innovation
- Intervention area 1.3: Increasing the competitiveness of SMCs
- Intervention area 1.4: Reducing the informational gap in the region.

Within the Regional Priority 2: Regional Infrastructure modernization and development, we identify the following intervention areas in the S-W Oltenia strategy<sup>40</sup>:

- Intervention area 2.1 Transport infrastructure improvement, including cross-border transport
- Intervention area 2.2 Health and emergency situations infrastructure
- Intervention area 2.3 Improving the educational infrastructure
- Intervention area 2.4 Social infrastructure modernization
- Intervention area 2.5 Urban areas rehabilitation (including energy efficiency, green areas, cultural and historical heritage, sports and leisure activities, parking, pedestrian areas, traffic control, parks)
- Intervention area 2.6 Administrative capacity development.

For Regional Priority 3: Developing tourism, capitalizing the natural heritage and the cultural-historical heritage, we observe in the S-W Oltenia region strategy the following areas of intervention<sup>41</sup>:

- Intervention area 3.1: Conservation, protection and natural and cultural heritage capitalization of the region

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<sup>39</sup> Ibidem, p.484-485.

<sup>40</sup> Ibidem, p. 485-489.

<sup>41</sup> Ibidem, p. 489-490.

- Intervention area 3.2: Tourism infrastructure creation/modernization in order to increase the region’s attractiveness.

Within Regional Priority 4: Sustainable rural development and agriculture and fishing modernization, we identify the following areas of intervention in the S-W Oltenia region strategy<sup>42</sup>:

- Intervention area 4.1 Modernizing and increasing the viability of agricultural holdings
- Intervention area 4.2 Rural infrastructure - basic services and villages renewal
- Intervention area 4.3 Promoting the creation and development of SMCs
- Intervention area 4.4 Promoting specific sectors with specific needs.

For Regional Priority 5: Human Resources Development in support of sustainable employment and social inclusion, we find in the S-W Oltenia region strategy the following intervention areas<sup>43</sup>:

- Intervention area 5.1 Investing in education, competencies and results-based learning
- Intervention area 5.2: Employment and mobility on the labor market
- Intervention area 5.3: Social inclusion and poverty alleviation.

For Regional Priority 6: Increasing energy efficiency and environmental protection, we see in the S-W Oltenia region strategy the following intervention areas<sup>44</sup>:

- Intervention area : 6.1 Improving energy efficiency in the public and private sector and using renewable energy

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<sup>42</sup> *Ibidem*, p. 491-492.

<sup>43</sup> *Ibidem*, p. 492-493.

<sup>44</sup> *Ibidem*, p. 493-494.

- Intervention area 6.2: The environmental infrastructure modernization
- Intervention area 6.3: Promoting adaptation to climate change, risk prevention and management

Within the framework of the development strategy of the South-West Oltenia region, we find within the Intervention Field 5.1 "Investments in education, competencies and results-based education" and within the scope of intervention 5.2 "Employment and mobility on the labor market", the following relevant actions for this strategy<sup>45</sup>:

- Developing the continuous vocational training system (CVT), increasing access to and participation in lifelong learning
- Increasing the adaptability of the workforce and the enterprises to the labor market needs
- Public awareness actions (civic sense) and belonging to the local community and social responsibility;
- Developing the regional career counseling centers network;
- Information/counseling/mediation activities in order to increase the cohesion and consensus degree at the community level;
- Active measures (job fairs, labor market counseling/mediation center, job portal, etc.) on the labor market and training;
- Access to employment for jobseekers, inactive people, etc.

### **Dolj County Situation**

The Dolj county covers an area of 7.414 km<sup>2</sup> and consists of 3 municipalities (Craiova, Bailești, Calafat), 4 towns (Bechet, Dabuleni, Filiasi, Segarcea), 104 communes and 378 villages and on the 1st of January 2018 a

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<sup>45</sup> *Ibidem*, p. 492-493.

total of 693.427 inhabitants, 382.887 people living in urban areas and 310.550 people living in rural areas<sup>46</sup>. The number of inhabitants in Dolj County has decreased steadily over the last 3 decades, reaching 772.654 in 1992 (the maximum number of inhabitants registered in statistical data at county level) at 751.817 in 2000, at 722.251 in 2010 to 693.427 at present<sup>47</sup>, the detailed statistics being the following:

#### Inhabitants number evolution domiciled in Dolj county

1992	1993	1994	1995	1996
772654	770534	768867	766686	763174
1997	1998	1999	2000	2001
759344	755946	753880	751817	750850
2002	2003	2004	2005	2006
748612	745320	741495	737841	734698
2007	2008	2009	2010	2011
731228	728295	725464	722251	718662
2012	2013	2014	2015	2016
715186	711844	708129	705007	700840
2017	2018			
697675	693427			

Source: The National Institute of Statistics, Tempo Online, Population by Domicile on the 1st of January by age and age groups, gender, residence, macroregions, development regions and counties, 2018, Available online <http://statistici.insse.ro/shop/>, Accessed on 30.08.2018

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<sup>46</sup> According to data collected on the website of the National Institute of Statistics, Tempo Online, *Population by Domicile on the 1st of January by age and age groups, gender, residence, macroregions, development regions and counties*, 2018, Available online <http://statistici.insse.ro/shop/>, Accessed on 30.08.2018.

<sup>47</sup> *Ibidem*.

The decrease of the population is determined by the negative natural growth as well as by the internal and external migration, the only localities with population growth are those around Craiova (suburbanization phenomenon) and those with a high rate of Roma population<sup>48</sup>.

At Dolj County level it is estimated that the phenomenon of migration contributed with over 38,000 people to the demographic decrease registered only in the period 1992-2011. Among the people born in Dolj County and living in other counties of the country, the high share of those who migrated to Bucharest (25.4% of the total), Gorj (10.5%), Timiș (9.1 %), Mehedinți (7.7%), Olt (6.6%), Hunedoara (6.5%) and Caraș-Severin (5.2%)<sup>49</sup>. Regarding foreign migration, the 2011 census records 11.811 people (1.8% of the county's population) temporarily abroad, of which 49% in Italy and 28.3% in Spain. There are 15.145 people who have gone abroad for a longer period (2.3% of the county's population), of which 50.8% are men and 49.2% are women. Thus, about 4.1% of the county's population is involved in the migration process. However, it should be noted that, in reality, the number of emigrants could be 2-3 times higher than that identified in the census<sup>50</sup>.

Predictions for the South-West Oltenia region demography and Dolj County are grim, so the population will decrease by 14.7% until 2030 and by 33.5% until 2050, respectively<sup>51</sup>.

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<sup>48</sup> Dolj County Prefectural, *Economic and Social Development Strategy of Dolj county for the period 2014-2020*, Craiova, 2015, p. 9, Available online [http://www.cjdolj.ro/documente%202015/SDES\\_Dolj\\_2014-2020\\_rev\\_20\\_oct.pdf](http://www.cjdolj.ro/documente%202015/SDES_Dolj_2014-2020_rev_20_oct.pdf), Accessed on 28.08.2018.

<sup>49</sup> *Ibidem*, p. 53.

<sup>50</sup> *Ibidem*, p. 54.

<sup>51</sup> Vasile Ghețău, *Declinul demografic și viitorul populației României*, Buzău, AlphaMDN Publishing House, 2007 apud. CJ Dolj, *Economic and Social Development Strategy of Dolj county for the period 2014-2020*, Craiova, 2015, p. 55.



At the end of 2016, in the Dolj county, the young population (aged 0-14 years) was 13.88%, the people aged 15-64 years reaching 68.7%, and the population aged over 65 years old was 17.42% of the total<sup>52</sup>.

Synthesizing the Dolj County's agro-industrial profile, we can see that it is characterized by the fact that it is a regional university center with a national impact, it has developed the thermal energy sector, the auto sector, agricultural machinery and at the same time it focuses on traditional and ecological agriculture<sup>53</sup>.

In 2016, the labor resources in Dolj county, including the working-age population<sup>54</sup>, able to work, as well as people under and over the working age, reached 408.800 people, divided into 213.900 men and 194.900 women<sup>55</sup>. On the other hand, the civil active population, which characterizes the potential labor supply and the employment of the population including the civil population and the registered unemployed was 265.100 people, 146.100 men and 119.000 women in 2016<sup>56</sup>.

The civil employed population in Dolj County, according to CAEN Rev.2 (activities of the national economy), was allocated in 2016 as follows:

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<sup>52</sup> The National Institute of Statistics, Romania's population by localities in January 2016, 2016, p. 39, Available online [http://www.insse.ro/cms/sites/default/files/field/publicatii/populatia\\_romaniei\\_pe\\_localitati\\_la\\_1ianuarie2016\\_0.pdf](http://www.insse.ro/cms/sites/default/files/field/publicatii/populatia_romaniei_pe_localitati_la_1ianuarie2016_0.pdf), Accessed on 14.07.2018.

<sup>53</sup> South-West Regional Development Agency Oltenia, *Integrated Territorial Development Strategy of the "Oltenia Danubius" Micro-Region*, Craiova, 2013, p. 31.

<sup>54</sup> In 2016, the legal age for work was between 16-60 years for women and 16-65 years for men.

<sup>55</sup> The National Institute of Statistics, Tempo Online, *Labor resources*, 2018, Available online <http://statistici.insse.ro/shop/>, Accessed on 30.08.2018.

<sup>56</sup> Idem, *Civil active population*.

**Civil employed population from Dolj county,  
în funcție de CAEN Rev.2- 2016**

CAEN Rev.2 (national economy activity)	Thousands of people
<b>TOTAL</b>	<b>239,2</b>
A AGRICULTURE, FORESTRY AND FISHING	75,6
INDUSTRY	42,5
B. MINING	0,8
C. MANUFACTURING INDUSTRY	35,5
D. ELECTRIC AND THERMAL ENERGY PRODUCTION AND SUPPLY, GASES, WATER AND AIR CONDITIONING	2,7
E. WATER DISTRIBUTION; HEALTH, WASTE MANAGEMENT, DECONTAMINATION ACTIVITIES	3,5
F. CONSTRUCTIONS	17
G. WHOLESALE/RETAIL TRADE; VEHICLES AND MOTOCYCLES REPAIR	35,9
H. TRANSPORT AND STORAGE	10,4
I. HOTELS AND RESTAURANTS	4,7
J. INFORMATION AND COMUNICATIONS	3,4
K. FINANCIAL BROKERAGE AND INSSURANCE	1,9
L. REAL ESTATE TRANSACTIONS	1
M. PROFESSIONAL, SCIENTIFIC AND TEHNICAL ACTIVITIES	4,2
N. ADMINISTRATIVE SERVICES ACTIVITIES AND SUPPORT SERVICES ACTIVITIES	6,4
O. PUBLIC ADMINISTRATION AND DEFENSE; SOCIAL INSSURANCE FROM PUBLIC ADMINISTRATION	5,6
P. EDUCATION	12,4
Q. HEALTH AND SOCIAL ASSISTANCE	13,1
R. SHOW ACTIVITIES, CULTURAL AND RECREATIONAL	2,1
S. OTHER SERVICE ACTIVITIES	3

Source: The National Institute of Statistics, Tempo Online, Labor Resources, 2018

The economic structure in Dolj County in 2012 was 49.7% for the service sector, 33.1% for the industrial sector, 9.4% for the construction sector and 7.8% for the agriculture sector<sup>57</sup>.

The employed civil population includes, according to the workforce balance methodology, all the people who have an income-generating occupation, which they usually exercise in one of the activities of the national economy, being included in an economic or social activity, based on a contract work or independently (on their own) in order to obtain income in the form of salaries, payment in kind, etc<sup>58</sup>.

The categories of people included are<sup>59</sup>:

- employees working in one of the activities of the national economy in the public sector (all state and public of national interest), mixed, private, cooperative, public;
- employers - managers of private units - who use the workforce to carry out the activity;
- self-employed workers;
- unpaid family workers.

The number of unemployed registered at the end of June 2018 was 20.122, out of which 18.058 were no longer entitled to the unemployment benefit<sup>60</sup>. Thus, the unemployment rate in Dolj County in June 2018 was

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<sup>57</sup> Dolj County Prefecture, *Economic and social development strategy of Dolj county for the period 2014-2020*, Craiova, 2015, p. 94.

<sup>58</sup> Idem, *Employed civil population by activities of the national economy at CAEN Rev.1 section level*.

<sup>59</sup> According to NIS, TempoOnline, the employed civil population does not include military and assimilate people (MD staff, MAI, RIS, in-service militaries), inmates and political and collective organizations' employees.

<sup>60</sup> The National Institute of Statistics, Tempo Online, *Unemployed registered at the end of the month*, 2018, Available online <http://statistici.insse.ro/shop/>, Accessed on 31.08.2018.

7.6%, with 8.2% among men and 6.8% among women. The registered unemployment rate is the ratio between the number of unemployed (registered with employment agencies) and the civil active population<sup>61</sup>. On the other hand, the share of unemployed registered in total labor resources was of 4.7%<sup>62</sup> in Dolj County, at the end of July 2018.

The number of active companies is a representative indicator of the region’s entrepreneurial development level. Thus, in the South-West Region, there were 35.360 active local units in 2013, representing 7.28% of the total national number. Analyzing the entrepreneurial development degree from this indicator’s point of view, it is noticed that the South - West Oltenia Region is on the last place in the national ranking. In terms of time, the dynamics of this indicator, at the level of the South-West Oltenia Development Region, in the period 2005-2008, shows an increase of 17,63% of the total number of active local units, a phenomenon corresponding to the artificial economic growth registered at national level. However, 2009 marks the onset of a negative trend, with a decline in the number of active enterprises by 9.25 per cent between 2009 and 2013. From the point of view of the number of local units active in the main economic branches, in the South-West Oltenia Region in 2015, it is noticed that the most important support is held by the companies that carry out activities in the commerce field (42.15% of the total), to a considerable difference, by the active manufacturing units (9.55%) and the transport and storage sector (8.62%)<sup>63</sup>. The distribution of active local units at county level indicates their

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<sup>61</sup> Idem, unemployment rate recorded at the end of the month.

<sup>62</sup> The National Institute of Statistics, Tempo Online, *Share of unemployed registered at the end of the month in total labor resources*, Available online <http://statistici.insse.ro/shop/>, Accessed on 31.08.2018.

<sup>63</sup> South-West Regional Development Agency Oltenia; ACZ Consulting, *Regional Innovation Strategy for Intelligent Specialization*, 2015.

concentration in Dolj county, which holds the highest number of companies in the region at the level of the last reference year (2013) and 13.400 respectively, almost double compared to the one recorded in the Gorj and Olt counties. The existence of a significant discrepancy between the Dolj counties it is also noted, the first within this hierarchy, and Mehedinți, which holds the last position, with a number of 3.278 active local units<sup>64</sup>.

The priorities of the South-West Oltenia Regional Development Strategy for 2014-2020 are the following<sup>65</sup>:

1. Increasing the region's economic competitiveness
2. Regional infrastructure modernization and development
3. Tourism development, natural heritage capitalization and cultural-historical heritage
4. Sustainable rural development and modernization of agriculture and fishing
5. Developing human resources to support sustainable employment and social inclusion
6. Environmental protection and increased energy efficiency

As regards Priority 5 "Human Resources Development in Support of Sustainable Employment and Social Inclusion", 3 areas of intervention are foreseen:

- 5.1. Investment in education, competencies and results-based learning
- 5.2. Employment and mobility on the labor market
- 5.3. Social inclusion and poverty alleviation

In education investment, competencies and results-based learning, the following operations/activities are considered<sup>66</sup>:

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<sup>64</sup> *Ibidem*.

<sup>65</sup> South-West Regional Development Agency Oltenia, *South-West Regional Development Plan Oltenia 2014 - 2020*, 2014, pp. 483-495.

<sup>66</sup> *Ibidem*, p.492.

- Measures to prevent early school leaving and promote equal access to education;

- Developing the initial and continuing education and training system for pre-university and university education and facilitating the transition from school to active life;

- Development of the extra-syllable education system;

- Outsourcing the competence assessment system (training of the economic environment and the partner environment in the skills’ evaluation);

- Developing the continuous vocational training system (CVT), increasing access and participation in lifelong learning;

- Increasing the workforce and the companies’ adaptability to labor market needs;

- Public awareness actions (civic sense) and belonging to the local community and social responsibility;

- Developing the regional network of career counseling centers.

In the employment and mobility field on the labor market, the following operations/activities are considered<sup>67</sup>:

- Stimulating employment through SEA (social economy activities);

- Stimulating independent activities and entrepreneurship;

- Information/counseling/mediation activities in order to increase cohesion and consensus degree at the community level;

- Active measures (job fairs, counseling/mediation center for the labor market, job portal, etc.) on the labor market and training especially for unemployed and disadvantaged groups;

- Access to employment for jobseekers, inactive people, etc.

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<sup>67</sup> *Ibidem*, pp. 492-493.

In the field of social inclusion and poverty alleviation, the following operations/activities are considered<sup>68</sup>:

- Promoting and developing the social economy and social companies;
- Integrated plans in which social housing is mainly accompanied by interventions in education, health and employment;
- Developing social and voluntary services in citizens’ support
- Strengthening institutional capacity.

At the Dolj County level, three strategic objectives were outlined<sup>69</sup>:

- The strategic objective 1. Increasing Dolj county’s accessibility and attractiveness for investors and tourists;
- The strategic objective 2. Dolj county sustainable development;
- The strategic objective 3. Increasing Dolj county attractiveness for the inhabitants and inclusive communities development.

Within the strategic objective 1, "increasing Dolj county accessibility and attractiveness for investors and tourists", we have three operational objectives<sup>70</sup>:

- Operational objective 1.1 Ensuring connectivity and mobility of people and goods within Dolj county
- Operational Objective 1.2 Supporting local economy and increasing Dolj county employment opportunities level
- Operational Objective 1.3 To capitalize on the natural and cultural tourism potential of Dolj county.

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<sup>68</sup> *Ibidem*, p.493.

<sup>69</sup> Dolj County Prefectural, *Economic and Social Development Strategy of Dolj county for the period 2014-2020*, Craiova, 2015, pp. 302-316.

<sup>70</sup> *Ibidem*, pp. 304-308.

Within the strategic objective 2, "Sustainable Development of Dolj County", we have two operational objectives<sup>71</sup>:

- Operational objective 2.1 Environmental protection and sustainable management
- Operational objective 2.2 Increasing energy efficiency and capitalizing on Dolj county's renewable potential.

Within the strategic objective 3, "increasing Dolj county attractiveness for the inhabitants and inclusive communities development", we have three operational objectives<sup>72</sup>:

- Operational objective 3.1 Quality improvement and access of the urban and rural population of Dolj County to public services and infrastructures
- Operational Objective 3.2 Good governance to ensure Dolj county's integrated development.

This latter operational objective includes measures such as:

- Improve planning capacity, increase transparency and promote the involvement of relevant actors and residents in decision-making;
- Increasing the innovation and implementation of innovative solutions in the county public administration;
- Developing skills for good governance and leadership;
- Increase the degree of cooperation between public authorities at intra- and inter-county levels, as well as at transnational, cross-border level.

This measure highlights a number of potential activities such as<sup>73</sup>:

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<sup>71</sup> *Ibidem*, pp. 308-311.

<sup>72</sup> *Ibidem*, pp. 311-316.

<sup>73</sup> *Ibidem*, p. 316.



Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

- -Developing partner structures such as ADI/CLLD (GAL)/FLAG;
- Developing tools to increase the sustainability of associative/cooperative structures;
- Encourage twinning/twinning partnerships, encouraging membership of associative structures of public administration institutions at national/European/international level;
- Exchanges of experience organization and best practices/know-how transfer activities;
- Development of cross-border and transnational cooperation projects;
- Establishment and development of a European Grouping for Territorial Cooperation;
- Organizing training courses for civil servants with competence in the cooperation field.

Following the analysis of the socio-economic context of the Dolj-Vidin cross-border region, it is noticed that the juridical sector is not a priority of the governors of the two territorial units, although good economic development at cross-border level occurs in the context of a coherent juridical collaboration and the need to strengthen the juridical sector is obvious. In this context, there was a need to develop a strategy to develop cooperation between institutions in both areas and especially of the key actors in the juridical field and increase the visibility of the juridical sector and streamline cross-border labor mobility in the juridical field.

## The developing vision

The joint strategy is based on the results of the joint study on the employability and mobility of the cross-border workforce in the juridical field<sup>74</sup> (Activity A6).

As a result of the study, the needs and areas of employability were identified, as well as the conditions in which the members of the target group (students and graduates of higher legal education) could become more mobile within the cross-border region.

At the same time, the study identified the need for possible employers (commercial companies, public administration institutions, etc.) of staff with legal studies, as well as the need for continuous development of current and future employees.

The results of field research identify the main issues that form a barrier to mobility and employment in the cross-border area in the juridical field, identifying the causes and effects of these issues.

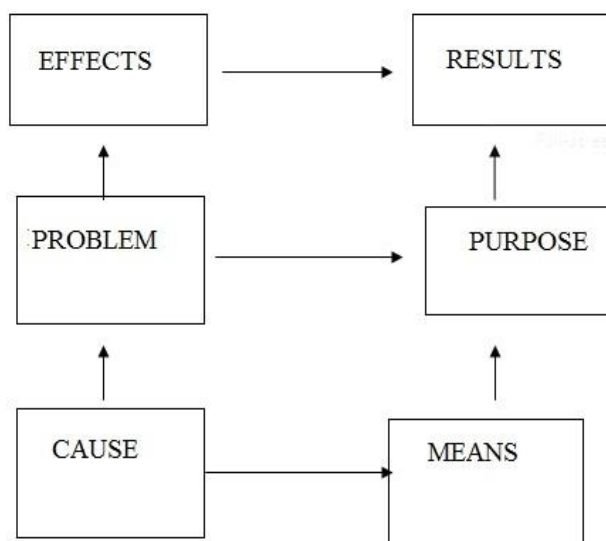
The strategy was designed to meet the seven features of the strategies<sup>75</sup>: image of the future, creativity, flexibility, activity, created for action, orientation towards change, orientation towards sustainable gain.

The principles of project management were followed and the "tree of the problem" will be built, and later, on the basis of it, it can be developed the "object tree", respecting the following schematic structure:

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<sup>74</sup> Liliana Daniela Birtu, Constantin Adi Gavrilă, Cristina Goga, Cristian Valeriu Stanciu, Peter Kirilov Gruev, *Joint study regarding employment and workforce mobility in the cross-border area, in the juridical field*, Craiova, Editura Sitech, 2018.

<sup>75</sup> Csáth Magdolna, *Stratégia-tervezés és vezetés*, Budapest, Közigazgatási és Jogi Könyvkiadó, 1993 apud. Balogh Márton, *Etapele de elaborare a strategiilor de dezvoltare locală*, în Revista Transilvană de Științe Administrative, IX, 2003, p. 75.



## CAUSES:

1. Following the analysis of the results obtained from the researches applied in Dolj County and the Vidin region among the law specialists and legal practitioners, we note a reluctance on their potential emigration, thus 47.59% of the respondents Romanians have estimated that they have a "low" and "very low" short- and medium-term emigration, while 27.2% said they had no probability of emigration and 50% of the Bulgarian respondents liked it "Small" and "very small" emigration in the short and medium term, while 28.82% said they did not estimate any probability of emigration. Only 1.13% of the Doljeni respondents were sure that 1.18% of the Bulgarians would emigrate, 1.13% of the Romanians and 3.53% of the Bulgarians considered that there was a very high probability of emigration, 3.97% of the doljeni and 6.47% of the residents of the Vidin region estimated that with high probability of emigration and 10.76% of the persons in Romania, respectively 9.41% of the persons in Bulgaria appreciated an average probability of emigration.

We can conclude that a first cause of our problem is: "the reluctance of law graduates and legal practitioners in Dolj County and Vidin Region towards a potential emigration."

2. The survey shows that for doljeni it is observed that the greatest interest for a potential emigration is presented by the states from Western Europe, the countries found in the proximity of Romania, which do not attract high interest to the respondents. Moreover, for the Romanian respondents, Bulgaria and the Vidin region, very few respondents found themselves as the first option for emigration. The Bulgarian respondents, being asked about the degree of interest that various regions present as potential areas for emigration, show that they have the greatest interest for the Member States of the European Union, followed by those in Western Europe. Nevertheless, the persons interviewed in Vidin, being asked to choose in the order of their preferences between a group of states and regions in the situation in which the situation of the offer of a job with wage conditions and similar facilities would arise, have opted in number relatively large for Dolj county and other regions of Romania as the first option.

Indeed, following the empirical research carried out within this project, we noticed that for Romanian citizens, Bulgaria is not a favorite destination, as neither Bulgarians, Romania are in the top of preferences, although the advantage of reduced distances is one obvious. This problem has a number of identified causes, such as poor institutional cooperation, low information<sup>76</sup>, high poverty levels<sup>77</sup>, and so on.

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<sup>76</sup> Liliana Daniela Birtu, Constantin Adi Gavrilă, Cristina Goga, Cristian Valeriu Stanciu, Peter Kirilov Gruev, *op. cit.*, p. 125.

Thus, we can identify the second cause of our problem, namely: "the very low interest of law graduates and legal practitioners in Dolj County for the Vidin Region and the low interest of law graduates and legal practitioners in the Region Vidin for Dolj county".

3. In the study, it was possible to identify the high level of claims among persons with Romanian and Bulgarian academic studies regarding the potential jobs in other states, 41.4% of Romanians and 56.47% of Bulgarians said they would accept working only in the primary sector and only in the field of university specialization, and 50.4% of the Romanians and 34.71% of the interviewed persons in Bulgaria said they would accept to work only in the primary sector, even if the work is not in the field of university specialization, only 4.5% of Romanian respondents and 0.59% of

Bulgarians said they would accept to work in the secondary sector, but only for a certain period. No respondent has shown its intention to work in the secondary sector of the labor market for an indefinite period.

We can see a third cause: "the low flexibility of the graduates of socialization to accept a job in another state, if the job is not in the primary sector and in the field of university specialization."

4. In the results of the research, it was observed that in relation to the financial expectations of the Romanian and Bulgarian scholars for the potential mobility on the European labor market, they are very high,

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<sup>77</sup> Gabirela Motoi, Veronica Gheorghita, *The Consequences of Economic Recession on the Quality of Life in Romania, between 2009 and 2013*, in *Revista de Științe Politice*, no. 56, 2017, p. 40.

respondents in Dolj between 2,600euro / month and 1510euro / month and for the respondents in Vidin between 3,701euro / month and 1,529euro / month, the difference being mainly given by the state of destination. It should be noted that for present and future legal practitioners in Dolj and Vidin, financial claims for a potential emigration in the neighboring state are estimated at an average of 1500 euro / month.

Thus, a fourth cause is represented by "The high financial expectations of students and abolitors in Dolj and Vidin of legal studies for a potential emigration, averaging € 1500 / month".

5. The survey reveals the fact that among the students of the law specialization and legal practitioners in Dolj and Vidin, a low level of information about the opportunities offered by the labor market in Bulgaria and Vidin, 37.11% of the Romanian respondents and 20.59% of the Bulgarians said they had no information, 24.65% of the Doljeni and 31.76% of the Vidin respondents said they had very little information, 24.08% of the interviewed persons in Bulgaria and 23.94% of those surveyed in Vidin 6.80% of Romanians and 10% of Bulgarians said they had an average level of information, while only 1.42% of Doljeni and 2.36% of Vidin's inhabitants said that much and much information.

We can identify the fifth issue of the problem, namely: "the low level of information of students and practitioners in the juridical field, regarding the opportunities offered by the labor market in Dolj county and the Vidin region".

6. As a result of the analysis of the results obtained from the researches applied in the Dolj county and the Vidin region among the

employers, we observe the low level of cooperation with institutions / organizations in the neighboring country. Only 25.81% of the surveyed institutions in the Vidin region and 27.88% of the Romanian institutions had cooperation links with institutions / organizations in Romania and Bulgaria at the time of the survey. It is noted that cross-border institutional cooperation is rather occasional.

Thus, we note the sixth case: "The low, occasional level of cooperation between the institutions in Dolj County and the Vidin Region"

7. The study notes that most institutions recognize the potential benefits of such cooperation with the neighboring state, but said they did not have "sufficient information on the institutions there" or that they "had no knowledge of the opportunities for cooperation".

We identify a seventh cause: "Low level of information on opportunities for institutional cooperation between organizations in Dolj county and Vidin region".

At the same time, we can draw an eighth issue: "Low level of information on institutions in Dolj county and Vidin region".

8. The Romanian and Bulgarian employers did not appear very open for a potential recruitment of graduates of legal higher education completed in the neighboring state, although 42.31% of Dolj legal entities and 51.62% of Vidin legal entities are aware that this this would increase their opportunities for cooperation with neighboring institutions.

The new case concerns: "the reluctance of Doljeni and Bulgarian employers to hire staff with legal studies graduated in the neighboring state"

9. Regarding the skills / knowledge emphasis on employers in Vidin, we note an increased interest in "leadership skills", followed by "good communication skills" and "knowledge of Bulgarian language", then "good practical knowledge in field of graduate studies" and "good theoretical knowledge in graduate studies". For doljeni employers, "good practical knowledge in the field of graduate studies" is very important, followed by "good theoretical knowledge in the field of studies", "good communication skills" and "knowledge of Romanian language". For 27.42% of Bulgarian legal entities, "good knowledge of cross-border cooperation and regulation" is "very important", for 24.19% of "great importance" and 19.35% for "medium importance". For the specific areas of the cross-border law sector, Bulgarian employers assess the importance of "large" and "very large" in different proportions ranging from 27.41% to 33.87%. For 27.88% of legal entities in Dolj County "good knowledge of cross-border cooperation and regulation" are "very important" and for 29.81% they have "medium importance". For specific areas of cross-border law, 13.46% of Romanian employers assess the importance of "very high", and "average" importance is given to these areas differently, ranging between 30.77% and 44.23%.

It can be concluded that employers in Dolj and Vidin emphasize the theoretical and practical knowledge in the juridical field of potential employees as well as on the knowledge of language (Romanian and Bulgarian respectively) and various skills in the field of cross-border cooperation.

The previous analysis shows the tenth and eleventh cause for the reduced employment of law graduates in the neighboring state: "Romanians low Bulgarian language knowledge level"/"Bulgarian low Romanian language knowledge level" and "low level of the theoretical and practical knowledge in



Project "Cross-Border Partnership for Training and Labour mobility in the Juridical field"  
the field of Romanian students' Bulgarian law"/" low level of theoretical and practical knowledge in the field of Romanian students law ".

### **PROBLEM**

The main **problem** identified as a analysis results of the "Study on the workforce employability and mobility of the cross-border region in the juridical field" is as follows: "The workforce mobility in the juridical field between Dolj County and Vidin is low".



### **SCOPE**

Thus, the **purpose** of our strategy is to "Increase labor mobility in the juridical field between Dolj County and Vidin Region"

### **EFFECT**

Low number of law graduates and legal practitioners in the cross-border labor market.



### **RESULT**

Increasing mobility on the cross-border labor market among law graduates and legal practitioners.

### **CAUSE 1:**

"the reluctance of law graduates and legal practitioners in the juridical field in Dolj County and the Vidin Region towards a potential emigration."

Joint strategy regarding employment and workforce mobility in the cross-border area, in the juridical field

**SOLUTION 1:**

**"The opening of graduates of law specialization and legal practitioners in Dolj County and Vidin Region towards a potential emigration".**

**ACTION 1.1:**

**"Promoting the benefits of potential emigration for the purpose of employment among law graduates and legal practitioners in Dolj County and Vidin Region"**

**ACTION 1.2:**

**"Mediation actions on the international labor market for law graduates and legal practitioners in Dolj County and Vidin Region"**

**CAUSE 2:**

**"The very low interest of law graduates and legal practitioners in Dolj County for the Vidin Region and the low interest of law graduates and legal practitioners in the Vidin Region for Dolj County".**

**SOLUTION 2:**

**"Increasing the interest of law graduates and legal practitioners in Dolj County for the Vidin Region and increasing the interest of law graduates and legal practitioners in the Vidin Region for Dolj County".**

**ACTION 2.1:**

**"Promoting the benefits of a potential emigration in the Vidin region for the purpose of employment among law specialization graduates and legal practitioners in Dolj county"**

**ACTION 2.2:**

**"Promoting the benefits of a potential emigration in Dolj county for the purpose of employment among law graduates and legal practitioners in the Vidin region"**

**ACTION 2.3:**

**"Mediation actions on the cross-border Dolj-Vidin market for law graduates and legal practitioners in Dolj county and Vidin region"**

**ACTION 2.4:**

**"The development of a employability guide in Bulgaria for Romanian citizens and an employability guide in Romania for Bulgarian citizens.**

**CAUSE 3:**

**"Low flexibility of law graduates to take up employment in another state, if the job is not in the primary sector and in the field of the university specialization".**

**SOLUTION 3:**

**"Increasing the law graduates' flexibility in accepting a job in another state, if the job is not in the primary sector and university specialization field".**

**ACTION 3:**

**"Promoting employment benefits of related fields for law graduates"**

**CAUSE 4:**

"the high financial expectations of Dolj and Vidin law graduates and students for a potential emigration, averaging 1500€/month."

**SOLUTION 4.1:**

"adaptating to the law students' and graduates' financial expectations to the economic realities in Dolj and Vidin for a potential emigration"

**SOLUTION 4.2:** "adapting the employers' salary offerings in Dolj and Vidin for the employees working in the juridical field"

**ACTION 4.1:**

**"Organizing labor market communication, negotiation and mediation courses for the law graduates from Dolj County and the Vidin Region"**

**ACTION 4.2:**

**"Launching attractive salary packages by employers in Dolj and Vidin to meet the potential employees' financial expectations in the juridical field"**

**CAUSE 5:**

"The low students and practitioners level of information in the juridical field, regarding the labor market opportunities offered in Dolj county, respectively the Vidin region"

### **SOLUTION 5:**

"Increasing the information level for students and practitioners in the juridical field, regarding the labor market opportunities offered in Dolj County, namely the Vidin region"

#### **ACTION 5.1:**

"Information campaign for students and legal practitioners on the labor market opportunities offered in Dolj county, namely the Vidin region"

#### **ACTION 5.2:**

"Setting up an online job portal/platform for online job opportunities for the Dolj-Vidin cross-border labor market"

### **CAUSE 6:**

"The low, occasional, level of cooperation between the institutions in Dolj County and the Vidin Region"

### **SOLUTION 6:**

"increasing the cooperation level between the institutions in the Dolj County and the Vidin Region"

#### **ACTION 6.1:**

"To facilitate the cooperation between the institutions in Dolj county and the Vidin region through the activation of *a bilingual Romanian-Bulgarian platform for business and cross-border cooperation*". Through this platform, the volume of information on cross-border institutions will increase

Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”

and the number of cross-border partnerships will increase. It seeks to describe and promote public and private institutions in both regions and their offerings so as to increase the chances of finding compatible business partners and institutions to provide the services needed for cross-border partners.

**ACTION 6.2:**

**"Organizing a bi-annual cross-border job and partnerships to be held once a year in Dolj county and once in the Vidin region and to promote public and private institutions' partnership and job offers in the two regions "**

**CAUSE 7:**

**"Low information level on institutions in Dolj county and Vidin region"**

**MIDDLE 7:**

**"Increasing the institutions' information volume in Dolj County and the Vidin region"**

**ACTION 7.1:**

**"To facilitate the cooperation between Dolj county and Vidin region' institutions through the activation of *a bilingual Romanian-Bulgarian platform for business and cross-border cooperation*".**

**ACTION 7.2:**

**"publishing a Romanian-Bulgarian-English list with the main public and private institutions in Dolj county and the Vidin region, including their contact details and their scope of activity."**

**CAUSE 8:**

**"The reluctance of Dolj and Bulgarian employers to hire staff with legal studies graduated in the neighboring state"**

**SOLUTION 8:**

**"The opening of the Dolj and Bulgarian employers in hiring staff with legal studies graduated in the neighboring state"**

**ACTION 8.1:**

**"Organizing information sessions for employers on the benefits of recruiting staff with legal studies completed in the neighboring state"**

**CAUSE 9:**

**"Low Romanians' Bulgarian knowledge level"/"low Bulgarians' Romanian knowledge level"**

**SOLUTION 9:**

**"Increasing the level of knowledge of the Bulgarian language of the Romanians"/"low level of knowledge of the Bulgarian language of the Bulgarians"**

**ACTION 9.1:**

**"Organizing Bulgarian language courses for Romanian citizens" /  
"organizing Romanian language courses for Bulgarian citizens"**

**CAUSE 10:**

**"Low theoretical and practical knowledge level in the field of Romanians' students' Bulgarian legislation" / "low level of theoretical and practical knowledge in the field of Bulgarians' students' Romanian legislation"**

**SOLUTION 10:**

**"increasing the level of theoretical and practical knowledge in the field of Romanian students' Bulgarian legislation"/"increasing the level of theoretical and practical knowledge in the field of Bulgarian students' Romanian legislation"**

**ACTION 10.1:**

**"Law field Master's Degree organization for the cross-border cooperation development "**

**ACTION 10.2:**

**"Editing a document containing the main legislative acts in the cross-border law"**

**ACTION 10.3:**

**"Summer schools organization for the juridical knowledge development in the cross-border law field "**

**ACTION 10.4:**

**"Organizing training courses to strengthen knowledge in the cross-border law field"**



Moreover, in order to test the objectivity and feasibility of the actions identified for this strategy as a result of the results obtained in the sociological research carried out in Dolj county and the Vidin region, but also to identify new opinions of key legal persons from the two regions, thus benefiting from the expertise and their knowledge in the field, both in the Dolj county and in the Vidin region, there were applied interviews<sup>78</sup>. The interview is the defined research method "as a dialogue whose purpose is to gather information related to a particular topic"<sup>79</sup>.

The interview searched, as I mentioned above, the testing of three aspects, thus wishing to answer the following questions:

- Are the actions identified from the field research carried out in Dolj and Vidin feasible for implementation?
- What other actions can be developed in the Dolj-Vidin cross-border region in order to increase cross-border mobility in the juridical field?
- Are the key actors interviewed in the two regions willing to engage in the development of the strategy?

The applied interview guide contains closed and open questions, the applied technique being that of the structured or direct interview. Thus, the interviewers had "a list of precise questions, whose wording and order were predetermined"<sup>80</sup>.

**The interviews took place in July and August 2018, in Dolj county and in the Vidin region, to legal entities considered to be of interest to the development of the strategy.**

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<sup>78</sup> See Annex no. 5.

<sup>79</sup> Frédéric Nils, Bernard Rimé, *Interviul*, în Serge Moscovici, Fabrice Buschini (coordinators), *Metodologia științelor socioumane*, (a Vasile Savin translation), Iași, Polirom Publishing, 2007, p. 205.

<sup>80</sup> Ibidem, p. 211.

Thus, in Dolj County, 13 interviews were conducted with the following local actors: Dolj Bar; Faculty of Law, Craiova University; Faculty of Law, Economic and Administrative Sciences, Spiru Haret University; Center of Foreign Languages University of Craiova; County Agency for Employment Dolj; Chamber of Commerce and Industry Dolj; National Union of Romanian Employers - Dolj Branch; Association of Law Students at Craiova University; Chamber of Bailiffs - Dolj; Craiova City Hall; Territorial Labor Inspectorate Dolj; Chamber of Notaries Public Dolj, Dolj County Prefecture.

In the Vidin region there have been applied 24 interviews to the following public law legal persons: Vidin Bar; Vidin Prefecture; Vidin City Hall; Rujintsi City Hall; Dimovo City Hall; Makresh City Hall; Gramada City Hall; Vidin Court; Vidin Administrative Court; Ivan Vazov Vidin High School and private institutions (Vida Optics TVV OOD, Bdin BG Kom OOD, MBAL Sveta Petka AD, Bdintex EOOD, Svobodna EAD Vidin region, Moni trans 2011 EOOD, Fasion Style EOOD, Ponti EOOD, Adan N EOOD, Violina OOD; BKS BAdinstroi AD, Zarneni hrani 99 AD, Metal trans EOOD, Tehomak EOOD)

Following the interviews, a number of new actions were also identified:

#### **ACTION 11.1:**

"Granting special scholarships in the" law "field for Bulgarian students at Romanian universities and for Romanian students at Bulgarian universities" (Faculty of Law, Craiova University, Faculty of Legal, Economic and Administrative Sciences, Spiru Haret University)

**ACTION 11.2:**

**"Organization of professional conferences by the Dolj Bar in partnership with the Vidin Bar, focused on the debate of ideas for improvement and development of the common cross-border strategy and for facilitating the professional exchanges between the lawyers from the Dolj Bar and the Vidin Bar" (Dolj Bar)**

**ACTION 11.3:**

**"Organizing bilateral meetings between the economic component of the Dolj county and the Vidin region" (Chamber of Trade and Industry Dolj)**

**ACTION 11.4:**

**"Organizing English language courses", taking into account the fact that English is the main language of communication in the juridical field, at international level (Center of Foreign Languages, Craiova University)**

**ACTION 11.5:**

**"Organizing exchange programs between law students and legal practitioners in Dolj and Vidin" (Association of Law Students at the Craiova University, Dolj Bailiffs' Chamber)**

With the construction of the goal tree, the "means" of the strategy and the "results" were identified.

The next step in building the strategy was to extract from the specific objectives the main activities on which the strategic plan was based.

After this step, we will plan the activities in time, and for this we will use the Gantt chart.

At this stage, the interest factors’ analysis will help us identify the institutions with the highest interest and power to meet the multi-level (local, regional, national and transnational) objectives.

As a result of the study, a series of indicators could be introduced in the strategy, as follows:

(1) - Introducing into the strategy a set of indicators to be met by Bulgarian public and private institutions to employ Romanian citizens.

(1.1) - Introducing into the strategy a set of indicators to be met by Romanian public and private institutions to engage Bulgarian citizens

(2) - Introducing into the strategy a list of potential employers from Bulgaria and the Vidin Region, where there is the possibility of recruiting Romanian citizens and especially Romanian citizens with juridical studies.

(2.1) - Introduce in the strategy a list of potential employers in Romania and Dolj county, where there is the possibility of recruiting Bulgarian citizens and especially Bulgarian citizens with juridical studies.

(3) - Introducing a strategy for Bulgaria's employability guide for Romanian citizens.

(3.1) - Introducing into the strategy a guide for Romania's employability, for Bulgarian citizens.

(4) - Introduce into the strategy a set of recommendations on cross-border joint actions, to strengthen cooperation between regions and the harmonization of cross-border relations.

(5) - Introduce into the strategy an operational plan to promote the need to strengthen knowledge in cross-border law in order to achieve the objective of trans-national socio-economic development.

Moreover, as a result of the research of both teams, a number of indicators could be included in the strategy, such as:

(6) The introduction in the strategy of a list of institutions in Romania, offering vocational training courses to law education graduates

(6.1) Introducing in the strategy a list of institutions in Bulgaria offering vocational training courses to law graduates

(7) The inclusion in the strategy of a list of Romanian institutions facilitating the placement of legal education graduates on the labor market

(7.1) The introduction into the strategy of a list of institutions in Bulgaria, facilitating the placement of legal education graduates on the labor market

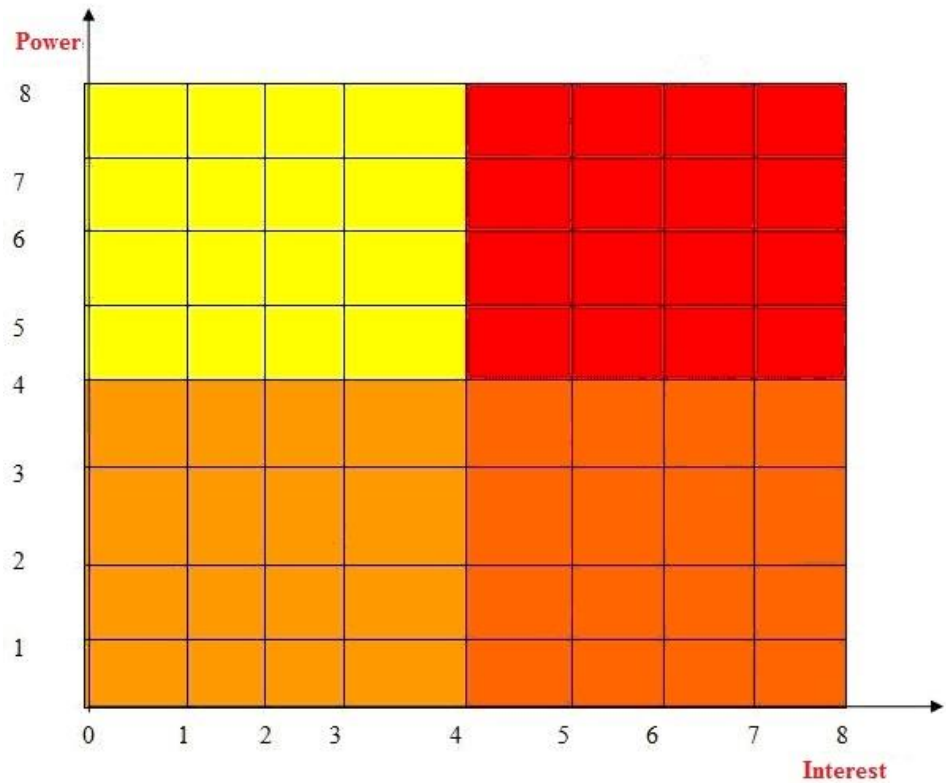
(8) The introduction into the strategy of a list of EU institutions that can facilitate the law graduates employability from Romania and Bulgaria.

### **The analysis of the interest factors**

In the analysis of the interest factors, a number of public and private institutional actors in Dolj County and Vidin Region have been considered, who have an interest, are influenced/affected or can (positively) influence the solution of the problem.

The scale of regional actors was measured according to the criteria: "interest" and "power".

	- great power, maximum interest		- low power, low interest
	- low power , great interest		- great power, low interest



**Factorii interesați:**

No. crt.	Actor	Interest	Power
1	Dolj Bar	8	8
2	Vidin Bar	8	8
3	Dolj Legal advisers College	8	8
4	Faculty of Law, Craiova University	8	8
5	Faculty of Law, Spiru Haret University	8	8
6	Foreign Language Center, Craiova University	8	8
7	Dolj County Employment Agency	8	8
8	County Council Dolj	7	8
9	Romanian National Association of Business Owners - Dolj Branch	6	8
10	Trade and Industry Chamber Dolj	7	8
11	Craiova City Hall	7	8
12	Law students' association from Craiova University	8	6
13	Bailiffs' Chamber - Dolj	6	6
14	Vidin Prefecture	7	8
15	Vidin region mayors (Vidin; Dimovo; Makresh;	7	8

No. crt.	Actor	Interest	Power
	Gramada)		
16	Vidin Court și Vidin administrative Court	7	7
17	Dolj county NGO	6	3
18	NGOs and private lawyers from the Vidin region (examples: Vida Optics TVV OOD, Bdin BG Kom OOD, MBAL Sveta Petka AD, Bdintex EOOD, Svoboda Vidin EAD, Moni trans 2011 EOOD, Fasion Style EOOD, Ponti EOOD; Adan N EOOD, Violina OOD, BKS BAdinstroi AD, Zarneni hrani 99 AD, Metal trans EOOD, Tehomak EOOD)	6	3
19	Public law legal persons, from Dolj county	6	2
20	Public law legal persons, from Vidin region	6	2
21	Private law legal persons, from Dolj county	3	2



### Gantt diagram

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
Advertising campaigns to support the benefits of potential emigration for the purpose of employment among law graduates and legal practitioners in the juridical field in Dolj County and Vidin Region	2019-2023	5 Advertising campaigns	Dolj Bar, Vidin Bar, Dolj Legal Advisers College Dolj County Employment Agency Craiova University law students’ Association Dolj Chamber of Bailiffs County Council Dolj Vidin region mayors (Vidin; Dimovo) Vidin Administrative Court Judecatoria

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
			Administrativă Vidin Dolj County NGO Vidin region NGO and legal entities of private law
Mediation actions on the international labor market for law graduates and legal practitioners in the juridical field in Dolj County and Vidin Region	2019-2023	500 mediation files on the labor market	County Dolj Employment Agency, Dolj Bar, National Union of Romanian Employers - Dolj Branch Dolj Chamber of Trade and Industry Craiova City Hall Craiova University Law Students Association

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
			Dolj County Prefecture Dimovo City Hall NGOs from Dolj county NGOs and private entities of private law from the Vidin region
Advertising campaigns to support the benefits of a potential emigration in the Vidin Region for the law graduates’ and legal practitioners’ employment in Dolj County	2019-2023	5 Advertising campaigns	Dolj Bar, Dolj Legal Advisers College Dolj County Employment Agency Craiova University Law Students Association Dolj Chamber of Bailiffs County Council

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
			Dolj Vidin region mayors (Vidin; Dimovo) Vidin region NGOs and legal entities of private law
Promoting the benefits of a potential emigration in Dolj county for law graduates and legal practitioners employment purpose from the Vidin region	2019-2023	5 Advertising campaigns	Vidin Bar, Vidin Prefecture’s Prefecture Vidin region’s mayors (Vidin; Dimovo; Makresh; Gramada) Vidin Court Vidin Administrativă Court ONG-uri și persoane juridice

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
			de drept privat din regiunea Vidin region NGOs and legal entities of private law
Achieving an employability guide in Bulgaria for Romanian Citizens and an employability guide in Romania for Bulgarian citizens.	2018 - 2020	1 Employability Guide in Bulgaria for Romanian citizens 1 Employability Guide in Romania for Bulgarian citizens	Dolj bar Vidin Bar Dolj County Employment Agency, Dolj Chamber of Bailiffs Dolj County Prefecture Vidin region mayors (Vidin; Makresh; Gramada) Vidin Court Vidin Administrative Court

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
			Vidin region NGOs legal entities
Advertising campaigns to describe the employment’s benefits in related fields for law graduates	2019-2023	5 Advertising campaigns	Dolj Bar, Craiova University, Faculty of Law, Spiru Haret University, Faculty of Law The National Union of Romanian Employers - Dolj Branch Dolj Chamber of Trade and Industry Dolj Chamber of Bailiffs Dolj County Prefecture Gramada City

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
			Hall Vidin region NGOs and legal entities of private law
Labor market’s organization of communication, negotiation and mediation courses for the law graduates in Dolj County and Vidin Region	2019-2023	6 courses	Craiova Faculty of Law, Faculty of Law, Spiru Haret University Dolj Bar, Craiova Municipality City Hall The National Union of Romanian Employers - Dolj Branch Dolj Chamber of Trade and Commerce Dolj County

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
			Prefectural Vidin Prefecture Vidin region mayors (Vidin; Dimovo; Makresh) Dolj county NGOs Vidin region NGOs and legal entities of private law Dolj County Employment Agency
Launching attractive salary packages by employers in Dolj and Vidin to meet the financial expectations of	2019-2023	50 specific offers	The National Union of Romanian Employers - Dolj Branch Vidin region mayors (Vidin; Gramada)



Activity	Estimate Period	Indicators	Potential institutionalized involved actors
potential employees in the juridical field			Vidin Court Vidin Administrative Court Dolj county legal entities of public law Vidin region NGOs and legal entities of private law Dolj county legal entities of private law Vidin region legal entities of private law
Information campaign for students and practitioners in the juridical field regarding	2019-2023	5 information campaigns	Dolj County Employment Agency Dolj Chamber of Trade and Industry

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
the opportunities offered by the labor market in Dolj County, namely in the Vidin region			Dolj Bar, Craiova University law students’ Association Dolj City Council Vidin Prefecture Vidin region mayors (Vidin; Dimovo; Gramada) Vidin Court Vidin Administrative Court Dolj County NGOs Vidin region NGOs and legal entities of private law
The establishment of	2019-2023	1 portal	Dolj County Employment

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
a job portal/online recruitment platforms for labor market opportunities in the Dolj-Vidin cross-border region			Agency, Dolj Bar, Vidin Bar, Dolj City Council Vidin Court Dolj County NGOs Vidin region NGOs and legal entities of private law
Enabling a Romanian-Bulgarian bilingual platform for business and cross-border cooperation	2019-2023	1 bilingual platform	Dolj Bar The National Union of Romanian Employers - Dolj Branch Dolj Chamber of Trade and Industry Dolj County Employment Agency

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
			Dolj City Council Dolj County legal entities of private law Craiova municipality City Hall Vidin Prefecture Vidin region mayors (Vidin; Dimovo; Makresh; Gramada) Vidin Court Vidin Administrative Court Dolj County NGOs Vidin region NGOs and legal entities of private law

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
Organize a bi-annual cross-border job and partnership fair that takes place once a year in Dolj county and once in the Vidin region and to promote the partnership and job offers of public and private institutions from the two regions	2019-2023	10 job fairs and cross-border parcels	Dolj County Employment Agency, The National Union of Romanian Employers - Dolj Branch Dolj Chamber of Trade and Industry Dolj Bar, Craiova municipality City Hall Craiova University law students' Association Dolj City Council Vidin Prefecture Vidin region mayors (Vidin;

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
			<p>Dimovo;</p> <p>Makresh;</p> <p>Gramada)</p> <p>Vidin</p> <p>Administrative</p> <p>Court</p> <p>Dolj County</p> <p>NGOs</p> <p>Dolj County legal entities of public law</p> <p>Vidin region legal entities of public law</p> <p>Dolj county legal entities of private law</p> <p>Vidin region NGOs and legal entities of private law</p>
Editing a the Romanian-	2018-2019	1 institutions list	Dolj Bar, Vidin Bar,

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
Bulgarian-English list with the main public and private institutions in Dolj County and the Vidin region, including their contact details and their subject matter			Dolj Legal Advisers College Dolj County Employment Agency The municipality’s City Hall Vidin Prefecture Vidin region mayors (Vidin; Dimovo; Makresh; Gramada) Vidin Administrative Court
Organizing information sessions for employers on the benefits of	2019-2023	5 informing sessions	Dolj Bar, Vidin Bar, Dolj Legal Advisers College Dolj County

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
recruiting staff with juridical studies completed in the neighboring state			Employment Agency, Craiova University Foreign Language Center Dolj City Council Vidin Prefecture Vidin region mayors (Dimovo; Makresh; Gramada) Vidin Court Vidin Administrative Court Vidin region NGOs and legal entities of private law
Organizing Bulgarian language courses	2019-2023	3 courses	Craiova University, Foreign



Activity	Estimate Period	Indicators	Potential institutionalized involved actors
for Romanian citizens			Language Center Dolj County legal entities of private law Dolj Bar, Vidin Bar, Dolj City Council Vidin Prefecture Vidin region mayors (Vidin; Gramada) Vidin Court Vidin Administrative Court
Organizing Romanian language courses for Bulgarian citizens	2019-2023	3 classes	Vidin region NGOs and legal entities of private law Vidin Prefecture Vidin Court
Organizing a law Master's to	2019-2023	1 master's	Faculty of Law, Craiova

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
develop cross-border cooperation			University Foreign Languages Center, Craiova University Faculty of Law, Spiru Haret University Vidin Prefecture Vidin region mayors (Vidin; Makresh; Gramada) Vidin Administrative Court
Editing a document containing the main legislative acts in the cross-border juridical field	2018-2019	1 act with a cross-border legislation	Dolj Bar Vidin Vidin

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
Organizing summer schools to develop juridical knowledge in cross-border juridical field	2019-2023	4 summer schools	Dolj Bar Vidin Bar Faculty of Law, Craiova University Faculty of Law, Spiru Haret University Vidin Prefecture Vidin region mayors (Vidin; Makresh; Gramada) Vidin Administrative Court Vidin region NGOs and legal entities of private law
Organizing training courses to enhance	2019-2023	5 courses	Dolj Bar Vidin Bar Faculty of Law,

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
knowledge in the cross-border juridical field			Craiova University Faculty of Law, Spiru Haret University Vidin region mayors (Vidin; Makresh; Gramada) Vidin Administrative Court
Granting special scholarships for Bulgarian "law" students in Romanian universities and for Romanian students at Bulgarian universities	2019-2023	10 scholarships	Faculty of Law, Craiova University Faculty of Law, Spiru Haret University Vidin Prefecture Vidin Administrative Court Vidin region

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
			NGOs and legal entities of private law
Organizing professional conferences by the Dolj Bar in partnership with the Vidin Bar	2019-2023	5 conferences	Dolj Bar Vidin Bar
Organizing bilateral meetings between the economic component in Dolj county and the Vidin region	2019-2023	5 bilateral meeting	Dolj Chamber of Trade and Industry
Organizing some legal English classes	2019-2023	5 classes	Craiova University Foreign Language Center
Organizing exchange	2019-2023	6 exchange programs	Dolj Bar Vidin Bar

Activity	Estimate Period	Indicators	Potential institutionalized involved actors
students' programs between law students and legal practitioners in the juridical field in Dolj and Vidin			Craiova University law students' Association Dolj Chamber of Bailiffs

### SWOT Analysis

Strenghts	Weaknesses
<p>Opening of public and private institutions in Dolj and Vidin to implement the strategy</p> <p>The existence of universities offering bachelor, master and doctoral studies</p> <p>The existence of a successful partnership with future perspectives between Dolj Bar and Vidin Bar</p>	<p>Lack of own funds</p> <p>Poor cooperation of cross-border institutions</p> <p>Legislative differences</p> <p>Language barrier</p> <p>The relatively low attractiveness of the target group for cross-border mobility</p> <p>Job information low level in the neighboring state</p>

Opportunities	Threats
<p>Funding opportunities by attracting European funds from local public authorities and the private sector</p> <p>Exploiting the border position, favoring cross-border cooperation</p>	<p>The low absorption rate of European funds</p> <p>Legislative framework too complex and uncorrelated</p> <p>Excessive bureaucracy at the public institutions level</p>

## Annex 1

### List of law graduates’ potential employers in Dolj county<sup>81</sup>:

No.	The name of the institutions	Address	Contact data
1	Dolj Bar	Craiova, Carol I Boulevard, no.1, bl.17D, sc.1, mezanin, Dolj county	0251.413.940, 0351.408.430
2	Craiova’s Obudsman’s Territorial Office	Craiova, Alexandru Ioan Cuza Str. no.1	0251/418.707
3	Craiova’s bailiffs’ office	Craiova, Dezdobirii Str., no. 7,bl.G3,	0351.418.046
4	Craiova’s Notary Publics’ Office	Craiova, Bucovăț Str., no.8	0251.412.157
5	Dolj Legal Advisers’ College	Craiova, Ion Maiorescu Str., no. 4, 6th floor	0251.563.802
6	National Anticorruption Directorate - Craiova Territorial Service	Craiova, 13 Septembrie Str. no. 14A	0372.777.837

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<sup>81</sup> This list is not exhaustive, but only presents some of the potential employers in Dolj County



7	Organized Crime and Terrorism Investigation Directorate - Craiova Territorial Service	Craiova, Mitropoltul Firminian Str., no.13	0251.533.522
8	Băilești Court	Bailesti, Victoriei Str., no.46,	0251.311.818
9	Calafat Court	Calafat, Tudor Vladimirescu Str., no.29,	0251.232.170
10	Craiova Court	Craiova, A.I.Cuza Str., no.20 (actual no.30)	0251.414.060
11	Filiași Court	Filiasi, General Racoteanu, Str., no.208,	0251.441.224
12	Segarcea Court	Segarcea, Unirii Str., no.208	0251210806
13	Dolj Court	Craiova, Brestei Str, no. 12,	0251.418.612 interior 1044
14	Craiova Court of Appeal	Craiova, Constantin Brancusi Str., no.5A	0351.403.129
15	The Public Prosecutor’s Office attached to Băilești Court	Băilești, Victoriei Str. no. 46	0251.311.722;
16	The Public Prosecutor’s Office attached to Calafat Court	Calafat, T. Vladimirescu Str. no. 24	0251.232.130;

17	The Public Prosecutor's Office attached to Craiova Court	Craiova, Anul 1848 Str. no. 31,	0251.412.460;
18	The Public Prosecutor's Office attached to Filiași Court	Filiași, Racoteanu Str. no. 208	0251.442.182;
19	The Public Prosecutor's Office attached to Segarcea Court	Segarcea, Unirii Str. no. 60,	0251.210.208;
20	The Public Prosecutor's Office attached to Dolj Court	Craiova, Libertății Str. no. 9	0251.414.820;
21	The Public Prosecutor's Office attached to Craiova's Court of Appeal	Craiova, Înfrațirii Str., no. 5	0251-533.523
22	County Police Inspectorate Dolj	Craiova, Vulturi Str. no. 19	0251.407.500
23	Dolj Probation Service	Craiova, Brestei str., no. 12, cam. 24, 25,	0251.416.812 int. 122

24	Dolj County Prefecture	Craiov, Calea Unirii, no. 19	0251.408.200
25	Dolj General Directorate for Social Assistance and Child Protection	Craiova, Bd. Nicolae Titulescu no. 22	0251.416.365
26	Dolj County Police and Security Department	Craiova, Constantin Lecca Str. no.32	251.415.841
27	Dolj Community Public Procurement Directorate	Craiova, Strada Vulturi, no.9	0351.437.039
28	Dolj County Center for Nature Protection, Tourism and Sustainable Rural Development	Craiova, Jiețului Str., no.19	0351.421.036
29	County Sports Club Craiova "U" Science	Craiova, Str. Constantin Lecca no. 32,	<u>0251.413.827</u>
30	"Alexandru si Aristia Aman" County Library	Craiova, M. Kogălniceanu str., no.9	0251.532.267

31	Dolj County Center for the Preservation and Promotion of Traditional Culture	Craiova, Alexandru Macedonski Street, no.28,	0351.176.984
32	Cornetti People's School of Arts and Crafts	Craiova, str.Jiețului, nr,19	0251.413.371
33	Art Museum	Craiova, Calea Unirii Str., no. 15,	0251.412.342
34	Muzeul Oltenia’ Museum	Craiova, Popa Șapcă Str., no. 8,	251. 417.756
35	Plenița Social- Medical Unit	Plenița, Principală Str.	0251.368.301
36	Melinești Social- Medical Unit	Melinești, Principala Street, no. 271,	0251.440.010
37	Bechet Social- Medical Unit	Bechet, Sănătății Str., no. 1	0251.337.021
38	Sadova Social- Medical Unit	Sadova,.Ștefan Iorgulescu Str, no. 33	0251.376.513
39	Amărăștii de Jos Social-Medical Center	Amărăștii de Jos, Principală Str., no. 471A	0251374325
40	Cetate Social- Medical Unit	Cetate	0251.364.003

41	Brabova Medcial-Social Center	Brabova, Centrală Str., no. 60,	<u>0251.447.266</u>
42	Dolj County Emergency Situations’ Inspectorate	Craiova, Henry Ford (1863-1947) Str., no. 14	0251.510.126
43	Dolj Area Military Center	Craiova, General Dragalina Str., no. 60A	<u>0251.534.404</u>
44	R.A. Craiova International Airport	Craiova, Calea București 325,	0251.416.860
45	S.C. Dolj Road works and bridges S.A.	Craiova, Drum. Jiului, no. 10,	<u>0251.416.760</u>
46	S.C.Tourism and Park S.A.	Craiova,Str. Bibescu, no.12	0251.417.257
47	S.C. Industrial Park S.A.	Ghercești, Aviatorilor Str., no.10	0251.466185
48	High-Tech Industry Park Craiova	Craiova, Calea București, no. 325 C	0351.418.996
49	Dolj’s Prefecture	Craiova, Unirii Str. no. 19	251.414.424
50	Craiova City Hall	Craiova, A.I.Cuza Str., no. 7	251.416.235
51	Băilești City Hall	Băilești, Revolutiei Str., no. 1-3	251.311.017

52	Calafat City Hall	Calafat, Tudor Vladimirescu Str., no. 24	251.231.424
53	Bechet City Hall	Bechet, Alexandru Ioan Cuza Str. Str., no. 100	251.336.826
54	Dăbuleni City Hall	Dăbuleni, Unirii Str., no. 15	251.334.555
55	Filiași City Hall	Filiși, Racoteanu Bld., no. 160	251.441.018
56	Segarcea City Hall	Segarcea, Unirii Str., no. 52	251.210.750
57	Afumați City Hall	Afumați, Principala Str. no. 37-39	251.318.001
58	Almăj City Hall	Almăj, Principala Str., no. 250	251.449.397
59	Amărăștii de Jos City Hall	Amărăștii de Jos, Principala Str. no. 83	251.374.020
60	Amărăștii de Sus City Hall	Amărăștii de Sus, Principala Str.no. 93	251.375.311
61	Apele vii City Hall	Apele vii, Principala Str.	251.371.607
62	Argetoia City Hall	Aegetoia, Constantin Argetoianu Str. no. 186	251.452.701
63	Bârca City Hall	Bârca, Mihai Viteazu Str., no. 257	251.356.214
64	Bistreț City Hall	Bistreț, Calea Dunarii, no.192	251.355.011
65	Botoșești-Paia City Hall	Botoșești-Paia, Mihai Varzaru Str.no. 132	251.451.814

66	Brabova City Hall	Brabova	251.447.310
67	Brădești City Hall	Brădești, Mihai Viteazu Str., no. 3	251.444.206
68	Braloștița City Hall	Braloștița, Stadionului Str., no. 1	251.450.726
69	Bratovoești City Hall	Bratovoiești	251.371.029
70	Breasta City Hall	Breasta, Constantin Argetoianu Street, no. 11	251.455.244
71	Bucovăț City Hall	Bucovăț, Principala Str.	251.360.285
72	Bulzești City Hall	Bulzești, Principala Str., No.36	251.447.802
73	Călărași City Hall	Petre Banita Str., no. 148	251.379.052
74	Calopăr City Hall	Principala Str., no. 572	251.350.558
75	Caraula City Hall	Craiova Str., no. 142	251.369.568
76	Cârcea City Hall	Aeroport Str., no. 45	251.458.107
77	Cârna City Hall	Cârna	251.256.824
78	Carpen City Hall	Carpen	251.445.637
79	Castranova City Hall	Castranova	251.372.602
80	Catane City Hall	Catane	251.319.698
81	Celaru City Hall	Celaru, Inv. Marin Georgescu Str., no. 525	251.375.509

82	Cerăt City Hall	Cerăt, Soseaua Calafatului no.42	251.358.202
83	Cernătești City Hall	Cernătești, Principala, Str. no.98	251.445.072
84	Cetate City Hall	Cetate, Calea Severinului, no. 83	251.364.022
85	Cioroiași City Hall	Cioroiași, Principala Str., no. 34	251.317.122
86	Ciupercenii noi City Hall	Ciupercenii noi, Dunarii Str., no. 2	251.321.002
87	Coșoveni City Hall	Coșoveni, Principala Str., no. 5	251.457.186
88	Coțofenii din Dos City Hall	Coțofenii din Dos, Nicu Iovipale Str., no. 166	251.447.089
89	Coțofenii din față City Hall	Coțofenii din față, Cotofenilor Str., no.442	251.446.598
90	Daneți City Hall	Daneț, Principală str., no. 160,	251.377.528
91	Desa City Hall	Desa, Calea Teculescu Str., no. 14,	251.322.496
92	Dioști City Hall	Santierului Str., no. 33	251458611
93	Dobrești City Hall	Dobrești, Dolj county, Principală Str.,no. 7	251338000
94	Dobrotești City Hall	Dobrotești, Principala Str., no. 222	251.378.034
95	Drăgotești City Hall	Drăgotești, Nicolae Iorga Str., no. 1	251.456.365
96	Drănic City Hall	Drănic, Principala Str., no. 762	251.351.070
97	Fărcaș City Hall	Fărcaș	251440052
98	Galicea Mare City Hall	Galicea Mare	0251 316 219



99	Galiciuica City Hall	Principala Str., no. 59	251.460.666
100	Gângiova City Hall	Gângiova	251.351.505
101	Ghercești City Hall	Ghercești, Eroilor Str. No.107	251.450.580
102	Ghidici City Hall	Ghercești, Mihai Viteazul Str., no. 140	251.323.302
103	Ghindenii City Hall	Ghindenii, Principală Str.	251.455.777
104	Gighera City Hall	Principala Str., no. 184	251.353.011
105	Giubega City Hall	Giubega	251.460.222
106	Giurgița City Hall	Calea Dunarii, no. 123	251.357.122
107	Gogoșu City Hall	Gogoșu	251.445.098
108	Goicea City Hall	Goicea	251.256.003
109	Goiеști City Hall	Goiеști	251.452.154
110	Grecești City Hall	Principala Str., no. 34	251.445.318
111	Intorsura City Hall	Intorsura, Calea Afumatiului Str., no. 10	251.359.286
112	Ișalnița City Hall	Ișalnița, Al. Cuza Str. no. 1	251.448.635
113	Izvoare City Hall	Izvoare,	251.366.681
114	Leu City Hall	Leu, Puturilor Str., no. 3	251.373.259

115	Lipovu City Hall	Lipovu	251.359.206
116	Măceșu de Jos City Hall	Măceșu de Jos, Acad. Stefan Berceanu Str., no.12	251.354.507
117	Măceșu de Sus City Hall	Măceșu de Sus, Șoseaua Principală, no. 169	251.354.191
118	Maglavit City Hall	Maglavit, Calea Severinului, no. 83	251.328.662
119	Malu Mare City Hall	Malu Mare, Primăriei Str., no. 7	251.446.145
120	Mârșani City Hall	Mârșani, Principală Str., 241	251.336.106
121	Melinești City Hall	Melinești, Principala Str., no. 60A	251.440.042
122	Mischii City Hall	Mischii, Eroilor Str., no. 5	0251.450.194
123	Moțăței City Hall	Moțăței	251.326.211
124	Murgași City Hall	Murgași, Primariei Str., no. 1	251.447.507
125	Negoi City Hall	Negoi,	251.325.088
126	Orodel City Hall	Orodel, Principală Str., no. 133	251.367.538
127	Ostroveni City Hall	Ostroveni	251.337.366
128	Perișor City Hall	Perișor, no. 168	251.459.707
129	Pielești City Hall	Gheorghita Geolgau Str., no. 188	251.459.474
130	Piscu vechi City Hall	Piscu Vechi, Preot Dinescu Augustin Str., no. 5	251.323.008

131	Plenița City Hall	Plenița, Traian Str. No.34	251.368.669
132	Pleșoi City Hall	Pleșoi, Principală Str.	251.454.246
133	Podari City Hall	Podari, Dunarii Str., no. 67	251.339.155
134	Poiana Mare City Hall	Poiana Mare, Independentei Str., no. 8-10	251.235.048
135	Predești City Hall	Predești	251.454.002
136	Radovan City Hall	Radova, Soseaua Calafatului, no. 29	251.359.223
137	Rast City Hall	Rast, Drumul Bailestilor, No. 1	251.324.001
138	Robănești City Hall	Robănești, Traian Vuia Str., no. 96	0251.456.101
139	Rojiște City Hall	Rojiște	251.372.138
140	Sadova City Hall	Sadova, Craiovei Str., no.165	251.376.510
141	Sălcuța City Hall	Alexandru Ioan Cuza Str., no. 122	251.363.006
142	Scăești City Hall	Scăiești	251.447.007
143	Seaca de Câmp City Hall	Seaca de Câmp	251.320.017
144	Seaca de Pădure City Hall	Seaca de Pădure	251.445.686
145	Secu City Hall	Secu	251.453.521
146	Siliștea Crucii City Hall	Siliștea Crucii, Magistrat Dragut Costel Str., no. 2	251.319.212
147	Șimnicu de Sus City Hall	Șimnicu de Sus, Craiovei Str., no. 10	251.451.094
148	Sopot City Hall	Sopot	251.453.102

149	Tălpaș City Hall	Tălpaș	251.452.487
150	Teasc City Hall	Teasc, Bechetului Str., no. 197	251.370.728
151	City Hall Terpezița	Terpezița, Principală Str., no. 334	251.362.009
152	Teslui City Hall	Teslui, Unirii, Str. no. 26	251.456.606
153	Țuglui City Hall	Țuglui, Principala Str.	251.350.205
154	Unirea City Hall	Unirea	251.365.398
155	Urzicuța City Hall	Urzicuța, Calea Craiovei, no. 40	251.317.619
156	Valea Stanciului City Hall	Valea Stanciului, Arh. Cezar Lazarescu Str., no. 39	251.352.025
157	Vârtop City Hall	Vârtop	251.363.508
158	Vârvoru de Jos City Hall	Vârvoru de Jos,. Principala Str.,no.133	251.360.251
159	Vela City Hall	Vela	251.362.619
160	Verbița City Hall	Verbița, Primariei Str., no. 20	251.367.113
161	Craiova University	Alexandru Ioan Cuza Street, no. 13, postal code 200585, Craiova	40.251.413844
162	Spiru Haret University	Vasile Conta Street, no. 4, Craiova	021 455 1057
163	Dolj NGO		<a href="http://www.lista-institutii.ro/ong-uri-din-dolj">http://www.lista-institutii.ro/ong-uri-din-dolj</a>
164	Private law entity Dolj		<a href="https://www.listafirme.ro/dolj/j1.htm/">https://www.listafirme.ro/dolj/j1.htm/</a> <a href="https://termene.ro/firme/Dolj">https://termene.ro/firme/Dolj</a>
165	Other public law entities Dolj		

## Annex 2

### List of potential employers from the Vidin Region of law graduates

№	Име на институцията	Адрес	Контакти
1	Municipality Makresh, district Vidin	vil.Makresh, district Vidin, str. Georgi Benkovski №88	Telephone\Fax 064 600 356
2	Municipality Gramada, district Vidin	Town Gramada, district Vidin, sq.Miko Ninov №1	Telephone\Fax 09337 22 58
3	Municipality Ruzinci, district Vidin	vill.Ruzinci, district Vidin, str. Georgi Dimitrov №31	Telephone\Fax 09324 22 83
4	Primary School „Ivan Vazov”, town Vidin, district Vidin	Vidin, str. Tzar Simeon Veliki №101	Telephone\Fax 094 600 287
5	Administrative Court Vidin, town Vidin, district Vidin	Vidin, sq. Bdinci №1	Telephone\Fax 094 62 63 63
6	Municipality Dimovo, district Vidin	Dimovo, district Vidin, , str. Georgi Dimitrov №137	Telephone\Fax 093412260
7	Regional Court Vidin, town Vidin, district Vidin	Vidin, sq. Bdinci №1	Telephone\Fax 094 600 782 094 600 791
8	Free Zone Vidin Ltd, town Vidin, district Vidin	Vidin, North Industrial Zone	Telephone\Fax 094 60 20 60

9	Bdintex Ltd, град town Vidin, district Vidin	Vidin, str. Tzar Ivan Asen II, №14	Telephone\Fax 094 60 14 60 094 60 14 52
10	Moda Stil VD Ltd, town Vidin, district Vidin	Vidin, West Industrial Zone	Telephone\Fax +359 884 326 722
11	Moni Trans 2011 Ltd, town Vidin, district Vidin	Vidin, Baba Tonka, 3, Б, 7, 40	Telephone\Fax 094 60 00 08
12	VIDAJA Ltd, Vidin, district Vidin	Vidin, Krun Bachvarov, 24,G, 84,1.	Telephone\Fax +359 <u>888402938</u>
13	CHARODEI 13 Ltd, Vidin ditrict Vidin	Vidin, „Vasil Levski”, 1, ”G”, 2, 130	Telephone\Fax +359 888 76 76 19
14	ET „KM - Electronics Konstantin Mechkov Avtodiagnostica and Electronica na avtomobili, Vidin ditrict Vidin	Vidin, Saedinenie, 12,Б,6,58	Telephone\Fax +359 <u>888733329</u>
15	„Autocenter Express” Ltd	Vidin, str. „Ekzarh Josif I” №24	Telephone\Fax 064 600 356
16	„Evroturing” Ltd	Vidin, str.”Zelevnicharska”	Telephone\Fax 094 601 9050
17	„Ventotur” Ltd	Vidin, North Industrial Zone	Telephone\Fax 0885 281 472
18	„Ivanov I Neshev Commerce” Ltd	Vidin, trade baze Javor”	Telephone\Fax 094 622 989

19	„Geteup” Ltd	Vidin, „Hinik”, 14, ”A”	Telephone\Fax 094 600 572
20	„Kapriz” Ltd	Vidin Himik,, str. P. K. Javorov”, №2	Telephone\Fax 094 507 372
21	"Iris" Ltd.	Vidin, Bdintsi Square №1	Telephone\Fax 094 601 917
22	FRESH Ltd.	Vidin, warehouse base	Telephone\Fax 094 606 150
23	"JUPITER TG" LTD	Vidin, 64, Gorazd Street, Bulgaria	Telephone\Fax 094 606 160
24	"Yannis H - 94" EOOD	Vidin, 6, Dondukov Str	Telephone\Fax 094 606 128
25	"IMPULS" Ltd.	33, Reduta Str	Telephone\Fax 094 600 180
26	STEFI 2013 LTD	Vidin, base of ACS	Telephone\Fax 094 600 377
27	CHARLI 200 EOOD, Vidin, Vidin region	Vidin, 27, Tundja Str	Telephone\Fax 094 600 037
28	"GRIVAS" OOD, Vidin, Vidin	Vidin, Western Industrial Zone.	Telephone\Fax 094 600 761
29	"Kaero 03" Ltd.	Vidin, auction. Base "Yavorov"	Telephone\Fax 094 601 109
30	Dino 95 EOOD	Vidin, Western Industrial Zone	Telephone\Fax 094 601 646
31	ET "Denim Slavka Lozanova"	Vidin, 29, Pazarska Str	Telephone\Fax 0888 963 091

32	Vite Es El LTD	Vidin, 65 Preslavska Str	Telephone\Fax 0887 444 459
33	"Nikra" Ltd	Grand Vidin, auction. The Nikra Complex	Telephone\Fax 094 601 241
34	Depeche LTD	Vidin, 1, Yavorov Str	Telephone\Fax 094 606 219
35	ET "D & B", Vidin, Vidin district	Vidin, 22, "Jeleznicharska" Str	Telephone\Fax 0898 75 25 99
36	ET "Scorpion VD", Vidin, Vidin district	Vidin, 36, Lyuben Karavelov Str.	Telephone\Fax 094 647 256
37	Mura Ltd.	Vidin, Vidin, 22, Peyo Yavorov Str	Telephone\Fax + 359 94 601996 +359 94 601989
38	Interior" Ltd.	Vidin, 25, Tsar Alexander II Str	Telephone\Fax 094 601 411
39	"Vasileva" Ltd.	Vidin, Bonomia district, 1	Telephone\Fax 094 600 151
40	"ELI 91" EOOD	Vidin, 12, Shiroka Str	Telephone\Fax 094 606 111
41	ET "Stojer - Stoyan Iliev", Vidin, Vidin district	Vidin, 27, Knyaz Boris I Str	Telephone\Fax 004 623 220
42	"TOP SV" LTD, Vidin, Vidin district	Vidin, Tsar Simeon Veliki Street, 64A.	Telephone\Fax 094 600 150
43	"Bania Furst" LTD, Vidin, Vidin district	Vidin, 97, Shiroka Str	Telephone\Fax 094 600 151
44	Avangard LTD, Vidin, Vidin region	Vidin, Shiroka Str.	Telephone\Fax 0888 977 451



45	"B & B" LTD	Vidin, Shiroka Str., Bl.22	Telephone\Fax 094 601 418
46	Perfect Climate Ltd.	Vidin, "Tsar Alexander II"	Telephone\Fax 094 606 454
47	ET "Ecoproject - E. Mitov"	Tsar Alexander II Tsarigradsko shose, 3	Telephone\Fax 094 601 604
48	VILI COM	Vidin, Hristo Botev Str., 56	Telephone\Fax 094 601 474
49	"Pan Service" Ltd., Vidin, Vidin	Vidin, Tsar Asen str., Bl.7	Telephone\Fax 094 606 430
50	"Thermo Mercury" Ltd.	Vidin, 37, Dondukov Str.	Telephone\Fax 094 606 331
51	Elishka 91 EOOD, Vidin, Vidin district	Vidin, Aleksandar Stamboliiski Street, 8	Telephone\Fax 0887 211 843
52	ET "FABU" Vidin, Vidin district	Tsar Alexander II Tsarigradsko shose, 3	Telephone\Fax 094 600 080
53	ET "Egoist"	Vidin, 6, Dimitar Marinov Str	Telephone\Fax 094 607 917
54	ET "MIRA G. BORISOV"	Vidin, Tsar Simeon Veliki Street,	Telephone\Fax 094 600 617
55	"Chronos" Ltd.	Vidin, Tsar Simeon Veliki street, 32.	Telephone\Fax 0888 535 875
56	"Vida Optix" TVB "OOD, Vidin, Vidin district	Vidin, 7 Vitosha Str	Telephone\Fax 0899 327 717
57	"Media Net" OOD Vidin, Vidin district	Vidin, 21, Targovska Str	Telephone\Fax 094 601 236

58	"Teik" EOOD, Vidin, Vidin district	Vidin, "Anton Stashimirov" Str., 5 Marinov ", 6	Telephone\Fax 094 623 265
59	ET "Factory", Vidin, Vidin district	Vidin, 4 Targovska Str	Telephone\Fax 094 600 004
60	"PS SHOP" Ltd.	Vidin, Dunavska Street, 22.	Telephone\Fax 094 606 622
61	"Digicom" Ltd.	Vidin, Tsar Ivan Asen II Str., 7	Telephone\Fax 094 607 570
62	"Jar Computers" Ltd.	Vidin, "Pannonia" Blvd., 82.	Telephone\Fax 094 600 220
63	"Risk Electronics" Ltd., Vidin, Vidin district	Vidin, Tsar Alexander II str., Bl.60, ap.6	Telephone\Fax 094 601 302
64	"Centis" AD Vidin, Vidin district	5, Gradinska Str	Telephone\Fax 094 600 236
65	"Hitr" OOD Vidin, Vidin district	Vidin, Tsar Alexander II Str., 3	Telephone\Fax 0879 432 421
66	P & S Service Ltd	Vidin, "Rayna Knyaginya" Street, 7	Telephone\Fax 094 600 762
67	"Computers" Ltd., Vidin, Vidin district	Vidin, Tsar Alexander II Str., 87	Telephone\Fax 094 600 410
68	"Thermo Mercury" Ltd.	Pirin Str., 7, A-5	Telephone\Fax 0888 989 624
69	Elishka 91 EOOD, Vidin, Vidin district	Vidin, bc "Petko Karavelov", bl.10, floor 1	Telephone\Fax 0888 830 965

70	ET "FABU" Vidin, Vidin district	Vidin, auction. "Nikra" Complex, floor 2	Telephone\Fax 078 411 417
71	ET "TIG Electronics" Vidin, Vidin district	Vidin, bc "Saedinenie", bl.12	Telephone\Fax 094 600 199
72	"Vesselina Krasteva" Vidin, Vidin district	Vidin, "Knyaz Boris I", №17	Telephone\Fax 094 606 168
73	ET "Pekova, Vidin, Vidin district	Vidin, 5 Targovska St., floor 2	Telephone\Fax 094 604 111
74	K & K EOOD city Vidin, Vidin district	Vidin, 9 Targovska Street, fl.2	Telephone\Fax 094 625 410
75	ET "Yanchev" Vidin, Vidin district	Vidin, 3 Rayna Knyaginya Str	Telephone\Fax 094 606 072
76	"AKTIV KONSULT EOOD" Vidin, Vidin district	Vidin, Al. Stamboliiski ", №26	Telephone\Fax 094 606 205
77	"V and B Commerce", Vidin, Vidin district	Vidin, 34A Tsar Simeon Veliki Str	Telephone\Fax 094 600 481
78	"Real Estate Slavcheva" Ltd. Vidin, Vidin district	Vidin, "Knyaz Boris I" Street, 10	Telephone\Fax 094 607 396
79	"Alfa Imoti" OOD Vidin, Vidin district	Vidin, "Mitropolit Kiril" Str., 11	Telephone\Fax 094 203 802
80	"Shans Imoti" EOOD city Vidin, Vidin district	Vidin, "Targovska" Str., 23	Telephone\Fax 094 607 980
81	"Favorit" EOOD Vidin, Vidin district	Vidin, 24 Bdin Str	Telephone\Fax 094607 928
82	"Imoti Kamenova" Ltd. Vidin, Vidin district	Vidin, Tsar Alexander II Str., 2	Telephone\Fax 094 606 457

83	"HIT Properties" EOOD Vidin, Vidin district	Vidin, Tsar Alexander II Str., 27	Telephone\Fax 094 606 677
84	"Gradev Imoti" EOOD Vidin, Vidin district	Vidin, 45, Slivnitsa Str	Telephone\Fax 094 602 575
85	Poliros EOOD Vidin, Vidin district	Vidin, Tsar Simeon Veliki Street, 11, Bulgaria	Telephone\Fax 094 601 075
86	"Pepi & Deni" OOD Vidin, Vidin district	Vidin, "Jeleznicharska" str., 1B	Telephone\Fax 0886 049 228
87	ET "Elia - Elka Angelova" Ltd. Vidin, Vidin district	Vidin, bc "Bononia", 13	Telephone\Fax 0890 141 633
88	ET "Vani" EOOD city Vidin, Vidin district	Vidin, "Panonia" Blvd.	Telephone\Fax 094 600 012
89	Asenov Auto EOOD Vidin, Vidin district	Vidin, "Panonia" Blvd.	Telephone\Fax 0888 634 464
90	"Bashliyski Auto" Ltd. Vidin, Vidin district	Vidin, Pannonia Blvd. / to Lukoil /	Telephone\Fax 0887 940 744
91	"DE & VE" Ltd. Vidin, Vidin district	Vidin, Pannonia Blvd. / behind OMV /	Telephone\Fax 0888 231 115
92	Eurrokars EOOD Vidin, Vidin district	Vidin, 58, Pannonia Blvd.	Telephone\Fax 0888 348 384
93	"Bobby Auto" OOD Vidin, Vidin district	Vidin, West Warehouse	Telephone\Fax 0887 9881 441
94	Automotor AD Vidin, Vidin district	Vidin, Southern Industrial Zone	Telephone\Fax 094 601 969
95	"Kraft" OOD Vidin, Vidin district	Vidin, Knyaz Dondukov Str., 21	Telephone\Fax 0878 60 85 50

96	"Stoyanov" EOOD city Vidin, Vidin district	Vidin, Topolovets Street, 21	Telephone\Fax 0887 23 70 22
97	"Big Mat" EOOD city Vidin, Vidin district	Vidin, "Pannonia" Blvd.,	Telephone\Fax 0878 171 635
98	"Tani" EOOD Vidin, Vidin district	Vidin, Shiroka Str., Bl.6	Telephone\Fax 94 621 256
99	"Color Mania" EOOD city Vidin, Vidin district	Vidin, 6, Papudzhiyska Str	Telephone\Fax 0885 292 953
100	Procommer Ltd Vidin, Vidin district	Vidin, Shiroka Str., 39	Telephone\Fax 0885 701 924
101	ET "Bobby Borisov" village of Ilovo, Vidin district	SinoVino, Vidin, Vidin	Telephone\Fax 0934 25 25
102	"MM" in Vidin, Vidin district	Vidin, Southern Industrial Zone,	Telephone\Fax 094 623 302
103	Metall-trans EOOD, Trade in metals and building materials, custom metal products, Vidin, Vidin region	Vidin, Western Industrial Zone	Telephone\Fax + 359 94 606027 +359 94 606028
104	ET "Ekaterina 71" Vidin, Vidin district	Vidin, "Panonia" Blvd.	Telephone\Fax 0895 626 845
105	ET "Auto Tires" Vidin, Vidin district	Vidin, Anton Strashimirov Street, 1	Telephone\Fax 0887 877 212
106	"IKO 86" EOOD city Vidin, Vidin district	Vidin, 58A Tsar Simeon Veliki Str	Telephone\Fax 094 601 314
107	"MUSTANG" Ltd. Vidin, Vidin district	Vidin, Oks	Telephone\Fax 0898 602 469

108	"Valve" Ltd., Vidin, Vidin district	Vidin, bc "Vida", bl.14,	Telephone\Fax 0889 420 339
109	"Mania A. Lilov" ET in Vidin, Vidin district	Vidin, Al. Stamboliiski ", №8	Telephone\Fax 094 606 396
110	"TOP SV" EOOD, Vidin, Vidin district	Vidin, Tsar Simeon Veliki Street, 64A	Telephone\Fax 094 600 150
111	"Sprint Spasov 91" OOD Vidin, Vidin district	Vidin City, Shiroka Street, 94	Telephone\Fax + 359 94 601 963
112	trade in building materials, paints, lacquers, etc., Vidin, Vidin district	Vidin, Shiroka Str., Bl.21	Telephone\Fax 094 607 477
113	"MANYA" EOOD Vidin, Vidin district	Vidin, 20, Dondukov Str	Telephone\Fax 0885 979 460
114	"OZIRIS" EOOD city Vidin, Vidin district	Vidin, Tsar Simeon Veliki Street, 24	Telephone\Fax 094 606 164
115	"VIOLINA" Ltd. transport of bulk materials, lime and lime products, Vidin, Vidin region	Vidin, 91 Sv.Romil Vidin Street	<b>Telephone\Fax</b> <b>+359 94600872,</b> <b>+359 88774</b>
116	"BNS Produtsion" EOOD production of boilers for home and industrial, city Vidin, Vidin region	Vidin,	<b>Telephone\Fax</b> <b>+359 899090565</b>
117	"BKS Budstroy" PLC production of asphalt	Vidin,Northern Industrial Zone	<b>Telephone\Fax</b> <b>+ 359 94 601 469</b>

	mixtures, laying of asphalt mixtures, production of concrete, concrete products on the territory of Vidin and Vidin		+ 359 94 601 470
118	Kid Plus EOOD, construction and repair, Vidin, Vidin district	Vidin, former "Somat"	<b>Telephone\Fax</b> + 359 94 600 195
119	Ava Transt Ltd., international transport, Vidin, Vidin district	Vidin	<b>Telephone\Fax</b> + 359 94 600 416 + 359 94 600 415
120	Universal-J "Ltd., construction of residential and industrial buildings, Vidin, Vidin district	Vidin, ul. Tsar Alexander II № 19 - 21, Office № 5	<b>Telephone / fax</b> 359 94 600 206
121	"Fisk Audit" Ltd., accounting services, Vidin, Vidin district	Vidin, 1 Knyaz Alexander Battenberg Street, fl.3, office 2	<b>Telephone\Fax</b> + 359 94 600 162
122	„A & M LTD, trade food products, restaurant, Dimovo, Vidin region	Dimovo, 4, "Kosta Yordanov" Str	<b>Telephone\Fax</b> + 359 878475193
123	Zarneni Hrani 99 AD, production of bread and bakery products, Vidin, Vidin district	Vidin, western warehouse area	<b>Telephone\Fax</b> + 359 94 601 483

124	Rades Ltd., production of bread and bakery products, confectionery products Vidin, Vidin region	Vidin, Geo Milev railway station, block 7, entrance B, floor 5	<b>Telephone\Fax</b> + 359 94 600 756
125	Olimeks Ltd, production and trade with vegetable oils, Vidin, Vidin region	Vidin, Str Prespa 11	<b>Telephone\Fax</b> + 359 94 603 444 +359 94 603 484
126	Novoselska Gamza AD, production of wines, brandy and others. drinks, Vidin, Vidin district	Vidin, 42, Dunavska Street, app.1	<b>Telephone\Fax</b> + 359 94 601 771
127	ET Tsetska 2000-Ceca Petkova, Bus Transport, Gramada, Vidin	Gramada, 89, Georgi Dimitrov Str	<b>Telephone\Fax</b> + 359 886390132
128	MM-07 Ltd., international transport, Kula, Vidin region	Kula, 3, Bratya Miladinovi Str	<b>Telephone\Fax</b> + 359 888973937
129	Ango Clima Ltd., air conditioning systems and service, Vidin, Vidin region	Vidin, 85, Tsar Simeon Veliki Str	<b>Telephone\Fax</b> + 359
130	Nicholas-C Ltd., industrial goods, transport, Vidin, Vidin region	Vidin, 10 Tsar Ivan Asen II Str	<b>Telephone\Fax</b> + 359 94 600574



131	Terra trans Ltd., transport, international transport, forwarding, Vidin, Vidin region	Vidin, Western Industrial Zone	<b>Telephone\Fax</b> + 359 94 606477 +359 94 607939
132	Henna OOD, Coal Trading, Para. and PVC window frames, Vidin, Vidin district	Vidin, Patriarh Evtimii str 29	<b>Telephone\Fax</b> + 359 888681831
133	Goldenwood Ltd., advertising services, Vidin, Vidin district	Vidin, 21, Patriarh Evtimii Str	<b>Telephone\Fax</b> + 359 94 620589
134	Beluga AD, fish farming, Vidin, Vidin region	Vidin, Southern Industrial Zone № 53	<b>Telephone\Fax</b> + 359 94 606511
135	Rotana Vidin EOOD, restaurant, Vidin, Vidin district	Vidin, 15 Targovska Str	<b>Telephone\Fax</b> +359 893 73 74 74
136	Bultrans Ltd., transport, Vidin, Vidin district	Vidin, 17A Panionia Blvd.	<b>Telephone\Fax</b> +359 94 626 050 + 359 94 626 040
137	YBP Ltd., services, Vidin, Vidin district	Vidin 35, Hristo Botev str., fl. 1, app.1	<b>Telephone\Fax</b> +359 878357655
138	"RBMP" EOOD, consultancy services, Vidin, Vidin region	Vidin, 45, Knyaz Dondukov Str	<b>Telephone\Fax</b> +359 89423254
139	" IDFAMILIA EOOD, services, Vidin, Vidin district	Vidin, zh.k. "Krum Bachvarov" Bl.2, ent. A, et.1, ap.1	<b>Telephone\Fax</b> +359 94 606504

140	"Едил" ЕООД, строителство, гр.Видин, област Видин	Edil EOOD, construction, Vidin, Vidin district	<b>Telephone\Fax</b> +359 885 440 357
141	"Komfort Stroi" Ltd., construction, Vidin, Vidin district	Vidin street Obshtinska 7	<b>Telephone\Fax</b> +359 94 601 902
142	"Todor Vankov" EOOD, construction, Vidin, Vidin district	Vidin, 60, Bdin Str	<b>Telephone\Fax</b> +359 94 600 511
143	"Perfectostroy" EOOD, construction, Vidin, Vidin district	Vidin, 99, Shiroka Str	<b>Telephone\Fax</b> +359 94 606 268
144	"Bdinstroy 2000" Ltd., construction, Vidin, Vidin district	Vidin, 1, Tsar Simeon Veliki Str	<b>Telephone\Fax</b> +359 94 604 407
145	"Davidov" EOOD, design, Vidin, Vidin district	Vidin, 105, Shiroka Str	<b>Telephone\Fax</b> +359 94 606 500
146	Cadastre and Geodesy EOOD, geodesy and cadastre, Vidin, Vidin district	Vidin, 3, Tsar Alexander II Str	<b>Telephone\Fax</b> +359 94 600 314
147	Toplivo" AD, services, Vidin, Vidin district	Vidin, base Toplivo	<b>Telephone\Fax</b> +359 94 600 899
148	Bela" Ltd., services, Vidin, Vidin district	Vidin, Todor Petrov Str	<b>Telephone\Fax</b> +359 94 606 482

149	"Ramona Engineering" Ltd., PVC joinery, Vidin, Vidin district	Vidin, Southern Industrial Zone	<b>Telephone\Fax</b> +359 94 604 600
150	" Stimul OOD, PVC blinds, Vidin, Vidin region	Vidin, Petko Karavelov bl.1	<b>Telephone\Fax</b> +359 94 630 021
151	"Garden Company" EOOD, landscaping, Vidin, Vidin district	Vidin, 15 Bdin Str	<b>Telephone\Fax</b> +359 898 929 912
152	"ET ALEXIEV-91-VD - VERGIL ALEXIEV", bus transport, Vidin, Vidin region	Vidin, 162, Tsar Simeon Veliki Str	<b>Telephone\Fax</b> +359 94 606 190
153	"Villecom" EOOD, air conditioning systems, Vidin, Vidin region	Vidin, 56, Hristo Botev str	<b>Telephone\Fax</b> +359 94 601 474
154	"Vavelin Atanasovi i sie" SD, services, district of Vidin	Vilage Gradets, Street 1	<b>Telephone\Fax</b> +359 931 52506
155	"Cross Vidin" Ltd., production of bicycles, Vidin, Vidin district	Vidin 23, Ekzarh Yosif str.,	<b>Telephone\Fax</b> +359 94 601 045
156	Konvekt Ltd., heating, ventilation and air conditioning, Vidin, Vidin region	23, Ekzarh Yosif str., Entr	<b>Telephone\Fax</b> +359 94 601 045

157	"Compact Print" Ltd., advertising, Vidin, Vidin district	18, Hristo Botev Str	<b>Telephone\Fax</b> +359 878 878 881
158	ET "Alex Kom - I. Nikolova, Vidin, Vidin district	8, Municipal House, 8th floor	<b>Telephone\Fax</b> +359 94 600 641
159	"Villas Service" Ltd., Vidin, Vidin district	Vrushka Chuka Street, 3	<b>Telephone\Fax</b> +359 94 600 013
160	"Petar Yonchev 2007" Ltd., Vidin, Vidin district	GR.Vidin, ж.к. "Vasil Levski", bl.6, ground floor	<b>Telephone\Fax</b> +359 94 606 112
161	ET "Derbi 23", Vidin, Vidin district	Tsar Simeon Veliki Street, 59, Bulgaria	<b>Telephone\Fax</b> +359 877 365 360
162	"Tig Electronics Todorov" Ltd., Vidin, Vidin district	GR.Vidin, ж.к. "Saedinenie", bl.12	<b>Telephone\Fax</b> +359 877813 355
163	Astra 2006 EOOD, Vidin, Vidin district	Vidin, 10, Ribarska Str	<b>Telephone\Fax</b> +359 94 605 503
164	ET "Mitko Slavchev", Vidin, Vidin district	Tsar Alexander II Str., 3, Bulgaria	<b>Telephone\Fax</b> +359 94 600 667
165	"Hydroproekt" Ltd., Vidin, Vidin district	Vidin, 6th September Str., 17	<b>Telephone\Fax</b> +359 94 600 217
166	ET "Ascona 95", Vidin, Vidin district	Knyaz Boris I Str., 14B	<b>Telephone\Fax</b> +359 94 606 134
167	Todor Kotzov ET, Vidin, Vidin district	Vidin, 6th September Str., 17	<b>Telephone\Fax</b> +359 94 600 803
168	ET STEY - Stefcho	Tsar Alexander II Str.,	<b>Telephone\Fax</b>

	Vlachov, Vidin, Vidin district	3, Bulgaria	+359 94 600 434
169	ET "Emil Andreev", Vidin, Vidin district	Tsar Alexander II Str., 3, Bulgaria	<b>Telephone\Fax</b> +359 94 600 740
170	"Lumixim" Ltd., Vidin, Vidin district	Tsar Alexander II Str., 6, fl.2	<b>Telephone\Fax</b> +359 94 606 264
171	"Davidov" Ltd., Vidin, Vidin district	10, Shiroka Str	<b>Telephone\Fax</b> +359 94 606 500
172	Rashkov - Rumen Rashkov "Ltd., Vidin, Vidin district	45, Tsar Simeon Veliki Str	<b>Telephone\Fax</b> +359 887 406 183
173	"PRO EL PRO WALCHEVI" Ltd., Vidin, Vidin district	Tsar Alexander II Str., 3, Bulgaria	<b>Telephone\Fax</b> +359 94 600 740
174	ET "Vodokanal - Jordan Barzashki", Vidin, Vidin district	2, Entrance "B", Vidin, "Zhelezni-charska"	<b>Telephone\Fax</b> +359 94 620 517
175	"Cadastre is Geodesy" EAD, Vidin, Vidin district	Tsar Alexander II Str., 3, Bulgaria	<b>Telephone\Fax</b> +359 94 600 314
176	"Golden luxury", Vidin, Vidin district	Vidin, Patriarh Evtimii Street, 21	<b>Telephone\Fax</b> +359 94 620 589
177	"Lora 77 - M. Lozanov", Vidin, Vidin district	Vidin, 4 Targovska Str	<b>Telephone\Fax</b> +359 94 606 370
178	"Domstroii" Ltd., Vidin, Vidin district	Vidin, Knyaz Boris I Str., 11A	<b>Telephone\Fax</b> +359 94 607 085
179	"Vida grup 101" Ltd., Vidin, Vidin district	GR.Vidin, str. S. Rakovski ", 6	<b>Telephone\Fax</b> +359 878 715030

180	CONVECT Ltd., Vidin, Vidin district	3, Tsar Alexander II str., 3rd floor	<b>Telephone\Fax</b> +359 888 727 725
181	"AUTO KREZ" Ltd., Vidin, Vidin district	GR.Vidin, ж.к. "Vida", bl.5, ent. "A", floor 5	<b>Telephone\Fax</b> +359 887 229 223
182	"AGLAYA I BAN" EOOD, Vidin, Vidin district	GR.Vidin, ж.к. "IN. Levski ", 1	<b>Telephone\Fax</b> +359 94 601 938
183	Henna Ltd., Vidin, Vidin district	Greater Vidin, Western Industrial Zone	<b>Telephone\Fax</b> +359 94 600 985
184	Vovas EOOD, Vidin, Vidin district	Vidin, 7, "Municipal" Str	<b>Telephone\Fax</b> +359 94 601 902
185	Cem Commerce Ltd., Vidin, Vidin district	Vidin, Boulevard "Pannonia", 48	<b>Telephone\Fax</b> +359 94 606 254
186	Nitera Ltd., Vidin, Vidin district	Tsar Ivan Asen II Str., 10D	<b>Telephone\Fax</b> +359 94 607 656
187	"Chris" Ltd., Vidin, Vidin district	Grand Vidin, auction. Base "Yavorov".	<b>Telephone\Fax</b> +359 94 601 413
188	Ecos 96 Ltd., Vidin, Vidin district	Shiroka Str., 105, Bulgaria	<b>Telephone\Fax</b> +359 94 606 500
189	KOMPAS SEVER Ltd., Vidin, Vidin district	Vidin, Patriarch Evtimii Street, 86	<b>Telephone\Fax</b> +359 94 601 665
190	"Ramona Flororing" EOOD, Vidin, Vidin district	23, Pazarska Str.	<b>Telephone\Fax</b> +359 899 881 715
191	"Bela" Ltd., Vidin, Vidin	Vidin, Todor Petrov	<b>Telephone\Fax</b>

	district	Str., Electrodom.	+359 94 606 482
192	"Kraton" Ltd., Vidin, Vidin district	8, February 8, 8, Bulgaria.	<b>Telephone\Fax</b> +359 897 674 408
193	Diana 88 EOOD, Vidin, Vidin district	Vidin, 29, Panonia Blvd.	<b>Telephone\Fax</b> +359 94 606 329
194	"ADON 2010" Ltd., Vidin, Vidin district	Ivan Vratin, 6 Ivan Vratsa Str	<b>Telephone\Fax</b> +359 888 203 941
195	EKO TITAN Ltd., Vidin, Vidin district	Vidin Str., "P. k. Yavorov ", № 1, floor 3.	<b>Telephone\Fax</b> +359 94 601 442
196	"Diro - BG" Ltd., Vidin, Vidin district	Vidin Str., "Pazarska Str., №29.	<b>Telephone\Fax</b> +359 94 633 694
197	Gardan Kompani EOOD, Vidin, Vidin district	15, Bdin Str.	<b>Telephone\Fax</b> +359 898 929 912
198	"Garden Center" Ltd., Vidin, Vidin district	10, Dunavska Str	<b>Telephone\Fax</b> +359 887 205 430
199	"Bulred" OOD, Vidin, Vidin district	Tsar Aleksandar II Str., 13, Bulgaria	<b>Telephone\Fax</b> +359 94 607 045
200	"El Zet Sport" Ltd., Vidin, Vidin district	Vidin, Targovska Str.	<b>Telephone\Fax</b> +359 94 606 004
201	"Vidin Chamber of Commerce and Industry", Vidin, Vidin district	Vidin, Alexander Alex Street, 19-21	<b>Telephone\Fax</b> +359 94 600 556
202	Plastics Systems Ltd., Vidin, Vidin district	Vidin, base "Vida hora"	<b>Telephone\Fax</b> +359 897 035 040
203	"SOVA 7" Ltd., Vidin,	Vidin, 32, Danube-Ska	<b>Telephone\Fax</b>

	Vidin district	Street, fl.1	+359 94 601 225
204	Energy Trading Ltd. Vidin, Vidin district	Novoseltsi village, Vidin district, Vidin municipality,	<b>Telephone\Fax</b> +359 94 625 175
205	Vida Tours Ltd, Vidin, Vidin district	Chr. Vidin, 2, Baba Vida Str	<b>Telephone\Fax</b> +359 887 654 331
206	"Fashion Style" Ltd, Vidin, Vidin district	Chr. Vidin, West Industrial Zone	<b>Telephone\Fax</b> +359 884 326 722
207	"MONI TRANS 2011" Ltd. Vidin, Vidin district	Chr. Vidin, ж.к. "Baba Tonka", bl.3, entrance "B", floor 7, ap.40	<b>Telephone\Fax</b> +359 94 600 008
208	"Iva Tex" Ltd, Vidin, Vidin district	Chr. Vidin, "P. R. Slaveikov ", №26	<b>Telephone\Fax</b> +359 888 496 707
209	"Fashion Style De" Ltd, Vidin, Vidin district	Chr. Vidin, West Industrial Zone	<b>Telephone\Fax</b> +359 884 328 722
210	Medical Center "Sveta Petka" Ltd., Vidin, Vidin district	Chr. Vidin, Tsar Simeon Veliki Street, 119	<b>Telephone\Fax</b> +359 94 680 654
211	"Irenor" Ltd, Vidin, Vidin district	Chr. Vidin, str. St. Cyril and Methodius ", 13	<b>Telephone\Fax</b> +359 94 690 990
212	"Ponti" Ltd, Vidin, Vidin district	Chr. Vidin, 73, Hristo Botev Str	<b>Telephone\Fax</b> +359 887 605 523
213	Kiriakievska var OOD, Vidin, Vidin district	S. Kiriyevo, municipality Makresh,	<b>Telephone\Fax</b> +359 94 601 902



		Vidin district	
214	VIP 02 Ltd., Vidin, Vidin district	Vidin, Krum Bachvarov, Bl.20, Entrance "D", floor 2, app.76	<b>Telephone\Fax</b> +359 888 668 494
215	"Multifunctional Construction Company" Ltd, Vidin, Vidin district	Vidin, Gradinska Str., 20	<b>Telephone\Fax</b> +359 94 607 161
216	"ADAN - N" Ltd., Vidin, Vidin district	Vidin Blvd., Bdintsi Square	<b>Telephone\Fax</b> +359 94 600 920
217	Adanis EOOD, Vidin, Vidin district	Vidin Blvd., Bdintsi Square	<b>Telephone\Fax</b> +359 94 600 920
218	"V & K" AD, Vidin, Vidin district	18, Shiroka Str.	<b>Telephone\Fax</b> +359 94 601 078
219	"Alexandra Transport" Ltd., Vidin, Vidin district	С. Капитановци, обл.Видин,	<b>Telephone\Fax</b> +359 895 820 809
220	"Bdin BG Kom" Ltd. Vidin, Vidin district	Vidin, 2, Naycho Tsanov Str	<b>Telephone\Fax</b> +359 897 986 031
221	"Vida Network" Ltd, Vidin, Vidin district	Vidin, 2, Naycho Tsanov Str	<b>Telephone\Fax</b> +359 897986031
222	"Sveta Petka" Hospital, Vidin, Vidin district	Tsar Simeon Veliki Street, 119, Bulgaria	<b>Telephone\Fax</b> +359 94 606 025
223	"VIDAYA - 1 - GRUP" Ltd., Vidin, Vidin district	Vidin, Krum Bachvarov, bl.24, entrance G, fl.1,	<b>Telephone\Fax</b> +359 94 603 557

		ap.84	
224	ACTIVE ACCOUNT	Chr. Vidin, 32 "Pannonia" Boulevard	<b>Telephone\Fax</b> +359 886 742 454
225	Advertising Plus ET	Vidin, Youth House	<b>Telephone\Fax</b> +359 888 570 889
226	Ipico ET	10, Knyaz Boris I Str	<b>Telephone\Fax</b> +359 94 600 681
227	"You design" Ltd.	6, Lyuben Karavelov Street, 7, Bulgaria	<b>Telephone\Fax</b> +359 94 606 803
228	SD Express-3M "	6, Dimitar Tzoulev Str	<b>Telephone\Fax</b> +359 94 642 314
229	"SKETBUL" EOOD	Vidin, 14, Bdin Str., Ent. A, fl	<b>Telephone\Fax</b> +359 94 606 111
230	Trake Ed	7, Tsar Ivan Asen II Str	<b>Telephone\Fax</b> +359 94 607 570
231	Censys AD	87, Tsar Alexander II Str	<b>Telephone\Fax</b> +359 94 600 410
232	Risk Electronics Ltd.	7, "Rayna Knyaginya" Str	<b>Telephone\Fax</b> +359 94 600 762
233	"FOOD BG" Ltd.	Shiroka Str., 4, Entrance A, fl.1	<b>Telephone\Fax</b> +359 94 601 470
234	Mironi style ET	9, Ivan Vazov Str	<b>Telephone\Fax</b> +359 899 800 341
235	"KREZ" Ltd.	Tzar Ivan Asen II Str., 23, Bulgaria.	<b>Telephone\Fax</b> +359 94 600 304

236	Betonstroy EOOD	Vidin, Southern Industrial Zone	<b>Telephone\Fax</b> +359 601 623
237	Stroyinvest OOD	10, Naycho Tsanov Str	<b>Telephone\Fax</b> +359 601 800
238	Eurostroy-Total Ltd	GR.Vidin, ж.к. Geo Milev 13	<b>Telephone\Fax</b> +359 878 845 044
239	Domstroj OOD	11, Knyaz Boris I Str	<b>Telephone\Fax</b> +359 886 737 380
240	Plastic Systems Ltd.	Grand Vidin, Vizardor Base	<b>Telephone\Fax</b> +359 893 646 997
241	Kartin & Sons Ltd.	34, Jeleznicharska Str	<b>Telephone\Fax</b> +359 600 128
242	Madlenstroy OOD	Vidin, Ekzarh Yosif I Str	<b>Telephone\Fax</b> +359 607 784
243	Multistroy VD Ltd.	20, Gradinska Str	<b>Telephone\Fax</b> +359 607 161
244	Stimul Ltd.	GR.Vidin, ж.к. Petko Karavelov, bl. 1	<b>Telephone\Fax</b> +359 630 021
245	Prima LTD	Vidin, Tsar Simeon Veliki Street,	<b>Telephone\Fax</b> +359 636 035
246	ADIVA Ltd.	Vidin, Southern Industrial Zone	<b>Telephone\Fax</b> +359 600 672
247	"VELGA" EOOD	Vidin, 64, Vladikina Str	<b>Telephone\Fax</b> +359 600 083

248	MARC SECURITY EOOD	Vidin, Bdin Str., 24A	<b>Telephone\Fax</b> +359 606 450
249	"ALPHA SHIFT" Ltd.	Tsar Aluksaydar II Street, 87, floor 2	<b>Telephone\Fax</b> +359 94 606 188
250	"Petrov Security" Ltd.	Vidin, Chimk district, bl.1, floor 2, ap.6.	<b>Telephone\Fax</b> +359 898 919 103

### Annex 3

#### **List of institutions that can facilitate the placement of Romanian and Bulgarian law graduates in the labor market**

- County Agency for Employment Dolj
- <http://www.dolj.anofm.ro/>
- Adecco România <https://www.adecco.ro/>
- Manpower România <https://www.manpower.ro/>
- BestJobs <https://www.bestjobs.eu/ro/locuri-de-munca>
- Ejobs <https://www.ejobs.ro/>
- Vidin Labor Office  
[https://www.az.government.bg/bg/ejobs/view\\_prl/](https://www.az.government.bg/bg/ejobs/view_prl/)
- European Personnel Selection Office <https://epso.europa.eu/>
- Jobs Bulgaria [www.jobs.bg](http://www.jobs.bg)
- Buljobs [www.buljobs.bg](http://www.buljobs.bg)
- Bezplatno [bezplatno.bg](http://bezplatno.bg)
- Adecco Bulgaria <http://adeccobulgaria.com/>
- Rabota Bulgaria, [www.rabota.bg](http://www.rabota.bg)
- Zaplata. Anunțuri de muncă [www.zaplata.bg](http://www.zaplata.bg)
- JobTiger Bulgaria [www.jobtiger.bg](http://www.jobtiger.bg)
- Iskam Rabota. The key of success, [www.iskamrabota.bg](http://www.iskamrabota.bg)

## Employability guide

For hiring, there is a need for career planning, a process that takes place in five stages<sup>82</sup>:

1. Self-evaluation
2. Occupational Exploration
3. Adopt a career decision
4. Establish a career plan
5. Personal marketing

The career is influenced by a wide range of factors: personal needs, social and economic context, interests, other preoccupations of adult life, etc. Age stages are a generator for describing career stages<sup>83</sup>.

Armstrong Michael, in *Human Resource Management. Practice Textbook*, presents the stages of preparation of *a personal development plan*<sup>84</sup>:

1. Assessment of current position.
2. Establish objectives.
3. Planning actions.
4. Application in practice.

**1. Self-evaluation.** Self-knowledge is a result of self-evaluation. Every person has to discover a vocational path that sheds on his personal profile.

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<sup>82</sup> Babeş-Bolyai, University *Ghid de consiliere pentru studenți*, Cluj-Napoca, 2014, p. 6.

<sup>83</sup> Pânișoară Georgeta, Pânișoară Ion-Ovidiu, *Managementul resurselor umane, Ghid practic*, Iași, Polirom Publishing, 2005, p. 303.

<sup>84</sup> Armstrong Michael, *Managementul resurselor umane. Manual de practică*, București, Codecs Publishing, 2009.

Before we start drafting the career plan, we need to know who we are and where we want to go. We need to think about our current lifestyle and the life we want, what we like and what we avoid, what we are passionate about strengths but also weaknesses<sup>85</sup>. A useful tool for self-assessment and career identification is the SWOT analysis (Strengths, Weaknesses, Opportunities, Threats). For each segment of the evaluation process, the person will be able to answer some of the questions listed below<sup>86</sup>:

### SWOT Analysis

Strenghts	Weaknesses
What are your skills? From everything you do, to what do you do best? What motivates you for your chosen career? What needs do you think will be fulfilled by a profession in the chosen field? What are your greatest achievements? How do you measure success? What do you think are the strengths that you bring to the workplace?	How can you improve yourself? What do you do the least good? What should you avoid? What are your weak points from a professional point of view? How do your weaknesses affect your professional performance?

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<sup>85</sup> Laura Aparaschivei, Sorina Andrici, Mihai Buliga, Planificarea carierei - Strategie pentru dezvoltare și calitate, Disponibil online:  
[http://www.academia.edu/9296269/PLANIFICAREA\\_CARIEREI\\_STRATEGIE\\_PENTRU\\_DEZVOLTARE\\_%C5%9EI\\_CALITATE](http://www.academia.edu/9296269/PLANIFICAREA_CARIEREI_STRATEGIE_PENTRU_DEZVOLTARE_%C5%9EI_CALITATE) , Accesat la 10.08.2018.

<sup>86</sup> Babeș-Bolyai University, *Ghid de consiliere pentru studenți*, Cluj-Napoca, 2014, pp. 8-10.

Opportunities	Threats
<p>What are the reference points in your activity field?</p> <p>What types of training can you add to the education you've already benefited for now?</p> <p>How fast can you advance in your activity field?</p>	<p>What kind of obstacles do you face in your activity field?</p> <p>Are the requirements in your activity field changing or not?</p> <p>What is the current trend in the field in which you work?</p> <p>Is there an opportunity for professional development that you have chosen?</p>

Also in the self-assessment process, Mayer Briggs (MBTI) can also be used to identify the personality type. The 16 typological structures described by the MBTI test consist of the combination of two types of attitudes - **EI** - (extraversion-introversion) and three ways of reporting to reality: **SN** - how you perceive information: intuitive or sensory, how do you make decisions: **TF** - through logical thinking or affectivity, and how you focus towards the outside world: **JP** - by reason or by perception. The four dimensions are briefly described in the table below<sup>87</sup>:

<p><b>E</b></p> <p>- act, then think</p>	<p><b>I</b></p> <p>- think, then act</p> <p>- listen than talk</p>
<p><b>S</b></p> <p>Sensation: What is it?</p>	<p><b>N</b></p> <p>Intuition - what can it be?</p>

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<sup>87</sup> Nicoleta Lițoiu, Simona Neagu, Aurora Ghergu, *Consilierea și orientarea în carieră. Ghid pentru studenți și absolvenți*, Bucharest Politehnică University. Centrul pentru Consiliere și Orientare în Carieră, București, 2008, p. 17.



<ul style="list-style-type: none"> <li>-details, realities in the organization;</li> <li>- literals.</li> </ul>	<ul style="list-style-type: none"> <li>- implications and deductions, subtleties, patterns;</li> <li>- possibilities in the organization, metaphors.</li> </ul>
<p style="text-align: center;"><b>T</b></p> <ul style="list-style-type: none"> <li>- thinking; objective, rational decisions;</li> <li>- motivated by the desire for success.</li> </ul>	<p style="text-align: center;"><b>F</b></p> <ul style="list-style-type: none"> <li>- feeling; subjective decisions, empathy;</li> <li>- motivated by the desire to be appreciated.</li> </ul>
<p style="text-align: center;"><b>J</b></p> <ul style="list-style-type: none"> <li>- judges; organize, product-oriented,</li> <li>- time is a finite resource.</li> </ul>	<p style="text-align: center;"><b>P</b></p> <ul style="list-style-type: none"> <li>- perceptive; spontaneous, delayed decision-making, process oriented;</li> <li>- time is elastic.</li> </ul>

The combination of these dimensions results in sixteen personality structures that correspond to different occupational profiles.

**2. Occupational exploration.** Every person will first have to know the alternatives to make a decision. Later, alternatives will be compared based on criteria that are important to each. Taking a career decision is based on the information sources everyone uses to explore their professional paths. Information sources may be formal (such as printed matter - books, brochures, leaflets, flyers, job descriptions, classifieds or nomenclatures, newspapers and magazines, etc.), audiovisual works, cvs / dvds, - or digital) and informal sources (such as informational interviews, direct experience gained through volunteering, practice, course assistance, part-time jobs, work & travel programs, internships, or the social network<sup>88</sup>.

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<sup>88</sup> Universitatea Babeş-Bolyai, *Ghid de consiliere pentru studenţi*, Cluj-Napoca, 2014, p. 28.

Moreover, for law graduates from Romania and Bulgaria, there are vast fields in which one can practice in the two states<sup>89</sup>:

- The main juridical professions in Romania are:

- prosecutors
- judges
- attorneys
- legal advisers
- notaries public
- bailiffs
- clerks
- judicial assistants
- assistant magistrates

For more details go to:European Justice, *Legal professions and justice networks, Romania* [https://e-justice.europa.eu/content\\_legal\\_professions-29-RO-en.do?clang=ro](https://e-justice.europa.eu/content_legal_professions-29-RO-en.do?clang=ro)

- The main legal professions in Bulgaria are:

- Prosecutors (public prosecutor)
- investigators (investigator)
- judges (judge)
- attorneys (attorney-at-law)
- notaries
- private bailiff (private bailiff)
- public bailiff (bailiff)
- Registration Judge.

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<sup>89</sup> European Justice, *Legal professions and justice networks*, Disponibil on-line: [https://e-justice.europa.eu/content\\_legal\\_professions-29-en.do](https://e-justice.europa.eu/content_legal_professions-29-en.do), Accesat la 04.08.2018.

For more details access: European Justice, *Legal professions and justice networks, Bulgaria* [https://e-justice.europa.eu/content\\_legal\\_professions\\_-29-bg-en.do?member=1](https://e-justice.europa.eu/content_legal_professions_-29-bg-en.do?member=1)

**3. Adopt the career decision.** The career decision is the process by which we select career alternatives from a variety of options available at a time. We can answer some important questions in order to decide on the occupational path as follows<sup>90</sup>:

- Why is it worthwhile to work in this profession?
- How does your job fulfill your needs?
- What values satisfy this job?
- What values do not meet this job?
- What does this job offer more than others?
- What will you invest in this job?
- How do you expect from this job?
- What expectations will others have from you?
- What will you have to do to be successful?
- What skills, knowledge and experience will you be asked to do for this job?
- Which of your skills will be most useful to you?
- What will be the hardest thing for you at this job?
- Who are you gonna work with?
- What colleagues will you have?
- How long will you spend at work?
- How do you have to act?
- How do job requirements match your personality?

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<sup>90</sup> The Careers Group, *Enhance your career and employability skills*, University of London, Londra apud. Universitatea Babeş-Bolyai, *Ghid de consiliere pentru studenți*, Cluj-Napoca, 2014, pp. 24-25.

- Where will you work?
- What kind of work environment will be?
- Will you have to relocate or commute?
- Is there a balance between work and personal life?
- Do you have a flexible schedule?
- Do you have many deadlines?
- How much will you earn?
- How important are some factors compared to others?
- How many compromises will you be willing to make?

**4. Establish a career plan.** The Career Plan is the action plan that puts the decision into practice.

Any career plan includes<sup>91</sup>:

- your career goal (results, processes, or events)
- the objectives:
- the strategies (the practical ways in which you will achieve your goals)
- the deadlines set for achieving the objective
- the necessary resources
- possible barriers.

At this stage, you must:

a) have a CV prepared. The Curriculum Vitae is the tool that helps you present your skills and qualifications in an efficient and clear way. We find various Curriculum vitae options, such as chronological, functional, focused and professional, but the most appropriate variation is the Europass format. It can be written in the mother tongue, in an international language or in any language necessary for the considered job(s).

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<sup>91</sup> Universitatea Babeş-Bolyai, *Ghid de consiliere pentru studenți*, Cluj-Napoca, 2014, p. 27.

b) A career portfolio should be developed

c) Potential employers must be identified and at the same time it is necessary to identify as much information as possible about them.

d) Intent, motivation and giving thanks letters must be elaborated.

e) Get ready for job interviews. At a job interview the nonverbal language is important (how we look, smell, how we shake the hands of the interviewer or how we sit in the room), the non-verbal language (how we control our emotions, have a calm and coherent speech), but especially the verbal language (the way we answer to the interviewer’s questions). Many questions are standardized and that is why we should be prepared with the answers. Such questions are like:

- "Talk to me about you"

- "Why do you want to work here?"

- "Why did you leave your old job?"

- "What are your strenghts?"

- "What are your weaknesses?"

- "Do you prefer to work alone or with others?"

- "What are your plans for the future?" Or "What are your professional goals?"

- "What are your hobbies?"

**5. Personal marketing.** The key to success in a career is how we manage to achieve our personal brand, how we manage to shape our own image as a real interest for potential employers. To do this, we need first and foremost a well-thought-out but at the same time very flexible plan, because the labor market is in a continuous dynamic. Thus, the strategic personal marketing plan has as objective to engage in a particular job and to pursue a successful career in the chosen field<sup>92</sup>.

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<sup>92</sup> Ibidem, p. 46.

## Curriculum Vitae Europass Format<sup>93</sup>

Forms available online at:

<https://europass.cedefop.europa.eu/ro/documents/CURRICULUM-VITAE/TEMPLATES-INSTRUCTIONS>

The image shows a screenshot of the Curriculum Vitae Europass template. It includes sections for Personal Information, Job Applied For, Work Experience, Education and Training, Personal Skills, and Organisational/managerial skills. Each section has specific instructions on how to fill it out, such as replacing placeholders with actual data or providing examples.

**PERSONAL INFORMATION**

Replace with First name(s) Surname(s)  
 [All CV headings are optional. Remove any empty headings.]

Replace with house number, street name, city, postcode, country

Replace with telephone number Replace with mobile number

State e-mail address

State personal website(s)

Replace with type of IM service Replace with messaging account(s)

Sex Enter sex | Date of birth dd/mm/yyyy | Nationality Enter nationality/-ies

**JOB APPLIED FOR**

Replace with job applied for / position / preferred job / studies applied for / personal statement (delete non relevant headings in left column)

**WORK EXPERIENCE**

[Add separate entries for each experience. Start from the most recent.]

Replace with dates (from - to)

Replace with occupation or position held

Replace with employer's name and locality (if relevant, full address and website)

• Replace with main activities and responsibilities

Business or sector Replace with type of business or sector

**EDUCATION AND TRAINING**

[Add separate entries for each course. Start from the most recent.]

Replace with dates (from - to)

Replace with qualification awarded

Replace with education or training organisation's name and locality (if relevant, country)

• Replace with a list of principal subjects covered or skills acquired

**PERSONAL SKILLS**

[Remove any headings left empty.]

Mother tongue(s) Replace with mother tongue(s)

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
Replace with language	Enter level	Enter level	Enter level	Enter level	Enter level
	Replace with name of language certificate. Enter level if known.				
Replace with language	Enter level	Enter level	Enter level	Enter level	Enter level
	Replace with name of language certificate. Enter level if known.				

Levels: A1/A2 Basic user - B1/B2 Independent user - C1/C2 Proficient user  
 Common European Framework of Reference for Languages

**Communication skills**

Replace with your communication skills. Specify in what context they were acquired. Example:  
 • good communication skills gained through my experience as sales manager

**Organisational / managerial skills**

Replace with your organisational / managerial skills. Specify in what context they were acquired. Example:  
 • leadership (currently responsible for a team of 10 people)

<sup>93</sup> Centrul European pentru Dezvoltarea Formării Profesionale (CEDEFOP), *Curriculum vitae. Formular și instrucțiuni*, Disponibil online:

<https://europass.cedefop.europa.eu/ro/documents/CURRICULUM-VITAE/TEMPLATES-INSTRUCTIONS>, Accesat la 15.08.2018



Curriculum Vitae

Replace with First name(s) Surname(s)

**Job-related skills** Replace with any job-related skills not listed elsewhere. Specify in what context they were acquired.  
Example:  
▪ good command of quality control processes (currently responsible for quality audit)

**Digital skills**

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Enter level	Enter level	Enter level	Enter level	Enter level

Levels: Basic user - Independent user - Proficient user

[Digital competences - Self-assessment grid](#)

Replace with name of ICT-certificates

Replace with your other computer skills. Specify in what context they were acquired. Example:

- good command of office suite (word processor, spread sheet, presentation software)
- good command of photo editing software gained as an amateur photographer

**Other skills** Replace with other relevant skills not already mentioned. Specify in what context they were acquired.  
Example:  
▪ carpentry

**Driving licence** Replace with driving licence category/-ies. Example:  
B

#### ADDITIONAL INFORMATION

**Publications** Replace with relevant publications, presentations, projects, conferences, seminars, honours and awards, memberships, references. Remove headings not relevant in the left column.  
**Presentations**  
**Projects** Example of publication:  
**Conferences** ▪ How to write a successful CV, New Associated Publishers, London, 2002.  
**Seminars** Example of project:  
**Honours and awards** ▪ Devon new public library. Principal architect in charge of design, production, bidding and construction supervision (2008-2012).  
**Memberships**  
**References**  
**Citations**  
**Courses**  
**Certifications**

#### ANNEXES

Replace with list of documents annexed to your CV. Examples:

- copies of degrees and qualifications;
- testimonial of employment or work placement;
- publications or research.



Curriculum Vitae

## INFORMAȚII PERSONALE

### Scrieți numele și prenumele

[Toate câmpurile CV-ului sunt opționale. Ștergeți câmpurile goale.]

📍 Scrieți numele străzii, numărul, orașul, codul poștal, țara

☎ Scrieți numărul de telefon 📱 Scrieți numărul de telefon mobil

✉ Scrieți adresa de email

🌐 Scrieți adresa paginii web personale

💬 Scrieți tipul de messenger pe care-l folosiți (Yahoo, skype etc.) Scrieți numele de utilizator pe messenger (Yahoo, skype etc.)

Sexul Scrieți sexul | Data nașterii zz/ll/aaaa | Naționalitatea Scrieți naționalitatea

LOCUL DE MUNCĂ PENTRU  
CARE SE CANDIDEAZĂ  
POZIȚIA  
LOCUL DE MUNCĂ DORIT  
STUDIILE PENTRU CARE SE  
CANDIDEAZĂ  
PROFILUL PERSONAL

Scrieți locul de muncă pentru care se candidează / poziția / locul de muncă dorit / studiile pentru care se candidează / profilul personal (îndepărtați câmpurile irelevante din coloana stângă)

## EXPERIENȚA PROFESIONALĂ

[Descrieți separat fiecare loc de muncă. Începeți cu cel mai recent.]

Scrieți datele (de la - până la)

Scrieți ocupația sau poziția ocupată

Scrieți denumirea angajatorului și localitatea (scrieți și adresa completă și pagina web)

• Scrieți principalele activități și responsabilități

Tipul sau sectorul de activitate Scrieți tipul sau sectorul de activitate

## EDUCAȚIE ȘI FORMARE

[Adăugați câmpuri separate pentru fiecare etapă de formare. Începeți cu cea mai recent.]

Scrieți datele (de la - până la)

Scrieți calificarea obținută

Scrieți nivelul EQF, dacă îl cunoașteți

Scrieți denumirea organizației de educație sau formare și localitatea (dacă este relevant, scrieți și țara)

• Scrieți lista principalilor materii studiate și abilitățile acumulate

## COMPETENȚE PERSONALE

[Ștergeți câmpurile necompletate.]

Limba(l) maternă(e)

Scrieți limba maternă / limbile maternе

Alte limbi străine cunoscute

	INTELEGERE		VORBIRE		SCRIERE
	Ascultare	Citire	Participare la conversație	Discurs oral	
Specificați limba străină	Specificați nivelul	Specificați nivelul	Specificați nivelul	Specificați nivelul	Specificați nivelul
	Scrieți denumirea certificatului. Scrieți nivelul, dacă îl cunoașteți.				
Specificați limba străină	Specificați nivelul	Specificați nivelul	Specificați nivelul	Specificați nivelul	Specificați nivelul
	Scrieți denumirea certificatului. Scrieți nivelul, dacă îl cunoașteți.				

Niveluri: A1/A2: Utilizator elementar - B1/B2: Utilizator independent - C1/C2: Utilizator experimentat  
Cadru european comun de referință pentru limbi străine

Competențe de comunicare

Scrieți competențele de comunicare deținute. Specificați contextul în care au fost acestea dobândite. Exemplu:

• bune competențe de comunicare dobândite prin experiența proprie de manager de vânzări





Curriculum Vitae

Scrieți numele și prenumele

Competențe  
organizaționale/manageriale

Scrieți competențele organizaționale/manageriale. Specificați contextul în care au fost acestea dobândite. Exemplu:

- leadership (în prezent, sunt responsabilă de o echipă de 10 persoane)

Competențe dobândite la locul de  
muncă

Scrieți competențele dobândite la locul de muncă și care nu au fost menționate anterior. Specificați contextul în care au fost acestea dobândite. Exemplu:

- o bună cunoaștere a proceselor de control al calității (în prezent fiind responsabil cu auditul calității)

Competențe digitale

AUTOEVALUARE				
Procesarea informației	Comunicare	Creare de conținut	Securitate	Rezolvarea de probleme
Specificați nivelul	Specificați nivelul	Specificați nivelul	Specificați nivelul	Specificați nivelul
Niveluri: Utilizator elementar - Utilizator independent - Utilizator experimentat				
<u>Competențele digitale - Grădă de auto-evaluare</u>				
Scrieți denumirea certificatului.				
Scrieți alte competențele informatice. Specificați contextul în care au fost acestea dobândite. Exemplu:				
<ul style="list-style-type: none"> <li>• o bună stăpânire a suită de programe de birou (procesor de text, calcul tabelar, software pentru prezentări)</li> <li>• bune cunoștințe de editare foto, dobândite ca fotograf amator</li> </ul>				

Alte competențe

Scrieți alte competențe care nu au fost menționate anterior. Specificați contextul în care au fost acestea dobândite. Exemplu:

- tâmplărie

Permis de conducere

Scrieți categoria permisului de conducere pe care îl dețineți. De exemplu:  
B

#### INFORMATII SUPLIMENTARE

Publicații  
Prezentări  
Proiecte  
Conferințe  
Seminarii  
Distincții  
Afiliere  
Referințe  
Citări  
Cursuri  
Certificări

Ștergeți câmpurile irelevante din coloana stângă.

Exemplu de publicație:

- Cum să întocmești un CV de succes?, New Associated Publishers, London, 2002.


Exemplu de proiect

- Biblioteca publică din Devon. Arhitect principal responsabil cu design-ul, producția și supervizarea construcției (2008-2012).

#### ANEXE

Adăugați o listă a documentelor anexate CV-ului. Exemplu:

- copii ale diplomelor și certificatelor de calificare
- recomandări de la locul de muncă
- publicații sau cercetări



Автобиография

Собствено име, Презиме, Фамилия

ЛИЧНА ИНФОРМАЦИЯ

Позиция, за която кандидатствате / длъжност / предпочитана длъжност / етап на обучение, за което кандидатствате / лично изявление

Посочете позиция, за която кандидатствате / длъжност / предпочитана длъжност / етап на обучение, за което кандидатствате / лично изявление (премахнете излишните полета от лявата колонка)

Собствено име, Презиме, Фамилия

[Всички полета не са задължителни. Премахнете всяко празно поле.]

Държава, град, пощенски код, улица/квартал, номер, вход

Телефон

Мобилен телефон

E-mail

Уеб-сайт

Социална мрежа/чат Потребителско име

Пол Введете пол

Дата на раждане дд/мм/гггг

Националност Введете националност/и

ПРОФИЦИОНАЛЕН ОПИТ

Добавете отделен параграф за всяка длъжност, която сте заемали, като започнете с последната.]

Введете дати (от - до)

Введете заемана длъжност или позиция

Введете името и местоположението на работодателя (ако е приложимо - пълен адрес и уеб-сайт)

Введете основни дейности и отговорности

Вид на дейността или сферата на работа Введете вида на дейността или сферата на работа

ОБРАЗОВАНИЕ И ОБУЧЕНИЕ

Добавете отделен параграф за всеки курс на обучение, който сте завършили, като започнете с последния.]

Введете дати (от - до)

Введете придобита квалификация

Введете име на образователната или обучителната институция и нейното местоположение (ако е приложимо - държава)

Введете списък с основните предмети или придобити професионални умения

ЛИЧНИ УМЕНИЯ

Матчинезик

Введете матчинезик

Други езици

РАЗБИРАНЕ

ГОВОРЕНЕ

ПИСАНЕ

Слушане

Четене

Участие в разговор

Самостоятелно устно изложение

Введете език

Введете ниво

Введете ниво

Введете ниво

Введете ниво

Введете ниво

Введете език

Введете ниво

Введете ниво

Введете ниво

Введете ниво

Введете ниво

Ниво: A1/A2: Основно ниво на владение - B1/B2: Самостоятелно ниво на владение - C1/C2: Свободно ниво на владение

Обща европейска езикова рамка

Комуникационни умения

Опишете Вашите комуникационни умения. Посочете в какъв контекст за придобити. Например:

добри комуникационни умения, придобити по време на работата ми като мениджър

Joint strategy regarding employment and workforce mobility in the cross-border area, in the juridical field

154

# Project “Cross-Border Partnership for Training and Labour mobility in the Juridical field”



Автобиография

Собствено име, Презиме, Фамилия

продажби

Организационни/ управленски умения

Опишете Вашите организационни умения. Посочете в какъв контекст за придобити. Например:  
• лидерство (в момента съм отговорен/на за екип от 10 души)

Професионални умения

Опишете Вашите професионални умения, които не са описани по-горе. Посочете в какъв контекст за придобити. Например:  
• добра работа в процеси по контролиране на качеството (в момента съм отговорен/на за качество на одита)

Дигитални умения

САМООЦЕНЯВАНЕ				
Обработка на информацията	Комуникация	Създаване на съдържание	Сигурност	Решаване на проблеми
Въведете ниво	Въведете ниво	Въведете ниво	Въведете ниво	Въведете ниво

Ниво: Основно ниво на владение - Самостоятелно ниво на владение - Свободно ниво на владение  
Дигитални компетенции - Матрицата за самооценка

Въведете име на ИКТ сертификати

Опишете Вашите други дигитални компетенции. Посочете в какъв контекст за придобити. Например:  
• добро владение на офис пакет (програма за обработка на текст, електронна таблица, програма на презентации)  
• добри познания на фото софтуер, придобити като любител фотограф

Други умения

Опишете всички други ваши умения, които не са посочени по-горе. Посочете в какъв контекст за придобити. Например:  
• дърводелство

Свидетелство за управление на МПС

Въведете категория, напр.:  
В

ДОПЪЛНИТЕЛНА ИНФОРМАЦИЯ

Публикации  
Презентации  
Проекти  
Конференции  
Семинари  
Отличия и награди  
Членства  
Препоръки  
Цитирания  
Курсове  
Сертификати

Опишете приложими публикации, презентации, проекти, конференции, семинари, отличия и награди, членства, връзки. Премахнете не приложимите полета в лявата колона.  
Пример за публикация:  
• Как да напишем успешно CV, Нью Асоушийтд Пъблишърс, Лондон, 2002.  
Пример за проект:  
• Нова обществена библиотека. Главен архитект, отговорен за дизайна, конструкцията, организиране на търгове и строителен контрол (2008-2012).

ПРИЛОЖЕНИЯ

Въведете списък на приложенията към Вашата автобиография. Например:  
• копия на дипломи и сертификати;  
• препоръки от работодатели;  
• публикации и изследвания.

## Annex 4.2

### Intent Letter example

First name and Surname:

Address:

Phone number:

E-mail:

Date:

To: Human Resources Department

Dear Sir/Madam,

I'm sending you this letter of intent in response to your vacancy announcement in your institution.

I graduated from the Faculty of Law, law major at Craiova University, and I think that in the years of my studies I have gained a lot of knowledge in the field. I look forward to putting this knowledge into practice, combined with skills that are useful in this domain and, implicitly, to your job.

I am a dynamic person with very good communication skills, responsible, determined, interested in professional development in the field of legal sciences. I want to have the chance to work in your company, where I can highlight my intellectual capabilities and experience (according to the C.V. attached) in order to accomplish the tasks and goals of the organization, as well as my career development.

If you consider my motivation and qualification to be good for getting a job with your company, I am available at any time to be contacted to discuss the details of a possible collaboration.

Thank you,

Surname Last Name

Signature

**Annex 5**

**Interview guide to identify the regional actors' opinion  
on the implementation of the cross-border strategy for the  
employability and mobility of the workforce in the juridical field<sup>94</sup>**

Institution name \_\_\_\_\_

- 1. Are you considering a cross-border joint strategy for the workforce employability and mobility of the juridical field?
- 2. Would you be willing to get involved in such a strategy?
- 3. What do you think the benefits of such a strategy are?
- 4. What do you think the obstacles to implementing such a strategy are?
- 5. In which of the following potential activities of the strategy do you think you could get involved in?

Advertising campaigns to support the benefits of potential emigration for the purpose of employment among law			Enabling a Romanian-Bulgarian bilingual platform for business and cross-border cooperation		
	Yes	No		Yes	No

<sup>94</sup> A similar interview was applied for the Vidin region.

graduates and legal practitioners in Dolj County and Vidin Region											
Mediation actions on the international labor market for law specialties graduates and legal practitioners in Dolj County and Vidin Region	<table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td></td></tr></table>	Yes	No			Organize a bi-annual cross-border partnership and job fair that takes place once a year in Dolj county and once in the Vidin region and to promote the partnership and job offers of public and private institutions in the two regions	<table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td></td></tr></table>	Yes	No		
Yes	No										
Yes	No										
Advertising campaigns to Support the benefits of a	<table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td></td></tr></table>	Yes	No			Editing a Romanian-Bulgarian-English list with the main	<table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td></td></tr></table>	Yes	No		
Yes	No										
Yes	No										

potential emigration in the Vidin Region for the employment of law graduates and legal practitioners in Dolj County		public and private institutions in Dolj County and the Vidin Region, containing the contact details and the subject matter of their activity									
Achieving an employability guide in Bulgaria for Romanian citizens and an employability guide in Romania for Bulgarian citizens.	<table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td></td></tr></table>	Yes	No			Organization of information sessions for employers on the benefits of recruiting staff with juridical studies completed in the neighboring state	<table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td></td></tr></table>	Yes	No		
Yes	No										
Yes	No										
Advertising campaigns to describe the benefits of employment in related fields for law graduates	<table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td></td></tr></table>	Yes	No			Organizing Bulgarian language courses for Romanian citizens	<table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td></td></tr></table>	Yes	No		
Yes	No										
Yes	No										

<p>Labor market organization of communication, negotiation and mediation courses for the law graduates in Dolj County and Vidin Region</p>	<table border="1"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Yes	No			<p>Master’s organization to develop cross-border cooperation</p>	<table border="1"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Yes	No		
Yes	No										
Yes	No										
<p>Launch of attractive salary packages by employers in Dolj and Vidin to meet the financial expectations of potential employees in the juridical field</p>	<table border="1"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Yes	No			<p>Editing a document containing the main legislative acts in the cross-border law</p>	<table border="1"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Yes	No		
Yes	No										
Yes	No										
<p>Information campaign for students and practitioners in the juridical field regarding</p>	<table border="1"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Yes	No			<p>Organizing summer schools to develop legal knowledge in cross-border law</p>	<table border="1"> <tr> <td>Yes</td> <td>No</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Yes	No		
Yes	No										
Yes	No										



the opportunities offered by the labor market in Dolj County, Vidin region											
Establishment of a job portal/online recruitment platform for labor market opportunities in the Dolj-Vidin cross-border region	<table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td></td></tr></table>	Yes	No			Organize training courses to enhance knowledge in cross-border law	<table><tr><td>Yes</td><td>No</td></tr><tr><td></td><td></td></tr></table>	Yes	No		
Yes	No										
Yes	No										

1. What other activity do you think would be appropriated for developing this strategy?

## Annex 6

### **Research report on regional actors’ opinion discovery on the implementation of the cross-border strategy for workforce employability and mobility of in the juridical field Dolj, Romania - Vidin, Bulgaria**

#### **Argument for choosing the theme**

This research is an integral part of the *project “Cross-Border Partnership for Training and Labor Mobility in the Juridical Field”*, selected under the INTERREG VA Romania-Bulgaria Program, funded by the European Union from the European Regional Development Fund, Priority Axis 4 “A qualified and inclusive region ”.

The situation of law graduates’ mobility on the cross-border labor market has not been a topic of sufficient debate, so the present project aims to bring novelty in the field, identifying potential regional actors action directions in the development of this type of mobility at the expense of international mobility that tends to detract from the economy of the targeted regions: Dolj, Romania and Vidin, Bulgaria. In this respect, the need for the present strategy elaboration has been outlined, with two main preoccupations: 1. A concern to support the law graduates in Dolj and Vidin in order to go towards a potential cross-border mobility and access to a job in the neighboring state; and 2. Another concern involves key regional actors in developing a cross-border strategy to promote labor mobility in the juridical field.

### **Research objectives**

In building the research tool, several objectives were taken:

- Validating the need for a cross-border implementation of a strategy aimed at developing cross-border mobility in the juridical field;
- Identify the benefits that result from the implementation of such a strategy;
- Validation of local actions to be carried out in Dolj and Vidin for the development of cross-border mobility in the juridical field (actions identified as a result of carrying out a field sociological research in Dolj and Vidin, by applying surveys to law specialization students and legal practitioners, but also to legal entities in the two regions);
- Identify the availability of regional actors in Dolj and Vidin to involve in the strategy;
- Identification of new potential actions that can be developed throughout this strategy;
- Identify the obstacles that may arise in implementing the strategy.

### **Research methodology**

We considered it appropriate to carry out a qualitative research by applying interviews that allowed in-depth knowledge and essence clarification of the subject matter.

The Interview Guide (Annex 5) was based on the formulation of 6 questions, which correspond to the objectives assumed. The questions in the guide were closed and open, the applied technique being that of the structured interview. Moreover, question number 5 was a matrix type, containing a series of 18 items, consisting of potential actions that respondents had to validate by assuming a possible future involvement.

### **Choosing the sample**

In selecting the sample we took into account the analysis of the of the interest factors so that a number of public and private institutional actors in Dolj County and Vidin Region were considered, who have an interest, are influenced/affected or can influence (positively) the solution to the problem.

We aimed to position regional actors according to interest and power, on a scale of 1 to 8.

Thus, during July-August 2018, 37 public and private institutions were interviewed in the two areas concerned, as follows:

- 13 interviews in Dolj County: Dolj Bar; Faculty of Law, Craiova University; Faculty of Juridical Sciences, Economic and Administrative Sciences, Spiru Haret University; Center of Foreign Languages University of Craiova; County Agency for Employment Dolj; Chamber of Trade and Industry Dolj; National Union of Romanian Employers - Dolj Branch; Law Students Association at the University of Craiova; Chamber of Bailiffs - Dolj; Craiova City Hall; Territorial Labor Inspectorate Dolj; Chamber of Notaries Public Dolj; County Council Dolj.

- 24 interviews in the Vidin region: Vidin Bar; Vidin Prefecture; Vidin City Hall; Rujintsi City Hall; Dimovo City Hall; Makresh City Hall; City Hall Gramada; Vidin Court; Vidin Administrative Court; Ivan Vazov High School; Vida Optics TVV OOD; Bdin BG Kom OOD; MBAL Sveta Petka AD; Bdintex EOOD; Svobodna Vidin EAD Area; Moni trans 2011 EOOD; Fasion Style EOOD; Ponti EOOD; Adan N EOOD; Violina OOD; BKS BAdinstroi AD; Zarneni hrani 99 AD; Metal trans EOOD; Tehomak EOOD.

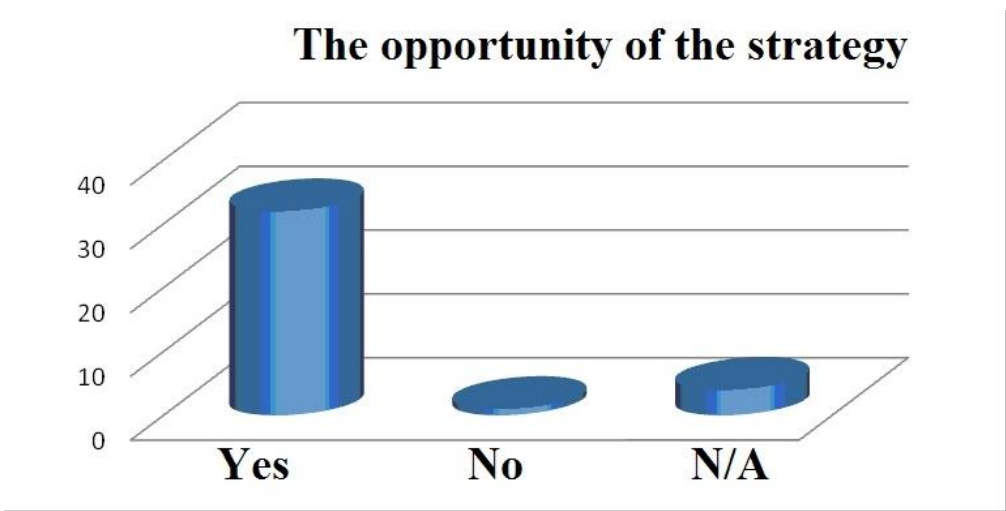
### Data collection

Data collection was conducted by directly interviewing the representatives of the aforementioned institutions, or electronically transmitting interview guides, and then collecting in the same way. The data collection was carried out by members of the project team "Cross-Border Partnership for Training and Labor Mobility in the Juridical field" during July-August 2018.

### Analysis of research results

In this section we will present the essential results of sociological research based on an interview conducted in Dolj County, Romania and the Vidin region, Bulgaria.

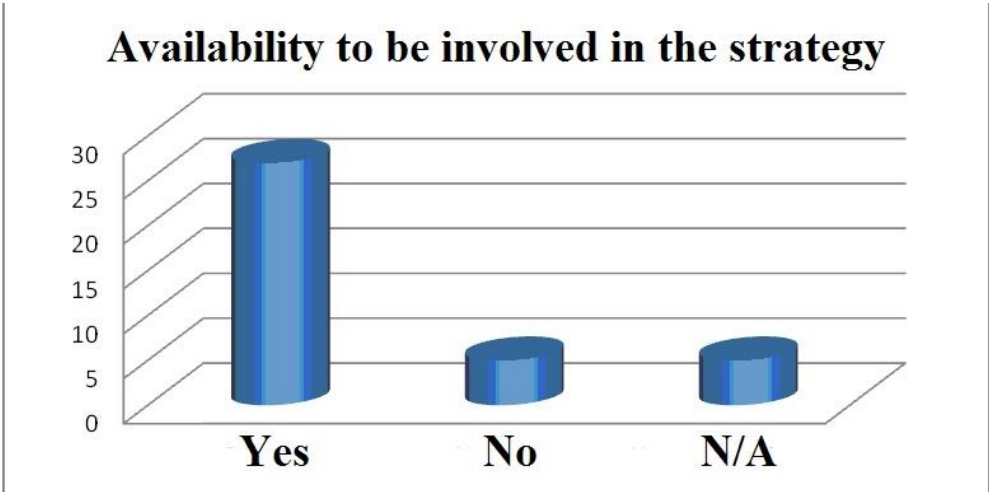
**\*\*\* Question 1:** Do you consider a cross-border joint strategy for the employability and mobility of the juridical workforce appropriate?



Of the 37 respondents, four legal entities could not appreciate the opportunity to develop and implement a joint cross-border strategy for the Joint strategy regarding employment and workforce mobility in the cross-border area, in the juridical field

employability and mobility of the workforce in the juridical field and a single legal person considered that such a strategy was not necessary.

**\*\*\* Question 2: Would you be willing to get involved in such a strategy?**



Of the total of the institutions surveyed, 74% expressed their willingness to engage in the strategy’s activities for the development of cross-border juridical mobility, 13.5% are still not decided on engaging in a potential strategy, and a broad 13.5% have expressed the impossibility of involvement.

**\*\*\* Question 3: What do you think the benefits of such a strategy are?**

Being asked about the benefits of implementing the strategy for developing cross-border employability and mobility in the juridical field, the respondents identified a number of benefits, such as:

- Increasing the information level;
- Facilitating mobility on the labor market;
- Enhancing mobility on the labor market in the juridical field;

- It provides general mechanisms to improve the labor market in the two regions;

- Increasing the information level in the direction of labor mobility and employment opportunities;

- Creating leverage that facilitate the information access;

- Popularizing job opportunities in the two regions;

- Increasing the employability;

- Increasing the qualification and professional development level for the students of law specialization and graduates;

- Developing practical skills for students;

- It facilitates the development of cross-border knowledge;

- Creating a common business space in the region;

- Creating a Pole of law professionals;

- Increase opportunities for cooperation between law professionals;

- Enhance cooperation between the institutions of the two regions

(Dolj-Vidin).

**\*\*\* Question 4:** What do you think the obstacles to implementing such a strategy are?

The main obstacles identified by respondents as representing a risk for the implementation of such a strategy are:

- Legislative differences;

- Language barrier;

- The reticence of public and private sector employers;

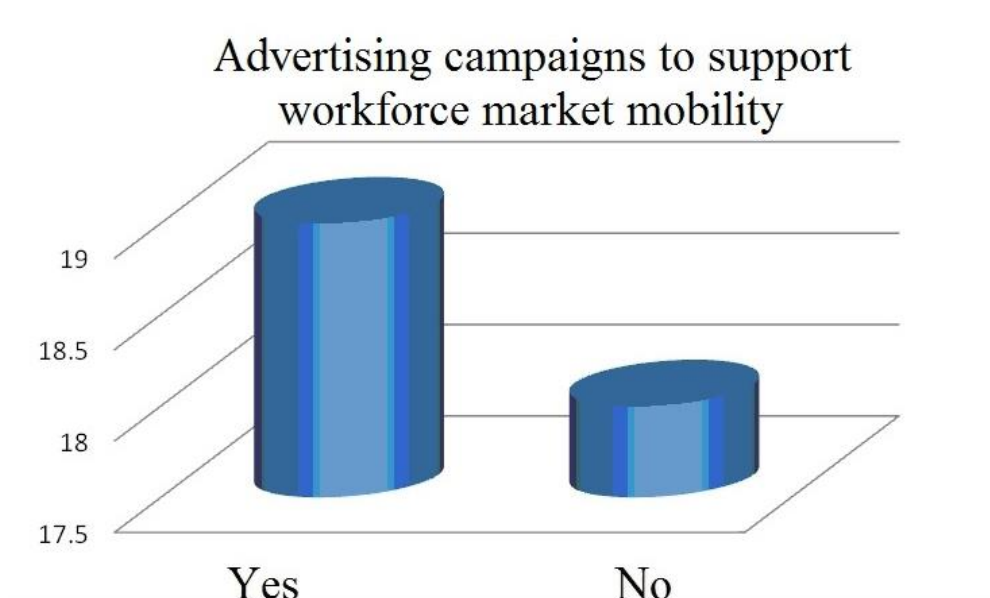
- Reticence of students and practitioners in the juridical field;

- Institutional bureaucracy;

- The lack of interest of public institutions;
- Lack of information;
- Lack of information on demand and supply on the labor market.

**\*\*\* Question number 5.1:** In which of the following potential activities of the strategy do you think you could be involved? Advertising campaigns to support the benefits of potential emigration for the purpose of employment among law graduates and legal practitioners in the juridical field in Dolj County and Vidin Region.

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria Institutions	19	18	-

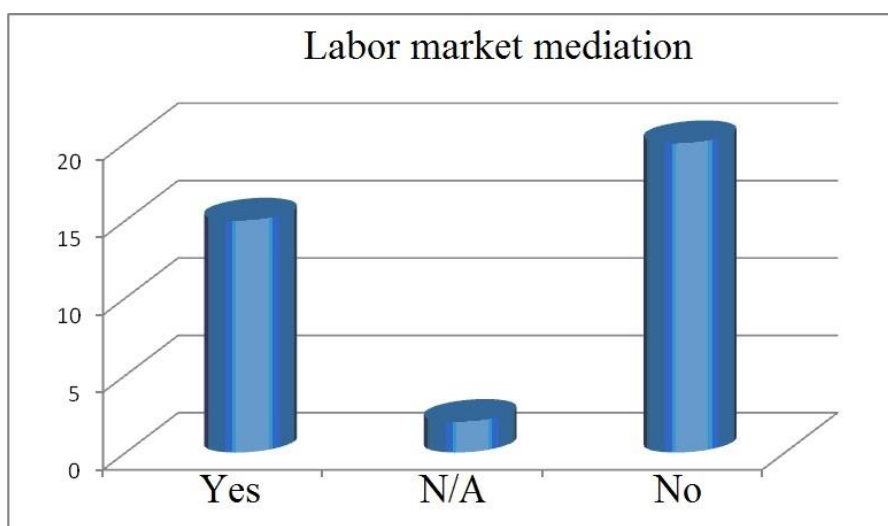




A number of 19 public and private interviewed institutions have expressed their readiness to be involved in promotional campaigns to support the benefits of potential emigration for the purpose of employment among graduates of law specialization and legal practitioners, in Dolj county and Vidin Region, while 18 regional actors did not appear willing to get involved in such campaigns.

**\*\*\* Question number 5.2:** In which of the following potential activities of the strategy do you think you could be involved? Mediation actions on the international labor market for law specialization graduates and legal practitioners in Dolj County and Vidin Region

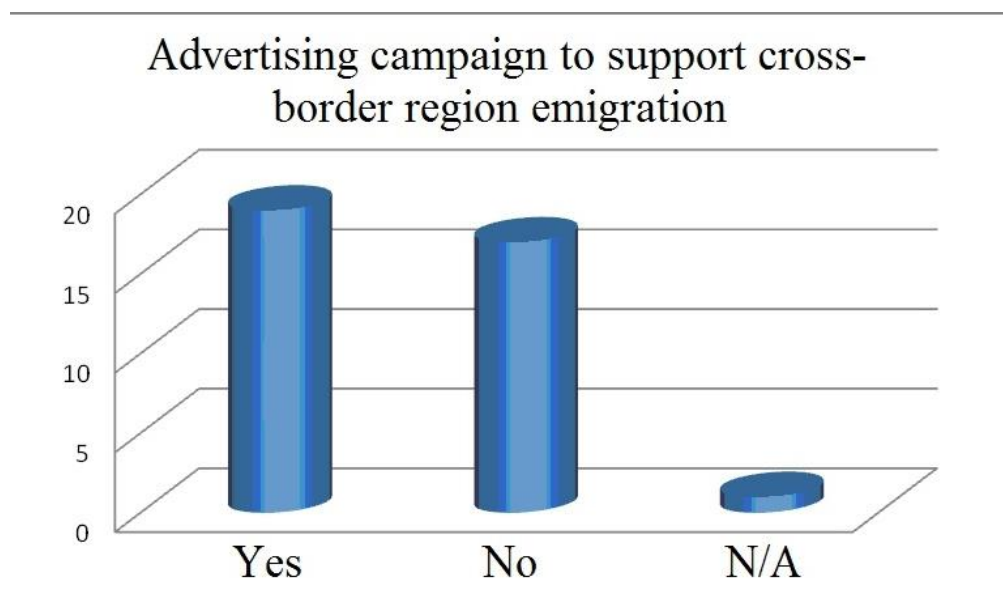
The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	15	20	2



A total of 15 institutions out of 37 in the exploratory group considered it appropriate to engage in mediation on the international labor market for law specialties graduates and legal practitioners. On the other hand, 20 institutions did not show their availability for such an Activity and 2 legal persons could not respond to the interview.

**\*\*\* Question 5.3:** In which of the following potential activities of the strategy do you think you could get involved? *Promotional campaigns to support the benefits of potential emigration in the Vidin region for the purpose of employment among graduates of law specialization and legal practitioners in Dolj county* (interview applied in Romania)/ *Advertising campaigns to support the benefits of potential emigration in Dolj County for the purpose of employment among graduates of law specialization and legal practitioners in the Vidin region* (interview applied in Bulgaria)

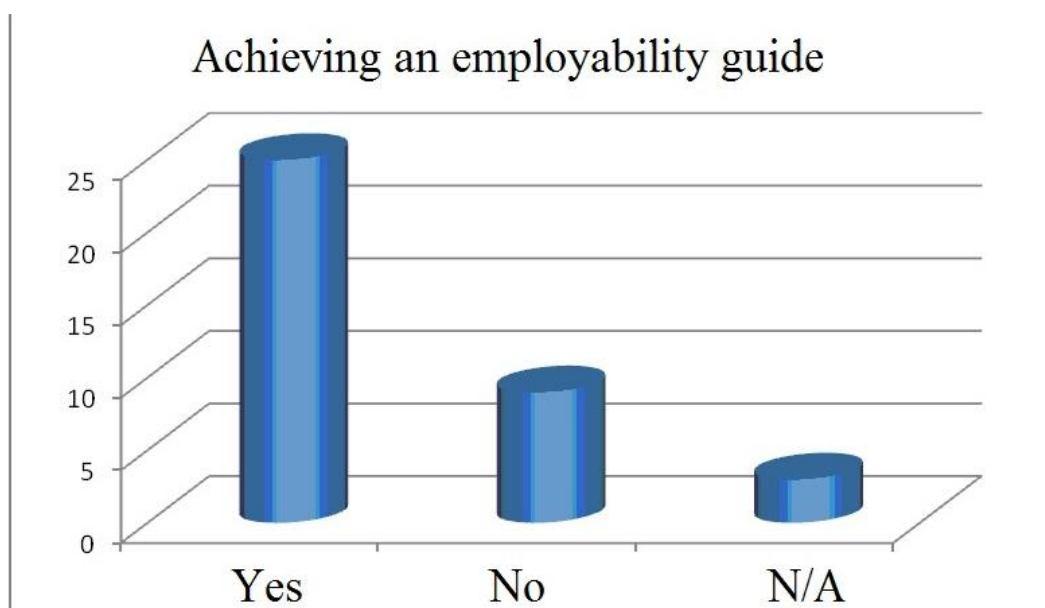
The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	19	17	1



51.35% of respondents appreciated that they could get involved in organizing promotional campaigns to support the benefits of potential emigration in the closest neighborhood of the neighboring country, while 45.95% did not show interest in such an Activity , and 2.7% were not decided.

**\*\*\* Question number 5.4:** In which of the following potential activities of the strategy do you think you could be involved? *Achieving an Employability Guide in Bulgaria for Romanian Citizens and an Employability Guide in Romania for Bulgarian citizens.*

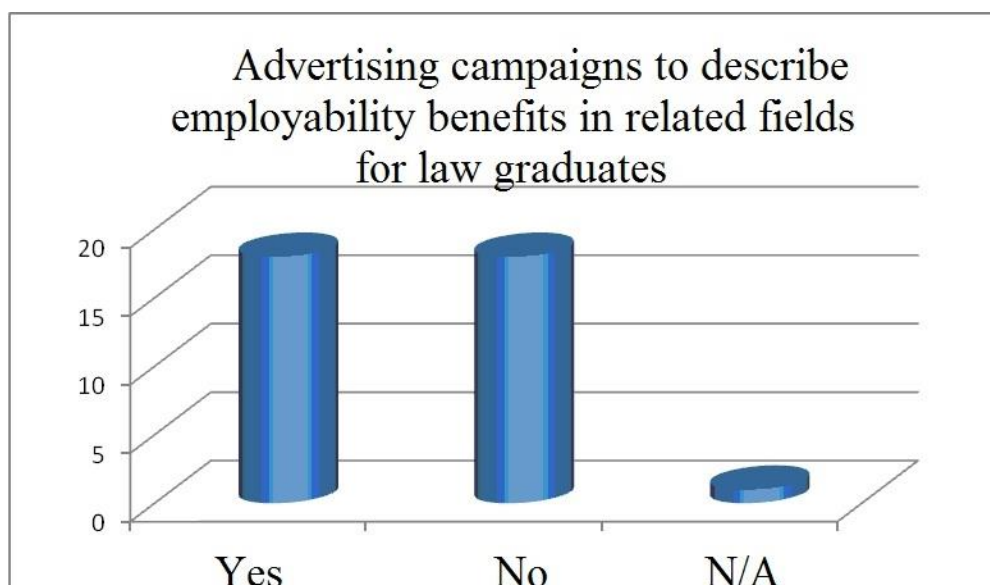
The reply of the institutions	Yes	No	N/A
Romania and Bulgaria Institutions	25	9	3



Out of the total of 37 legal entities surveyed, a total of 25 respondents stated that they could get involved in the implementation of an employability guide for the Romanian and Bulgarian citizens, 9 respondents did not take part in such an action and 3 institutions could not appreciate a potential involvement.

**\*\*\* Question number 5.5:** In which of the following potential activities of the strategy do you think you could get involved in? Advertising campaigns to describe the benefits of employment in related fields for law graduates

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	18	18	1



A total of 18 legal persons interviewed showed their willingness to be involved in promotional campaigns to describe the benefits of employment in related fields for law graduates, while 18 other institutions felt they could not organize such events, only one employer was unable to express his or her opinion on the involvement or non-involvement in such an Activity.

**\*\*\* Question number 5.6:** In which of the following potential activities of the strategy do you think you could get involved in? *Labor market organization of communication, negotiation and mediation courses on the labor market for the graduates of legal studies in Dolj County and Vidin Region*

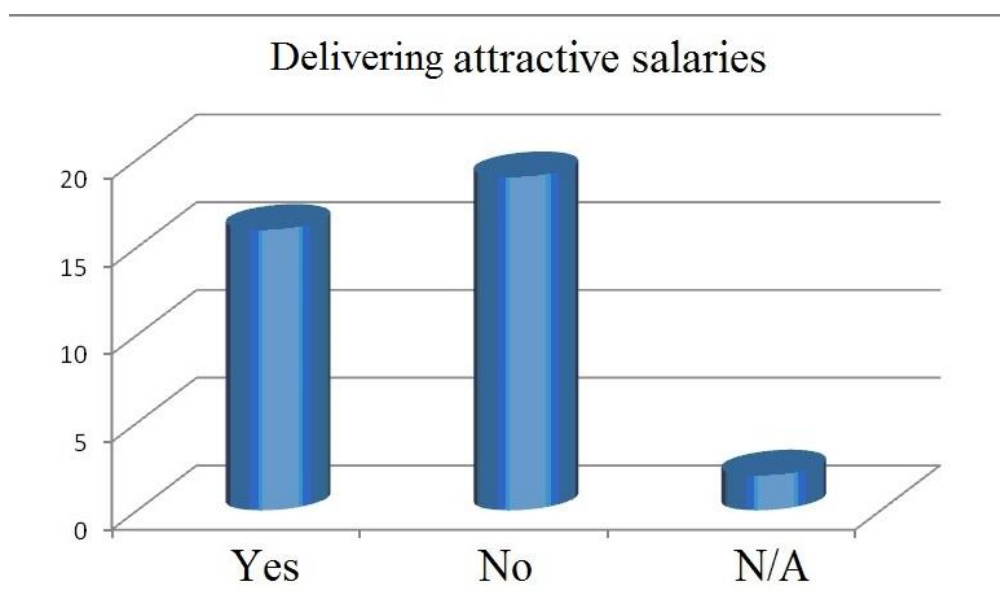
The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	17	18	2



45.95% of the interviewed institutions expressed their willingness to organize communication, negotiation and mediation courses on the labor market for the law graduates from Dolj County and Vidin Region, while 48.65% said they did not can assume such involvement and 5.4% could not provide an answer at the time of the interview.

**\*\*\* Question number 5.7:** In which of the following potential activities of the strategy do you think you could get involved in? The delivery of attractive salaries by employers in Dolj and Vidin to meet the financial expectations of potential employees in the juridical field.

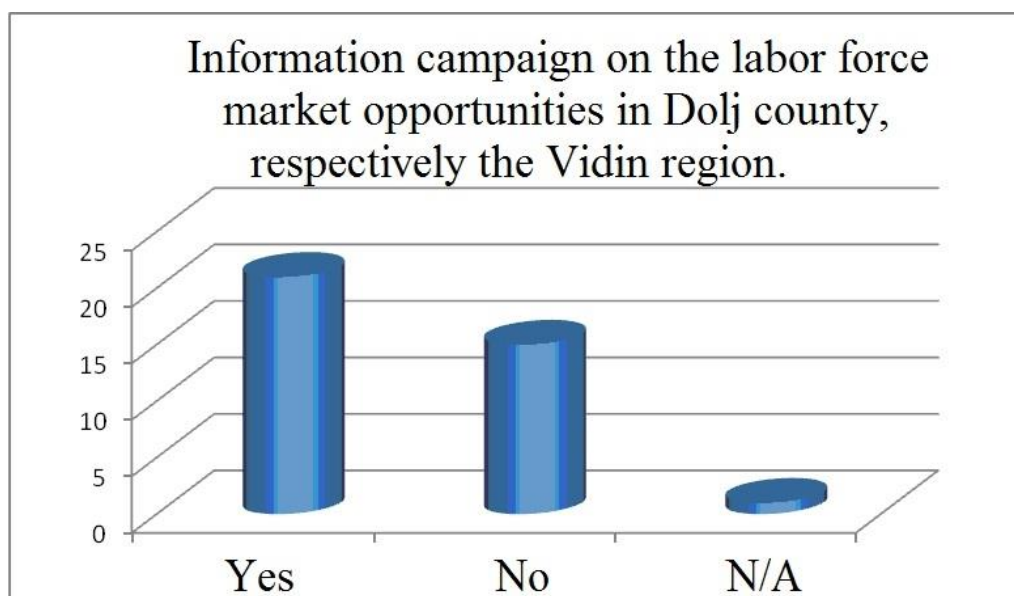
The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	16	19	2



To engage in the activity of delivering attractive salaries to meet the financial expectations of potential employees in the juridical field, 16 institutions were opened, reluctant to 19 interviewed actors and indecision to 2 of them.

**\*\*\* Question number 5.8:** In which of the following potential activities of the strategy do you think you could get involved in? *Information campaign for students and legal practitioners on the opportunities offered by the labor market in Dolj County, respectively the Vidin region.*

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	21	15	1

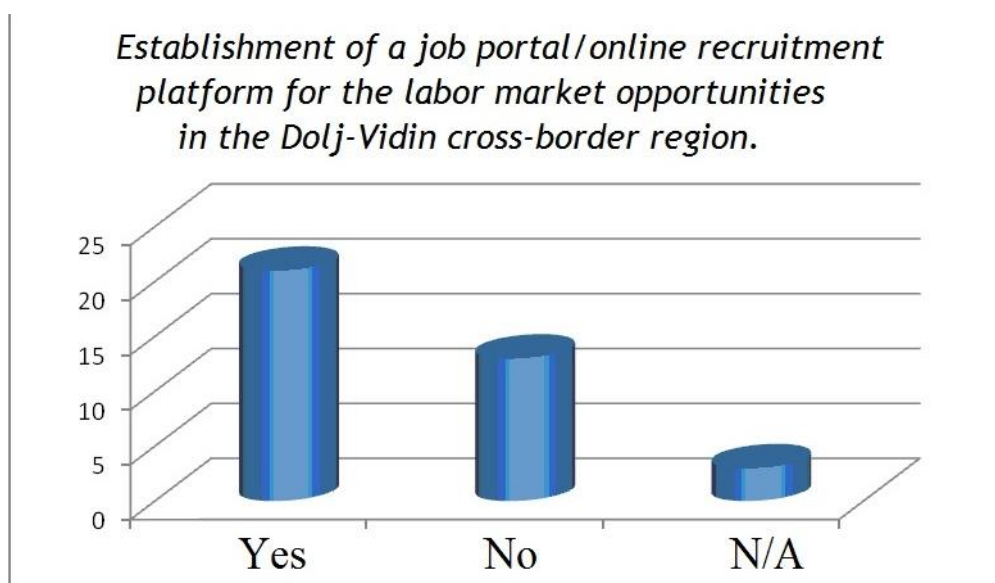


In order to organize information campaigns for students and legal practitioners on the opportunities offered by the labor market in Dolj County, namely the Vidin region, a number of 21 legal entities have expressed their readiness. Of the interviewed regional actors, 15 were not interested in organizing this type of activity and a legal person could not provide a response to this.

**\*\*\* Question number 5.9:** In which of the following potential activities of the strategy do you think you could get involved in? *Establishment of a job portal/online recruitment platform for the labor market opportunities in the Dolj-Vidin cross-border region.*

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	21	13	3

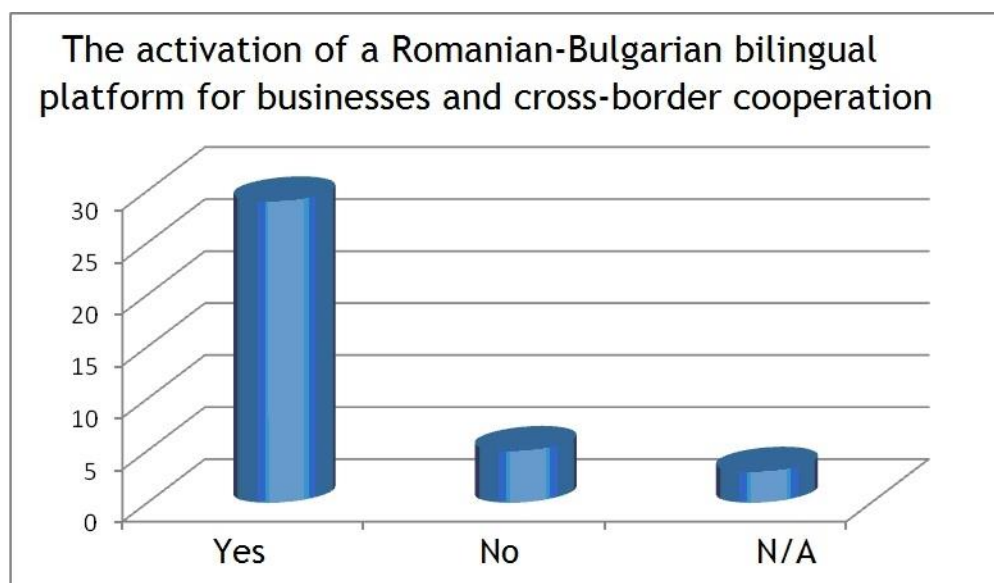




56.76% of the legal entities to whom the interview was applied showed willingness to be involved in setting up a job portal/online recruitment platform for labor market opportunities in the Dolj-Vidin cross-border region. In a proportion of 35.14%, regional actors were not interested in setting up this type of portal/platform, and 8.10% could not assess the potential for involvement in this type of activity.

**\*\*\* Question number 5.10:** In which of the following potential activities of the strategy do you think you could get involved in? *Enabling a Romanian-Bulgarian bilingual platform for business and cross-border cooperation.*

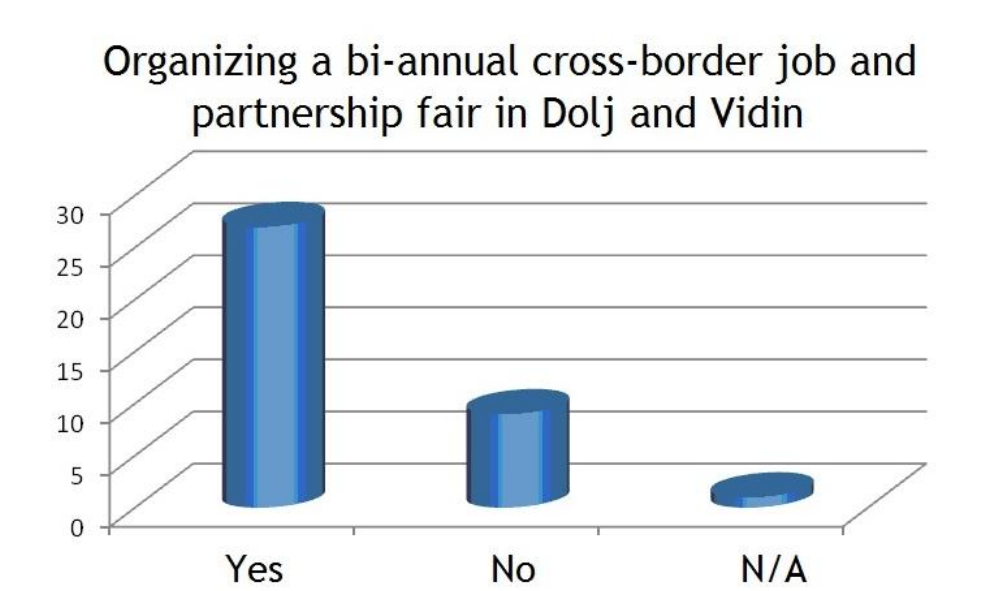
The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	29	5	3



The highest interest in all the actions proposed in the strategy was driven by activity 10: "The activation of a Romanian-Bulgarian bilingual platform for businesses and cross-border cooperation", 29 institutions interviewed showing willingness to be involved, only 5 institutions were not interested and 3 were still undecided.

**\*\*\* Question 5.11:** In which of the following potential activities of the strategy do you think you could get involved in? Organizing a bi-annual cross-border job and partnership fair that takes place once a year in Dolj county and once in the Vidin region and to promote the partnership and job offers of public and private institutions from the two regions.

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	27	9	1

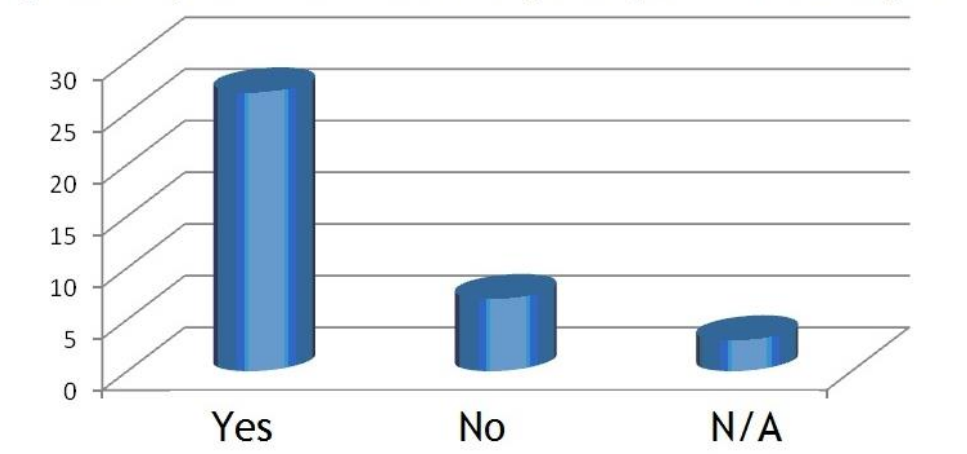


Out of the 37 legal entities surveyed, a total of 27 agreed to participate in the organization of a bi-annual cross-border job and partnership, to be held once a year in Dolj county and once in the Vidin region and to promote the partnership and job offers of public and private institutions from the two regions. Nine respondents considered that they could not get involved in organizing such an event and a legal person could not provide an answer.

**\*\*\* Question 5.12:** In which of the following potential activities of the strategy do you think you could get involved in? *Editing a Romanian-Bulgarian-English list with the main public and private institutions in Dolj County and the Vidin Region, containing the contact details and the subject of their activity.*

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	27	7	3

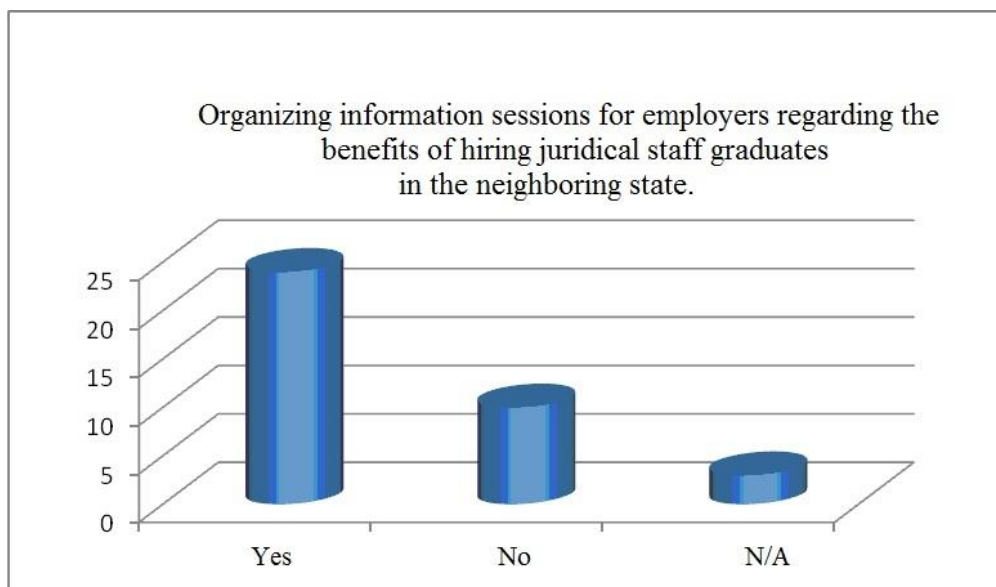
### Editing a Romanian-Bulgarian-English list with the main public and private institutions in Dolj County and the Vidin Region



72.97% respondents considered that they could get involved in publishing a Romanian-Bulgarian-English list with the main public and private institutions in Dolj county and Vidin region employing law graduates. 18.92% of legal persons interviewed did not assume involvement in such activity and 8.11% did not respond to this type of action.

**\*\*\* Question number 5.13:** In which of the following potential activities of the strategy do you think you could get involved in? *The organization of information sessions for employers on the benefits of recruiting staff with legal studies completed in the neighboring state.*

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	24	10	3



A number of 24 interviewed institutions expressed their readiness to organize information sessions for employers on the benefits of hiring law graduates in the neighboring state, while 10 legal entities are not open to such an activity and 3 are undecided.

**\*\*\* Question number 5.14:** In which of the following potential activities of the strategy do you think you could get involved in? *Organizing of Bulgarian Language Courses for Romanian Citizens* (applied in Romania)/*Organizing of Romanian Language Courses for Bulgarian Citizens* (interview applied in Bulgaria)

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	18	18	1



A total of 18 legal persons interviewed showed their willingness to participate in the organization of Bulgarian language courses for Romanian citizens, respectively the organization of Romanian language courses for Bulgarian citizens, while 18 other institutions appreciated that they could not organize such of courses, only one employer was unable to express its opinion on the involvement or non-involvement in such an activity.

**\*\*\* Question number 5.15:** Which of the following potential activities of the strategy do you think you could get involved in? *Organizing a Law Master’s to develop cross-border cooperation.*

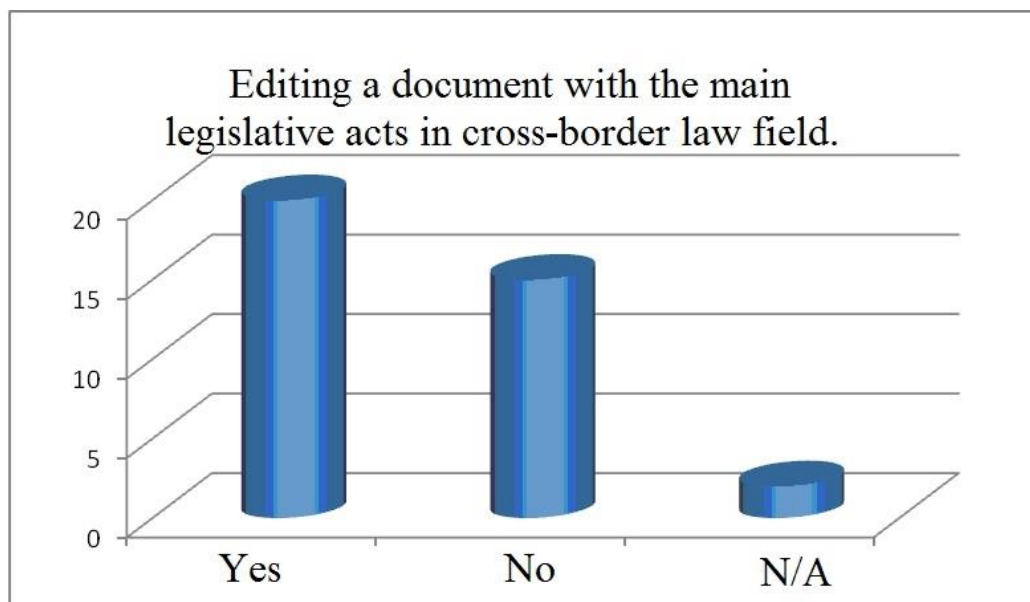
The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	16	21	-



For involvement in the activity of organizing a Master’s in the "law" field, meant to develop cross-border cooperation, 16 institutions were opened, being reluctant to 21 interviewed actors.

**\*\*\* Question number 5.16:** In which of the following potential activities of the strategy do you think you could get involved in? **Editing a document containing the main legislative acts in the cross-border law field**

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	20	15	2

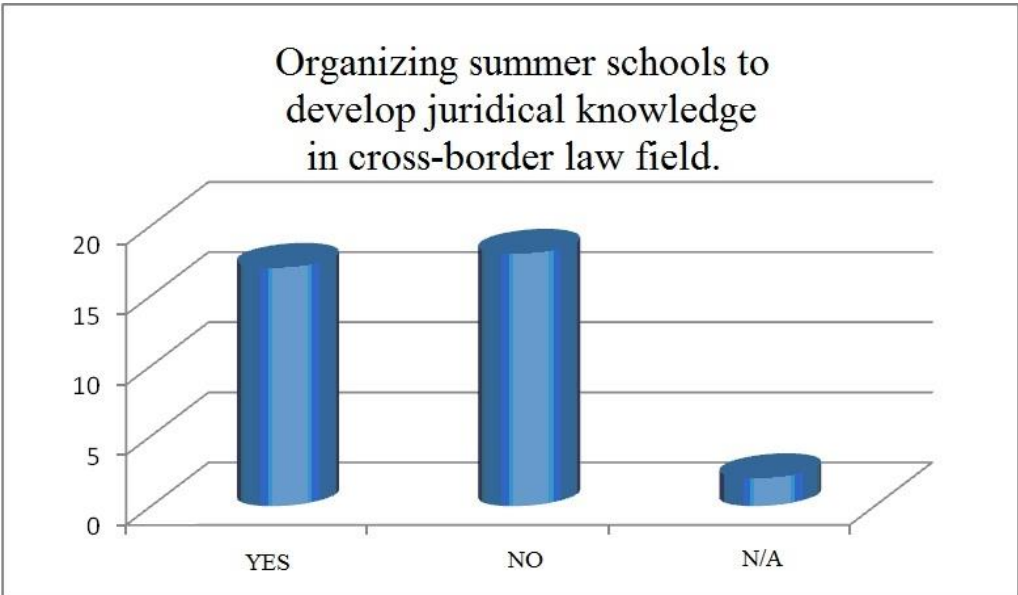


54.05% of the legal persons surveyed were willing to get involved in the action involving the issuance of a document containing the main legislative acts in the field of cross-border law. 40.54% of the respondents did not take such activity, and 5.41% were undecided.

**\*\*\* Question number 5.17:** In which of the following potential activities of the strategy do you think you could get involved in? *Organizing summer schools to develop legal knowledge in cross-border law.*

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	17	18	2





45.95% of the interviewed institutions exposed their willingness to organize summer schools to develop juridical knowledge in the area of cross-border law, while 48.65% said they could not assume such involvement and 5.4% couldn't give an answer at the time of the interview.

**\*\*\* Question number 5.18:** In which of the following potential activities of the strategy do you think you could get involved in? *Organizing training courses to enhance knowledge in the cross-border law.*

The reply of the institutions	Yes	No	N/A
Romania and Bulgaria institutions	19	18	-



Of the interviewed institutions, 19 were interested in organizing training courses to strengthen knowledge in cross-border law. A number of 18 institutions have not expressed their willingness to participate in the organization of these courses.

**\*\*\* Question 6:** What other activity do you think would be appropriate for developing this strategy?

The last of the interview guide questions aimed at identifying new potential activities that could be included in the strategy and thus selected the most viable proposals from the local actors interviewed. In this respect, we highlight the following recommendations for action:

Action 1:

"granting special scholarships in the "law" field for Bulgarian students at Romanian universities and for Romanian students at Bulgarian universities"

(Faculty of Law, Craiova University, Faculty of Legal, Economic and Administrative Sciences, Spiru Haret University)

Action 2:

"organizing professional conferences by the Dolj Bar in partnership with the Vidin Bar, focused on the debate of ideas for improvement and development of the common cross-border strategy and for facilitating the professional exchanges between the attorneys from the Dolj Bar and the Vidin Bar" (Dolj Bar)

Action 3:

"Organizing bilateral meetings between the economic component of the Dolj county and the Vidin region" (Chamber of Trade and Industry Dolj)

Action 4:

"Organizing legal English language courses", taking into account the fact that English is the main language of communication in the juridical field at the international level (Center of Foreign Languages, Craiova University, Vidin Administrative Court)

Action 5:

"organizing exchange programs between law students and legal practitioners in Dolj and Vidin" (Law Students Association at Craiova University, Dolj Bailiffs' Chamber)

## **Conclusions**

Analyzing the data of the qualitative research carried out within the project "Cross-Border Partnership for Training and Labor Mobility in the Juridical Field", we were able to identify the need to implement a strategy for increasing the mobility and employability in the cross-border juridical field, but also an increased availability of the main regional actors for involvement in the activities identified and proposed by the project implementation team as well as by the respondents.

The results of the qualitative research were the basis for selecting the institutions mentioned in this document and inserted as relevant actors in the development of the current strategy.

**Annex 7**

**Relevant legislation on cross-border mobility in the juridical field**

**Romania - Bulgaria**

**Romania<sup>95</sup>:**

Law no. 21/ 1991	Romanian Citizenship Act (republished)
Law no. 122/2006	on the asylum in Romania (updated) and the Methodological Norms of 13 September 2006 implementing Law no. 122/2006 on asylum in Romania
Law no. 248/2005	on the regime of the free movement of Romanian citizens abroad and the Methodological Norms of 26 January 2006 for applying Law no. 248/2005 on the regime of free movement of Romanian citizens abroad
Emergency Ordinance no. 194/2002	on the regime of aliens in Romania
Law no. 46/1991	for the accession of Romania to the Convention on the Status of Refugees
Government Decision no. 1251/2006	for the approval of the Methodological Norms for the application of Law no. 122/2006 on asylum in Romania

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<sup>95</sup> Cross-Border Partnership for Training and Labour mobility in the Juridical field, *Legislația din România în domeniile ”Reglementării migrației transfrontaliere” și ”Legislației muncii și securității sociale transfrontaliere”*, Disponibil on-line: , <https://jurisrbp.ro/baze-de-date/legislatie-in-domeniuk-juridic/legislatie-din-romania/> , Accesat la 10.08.2018.

Emergency Ordinance no. 102/ 2005	on the free movement on the Romania’s territory of the European Union Member States’ citizens, the European Economic Area and the Swiss Confederation citizens
Ordinance no. 44/ 2004	on the social integration of foreigners who have acquired international protection or a residence right in Romania, as well as citizens of the Member States of the European Union and of the European Economic Area (updated)
Ordinance no. 25/ 2014	regarding the employment and detachment of foreigners on Romania’s territory and for the modification and completion of some normative acts regarding the regime of aliens in Romania (updated)
Law no. 53/2003	Labor code
Law no. 62/2011	on social dialogue
Law no. 319/2006	on safety and health at work
Law no. 263/2010	on the public pension system and other social security rights
Law no. 76/2002	on the unemployment insurance system and on employment stimulation
Law no. 346/2002	on insurance against accidents at work and occupational diseases

Law no. 67/2006	on the protection of employees' rights in the event of company transfer, unit's or parts of it.
G.E.O. no. 158/2005	on sick pay and sickness insurance benefits
G.E.O. no. 111/2010	on parental leave and monthly child allowance

**Bulgaria<sup>96</sup>:**

The law on the entry, residence and departure from the Republic of Bulgaria of European Union citizens who are not Bulgarian citizens and their family members.

The law on the Status of Foreigners in Bulgaria

The Law of Refugee and Asylum

The labor code

The social Security Code

The law on health and safety at work

The law on the settlement of collective labor disputes

The law on the employees' guaranteed receivables when the employer is in bankruptcy

The Law on the procuring of pensions and legal insurance

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<sup>96</sup> Cross-Border Partnership for Training and Labour mobility in the Juridical field, *Legislația din Bulgaria în domeniile "Reglementării migrației transfrontaliere" și "Legislației muncii și securității sociale transfrontaliere"*, Disponibil on-line: <https://jurisbcp.ro/baze-de-date/legislatie-in-domeniuk-juridic/legislatie-din-bulgaria/> , Accesat la 10.08.2018.

The law on the employment promotion

The law on labor migration and labor mobility

The labor inspection law

The law on employees information and consultation in Multinational Companies, EU Company Groups

The law on health insurance

The integration law of people with disabilities

The law of medical institutions

The social assistance law

The ordinance on working time, holidays and rest at work

The ordinance for employment record and working stage

The ordinance on the structure and salary organization

The ordinance on work trips on the Bulgarian territory

The ordinance for the travel of foreign employees and specializations abroad

The ordinance on the terms and conditions for the movement of employees from EU Member States or third country employees from the Republic of Bulgaria in the provision of services framework

The ordinance No. 4 on the documents necessary for the conclusion of an individual labor contract

The ordinance No. 5 of 2002 on the content and procedures for sending the notification in accordance with art. 62, par. 5 of the Labor Code



The ordinance No. 5 of 20.02.1987 on the number and specificity of the diseases suffered by the employees and which are provided with special protection according to art. 333, par. 1 of the Labor Code, etc.

The ordinance on pensions for work placements

The ordinance on medical expertise

The ordinance on the social security of self-employed persons

The ordinance on the granting and payment of cash benefits for unemployment

The ordinance on the compulsory insurance of workers and employees regarding the „work accident" risk.

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