

# **Corporate Social Responsibility for All (CSR for ALL) Phase II**

## **CSR for ALL NATIONAL REVIEW STUDY**



**BULGARIA**



# I. INTRODUCTION

The National Review Study was conducted by  
**the Bulgarian Industrial Capital Association (BICA) and**  
**the Bulgarian Industrial Association (BIA)**



## **Contents:**

Country Profile Research;

National CSR and Sustainability Reporting Context in Bulgaria;

Company Survey „Attitude and activities of companies in the field of Corporate Social Responsibility“

## **Data collection procedure**

- **Period:** 5-25 April 2015.
- **Method:** Online poll
- **Respondents:** 128 specialists and managers of organizations



# **II. COUNTRY PROFILE BULGARIA**

## **POPULATION**

- **7 282 041 (2012)**
- **61.8% of the population is of working age**
- **About 60% of the working age population (25-64 years) speak at least one foreign language**
- **Approximately 80% of the population in active age for work have secondary or higher education**
- **Around two thirds of the students in the country learn English or German**
- **Bulgaria is a highly urbanized country as over 5 million people live in the cities**

# 2014 Economic Snapshot

<b>GDP (€ in bn)</b>	<b>42.1</b>
<b>Exports (€ in bn)</b>	<b>22.1</b>
<b>Net FDI (% of GDP)</b>	<b>3.2</b>
<b>GDP growth (%)</b>	<b>1.7</b>
<b>Unemployment (%)</b>	<b>10.6</b>
<b>Inflation rate (%)</b>	<b>-1.6</b>
<b>Government deficit (% of GDP)</b>	<b>-1,5</b>
<b>Government debt (% of GDP)</b>	<b>18,9</b>

## **Long-term credit ratings:**

Moody's: Baa2 stable

S&P: BB+ stable

Fitch: BBB- stable

***Source: Bulgarian National Bank, Eurostat***

# **LABOUR MARKET**

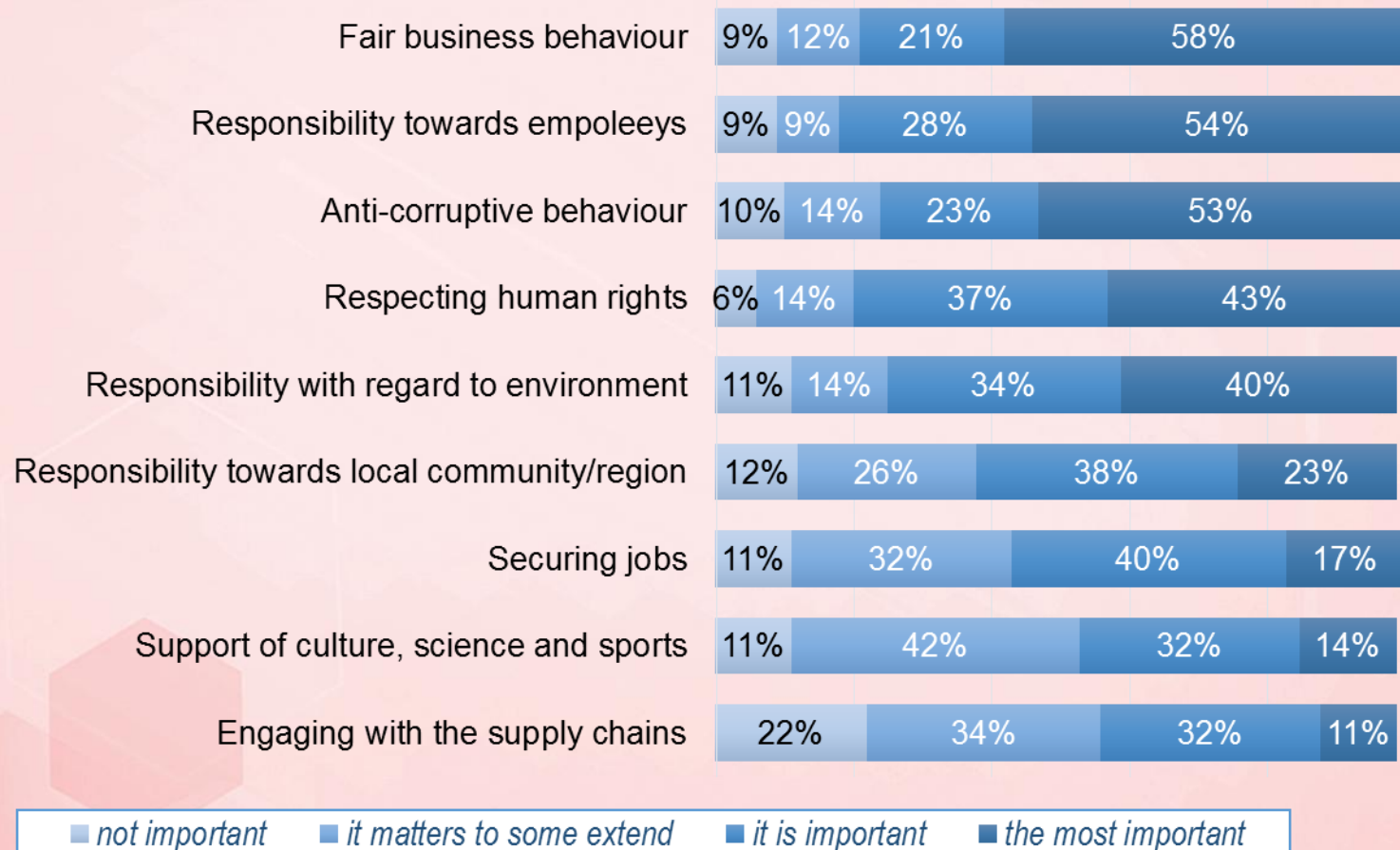
- **Manpower: 3 365 900 /2014/**
- **Employed population: 2 166 199 /2014/**  
**75 % in private sector**
- **Unemployment: 12,6% /2014/, 10,8% /2015/**
- **Youth unemployment: 22,3% /2014/**
- **Highest wages in energy and financial sector**
- **Lowest wages in tourism, administrative and supporting activities**

# **CSR Profile**

- **Bulgarian National Strategy for Corporate Social Responsibility (2009 - 2013)**
- **Ratified fundamental conventions of ILO (29, 87, 98, 100, 105, 111, 138 and 182) and three ILO priority conventions (81, 122, 144)**
- **Training programmes**
- **CSR and branch collective bargaining**
- **CSR awards**

# IV. COMPANY SURVEY RESULTS

## CSR&SR Priorities





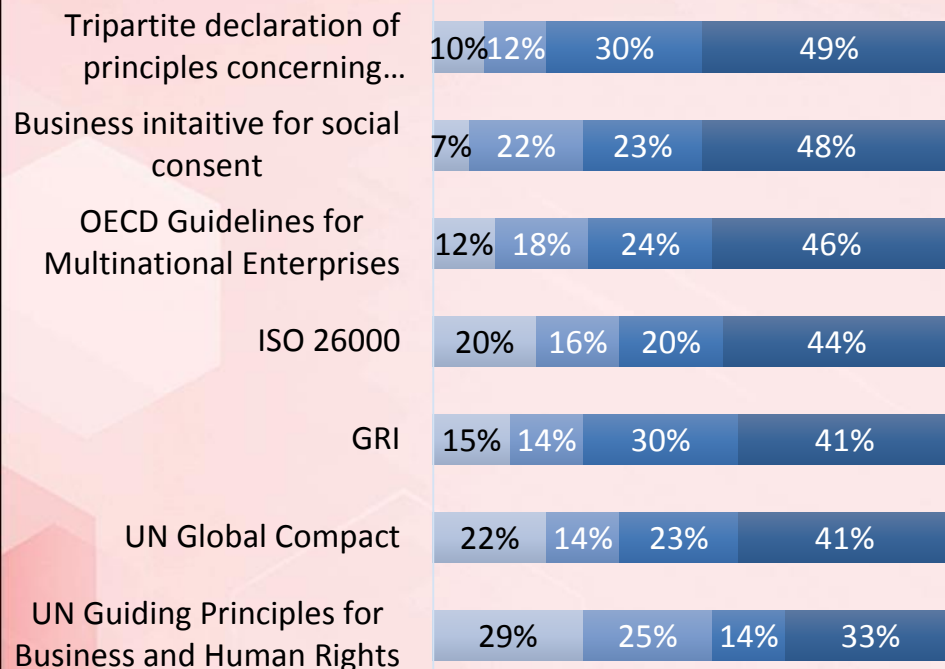
# Reasons for engaging with CSR



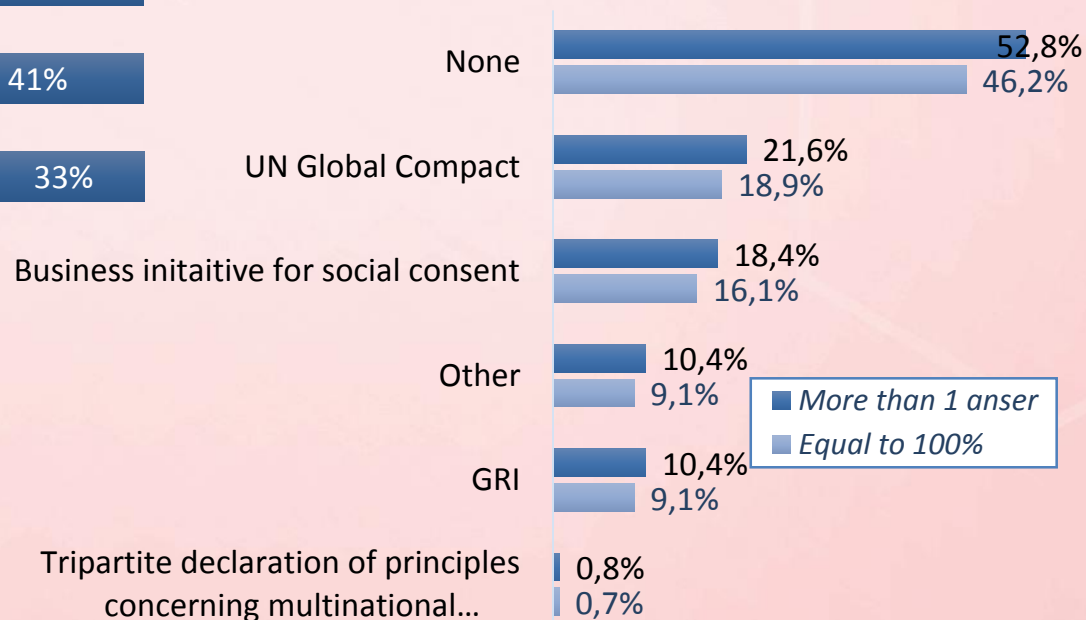


# CSR & SR initiatives

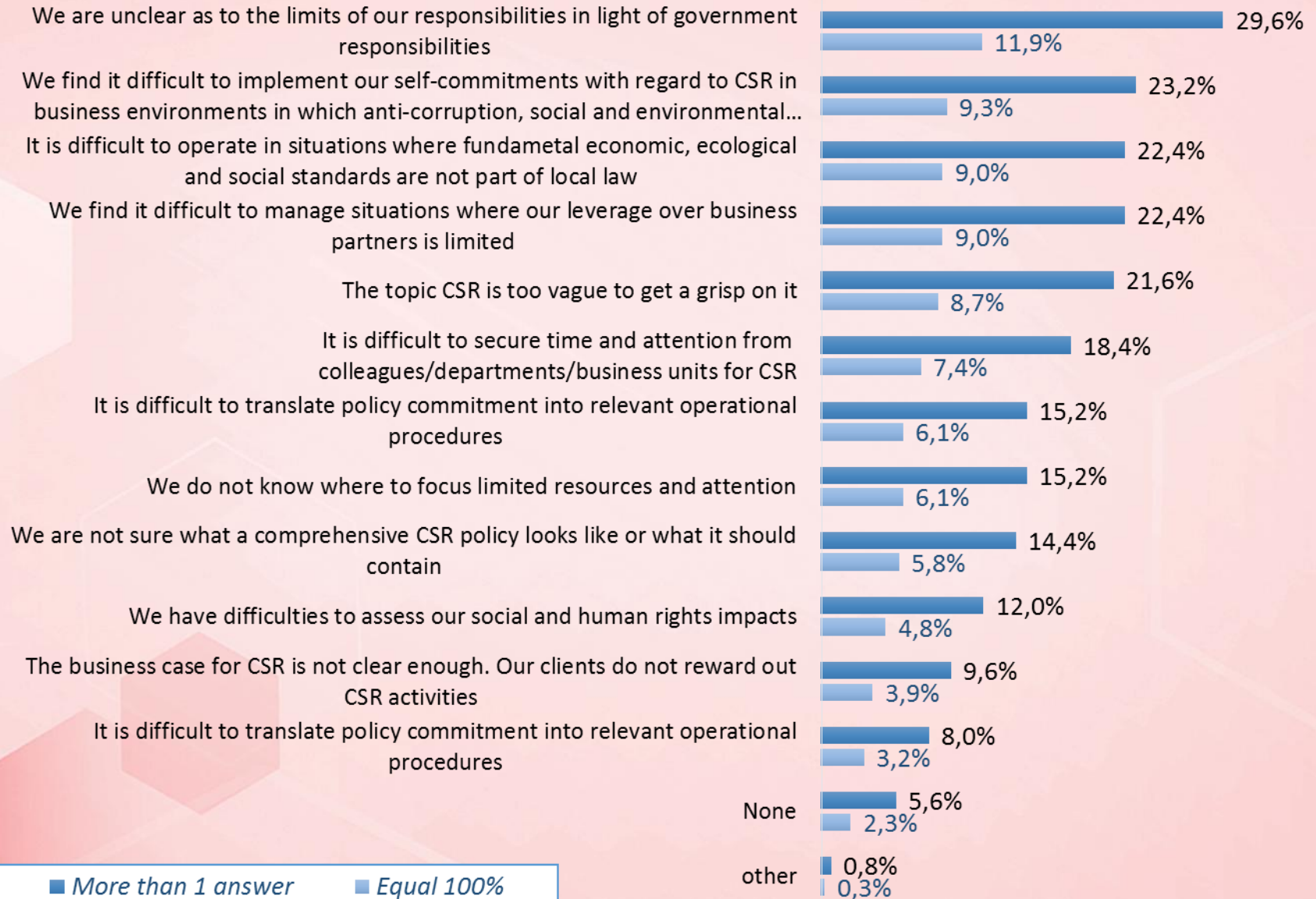
## Awareness of CSR instruments, tools and initiatives



## CSR Initiatives in which companies participate



# Challenges implementing CSR



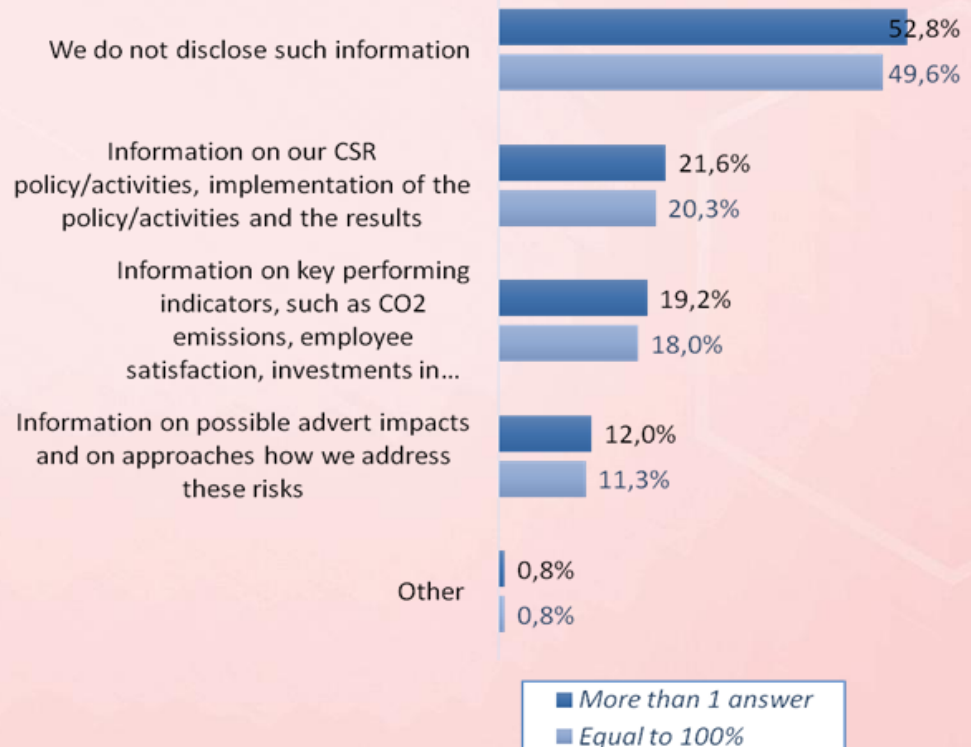
# Conclusions

## Disclosure of non-financial information

### Motivation for disclosing non-financial information

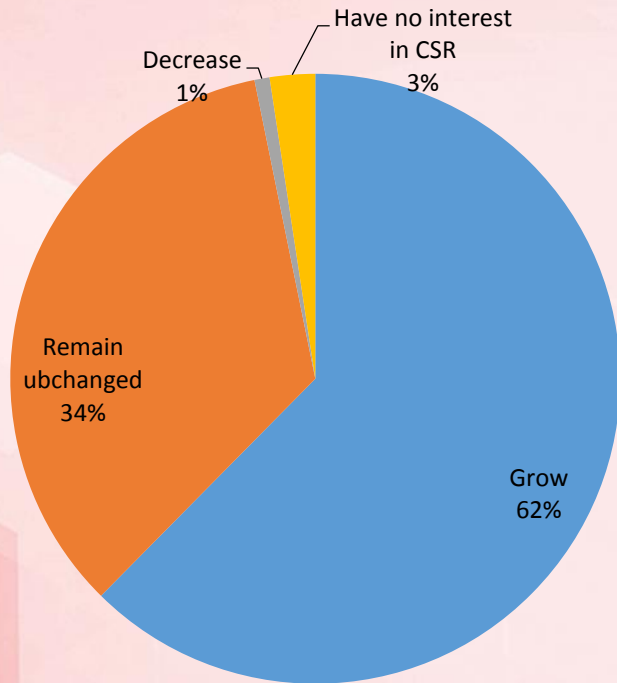


### Non-financial information disclosed by companies

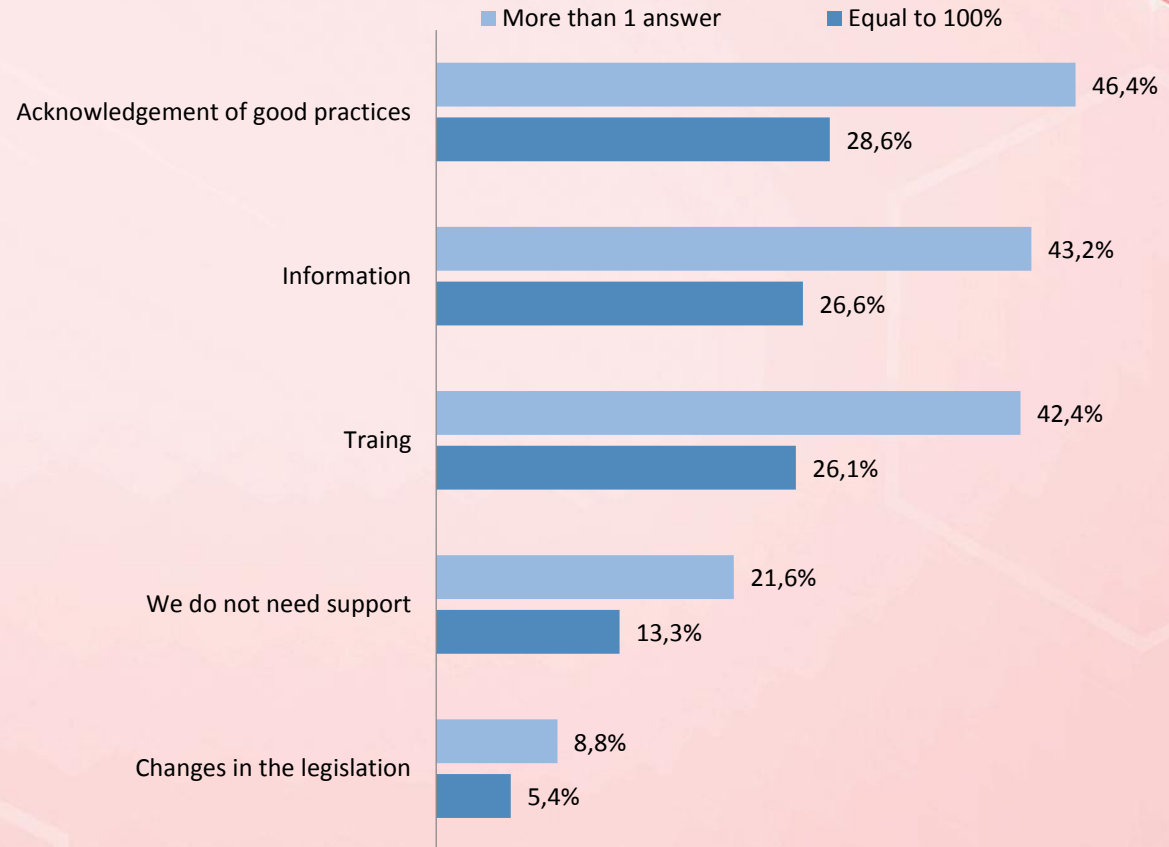


# Future development of CSR & SR

## Significance of CSR for the companies



## Further support needed in CSR generally and in sustainable reporting specifically



# **Recommendations**

- **Including CSR as a part of the process of modernization of the systems for collective labour bargaining by employers and unions;**
- **Promoting good negotiation practices in CSR through the active labour contracts**
- **Promotion of good CSR and SR practices**
- **Employers organizations to provide consulting and transfer knowledge in SCR**
- **Training for companies in CSR area**
- **Motivating companies to disclose non financial information**

# **THANK YOU!**

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