



PARAMETERS OF HUMAN RESOURCES IN THE STARA ZAGORA REGION IN ETHNO-DEMOGRAPHIC INDICATOR

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ABSTRACT

The report attempts to identify the parameters of the human resources in Stara Zagora region, in accordance to their ethnic and demographic characteristics. Since we lack the necessary direct data, we introduce hypotheses and establish the values through analyses and evaluations. It is envisaged that the survey results will be provided to the district administration – Stara Zagora.

Key words: Stara Zagora region, human resources, ethno-demographic parameters indicate

INTRODUCTION

Human resources are an important factor for the sustainable socio-economic development of any country or region. They are perceived not only as an economic resource, but also as a sustainable folk community, which gives the nation its vitality, even under the contemporary “multicultural” trends and fashions; maintaining the citizen integrity of society and its cultural identity, despite the opening of traditional cultures; also maintaining the sovereignty and dignity of the nation, despite globalization (1).

The studying of the ethnic makeup of the population, particularly with regard to human resources, gives answers to questions related to the changes in the social status of separate communities or groups, as well as the changes within the economically development of the territories inhabited by these communities and groups.

One of the leading initiatives in the strategy “Europe 2020” – “European Platform Against Poverty” aims at providing economic, social and territorial closeness. To this end, the member

states have to determine and implement measures aimed at the risk groups, which include minorities, in Bulgaria – mostly the Roma population (2).

The variety of the ethnic makeup in the population of Bulgaria is a real fact. In order to take managerial decisions on a national, as well as regional level, data are needed. The information regarding the ethnic-demographic profile of the population is procured only in times a census is taken. The lack of information on the ethnic composition of the population, under the conditions of deteriorating economic and demographic crises entails a risk of taking inadequate decisions, which could enhance the visible trend for socio-economic problems to become ethnic in character. On the other hand, the absence of data is a precursor to the arising of speculation with regard to the ethnic dimensions of the socio-economic problems.

The goal of the report is to attempt to establish the parameters of the human resources in the Stara Zagora region, in accordance to their ethnic-demographic profile.

Since we lack the necessary direct data, we introduce hypotheses and establish the values through analyses and evaluations.

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The following concepts are introduced:

Population – the people who usually live within a specific territory, in this case – within the territory of the Stara Zagora region (A).

Human Resources in the general sense – the physically and psychologically fit population, which can engage in labour or other socially beneficial activities (B) (lower limit of 15 years of age and upper limit varying in accordance with the individuals' condition).

Economic Human Resources (people as an economic resource) – potential (C1) and real (C2). **Potential** – population that is physically and psychologically fit for labour activities (lower limit of 15 years of age and upper limit varying in accordance with the individuals' condition). **Real** – the part of the potential resources representing persons who can and would like to work. The “can work” category does not include full-time students and detainees. The category of “unwilling to work” (temporarily or permanently) includes, for example, housewives, mothers raising their children up to a certain age, people possessing income, socially degraded persons, etc.

In terms of quantity: $A > B > C1 > C2$.

We used statistical data for the region and the country, procured during the most recent census of the population and the living quarters in the Republic of Bulgaria in 2011 (critical moment – 00:00 hrs. on 01 February 2011).

1. Population and human resources within the Stara Zagora region – number, place of living and age structure, according to Census 2011

1.1. Number and place of living of the population

The seventeenth census in the demographic history of Bulgaria was conducted in the month of February 2011. All data regarding the territorial distribution of the population are in accordance with the administrative-territorial division of the country as of the critical date – 01 February 2011, and refer to the term “common population”.

As of 01 February 2011, the population of the Stara Zagora region was 333 265 (4.5% of the total population of the country or 30.9% of the population of the southeastern area (3). In terms of the population parameter, the region ranks

fifth among the 28 regions of the country. The population is the highest within the administrative centre – the city of Stara Zagora – 138 272 people or 41.5% of the region's population.

In the period between the two censuses (2001 and 2011), following the general trend in the country, the population of the Stara Zagora region has decreased by 37 350, or 10.1%.

The urban population is significantly more than the rural population. In 2011 235 027 people lived in the cities of the region, comprising 70.5% of the entire population, whereas 98 238 people lived in the villages, 29.5% of the population.

The distribution of population per municipalities is: Stara Zagora municipality – 160 108, Kazanlak municipality – 72 581, Chirpan – 21 637, Radnevo – 20 079, Pavel Banya – 14 186, Galabovo – 13 394, Maglizh – 10 180, Bratya Daskalovi – 8677, Gurkovo – 5127, Nikolaevo – 4346, and Opan – 2950.

The data from the latest and the preceding census indicate that:

- Tendency towards an increase in urban population. Its relative share is highest in the municipalities of Stara Zagora and Chirpan – 86.4%, and 71.8% respectively. The share of the rural population is predominant in the municipalities of Maglizh and Pavel Banya – 67.9% and 80.5%. There are no cities in the municipalities of Bratya Daskalovi and Opan – 100% of the population is rural;
- The decrease in population in each of the eleven municipalities is most visible in the municipality of Opan, where the inhabitants in the year 2011 were 40.4% less than they had been in 2001. For the same period, the population of the Stara Zagora municipality decreased by only 4.7%.

1.2. Age structure of the population in the Stara Zagora region

In Bulgaria, the population below the age of labour capacity encompasses the persons aged 0 to 15 years. The future development of every nation or region is related to this age category. This is where the most important foundation for future prosperity is set – education.

The population in working age sets the primary parameters of the economy's potential resources. The census indicates that as of 01 February 2011, 14.5% of the population of the Stara Zagora region (48 286 people) was below working age, 60.5% (201 755 people) – within working age, and the remaining 25.0% – above working age (83 224 people) (5). By comparison, the age structure in the country is: 14.1% – below working age, 62.2% – within working age, and 23.7% are above working age. In the Stara Zagora region, the population below and above working age is relatively more, and the population within working age is 1.6 per cent points lower than the average for the country.

2. Ethnic-demographic profile of the human resources in the Stara Zagora region

2.1. Basic concepts

The study of the ethnic composition of the population features prominently in the census programmes of many European countries. Bulgaria is no exception. The ethnic-demographic characteristics are traditionally included in the programmes of 15 out of 16 censuses that had been taken in the country.

The ethnic-demographic characteristics of the population of the Stara Zagora region, part of which is the region's human resources, feature self-identification per ethnicity, mother tongue and religion.

During the latest census, the data for the provided characteristics were procured from questions, which were not mandatory to answer (4).

2.2 Ethnic structure

The relative share of the persons who answered the optional question of ethnic identification varied from 85.7% in the municipality of Opan to 96.9% in the municipality of Galabovo.

The data derived from those who answered the question indicated that the most numerous ethnic community in the Stara Zagora region is Bulgarian. The number of people identifying themselves as such was 265 618, or 86.2% of all persons who responded to the optional question.

The Roma ethnicity is the second in number within the region. As of 01 February 2011 it

numbered 24 018 people with a relative share of 7.8%.

The Turkish ethnicity ranked third in numbers. As of 01 February 2011 it consisted of 15 035, or 4.9% of all persons who willingly declared their ethnic identity.

Other ethnic groups were indicated by 1 715 people, or 0.6%.

The persons who did not identify themselves were 1720, or 0.6% of all respondents.

The optional question of ethnic identity was not answered by 25 159 persons, or 7.5% of the region's population.

In all municipalities of the Stara Zagora region, the predominant population is of Bulgarian ethnicity. Its relative share is the highest in the municipalities of Opan (96.7%), Galabovo (92.8%) and Radnevo (92.0%). The lowest share of the Bulgarian ethnicity was observed in the municipalities of Pavel Banya (53.4%) and Nikolaevo (60.8%).

The concepts of population and human resources accepted in this report, and the data derived from the latest census give us reason, after the respective calculations, to determine the numbers and ethnic structure of the human resources in the Stara Zagora region (**Figure 1**).

The human resources encompass 63.0% of the usual population of the region. The highest relative share of human resources, per municipalities, is in Stara Zagora (75.1%), Kazanlak (73.6%) and Radnevo (72.1%), and the lowest – in Opan (57.6%), Bratya Daskalovi (61.2%) and Nikolaevo (62.3%).

The Bulgarian ethnicity consist of 182 027 persons, or 86.7% of the region's population.

The Roma ethnicity consists of 16 477 persons or 7.9% of the population.

The Turkish ethnicity consists of 10 327 persons or 4.9% of the population.

Other ethnicities comprise 1071 persons (a relative share of 0.5% of the population).

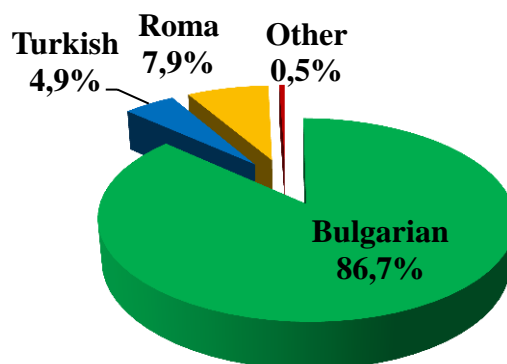


Figure 1. Structure of human resources in Stara Zagora region by ethnicity

There are considerable differences in the educational structure of the population, as well as the human resources within the Stara Zagora region, in terms of ethnic identity. Whereas 69.2% of the self-identified Bulgarians aged 7 or above had secondary or higher education, in the Turkish ethnic group this is only one quarter of the population. Even more unfavourable are data on the education structure of the Roma ethnic group.

The data on the human resources indicate the largest relative share is of people with higher

education in other ethnic groups – 28.7%, and the lowest share is in the Roma ethnic group – 0.2%. The Bulgarian ethnicity has the greatest relative share of human resources with secondary education (50.1%), and the Roma – the lowest, 5.0%. In the human resources of the Turkish ethnic group, primary education is predominant (**Figure 2**). In terms of municipalities, the human resources with the most unfavourable educational structure are in Nikolaevo and Opan, whereas the structure in Stara Zagora and Kazanlak is relatively good.

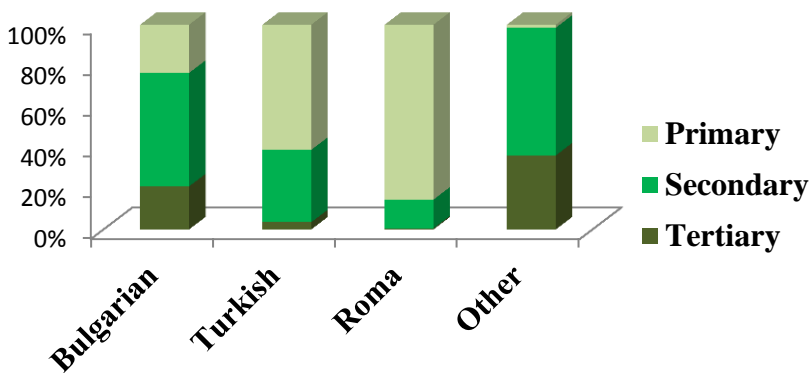


Figure 2. Structure of human resources in Stara Zagora region by ethnic group and level of education

There are significant differences in the labour market participation of the persons from the different ethnic groups. The highest employment rate in the age group from 15 to 64 years is in the Bulgarian ethnicity (employment ratio of

62.9%). The unemployment ratio is highest among the persons of the Roma ethnic group – 46.1%. They also exhibit the highest relative share of economically inactive population – 60.8% (**Table 1**).

The Bulgarian language is the mother tongue for 263 147 people in the Stara Zagora region, or 86.1%, Turkish – for 16 152 people, or 5.3%,

Roma – for 23 096 people or 7.6% of the optional question respondents.

Table 1. Structure of the population of Stara Zagora region, aged 15 - 64 by ethnicity and economic activity

Stara Zagora region Ethnic group	Total	Economically active			Economically inactive
		Total	Employed	Unemployed	
	Number				
	223074	147697	129442	18255	75377
<i>Bulgarian</i>	193339	134228	120640	13588	59111
<i>Turkish</i>	11622	6070	4530	1540	5552
<i>Roma</i>	16775	6513	3495	3018	10262
<i>Other</i>	1338	886	777	109	452

The relative share of people who have indicated Bulgarian as their mother tongue varies from 53.0% in the municipality of Pavel Banya to 96.6% in the municipality of Opan.

The calculations indicate that the predominant language among the human resources in the separate municipalities is Bulgarian.

The optional mother tongue question was not answered by 8.3% of the counted persons within the region. Their share is the largest in the municipality of Opan (18.3%) and lowest in the municipality of Galabovo (3.0%).

In eight of the municipalities, the human resources whose mother tongue is Roma are the second largest group. The highest relative share of persons whose mother tongue is Roma can be found in Maglizh (30.9%) and Nikolaevo (23.6%) and the lowest – in the municipalities of Opan (2.7%) and Kazanlak (Figure 3).

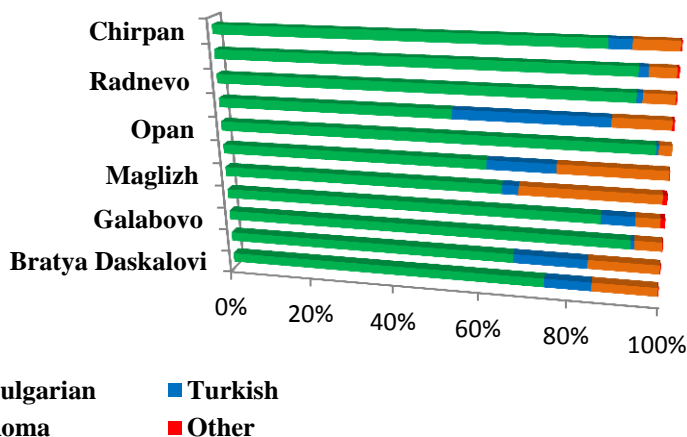


Figure 3. Structure of human resources in the municipalities of Stara Zagora region by mother tongue

In five of the municipalities of the Stara Zagora region, the relative share of the human resources whose mother tongue is Turkish is higher than the region's – Pavel Banya (33.9%), Gurkovo

(16.6%), Nikolaevo (15.2%), Bratya Daskalovi (10.6%) and Kazanlak (7.3%)

The persons that declared their religion as Eastern Orthodox Christianity are the largest group in the Stara Zagora region – 210 440

people, or 79.3% of the respondents. The share of those who did not respond is 20.4%. This share is lowest in the municipality of Nikolaevo (11.5%), and highest in the municipality of Opan (32.4%).

The data on the human resources indicate the following distribution of religions: Eastern Orthodox – 180432 people, Catholic – 903,

Protestant – 4786, Muslim – 10012, other – 230, and people without religion – 12069 (**Figure 4**). In five of the municipalities, the share of people of Eastern Orthodox faith is greater than the share for the region. The lowest share of Eastern Orthodox Christians in the municipality of Pavel Banya (62.0%).

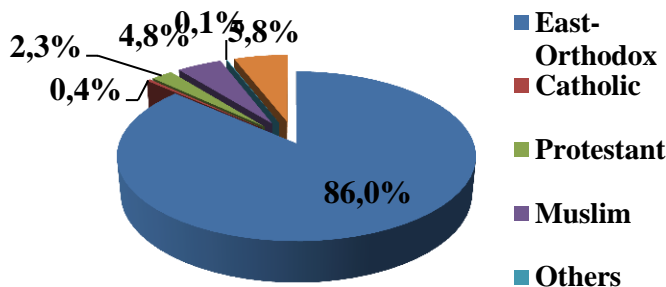


Figure 4. Structure of human resources in Stara Zagora region by religion

PRIMARY CONCLUSIONS

Based on the performed study, we can summarise the following:

1. The data on the ethnic composition of the human resources indicate that the common population of the Stara Zagora region consists of persons belonging to the Bulgarian, Turkish and Roma ethnicities. Representatives of other ethnic groups are a mere 0.5%. Human resources of the Bulgarian ethnic group are predominant in all municipalities.
2. The structure of human resources per ethnic groups and degree of acquired education is most favourable in the Bulgarian ethnic group and least favourable – for the Roma.
3. The ratio of employment is highest in the Bulgarian ethnic group (62.9%), and the unemployment rate – among the persons of the Roma ethnic group (46.1%).
4. Bulgarian is predominant as a mother tongue in the region. There are variations in the ratios of mother tongues in the different municipalities.
5. The predominant religions are Eastern Orthodox Christianity, Catholicism, Protestantism and Islam. Eastern Orthodox is predominant in all municipalities within the region.

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