

BEST PRACTICE "A STORY ABOUT HONOUR AND GOLD" .



The thrilling story of four young people from Afghanistan in one of the most modern production companies for handbags and leather accessories started unexpectedly for them and for the company. CATRO team, the Bulgarian partner in the REST.



The project, decided to approach companies from the region Haskovo – Harmanli due to the location of one of the largest recipient integration centres for refugees in Harmanli and the potential job opportunities in the region.

Prolet Ltd. was one of the first companies who has showed interest in the REST workshop offered by CATRO and UNHCR Bulgaria, about specifics in recruitment, induction and mentoring of refugees. On the second day of the event, they participated in the job fair with refugees from the centre Harmanli that was the first and most important step in this inspiring story!

As the HR Manager and the Managing Director of the company, their first motivator was the growing business needs of the company. However, when they first met Mahnaz, a smiling young lady who had some previous experience in the leather industry but what was even more important – who was eager to explore this new job opportunity, they knew that this lady will bring some changes in the organisation.



Initiative

A month after the job fair in October 2018, Prolet Ltd. hired not only Mahnaz, but also two of her brothers, and just recently one more young lady from the same refugee center in Harmanli. Only after 3 months their productivity has increased considerably which also reflects on their remuneration. These results are due to their great craving to improve themselves, their feeling of responsibility and their deep engagement with the company and the people that trusted them.

Bulgaria

2nd success story

Prolet Ltd.

This positive and open approach from the HR people in the company was also shared by the other employees who were already used to diversity at the workplace as they have representatives from other ethnic minorities and the cooperation so far worked rather well especially if everyone is doing his/her job according to his/her best abilities. Mahnaz, Habib and Moheb and just recently Sadia, won the hearts of their co-workers with their positive attitude, their desire to learn, and contribute to the work process and the results of the more senior workers until they get familiar with all specific operations and last but not least, to start learning Bulgarian, as this is the way to get fully integrated in the team. In this regard, the HR experts really benefited a lot from the REST workshop of CATRO about induction and mentoring practices in the team, which helped them to talk with the employees and prepare them in a way for the new colleagues. The key milestones of this success story can be described as follows:

The decision to hire these four young people from Afghanistan was mostly initiated and justified by the HR team – Slavi and Diana, who managed to convince the Top Management that this is a step further in their care for the people – a policy which the company follows not just on paper but according to their main values: honesty, integrity and honour – human qualities which inspire the people to give their best at work.

