

Cluster №		Interview №		

1. FIELD OF ACTIVITY

1.1. Your company can be defined as: (*one answer*)

1.	Sole proprietor (SP)	1
2.	Joint Stock Company (JSC)	2
3.	Limited liability company (Ltd or Ltd)	3
4.	Representation / branch of foreign company	4
5.	Other (<i>Specify.....</i>)	5

1.2. What is the main area of activity of your company? (*one answer*)

1.	Agricultural production	1
2.	Trade in agricultural products	2
3.	Manufacture of food products, beverages and tobacco	3
4.	Manufacture of textiles and textile products, garment production	4
5.	Manufacture of wood	5
6.	Manufacture of chemicals, chemical products and fibers	6
7.	Manufacture of machinery and equipment	7
8.	Retail security products	8
9.	Trade in industrial goods	9
10.	Trade in petrol and petroleum products	10
11.	Trade in alcohol and cigarettes	11
12.	Trade, repair of cars / motorcycles	12
13.	Recycling of waste and scrap	13
14.	Housing	14
15.	Road Construction	15
16.	Transport services	16
17.	Communications and Telecommunications	17
18.	Mobile communications - Internet access and mobile telephony	18
19.	Real estate	19
20.	Financial intermediation	20
21.	Gambling	21
22.	Private security activities	22
23.	Tourism, hospitality	23
24.	Education	24
25.	Health and social work	25
26.	<i>Other (please describe)</i>	26

1.3. Please indicate the code NCEA, if you know it

1.4. Is your company and business activity in any of the following categories? (one answer)

1.	Insurance agent/ company	1
2.	Collective investment schemes, investment agents, etc.	2
3.	Retirement and health funds	3
4.	Gambling	4
5.	Legal persons with mutual aid fund	5
6.	Pawnbroker	6
7.	Exchanges, brokers and individuals organizing informal securities markets	7
8.	Leasing companies	8
9.	CPAs and audit firms specialize	9
10.	Dealers selling cars	10
11.	Deals with high value items such as precious metals, precious stones, works of art, historical, archaeological, numismatic, ethnographic, artistic and antiquarian value and natural samples, as well as those who organize auctions for the sale of such property	11
12.	Trade in weapons, oil and petroleum products	12
13.	Advice on taxation	13
14.	Wholesalers	14
15.	Brokering real estate	15
16.	Provide address, mailing address or office for the registration of legal entity; service legal registration, offshore company, trust company or other similar structure of asset management services to property	16
88	None of the above does not apply to our company. ▶ 1.6.	88

1.5.1 In what year did your organization falls into that category? On.....

1.5.2. Please indicate the year of the creation of your organization? On.....

1.6. What is the total number of employees in your company?.....

1.7 Who is responsible for making key decisions in your firm? (one answer)

1.	The owner of the company	1
2.	Executive director	2
3.	CEO / General Manager	3
4.	Board of Directors	4
5.	Meeting of Shareholders	5
6.	Other (please specify).....	6

1.8. Is your organization formally a member of federation or professional organization?

(one answer)

1.	Yes ▶ 1.9	1
2.	No ▶ 1.10	2
3.	I don't know ▶ 1.10	3

If the answer to previous question is "YES":

1.9. Could you list the names of the federations and the associations in which your membership company?

- 1.....
- 2.....
- 3.

1.10. How many of your employees are union members (Podkrepa, KNSB or other)?

Please indicate the approximate number.

1. Number	.....
99. I don't know	99

1.11. Was representative of your company involved, the last 5 years, in discussing development priorities of (your city, municipality, district or other. Level)?

(Every right answer)

1.	Yes, at the municipal level	▶ 1.13	1
2.	Yes, at regional level	▶ 1.13	2
3.	Yes, at regional	▶ 1.13	3
4.	Yes, national	▶ 1.13	4
5.	Yes, European	▶ 1.13	5
88	None	▶ 1.12	88
99	I don't know	▶ 1.13	99

1.12. For what reasons do you think none of your business was not involved in this process? (Please write)

.....

1.13. What is the best way to incorporate your company in setting priorities and planning local development? (Every right answer)

1.	With the expression of opinion to the business association involved in	1
2.	With the direct involvement of your representative in working groups with experts	2
3.	Participation in public discussions between stakeholders (civil organizations, etc.)	3
4.	By participating in forums and other discussions on the Internet	4
5.	By completing a questionnaire, sent to the email address of company	5
6.	In an interview like the current	6
7.	Other, please specify	7
88.	The company has no interest in participating in the matter because. <i>(Please write)</i>	88
99.	I don't know	99

1.14 Please rate how the official position of your company can affect the following institutions on socio-economic issues? (One answer per row)

(Use a scale of 1 to 7, where 1 = minimum, and 7 = maximum)

If you do not discuss such matters with the institutions, circle 88.

	Scale from 1 to 7	No discussions
1. State administration	1 – 2 – 3 – 4 – 5 – 6 – 7	88
2. Municipal administration	1 – 2 – 3 – 4 – 5 – 6 – 7	88
3. Regional administration	1 – 2 – 3 – 4 – 5 – 6 – 7	88
4. Syndicate organisations	1 – 2 – 3 – 4 – 5 – 6 – 7	88
5. Civil organisations	1 – 2 – 3 – 4 – 5 – 6 – 7	88

1.15. Please rate how your personal opinion can influence peoples' opinions in a conversation / discussion of socio-economic issues? (One answer per row)

Use a scale of 1 to 7, where 1 = minimum, and 7 = maximum.

If any of these groups does not apply to the respondent, circle 99.

If you do not discuss politics with a group, circle 88.

	Doesn't apply	Scale from 1 to 7	No discussions
1. In the family	99	1—2—3—4—5—6—7	88
2. Among friends	99	1—2—3—4—5—6—7	88
3. Among colleagues	99	1—2—3—4—5—6—7	88
4. In front of Directory	99	1—2—3—4—5—6—7	88
5. Among neighbors / neighborhood	99	1—2—3—4—5—6—7	88
6. In the interest groups / NGOs	99	1—2—3—4—5—6—7	88
7. In front government officials	99	1—2—3—4—5—6—7	88

2. PROCEDURES AND DIFFICULTIES

2.1. Has your organization required an issuance of building permit? (One answer)

1.	Yes ▶ 2.2	1
2.	No ▶ 2.7	2
99.	I don't know ▶ 2.7	99

2.2. Have you had any problems with the municipality administration while requiring a build permit? (One answer)

1.	Yes ▶ 2.3	1
2.	No ▶ 2.4	2

2.3 Please specify what kind of difficulties have arisen. (Every right answer)

1.	Unclear and confusing requirements for the issuance of building permit	1
2.	Too cumbersome administration	2
3.	Unhelpful employees of the municipal administration	3
4.	Violation of the terms	4
5.	Attempts to engage in corrupt schemes	5
6.	Other (please specify)	6
99.	I do not know	99

2.4. In which directions do you think should have optimization in the work of municipal administration in issuing building permits? (Every right answer)

1.	More efficient operation of the administration	1
2.	Clearer rules and procedures	2
3.	Practical use of e-government, including electronic signature for submission	3
4.	Using the "one stop" for applications	4
5.	Compliance with legal deadlines	5
6.	Other (please specify).....	6
88.	No need for optimization	88
99.	I do not know	99

2.5. How many days it takes for the issuance of a build permit, provided there is a detailed development plan (DDP)?

1. Work days	.....
99. I do not know	99

2.6. What is the amount of the fee for issuing a building permit?

1. Leva	.....
99. I do not know	99

2.7. Did your firm make an investment proposal, which falls under Annex 1 of the Law on Environmental Protection (EPA) and the competence of the Ministry or RIEW?

(One answer)

1.	Yes	▶	2.8	1
2.	No	▶	2.11	2
99.	I don't know	▶	2.11	99

2.8. How many days it took for the receipt of the decision on Environmental Impact Assessment (from the notification of the competent authorities of the Ministry or the Regional Inspectorate to the decision notice to the EIA)?

1. Work days	.....
99. I do not know	99

2.9. Have you had any difficulties in dealing with municipal administration in your municipality and representatives of the Ministry or Regional Inspectorate in the process of obtaining a decision on the EIA? (One answer)

1.	Yes	▶ 2.10	1
2.	No	▶ 2.11	2
99.	I don't know	▶ 2.11	99

2.10. Please specify what kind of difficulties did you have? (Every right answer)

1.	Unclear and confusing requirements for obtaining a decision on EIA	1
2.	Violation of the terms	2
3.	Attempts to engage in corrupt schemes	3
4.	Incompetence	4
5.	Lack of cooperation by representatives of public authorities	5
6.	Other (please specify)	6
99.	I do not know	99

2.11. Did your firm make an investment proposal, which falls under Annex 2 of the Law on Environmental Protection (LEP) that needs to be assessed for an EIA? (One answer)

1.	Yes	▶ 2.12	1
2.	No	▶ 2.15	2
99.	I don't know	▶ 2.15	99

2.12. How many days it took for the receipt of the decision on Environmental Impact Assessment (from the notification of the competent authorities of the Ministry or the Regional Inspectorate to the decision notice to the EIA)?

1 .Work days	.....
99. I do not know	99

2.13. Have you had difficulties in dealing with municipal administration in your municipality and representatives of the Ministry or Regional Inspectorate in the process of obtaining a decision on the EIA? (One answer)

1.	Yes	▶ 2.14	1
2.	No	▶ 2.15	2
99.	I don't know	▶ 2.15	99

2.14. Please specify what kind of difficulties did you have? (Every right answer)

1.	Unclear and confusing requirements for obtaining a decision on EIA	1
2.	Violation of the terms	2
3.	Attempts to engage in corrupt schemes	3
4.	Incompetence	4
5.	Lack of cooperation by representatives of public authorities	5
6.	Other (please specify)	6
99.	I do not know	99

2.15. Did your company start procedure for change of use of agricultural land?

(One answer)

1.	Yes	▶ 2.16	1
2.	No	▶ 2.18	2
99.	I don't know	▶ 2.18	99

2.16. How many days it takes for the process of change of use of agricultural land provided that there is a detailed Rules (PUP)?

1.	Work days	.....
99.	I do not know	99

2.17. What difficulties have you had when working with the municipal administration in the change of use of agricultural land? *(Every right answer)*

1.	Unclear and confusing requirements for process change and / or preparing the necessary documentation	1
2.	Too cumbersome administration	2
3.	Employees of the municipal administration did not cooperate in the process	3
4.	Violation of the terms	4
5.	Attempts to engage in corrupt schemes	5
6.	Other <i>(please specify)</i>	6
88.	Not experiencing difficulties	88
99.	I do not know	99

2.18. Does the municipality have own website? *(One answer)*

1.	Yes	1
2.	No	2
99.	I do not know	99

2.19. What is the extent of provision of e-services by the local (municipal and regional) administration? *(One answer)*

1.	First degree - Information: institutions publish information online that is accessible to citizens and businesses	1
2.	Second degree - One interaction: institutions publish information on the Internet and provide an opportunity to download forms, related services	2
3.	Third degree - Two-way interaction: the user of the service, except to obtain information and to download forms, you send for letters, forms and etc. electronically, but the administration is not obliged to respond in real time or in the same way	3
4.	Fourth grade - Transaction: citizens and businesses communicate with it electronically and back "online". A mechanism for confirmation of the transaction	4

2.20. Do your municipality have a functional system of "one stop"? (One answer)

1.	Yes	1
2.	No	2
99.	Don't know	99

2.21. How do you determine the stage of readiness for practical work of "one stop"? (One answer)

1.	Basic stage - the stage in the base of the user is required to conduct personal contacts in different structures of administration	1
2.	Developing stage - contact is made personally and by telephone and is mainly a place for access, but require additional contacts with other departments and units	2
3.	Working stage - there is one point of access and the user can connect to the Administration in person, by telephone or to receive information via the Internet	3
4.	Excellent stage - there is one point of contact and all cases shall be settled there, and access is via multiple channels - in person, telephone, internet	4

2.22. Does your community maintain publicly accessible ...? (One answer per row)

	Yes and accessible trough internet	Yes but not accessible trough internet	No	Don't know
1. Property Register	1	2	3	99
2. Registrar of municipal property	1	2	3	99
3. Register for disposing of property deals - municipal property	1	2	3	99

2.23. Is there a regulatory regime (license, registration, notification) for stationary Retail? (One answer)

1.	Yes (<i>Specify:</i>)	1
2.	No	2

2.24. Have you had your company to resolve commercial disputes in court? (one answer)

1.	Yes	▶ 2.25	1
2.	No	▶ 2.26	2
99.	I don't know	▶ 2.26	99

2.25. How many days it takes for an average consideration of a trade dispute before the first-level court in your court area (from time of application to the court in deciding a hearing)? (One answer per row)

	Number of days	We have had no such claim	Don't know
1. With price of the claim under 25 thousand (District Court)	88	99
2. Whit claim value of more than 25 thousand (District Court)	88	99

2.26. How serious do you think is the problem of corruption in local government?
(one answer) Use a scale of 1 to 10 where 1 = no problem and 10 = very serious problem.

.....

2.27. In your industry, how often have businesses and businesses to make informal payments and bribes connected with: *(One answer per row)*

	Never	In exceptional cases	Very rarely	Rarely	Relatively often	Very often	Always	I do not know
1. Payment of taxes and other administrative services	1	2	3	4	5	6	7	99
2. Public procurement procedures	1	2	3	4	5	6	7	99
3. Influence on local regulations or ordinances in favor of selected business interests	1	2	3	4	5	6	7	99
4. Getting favorable court solutions	1	2	3	4	5	6	7	99
5. Receipt of licenses or permits from local authorities or representatives of central government	1	2	3	4	5	6	7	99
6. Other administrative services of the local government or representatives of the central government	1	2	3	4	5	6	7	99

2.28. Does the local authority carries out any anti-corruption initiatives? *(One answer)*

1.	Yes	1
2.	No	2
99.	Don't know	99

2.29. Does the local government provide a hotline for transmission signals against corruption or other instrument for reporting corrupt practices? *(One answer)*

1.	Yes	1
2.	No	2
99.	Don't know	99

2.30. Are there measures for prevention of conflicts of interests in the local government administration? (One answer)

1.	Yes	1
2.	No	2
99.	Don't know	99

2.31. Are public procurement procedures that are awarded by local authorities transparent? (One answer)

1.	Yes	1
2.	No	2
99.	Don't know	99

3. LEGAL ASSISTANCE**3.1. What kind of legal assistance and representation does your company use? (One answer)**

1.	Lawyer permanent contract (legal adviser or solicitor) ▶ 3.2	1
2.	Subscription to law firm ▶ 3.2	2
3.	Hiring an attorney for individual cases ▶ 3.2	3
88.	The company is not using legal services ▶ 3.3	88

3.2 Approximately what is the annual amount that your company spent on legal aid?

1. Please indicate	..... leva.
99. I don't know	99

3.3. Does your company have any of these legal problems over the last year?*(Every right answer)*

1.	An inter-company indebtedness	1
2.	The state delayed payment due on your contract	2
3.	Licensing or permit system, which harms your rights and your way	3
4.	Labor dispute with employees on salary	4
5.	Labor dispute with an employee dismissals	5
6.	Guarantee for credit beyond the time of an official	6
7.	Unjustly seized or a preventive measure by the court on business property	7
88.	No	88

3.4 In the last year your company has been a victim of: (Every right answer)

1.	Kidnapping	1
2.	Racketeering	2
3.	Blackmail	3
4.	Theft from an office or workshop	4
5.	Vandalism	5
6.	Copyright infringement (including imitation brand)	6
7.	Corruption of official control and inspection body	7
88	None ▶ 3.9	88

3.5. If against the company is committed a crime, are you satisfied with the police response?

(One answer)

1.	Yes	1
2.	No	2

3.6. What has evolved in the crime investigation? *(One answer per row)*

	Yes	No
1. Did you receive official information from police or prosecutors for the development of the investigation?	1	2
2. Was the perpetrator identified?	1	2
3. Was the perpetrator punished?	1	2
4. Did the company get any compensations?	1	2

3.7. How would you rate the total damage suffered as a result of legal problems and the crimes of which you become a victim?

1. Please indicate	..... leva.
99. Don't know	99

3.8. Besides purely financial dimensions of the damage suffered did your firm suffer any other damages? *(Every right answer)*

1.	The company owes overdue loans and interest	1
2.	The company lost customers	2
3.	Other <i>(please specify)</i>	3

3.9. Did the company litigate with anyone to resolve issues related to business relationships in the past year? *(One answer)*

1.	Yes ▶ 3.11	1
2.	No ▶ 3.10	2

3.10. If not, what was the reason for this? *(Every right answer)*

1.	I do not believe in the justice system	1
2.	It would be too expensive	2
3.	No court in my settlement	3
4.	Other <i>(please specify)</i>	4
88.	Did not require	88

3.11. Have your company used arbitration / mediation to resolve its legal problems?

(One answer)

1.	Yes	1
2.	No	2

3.12. According to you, are the prosecutors, the police or the court used by business parties as a way of gaining an unfair business advantage (pressure of competition in business)?

(One answer)

1.	Yes	1
2.	No	2
99.	Don't know	99

3.13. How your company provides security of the office and the enterprise?

(One answer)

1.	There is security system (COT)	1
2.	Use private security firm	2
3.	Hire security guards	3
4.	There are surveillance cameras	4
5.	There are special doors, locks, safes	5
6.	Employees of the company carry personal weapons	6
7.	Other <i>(please specify)</i>	7

3.14. What are the costs of your company for security over the past one year?

1. Please indicate	..... euro
99. Don't know	99

3.15. Have you had to give up lucrative business opportunity because you are afraid of racketeering / extortion? *(One answer)*

1.	Yes	1
2.	No	2
99.	Don't know	99

3.16. Do you know the Law on Measures against Money Laundering and the regulations for its implementation? *(One answer)*

1.	I only know the law	1
2.	I only know the rules	2
3.	I know both	3
4.	No	4

3.17. Have you established internal rules for control and prevention of money laundering and terrorist financing? *(One answer)*

1.	Yes	▶	3.18	1
2.	No	▶	3.19	2
99.	I don't know	▶	3.19	99

3.18. Since what year have you established internal rules?

1. Please specify	..... year
99. Don't know	99

3.19. Have you passed through training for the implementation of the Law on Measures against Money Laundering, the acts of its administration and internal control rules and prevent money laundering? (One answer)

1.	Yes once	1
2.	Yes, at least once each year	2
3.	Yes, several times, but each year	3
4.	Not	4

3.20. Have you ever give in the financial intelligence information for payment above the amount (30 000 leva)? (One answer)

1.	Yes, once	1
2.	Yes several times	2
3.	No	3

3.21. Have you ever alert the financial intelligence for suspicious operation? (one answer)

1.	Yes, once	▶ 4.1	1
2.	Yes, several times	▶ 4.1	2
3.	No	▶ 3.22	3

3.22. What are the main reasons for not giving signals to the financial intelligence so far? (Please, indicate)

.....

.....

4. ATTITUDES TO THE FINANCIAL SYSTEM

4.1 How do you think the overall economic situation of the country will develop for the next 12 months? (one answer)

1.	Will be very much improved	1
2.	Will be improved a bit	2
3.	Not changed	3
4.	Will be worsen a bit	4
5.	Will be very much worsen	5
99.	I don't know	99

4.2 How do you think your company financial situation will change during the next 12 months? (one answer)

1.	Will be very much improved	1
2.	Will be improved a bit	2
3.	Not changed	3
4.	Will be worsen a bit	4
5.	Will be very much worsen	5
99.	I don't know	99

4.3. To what extent the financial performance of your company depends on international investment confidence in the country? (One answer)

1.	To a very great extent	1
2.	To a great extent	2
3.	To a small extent	3
4.	To a very small extent	4
99.	I don't know	99

4.4. In order to have financial success during the next five years, to what extent your company will rely on economic factors following: (one answer per row)

	To a very great extent	To a great extent	To a small extent	To a very small extent
1.EU funds	1	2	3	4
2.Foreign investments	1	2	3	4
3.Finding of new markets abroad	1	2	3	4
4. Finding of new niche market in the country	1	2	3	4
5.Increase of domestic consumption	1	2	3	4
6.Introduction of new technologies in the company	1	2	3	4
7.The company will rely on its innovation	1	2	3	4
8.Other (please specify)	1	2	3	4

4.5. Do you trust the stability of the Bulgarian bank system? (one answer)

1.	Yes, absolutely	1
2.	Rather yes	2
3.	Rather no	3
4.	No, absolutely not	4
99.	I don't know	99

4.6. Is your company repaying a debt at the moment? (one answer)

1.	Yes ▶ 4.7	1
2.	No ▶ 4.10	2

QUESTIONS 4.7, 4.8. and 4.9 ONLY ASK FOR ANSWERS THAT ARE REPAYING A DEBT

4.7. Approximately how much of your company's revenue goes to service bank loans? (One answer)

1.	Up to 10%	1
2.	10-20%.	2
3.	20-30%	3
4.	More than 30%	4

4.8. Do you have difficulty servicing the loans? (One answer)

1.	Yes, every month	1
2.	Yes, but occasionally	2
3.	No	3

4.9. In what currency are the loans of your company? (Every right answer)

1.	BGN	1
2.	Dollar	2
3.	Euro	3
4.	Swiss franc	4
5.	Other(<i>please, specify</i>)	5

4.10. Do you support the currency board system in which the Bulgarian lev is fixed to the euro? (one answer)

1.	Yes	1
2.	No	2
99.	I don't know	99

4.11. Do you think it is good the Bulgarian lev to be changed with the euro and Bulgaria to enter the Eurozone? (One answer)

1.	Yes	1
2.	No	2
99.	I don't know	99

4.12. Does the economic crisis have affected the working conditions in your company in any of these ways? (Every right answer)

1.	Decline in selling prices	1
2.	Less demand / orders	2
3.	Drop in revenue	3
4.	Fall in profits	4
5.	Delayed payments from customers	5
6.	Delayed payments from state, municipality, NRA	6
7.	Canceled credit application	7
8.	Increased costs for maintenance of current credit	8
9.	Other (<i>please specify</i>)	9
88	No, now the crisis has not affected us	88

4.13. Do you approve the anti-crisis measures of the government? (one answer)

1.	Approve	1
2.	Disapprove	2
99.	I do not know what measures the Government has taken	99
88.	The government has not taken any measures	88

4.14. The Government announced its intention in January 2011 to increase the insurance burden by 3%. What would be the consequences for your company? (Every right answer)

1.	Will cut some staff of the company	1
2.	Will reduce wages without shortening staff	2
3.	Both - will cut staff and reduce salaries	3
4.	You'll have to move to double accounting to keep the current staff and salaries	4
5.	Other (please specify)	5

5. POLICY STAFF

5.1. Does your company invest in research and creation of innovation? (One answer)

1.	Yes ▶ 5.2	1
2.	No ▶ 5.3	2

5.2. If "YES", how are your research activities organized? (Every right answer)

1.	We rely solely on our own research unit	1
2.	Partnering with research units of the Bulgarian companies in the same industry	2
3.	Partnering with research units of foreign companies in the same industry	3
4.	Partnering with BAS	4
5.	Bulgarian partner with colleges / universities	5
6.	Partnering with foreign universities and academic institutes	6
7.	Buy the latest equipment, machinery and technology from abroad	7
8.	Other (please specify)	8

5.3. Please indicate how many of your employees are: (Please write in numbers)

	Count
1. Women
2. Men
3. Persons with disabilities
4. People from ethnic minorities

5.4. Do you have any department or officer who deals with the implementation of policies for social activities? (One answer)

1.	Yes, there is a department	1
2.	Yes, there is an officer	2
3.	No	3

5.5. Have your company's socially-oriented domestic policies? (One answer)

1.	Yes ▶ 5.6	1
2.	No ▶ 5.7	2
99.	I don't know ▶ 5.7	99

5.6. If "YES", please describe.

5.7. Does your company have internship programs? (One answer)

1.	Yes ▶ 5.8	1
2.	No ▶ 5.11	2

5.8. How often do you conduct these programs? (One answer)

1.	Once / twice a year	1
2.	Three / four times a year	2
3.	Every month	3
4.	Internship programs are permanently open and does not require competition	4

5.9. Do interns get paid? (One answer)

1.	Yes, in full, the remaining employees	1
2.	Yes, but at a reduced rate compared to other employees	2
3.	No	3

5.10. Where can I find information about your internship program? (Every right answer)

1.	On the website of the company	1
2.	In press	2
3.	The office of the company	3
4.	In the labor offices	4
5.	Other (specify)	5

5.11. Is there a particular / specific policy in your company for the appointment of representatives of ethnic groups? (One answer)

1.	Yes ▶ 5.12	1
2.	No ▶ 5.13	2
99.	I don't know ▶ 5.13	99

5.12. If "YES", please describe.

5.13. Do you have a staff of Roma ethnic origin for the leadership positions? (One answer)

1.	Yes	1
2.	No	2
99.	I don't know	99

5.14. Would you hire employees from Roma ethnic background for leadership positions if they meet the necessary requirements and qualifications? (One answer)

1.	Yes, in each case	1
2.	Rather yes	2
3.	Rather no	3
4.	No, not in any case	4
99.	I don't know	99

6. DEMOGRAPHIC SECTION**6.1. What is your position in the organization? (One answer)**

1.	Owner	1
2.	Representative Board	2
3.	Executive Director	3
4.	HR Manager	4
5.	Middle managers	5
6.	Other (<i>please specify</i>)	6

6.2. How have your company's revenue changed for the month of September 2010 compared with September 2009? (One answer)

1.	Increased	1
2.	Remained at the same level	2
3.	Decreased	3
99.	Do not know	99

6.3. How have the costs of your company changed in September 2010 compared with September 2009? (One answer)

1.	Increased	1
2.	Remained at the same level	2
3.	Decreased	3
99.	Do not know	99

6.4. What is the annual turnover of your company? (One answer)

1.	Up to 100 thousand	1
2.	Between 101 and 500 000 BGN	2
3.	Between 501,000 and 1 million BGN	3
4.	Between 1 and 5 million BGN	4
5.	Over 5 million BGN	5
99.	I don't know	99

Could you provide us with your details? This information will only be used by the research team to control the field work and will not be disclosed for any reason to third parties.

Phone number:	
E-mail:	
Place and address:	

Thank you very much for participating!