



INVESTING IN PEOPLE



MINISTRY OF LABOR AND SOCIAL POLICY

CENTRE FOR HUMAN RESOURCE DEVELOPMENT AND REGIONAL INITIATIVES

SEPTEMBER 2017

BULLETIN



IN FOCUS



SOCIAL ENTREPRENEURSHIP AS AN
OPPORTUNITY TO IMPROVE LIVING
STANDARDS



SEPTEMBER'S SCHEDULE OF
TRAININGS



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IN FOCUS

In September, three seminars will be held under the Agreement between the International Training Centre (ITC) of the International Labour Organization (ILO) and CHRDI.

The practice of conducting distance learning seminars for senior management and expert mentor staff from the LODs (Labour Office Directorates) has proven to be particularly successful. These seminars have been held for a second consecutive year, and within this month, on the Distance Learning Platform of the Centre will be launched the second for this year distance learning seminar on “Mentoring in the System of the Employment Agency”.

Employees of managerial and expert positions of the Ministry of Labour and Social Policy and the Second Level Units to the Minister of Labour and Social Policy, and other central and territorial administrations, social partners, non-governmental organizations engaged in forming or implementing the policy for integration of people with disabilities, will discuss the National Disability Strategy 2016-2020 and the Action Plan of the Republic of Bulgaria implementing the UN Convention on the Rights of Persons with Disabilities 2015-2020.

A seminar on issues related to foster care service will be held for territorial structures of the Social Assistance Agency, in particular, social workers and experts from the Child Protection Departments (CPDs) to the Social Assistance Directorate (SAD).

There will be implemented also two vocational trainings in blended form.

Three training courses for unemployed persons under the National Action Plan for Employment 2017 will be launched this month: “Small and Medium-sized Businesses”, “Text Processing” and “Production of culinary products and beverages”.



SOCIAL ENTREPRENEURSHIP AS AN OPPORTUNITY TO IMPROVE LIVING STANDARDS

The development of government policy in the field of strategic planning and demography is related to the development of measures to promote social economy and social entrepreneurship sector. Mrs. Temenujka Zlatanova, Head of Living Standard, Labour Income and Social Economy Department at the Ministry of Labour and Social Policy, was kind enough to answer questions of the CHRDR team, related to the upcoming Forum on Social Entrepreneurship, to be held on 12 September this year, in the town of Etropole.



Temenuzhka Zlatanova, PhD.

Mrs. Zlatanova, why the forum “Social Entrepreneurship - Challenges and Opportunities for Development of the Southwestern Region” is being held in the town of Etropole?

T. Zlatanova: The Ministry of Labour and Social Policy has organized a series of seminars to discuss the most appropriate forms of interaction and partnership in the social sphere. We are able to hear local problems, and we have concrete ideas and measures to raise the living standard of the population in different regions.

The involvement of representatives of local government, representative employers' and trade unions' organizations at regional level, civil society, and other stakeholders, creates an opportunity to share views and ideas to highlight strengths and

weaknesses and to specify guidelines for action for MLSP in order to raise the living standard and solve demographic problems in some of the most affected by the demographic crisis administrative regions of Bulgaria.

In your opinion, to what extent is social entrepreneurship developed in Bulgaria?

T. Zlatanova: The targeted state action in this area in recent years has led to more significant results in improving visibility and recognition of social enterprises in the country. The public's attention to the essence and role of social economy in promoting entrepreneurial activity, especially in disadvantaged groups, has also increased. A number of events also contributed to a better partnership between stakeholders.

What are the conditions for development of social entrepreneurship offered regarding the economic situation in the country?

T. Zlatanova: GEM¹ studies show that 57.5% of the adult population in Bulgaria views entrepreneurship as a good career choice. 71.5% agree that successful entrepreneurs enjoy a high status, and 49.3% think entrepreneurship has a regular media interest.

In 2015, only 15.84% of the adult population of Bulgaria noticed good opportunities to start a business in the area they live in. This result is significantly lower than the corresponding values for Romania and Greece, for example.

The low levels of entrepreneurial activity in Bulgaria are strongly influenced by the dominant culture of a very low tendency to take entrepreneurial risk.

What is the reason for the Ministry's efforts to focus specifically on the Southwestern region in the context of social entrepreneurship?

T. Zlatanova: One of the main commitments of the Living Standards, Labour Income and Social Economy Department is to monitor the trends in the living standards of the population by regions in the country. On the basis of these analyses, we have produced a roadmap of regions with good practices on social entrepreneurship and opportunities for their expansion. Differences between areas (measured by the coefficient of variation) by the amount of entrepreneurial income show a hesitant trend of development with a slight increase trend. Compared to interregional differences, the

coefficient of variation between the districts is significantly higher, due to the more significant differences in entrepreneurial activity per district. It is the highest in 2011 (65.9%), and in the following years it is decreasing.

The development of entrepreneurial income at regional level is very different. According to NSI data for 2015, the following regions have declining incomes: Plovdiv (-17.2%), Yambol (-73.2%), Silistra (-42.3%), Bourgas (-47.2%), Kardzhali (-42.3%). There is a slight increase in entrepreneurial income in the Pazardzhik region (11.9%) and in the Vratsa region but they remain almost unchanged (0.6%). The highest rates of income from entrepreneurship have the regions of Pleven, Montana, Pernik, Blagoevgrad and the capital Sofia.

What is the contribution of social entrepreneurship to raising the living standard? (Total and specifically for the South-West region)

T. Zlatanova: Social entrepreneurship also produces public goods for which there is public and political consensus that they are necessary for a dignified life and must be available to the population regardless of their purchasing power. Through the development of social entrepreneurship, society also meets new social needs that concern groups at risk of social exclusion. They relate to the living conditions of elderly people, long-term unemployed persons, immigrants, ethnic minorities, people with disabilities, reintegration of former prisoners, violence against women, chronic illnesses, and others.

Income is not the most important thing that makes a person feel useful and fulfilling, but there are places in the country where there are not many opportunities, and initiatives in social entrepreneurship are an opportunity to improve people's living standards.

¹ The Global Entrepreneurial Monitoring (GEM) project is an annual assessment of entrepreneurial activity, aspirations and attitudes of individuals in many countries. More information on the topic can be found at <http://www.gemconsortium.org>

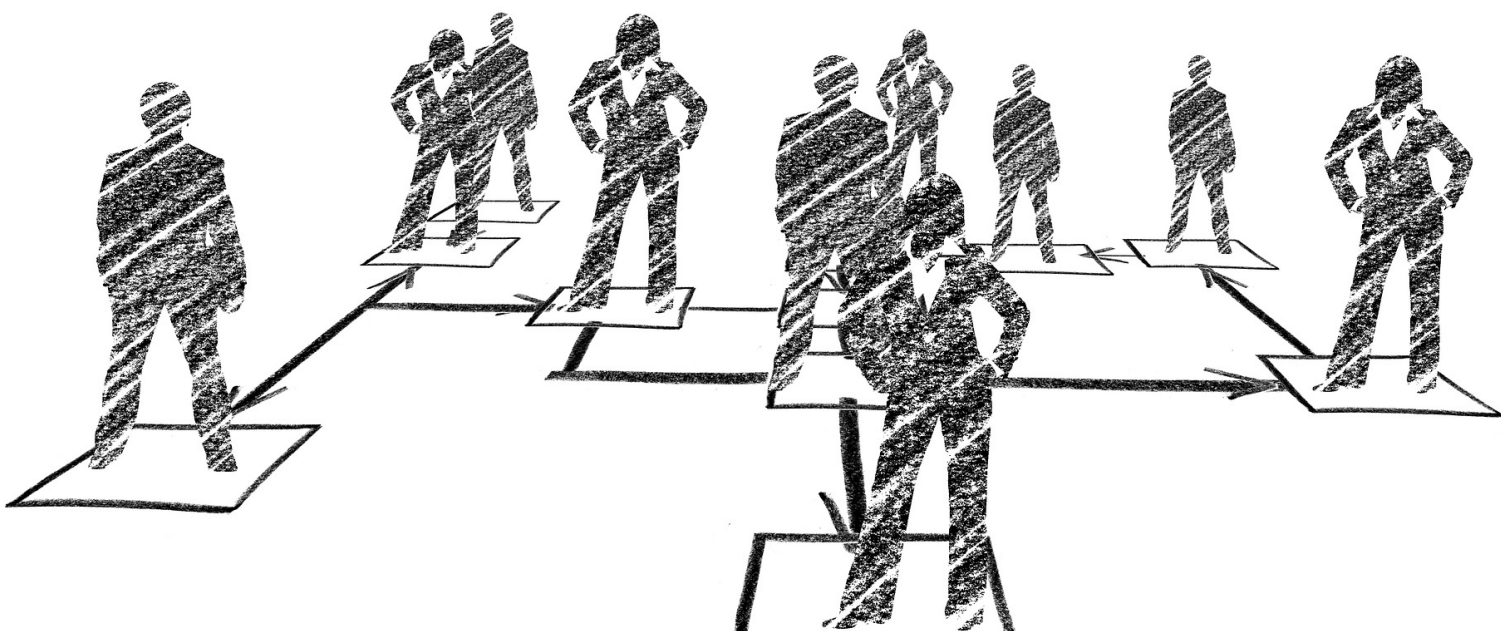
Question: Can we use foreign models of successful social entrepreneurship and apply them directly to our conditions?

T. Zlatanova: There are examples of organizations in Europe that provide small loans to women and vulnerable social groups. They are ethical banks, investment clubs for alternative management of solidarity savings, financial institutions for development of community, and we can borrow experience from them, but we as an MLSP unit working on these issues will strive to meet the needs of people according to national lifestyle, culture and values.

Social entrepreneurship applies forms of solidarity financing, such as ethical banking, which is not

only a source of credit but also a trust in financial services provided. Examples are microcredit banks, created by Bangladesh economist Mohammed Yunus, Nobel Peace Prize winner for 2006.

CHRDRI teams expresses its gratitude to Mrs. Temenuzhka Zlatanova for the interview.



SEPTEMBER'S SCHEDULE OF TRAININGS

MENTORING IN THE SYSTEM OF THE EMPLOYMENT AGENCY

SEMINAR

PERIOD OF IMPLEMENTATION: 1 – 25 SEPTEMBER 2017

FORM OF TRAINING: DISTANCE LEARNING

THE TRAINING IS IMPLEMENTED UNDER AGREEMENT BETWEEN ITC-ILO AND CHRDRI

The seminar is intended for senior management and expert staff from the Labour Office Directorates (LODs), acting as mentors.

The Employment Agency has many years of positive practical experience in the area of mentoring, which needs systematisation and

improvement, based on modern trends in human resource development.

During the seminar using the Centre's distance learning platform, participants will have an opportunity to get acquainted with objectives of mentoring, as well as mechanisms and criteria for appointing mentors. For several sessions, they will follow the process and content of mentoring, while at the same time they will build on their knowledge and skills for unified and consistent approach to supporting employee development. In the process of work, special attention will be paid to the functions of mentoring and its elements, as well as to the role and responsibility of a mentor.

At the end of the training, an analysis will be made of the outcomes of mentoring for further support, further training, and employee development. The training will end with solving a practical task based on the material from all the topics concerned.

Successful graduates will be awarded certificates.



INFORMATION FORUM ON SOCIAL ENTREPRENEURSHIP - CHALLENGES AND OPPORTUNITIES FOR DEVELOPMENT IN SOUTHWESTERN REGION

SEMINAR

DATE OF IMPLEMENTATION: 12 SEPTEMBER 2017



source: wikipedia

The Forum is part of the MLSP initiatives that are taking place in 2017 in implementation of the second two-year Plan "Social Economy Action Plan 2016-2017".

The initiative will take place in the town of Etropole. Participation was confirmed by representatives of the Ministry of Labour and Social Policy, the Agency for People with Disabilities, local administration, as well as by non-governmental organizations.

The seminar will discuss challenges facing social economy in Bulgaria, as well as opportunities for supporting social entrepreneurship by local authorities.

Representatives of municipal enterprises will share good practices of sustainable social enterprises for people with disabilities.

The seminar will contribute to raising awareness of appropriate forms of interaction and partnership in the social sphere, as well as to exchanging good practices and ideas for raising the living standard of population. For this purpose, information material on the demographic policy of the Republic of Bulgaria will be disseminated.

DEVELOPMENT AND IMPLEMENTATION OF INTEGRATION POLICY FOR PEOPLE WITH DISABILITIES - GOOD EUROPEAN AND NATIONAL EXPERIENCE

SEMINAR

PERIOD OF IMPLEMENTATION: 18 – 19 SEPTEMBER 2017

FORM OF TRAINING: FACE TO FACE

THE TRAINING IS IMPLEMENTED UNDER AGREEMENT BETWEEN ITC-ILO AND CHRDRI

The training is intended for employees of management and expert positions of the Ministry of Labour and Social Policy and Second Level Units to the Minister of Labour and Social Policy, and of other central and territorial administrations, social partners, and non-governmental organizations engaged in forming or implementing the policy for integration of people with disabilities.

The Disability Policy of the Republic of Bulgaria is implemented through the National Disability Strategy 2016-2020 and the Action Plan of the Republic of Bulgaria implementing the UN Convention on the Rights of Persons with Disabilities 2015-2020.

The seminar will present the international human rights framework, as well as the regulations on the rights of people with permanent disabilities and the European strategy papers. The content of the UN Convention on the Rights of Persons with Disabilities will be presented in detail and good international and national practices for implementation of the Convention will be considered. Special attention will be paid to the national policy for integration of people with disabilities.

Successful graduates will be awarded certificates.



SMALL AND MEDIUM-SIZED BUSINESSES

PERIOD OF IMPLEMENTATION: 19 SEPTEMBER – 13 OCTOBER 2017

TRAINING COURSE FOR ACQUIRING VOCATIONAL QUALIFICATION IN PART OF PROFESSION FOR UNEMPLOYED PERSONS UNDER THE NATIONAL ACTION PLAN FOR EMPLOYMENT 2017

The interest in small and medium-sized businesses in our country is understandable as the majority of entrepreneurs have limited capital. This makes employees prepared for small and medium business associates, especially sought after and preferred. The funds earmarked for business support from different European funds and banks are mainly aimed at supporting small and medium-sized businesses in Bulgaria, which confirms the needs of training of this type of specialists.

The training will also be useful for developing own businesses.

The course will be attended by 15 unemployed persons registered in the Labour Offices of place of residence. They will acquire knowledge of basic rules for safe work with equipment, will know their rights and obligations as participants in the labour process under the Labour Code and Contractual Relations between a Worker and an Employer, the Legal Framework for Development of Small and Medium-sized Enterprises, the average business in Bulgaria, the main elements of marketing policy. The course will focus on main accounting mechanisms, primary accounting documents, simplified budget for a small enterprise (allocation of financial resources by priority) and entrepreneurship as an activity.

Participants will learn in practice, as a result of which they will be able to effectively evaluate the quality of work done in accordance with the

legal requirements and accepted criteria, will acquire skills for analysing the economic resources and make an optimal choice of alternative demand and supply, as well as business plan and financial planning.

All successful graduates will acquire certificates according to the model of the Ministry of Education and Science for a part of the profession "Small and Medium-sized Businesses".



PRODUCTION OF CULINARY AND BEVERAGES

PERIOD OF IMPLEMENTATION: 19 SEPTEMBER – 1 FEBRUARY 2017

TRAINING COURSE FOR ACQUIRING VOCATIONAL QUALIFICATION IN PART OF PROFESSION FOR UNEMPLOYED PERSONS UNDER THE NATIONAL ACTION PLAN FOR EMPLOYMENT 2017



Participants will become familiar with all compulsory modules according to the state educational requirements for practicing the profession “Cook”. Besides specific vocational training, the trainees will be familiar with food safety regulations; legal regulation of labour process; rules for effective teamwork. The course also includes English language lessons and computer literacy lessons.

Based on the theoretical knowledge at the end of the training, all trainees will have an opportunity for a solid production practice that will further motivate them to develop in the culinary field.

Successful graduates will receive Vocational Qualification Certificates and will be able to successfully complete their work on the labour market.



WORKING WITH FOSTER PARENTS AND CHILDREN IN FOSTER FAMILIES - EVALUATION AND EXAMINATION OF APPLICANTS FOR FOSTER FAMILIES, QUALITY OF SERVICE “FOSTER CARE”

SEMINAR

PERIOD OF IMPLEMENTATION: 25 – 26 SEPTEMBER 2017

FORM OF TRAINING: FACE TO FACE

THE TRAINING IS IMPLEMENTED UNDER AGREEMENT BETWEEN ITC-ILO AND CHRDR

The seminar is intended for employees of the territorial structures of the Social Assistance Agency - social workers and experts from the Child Protection Department of the Social Assistance Directorate. Experts from the State Agency for Child Protection and experts from the non-governmental sector will be invited to participate.

The program of the seminar envisages presentation of the foster care social service as a priority in the state policy on child protection. Participants' attention will be pointed to legislative

framework, essentials of placement of a child in a foster family, the follow-up of child care, preparation of an annual report of an approved foster family.

Successful graduates will be awarded certificates.



WORD PROCESSING

PERIOD OF IMPLEMENTATION: 25 SEPTEMBER – 17 NOVEMBER 2017

TRAINING COURSE FOR ACQUIRING VOCATIONAL QUALIFICATION IN PART OF PROFESSION FOR UNEMPLOYED PERSONS UNDER THE NATIONAL ACTION PLAN FOR EMPLOYMENT 2017



The training is intended for unemployed persons who, after completing it, will be able to use basic computer programs required for standard office tasks - finding information, participating in development of technical and technological documentation, carrying out operational activities related to processing of documents: import, print, exchange of text files, and work with spreadsheets.

After completing the training, the trainees will be familiar with the requirements and provisions of normative documents regulating activities in the use of computer equipment and they will be able to

cope with office administrative procedures.

Successful graduates will acquire first degree of qualification in the "Computer Operator" profession and will receive the corresponding certificate for the competencies obtained.

QUALIFICATION PROGRAMME “SOCIAL ASSISTANCE TO PEOPLE AND FAMILIES”

PERIOD OF IMPLEMENTATION FOR THE FACE TO FACE FORM OF TRAINING: 25 – 29 SEPTEMBER 2017

PERIOD OF IMPLEMENTATION FOR THE DISTANCE LEARNING FORM OF TRAINING: 30 SEPTEMBER – 30 OCTOBER 2017

THE PROGRAMME IS IMPLEMENTED UNDER AGREEMENT BETWEEN ITC-ILO AND CHRDR

The training is intended for social workers from the Social Assistance Directorates and employees of Regional Social Assistance Directorates (RSADs) of the SAA, with a length of service up to 2 years or employees without qualification in the specialty.



and skills of approaches and methods in social work that have been learned during the face to face form of training.

The curriculum has been developed in accordance with the State Educational Requirements and Ordinance № RD-07-6 of 10.10.2012 on career development of social workers in the SAA. Training methods are practically oriented.

The training is organized in a blended form (face to face and distance learning ones) and after successful participation in the envisaged 130 class hours, the trainees will receive certificates according to model № 4 of the Ministry of Education and Science.

The emphasis in the curriculum is acquiring knowledge on social inclusion, social protection and integration of people with disabilities as elements of social policy, acquaintance with basic legal documents concerning the social inclusion policies in the field of social protection and integration of people with disabilities, as well as with the social assistance system in Bulgaria.

During the distance learning form, the structure and functions of the Social assistance agency and the complex administrative service will be discussed. This training will build on the knowledge



QUALIFICATION PROGRAMME “SOCIAL WORK FOR CHILDREN AND FAMILIES IN RISK”

PERIOD OF IMPLEMENTATION FOR THE FACE TO FACE FORM OF TRAINING: 25 – 29 SEPTEMBER 2017

PERIOD OF IMPLEMENTATION FOR THE DISTANCE LEARNING FORM OF TRAINING: 30 SEPTEMBER - 30 OCTOBER 2017

THE PROGRAMME IS IMPLEMENTED UNDER AGREEMENT BETWEEN ITC-ILO AND CHRDRI

The training is intended for social workers with a work experience of up to two years or employees without qualification in the specialty.

The goal of the programme is after the end of the training cycle participants to have mastered and to be able to apply the principles of modern social policy, to be able to apply basic normative and strategic documents in the sphere of social inclusion in the EU and the Republic of Bulgaria.

In addition, the training programme is based on practical work on social services for children, as well

as the implementation of adequate approaches and methods in social work for children and families in risk.

The methodology of the training includes theoretical presentations, practical assignments, and discussion forms.

Upon successful completion of the face to face and the distance learning forms of training, the trainees will receive certificates of qualification for part of a profession.

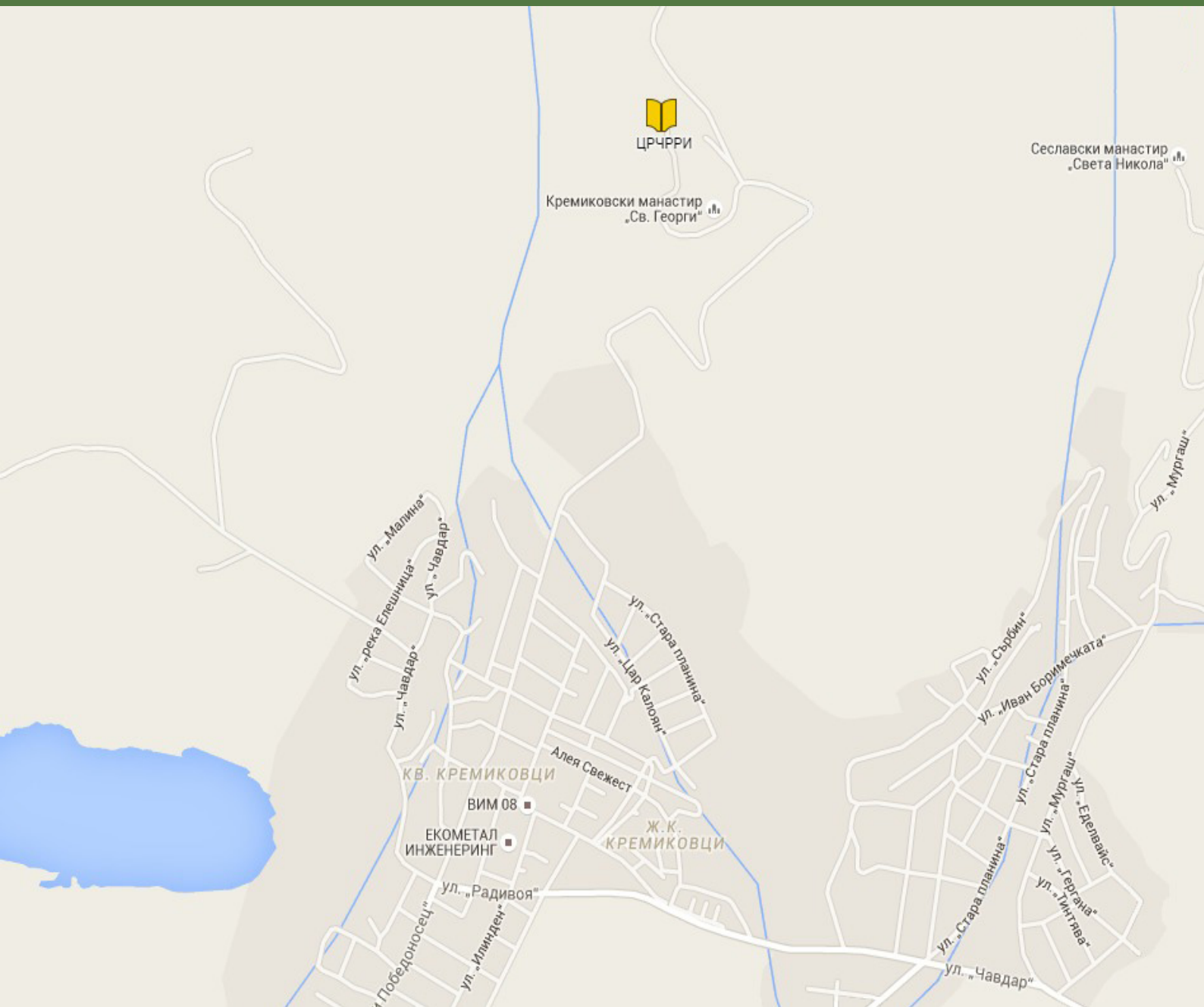


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HOW TO GET THERE

BUS 117

weekdays

Kremikovci-Iztok Autostation

5	6	7	8	9
5:45	6:05 6:25 6:44	7:02 7:20 7:39 7:59	8:19 8:39 8:59	9:19 9:44
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15:24 15:59	16:34	17:09 17:38	18:04 18:30 18:56	19:22 19:49
20	21	22	23	
20:17 20:47	21:17 21:48	22:53	23:58	

Iztok Autostation-Buhovo

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BUS 117

weekends

Kremikovci-Iztok Autostation

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16:37	17:22	18:07 18:47	19:27	20:07 20:52

Iztok Autostation-Buhovo

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19:25	20:15	21:15	22:15	