



INVESTING IN PEOPLE



MINISTRY OF LABOR AND SOCIAL POLICY

CENTRE FOR HUMAN RESOURCE DEVELOPMENT AND REGIONAL INITIATIVES

NOVEMBER 2018

BULLETIN



ON FOCUS



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ON FOCUS

In November this year, two vocational courses for unemployed persons will launch. They are part of the Operational Plan of the Centre under the National Action Plan for Employment 2018. The courses are organized on specialties "Administrative service" and "Small and medium business", in which the CHRDRİ is licensed. The second one will be preceded by a one-week training on Key Competence "Initiative and Entrepreneurship" on "Leadership Skills".

Team of Methodologists of the Centre continues to approbate and further develop the method of rotation of roles in the process of learning. This method has already been successfully tested in public administration seminars and training for unemployed people in the Module "Communication Skills" of the Guiding services course.

The digital products of the Centre function as intended and fulfil their supportive function in the training process. On the Distance Learning Platform during the month, the last two groups for the year will complete their trainings. Social workers from the Agency for Social Assistance raise their knowledge and skills in the programs "Social support of persons and families" and "Social work for children and families at risk".



OUR INTERVIEW: ACQUIRED KNOWLEDGE IS MORE BENEFICIARY WHEN TURNED IN OWN BELIEFS

At the beginning of October this year, a seminar was held at the Centre, focusing on the current aspects of the legal framework and the gender equality policy.

It was attended by employees on managerial and expert positions from central and local administrations with responsibilities in the implementation of gender equality policies - they are designated as gender equality coordinators of the central and regional administrations under the Law on Equality between Women and Men, (draft 2016).

One of the lecturers was Ms. Irina Ivanova, Head of the Equal Opportunities, Antidiscrimination and Social Assistance Department at the Directorate "Policy for People with Disabilities, Equal Opportunities and Social Assistance", MLSP. She agreed on a short interview for the CHRDRl bulletin.



Irina Ivanova

Mrs. Ivanova, how do you assess the participants' activity, responses and moods?

Irina Ivanova: All participants in the training (deputy district governors and experts from the regional administrations) showed increased interest in the topic. They actively participated in the presentations and discussions with questions and comments. They were very frank, they shared their views, they entered into a dialogue. The atmosphere was working, but also very good for

building mutual trust and professional competence. I would even say that we were able to provoke the personal attitude of each of them. From participants, they have become our partners, which can be considered as a success. But I would have a real satisfaction if the participants themselves evaluate the training as a success.

In your opinion what type of training do the coordinators need? In what direction is it necessary to build on their competencies?

Iriva Ivanova: The group that participated in this training actually had a similar introductory training about a year ago. We have now built up and developed the knowledge we acquired first, so that we recognize them as our own beliefs. Because only when the expert understands the need to implement gender mainstreaming in sectoral policies, the expert can only then be really effective in his work. The matter with which the coordinators will be dealing, unfortunately, is not taught in formal education in our country. This means intensive self-training and visits, if possible, of training courses on the subject. Especially for the group of this training that we have been working on since last year, it is necessary to seek the opportunity for at least one more case studies, which means more practical exercises, analyzes, working in groups for exchange of experience, etc.

What is the total number of coordinators (central and territorial)? Do they need additional support in fulfilling their commitments?

Iriva Ivanova: The total number of coordinators, officials from the central and territorial executive bodies is 57. Employees newly appointed as coordinators under the legal provisions need introductory / basic training, and the others need periodic updating of the knowledge about the novelties and maintaining good professional condition, through specialized trainings, working and thematic meetings, exchange of experience and good practices, etc.

In order to effectively fulfil their functional obligations on gender equality, the coordinators

also need the support of the heads of the relevant departments - understanding the importance of the issue and ensuring the necessary conditions for fulfilling the specific responsibilities of the coordinator.

Coordinators need both support and cooperation with the MLSP, as well as constant contact in the developing network among them.

What is the function of the coordinators at the moment and what are the real outcomes of their activities?

Iriva Ivanova: The functions of the coordinators are regulated in Art. 8, para. 2 of the Law on Equality between Women and Men (promulgated in State Gazette No. 33 of 26 April 2016).

The actual results of the coordinators' activities are related to the preparation of the Report on the Equality of Women and Men in Bulgaria for 2017 in implementation of the National Strategy for Promoting Gender Equality 2016-2020. The coordinators provided information by sectors and in





the relevant area of competence of the institution, which was summarized in the report.

In what direction is expected to be working next year? Are there plans and projects planned?

Iriva Ivanova: Next year, we are going to start building a gender equality monitoring system, as well as a number of anti-violence activities (conducting national research and increasing the capacity of social workers and other stakeholders). These guidelines are set out in the project “Together against Violence”, financed under the OP HRD, which is currently being implemented. The construction of a monitoring system is laid down in Art. 7, item 4 of the Act on Equality between Women and Men.

We also plan to promote the gender equality policy, promote women’s participation and overcome gender stereotypes by conducting the second edition of the competition for a

distinctive sign of significant achievements in the effective implementation of the gender equality policy (under Art. 16 of the Act on Equality between Women and Men).

A National Action Plan for Promoting Gender Equality for the period 2019-2020 is in the process of development. The members of the National Council for Gender Equality to the Council of Ministers and the Coordinators are expected to provide concrete measures to be summarized in the draft plan. The measures will be in line with the goals and priority areas of the National Strategy for Promoting Gender Equality 2016-2020: increasing women’s participation in the labor market and an equal degree of economic independence; reducing gender pay and income gaps; promoting equality between women and men in decision-making processes; the fight against gender-based violence and protection and support for victims, etc.

What problems do you encounter most often in the drafting of the legal framework, the strategic and other documents related to the policy in the field of equality of women and men in the Republic of Bulgaria?

Iriva Ivanova: One of the most common problems in our day-to-day work is the lack of time-tracking comparable data, a “bank” with such data, and tools for collecting, storing, processing and analyzing them.

Another problem is the insufficient level of competence on the subject, the existing negative attitudes. Some conceptions and stereotypes about the role of woman and man are already far from existing public relations and values of younger generations.

Therefore, the meaning of our work should be directed at them. To create a social environment of understanding, tolerance, respect and promotion of each person’s development, depending on his / her talents and skills, to make it attractive to young people and to build their future in our country.

The team of the
CHRDRI kindly thanks Mrs.
Ivanova for the interview!



CREATIVE TRAINING LEADS UP TO RELAXATION AND FOCUSING

One of the distinguishing features of the Centre as a training institution is the innovative approach to adult education.

Very often, our lecturers use interactive games in public administration seminars to “break the ice” or “wake the audience” or have some other more strategic goal, depending on the subject of the particular training.

The topic of interactive and creative games, which in a non-traditional way to bring a relaxing element into the training, while at the same time subconsciously stimulating the participants to be more active, liberated and creative, is discussed more than once in the Lecturer’s Club (<http://www.lecturerclub.com>).



The Methodologists of the Centre applied this approach also in the last few training for unemployed persons. In the courses Software provision and Guiding Services, as a game to “stimulate creative potential” and at the same time as a team work exercise, the psychological exercise “Highest tower” was applied. The participants were divided into several teams that had a pack of straws and a certain amount of time for which they had to build the highest tower using the straws.

Everyone enjoyed a lot, but at the same time they showed creativity in the making of the tower, as well as initiative and understanding in team relations. The results were satisfactory for everyone.



NOVEMBER'S SCHEDULE OF TRAININGS

TRAINING ON KEY COMPETENCE "INITIATIVES AND ENTREPRENEURSHIP" ON TOPIC "LEADERSHIP SKILLS"

PERIOD OF IMPLEMENTATION: NOVEMBER 5 – 9, 2018

THE TRAINING COURSE IS IMPLEMENTED UNDER THE NATIONAL ACTION PLAN FOR EMPLOYMENT 2018

The course will be attended by 15 unemployed persons registered in the Labour Offices of place of residence.

Within 40 study hours they will acquire knowledge and skills to manage emotions, as well as to apply the right communication techniques to suit their situation in order to be successful in their realization on the labor market.

The training focuses on the practical application of leadership in the team and the organization.

Successful graduates of the seminar will be issued a certificate of participation according an established standard of CHRDRİ.



ADMINISTRATIVE SERVICE

PERIOD OF IMPLEMENTATION: NOVEMBER 5, 2018 – MARCH 8, 2019

TRAINING COURSE FOR ACQUIRING SECOND DEGREE OF VOCATIONAL QUALIFICATION FOR UNEMPLOYED PERSONS UNDER THE NATIONAL ACTION PLAN FOR EMPLOYMENT 2018



The training includes disciplines that will help the trainees in their effective participation in team work, gain knowledge about the labor regulation of the profession and the organization of the work process.

The participants will gain the necessary practical knowledge to work with the modern products and technologies needed for an efficient administration, to ensure safe working conditions in the handling of the respective equipment, knowledge of the rules in the preparation of various documents

accompanying the administrative work. They will acquire knowledge and skills to help them know the rules of the business protocol and the ethical rules for teamwork

Upon completion of the course, participants will receive documents for acquiring second degree of professional qualification – Certificate for vocational qualification.

SMALL AND MEDIUM BUSINESS

PERIOD OF IMPLEMENTATION: NOVEMBER 12 – DECEMBER 6, 2018

TRAINING COURSE FOR ACQUIRING SECOND DEGREE OF VOCATIONAL QUALIFICATION FOR UNEMPLOYED PERSONS UNDER THE NATIONAL ACTION PLAN FOR EMPLOYMENT 2018



The interest in the small and medium business in our country is understandable as the majority of entrepreneurs today have limited capital. This makes the specialists prepared for small and medium business associates, especially sought after and preferred today.

The training of the students will also be useful for developing their own business.

The course will be attended by 15 unemployed persons registered with the Labor Offices at their place of residence. They will acquire knowledge of basic rules for maintaining safe work with equipment and workplace techniques, their rights and obligations as a participant in the labor process under the Labor Code and Contractual Relations between a Worker and an Employer, the Legal Framework for the Development of Small and Medium Enterprises, the average business in Bulgaria, the main elements of marketing policy. The course will focus more on the main

accounting mechanisms, primary accounting documents, simplified budget for a small enterprise (allocation of financial resources by priority) and entrepreneurship as an activity.

The theoretical training participants will put in practice, as a result of which they will be able to effectively evaluate the quality of the work done in accordance with the legal requirements and accepted criteria in the activity, will acquire skills for analyzing the economic resources and make an optimal choice of alternatives demand and supply, as well as business plan and financial planning.

All successful graduates will acquire a certificate according to the model of the Ministry of Education and Science for a part of the profession "Small and Medium Business".

MODULAR TRAINING PROGRAMME

TO INCREASE THE CAPACITY OF THE PUBLIC ADMINISTRATIONS IN THE SEECF COUNTRIES THROUGH EXCHANGE OF EXPERIENCE AND GOOD PRACTICES ON: MANAGING DEMOGRAPHIC CHANGE AND LABOUR FORCE DEVELOPMENT

PERIOD OF IMPLEMENTATION: NOVEMBER 12 – 22, 2018

FORM OF TRAINING: DISTANCE LEARNING

LANGUAGE OF THE TRAINING: ENGLISH

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*THE PROGRAM WAS ELABORATED IN ACCORDANCE WITH THE TRANSNATIONAL DEMOGRAPHIC EXPERT
NETWORK (TDEM) ACTION PLAN OF THE SEECF PARTICIPATING COUNTRIES ADOPTED AT THE
NOVEMBER 2017 MEETING*

The program is intended for members of the Transnational Demographic Expert Network of the SEECF Participating Countries and other representatives of the public administration in the social and labor market of the SEECF participating countries whose work is directly related to the formulation and implementation of policies on solving demographic problems, as well as experts from research organizations, the non-governmental sector, social partners working on labor market issues and labor force development.

The aim of the training is to increase the capacity of public administration engaged in demographic issues to support the development of the workforce in the context of modern demographic change management and of experts from research organizations, the non-governmental sector, social partners working on labor market issues and the development of the workforce.

Within 150 hours of distance learning, four modules addressing workforce development policies and promoting sustainable employment

in the SEECF participating countries, labor migration and immigration and transnational labor mobility will be addressed.

The successful completion of the training is certified by a certificate of participation, containing all the necessary attributes, according to the CHRDMI models for content and visualization of this kind of documents.



Editorial Staff:

Liliya Boneva - Chief expert

Milena Kyoseva, PhD - Chief methodologist

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CENTRE FOR HUMAN RESOURCES DEVELOPMENT
AND REGIONAL INITIATIVES



KREMIKOVTSI MONASTERY "ST. GEORGE THE VICTORIOUS"

KREMIKOVTSI

1849, Sofia, Kremikovtsi

www.chrdri.net

e-mail: chrdri@chrdri.net