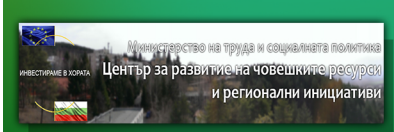
INVESTING IN PEOPLE

MINISTRY OF LABOUR AND SOCIAL POLICY

CENTRE FOR HUMAN RESOURCE DEVELOPMENT AND REDIONAL INITIATIVES

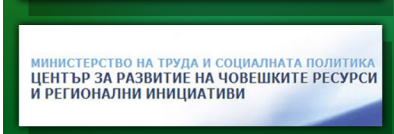
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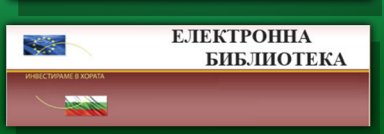


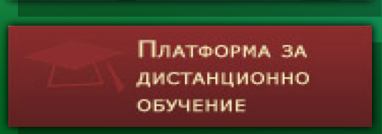












June 2015

CONTENT

IN FOCUS

PROBLEMS IN FIXING AND ADJUSTING THE MINIMUM WAGE IN BULGARIA

JUNE'S SCHEDULE OF TRAININGS

IN FOCUS

In June, CHRDRI will continue actively with its training events. The vocational trainings for employees of the Social Assistance Agency (SAA) on “Social assistance to people and families”, which started in the previous month, will continue in distance learning form on the distance learning platform of CHRDRI.

A new group of social workers will begin their training on “Social work for children and families in risk.” Issues and activities of recruitment will be addressed in the “Qualification Training Program for Labour Mediators”, which will form new and specific knowledge and skills in the profession of employees of the “Labour office” directorates to the Employment Agency (EA).

In the middle of the month will be held the second for this year training for youth mediators under the National Programme “Activation of inactive persons”.

The training seminars for government officials are four. They will touch upon issues of policies and programs to promote employment, as well as people with disabilities, and the Public Procurement Law.

A new theme from the catalogue of the Center for 2015 is “Etiquette and Protocol in the state administration.” This training is expected with great interest and will take place within two days during the month.

At the same time, will be held a training for unemployed persons under the National Action Plan on Employment.

The Centre’s team will continue to update its digital products; our goal is entirely focused on improving the opportunities for quick and easy access to the information offered.

PROBLEMS IN FIXING AND ADJUSTING THE MINIMUM WAGE IN BULGARIA

It is necessary to update the regulations concerning the minimum wage, in particular the Regulation on wage bargaining and its coordination with other instruments in this field - this is the statement reached by the participants in the two-day seminar with international participation on “Fixing and adjusting the minimum wage in Bulgaria”, which was held in CHRDRI in May.



It was attended by experts from MLSP, representatives of the social partners, NGOs and academics working in the fields of standard of living and demographic policy in the country. Guest lecturers of the seminar were experts from ILO - Sofia Amaral de Oliveira and Kristen Sobeck. They familiarized the participants with the results of the Global report on wages in the period 2006-2013. According to data shared by professionals worldwide the growth rates of the minimum wage in 2013 got slower and it has not reached the projected levels of around 0.3% growth of 2006 and 2007. Global wage growth is mainly due to emerging and developing economies, where average wages are close to those in developed countries.

Ms. de Oliveira focused on international standards regarding the minimum wage from regulatory point of view, paying special attention to the rules of Convention 131 and Recommendation 135 in formulating definitions of the nature, objectives, mechanisms, and criteria for fixing and adjusting the global minimum wage.



Interest caused the statements of the independent economic consultant Plamenka Markova who talked about the normative structure of the minimum wage at national level in her presentation. She says that the country has no specific legislation on the minimum wage. Wages and salaries system is regulated by individual provisions of the Constitution, the Labour Code, the Civil Code, the guaranteed claims of employees in case of bankruptcy of the employer and several legal acts but none of those documents contains legal definition of minimum wage. Regulations concerning the minimum wage in Bulgaria were developed under the influence of conventions and recommendations of the International Labour Organisation (ILO), where Bulgaria is a member since 1920. In 1935, our country ratified C 026 for methods fixing the wages and next year was adopted Decree-Law on employment contracts. In the period 1956-1973, a series of decrees of the Council of Ministers jointly with the Central Council of Bulgarian Trade Unions introduced and amended the national minimum wage. Trends in determining the minimum wage in Bulgaria were outlined also by Ms. Sobeck in her presentation. The analysis, which she presented, only complemented the general opinion that income inequality is getting greater taking the household as a basis for analysis. She noted also a paradox, which she thinks interesting from a historical point of view: the minimum wage in 1990 and 2014 remained at the same level without being made even a minimal growth.

Prof. Neno Pavlov, deputy chairman of the Economic and Social Council, agreed with the argument of Ms. Sobeck and drew attention to the fact that it is not the amount of the wage that is encouraging to people but differentiation in payment. He stressed that the standards sought, which will be used in fixing and adjusting of minimum wage in the country, must be carefully selected so as not to lead to an imbalance among minimum wage, innovative economy and tax system. “Economy based on knowledge is needed”, stated prof. Pavlov.



The debate continued with the methods for fixing the minimum wage and statistics from surveys on incomes in recent years.

The lecturers from ILO expressed their pleasure at the opportunity to attend the seminar, stressing their readiness to cooperate on the issues discussed in the future.

At the end of the seminar was made parallel with the organized last year by CHRDRI two-day round table with international participation on “Approaches to increase labour income, reducing the hidden remuneration and the working poor” in Vidin.

Participating in the both events, the ILO experts stressed that these working meetings have a building on nature. They praised the organization and work of the past two days, stressing that they hope that this event will contribute to positive results in the future.

JUNE'S SCHEDULE OF TRAININGS

SOCIAL ASSISTANCE TO PEOPLE AND FAMILIES

1-5 June 2015 - face to face form

5 June – 5 July 2015 – distance learning form

The qualification programme is implemented under Agreement between ITC-ILO and CHRDRI

It is expected that the program will involve social workers with educational degree "Bachelor" in the profession and / or experience of over two years on the position.

The purpose of the training is to acquaint participants with the principles of modern social policy, the process of deinstitutionalization, and the regulations in the field of social activities. They will acquire skills to work independently or in a team on a case, make decisions, summarize activities and report results.

It is also needed that social workers receive knowledge on the essence of resident services, connect clients and suppliers, and learn the mechanisms for interaction with the institutions and civil society organizations to coordinate their work on a case.

The methodology is organized in the form of theory presentations, discussions, and participation in practical tasks. There will be an approbation of the coaching methodology on the distance learning platform of CHRDRI.

After successful completion of the course, participants will receive certificates of qualification in part of a profession.

WORD PROCESSING

1 - 27 July

Qualification course for unemployed persons under the National Action Plan for Employment 2015

The course is intended for unemployed persons who, after its completion, will be able to use basic computer programs required to meet standard office tasks - to find information, participate in the development of technical and technological documentation, carry out operations associated with document processing: proceeding, printing, exchanging of text files, and work with spreadsheets.

After completing the course, trainees will know the requirements and provisions of the normative documents regulating activities in using computer equipment and will be able to deal with office administrative procedures.

Graduates will receive first level of vocational qualification and the appropriate certificate for the skills acquired.

LANDSCAPING AND FLORICULTURE

15 June – 9 July

Qualification course for unemployed persons under the National Action Plan for Employment 2015

The course will be attended by 15 unemployed persons registered at employment offices by residence. They will gain knowledge about the rules for safe operation of the specifics of the profession and handling of relevant tools and instruments; morphological features of plants, their biological characteristics, specifics of life of the park plants; main types of ornamental plants and methods for their production and farming; preliminary site preparation for planting; rules and requirements for preparation of a planned composition of park objects.

The theoretical training will be implemented in practice, during which students will be able to identify the main types of ornamental and landscape plants; to multiply, produce and grow different plant species; and will be able to land and grass planted ornamental trees, shrubs and flowers according to the technological requirements of the profession. The training includes also development of appropriate park compositions and methods for their maintainance.

Graduates will receive first level of vocational qualification and certificates for the respective competences.

PREPARATION, ORDINANCE AND IMPLEMENTATION OF THE PUBLIC PROCUREMENT UNDER THE PUBLIC PROCUREMENT LAW - PRACTICAL AND LEGAL ISSUES

Seminar, 4-5 June 2015

The seminar is implemented under Agreement between ITC-ILO and CHRDRI

The seminar is designed for employees of MLSP and SLUs to the Minister of Labour and Social Policy, and other state and municipal administrations, social partners, and NGOs that are involved in preparation of contracts. It requires participants to have a professional experience between 1 and 3 years, as well as participation in Committees on public procurement, including ones for implementation of projects financed by the Structural Funds of the European Union.

The aim of the seminar is to acquaint the participants with current public procurement legislation and to let them gain skills for its practical application. They will improve their capacity to administer contracts result of procurement.

Participants will learn the basic steps of public procurement in the context of recent changes in the Public Procurement Law of 2014. They will learn the basic steps of conducting public procurement: preparation of documentation; ex-ante control of public procurement financed by EU funds; work of the Commission for monitoring, evaluation and ranking of tenders for PPL; and subsequent inspections of audit bodies.

The training is organized mainly on the basis of practical actions: it will pass in the form of lectures, followed by discussions on practical questions of the participants, as well as solving many study cases.

Upon completion of the seminar graduates will be issued certificates

QUALIFICATION TRAINING PROGRAM FOR LABOUR MEDIATORS

15-19 June – face to face form

20 June – 20 July – distance learning form

The qualification programme is implemented under Agreement between ITC-ILO and CHRDRI

The programme is designed for employees of “Labour office” directorates to the Employment agency conducting activities related to recruitment.

It aims to promote the professional development of employees of “Labour office” directorates by increasing their competence in the field of recruitment and upgrading specific knowledge and skills in the profession.

The training will take place in combined form - 40 lessons in face to face form and 80 lessons in distance learning one.

After successful completion of the training participants will receive a Certificate of qualification in part of a profession, according to Ordinance №4 / 16.04.2003 of the Ministry of Education.

INDUCTORY TRAINING FOR LABOUR MEDIATORS

15-19 June 2015

Qualification programme under National programme "Activating of inactive persons"

Target group of the program are young people under 29 years registered in "Labour office" directorates to the National Employment Agency, who have higher education.

The programme aims to acquaint the participants with the legislation in the field of social services, with basic program documents defining the policy of the labor market in the country and the structure of state administration in the field of social services.

The participants will be taught to differentiate target groups subject to social assistance and support. They will be able to carry out mediation and facilitate contacts between the unemployed persons and institutions.

They will be also able to handle the necessary information for directing unemployed persons to employment programs and trainings, prescribing measures for implementation of social cooperation in the field of education and sport for activation of inactive persons on the labor market.

During the course, participants should gain knowledge of working methods, as well as skills to apply psychological counseling techniques in working with unemployed persons in risk groups.

The results of the program will be checked through a final exam in the form of a test.

Successful trainees will receive certificates.

ETIQUETTE AND PROTOCOL IN THE STATE ADMINISTRATION

Seminar,18-19 June 2015

The seminar is implemented under Agreement between ITC-ILO and CHRDRI

The seminar is designed for employees on managerial and expert positions from the Ministry of Labour and Social Policy (MLSP) and SLUs to the Minister of Labour and Social Policy, as well as other central and local administrations whose expertise and contacts require knowledge of etiquette and state protocol.

The aim is to develop skills for ethical business communication and refined behavior within public administration, as well as to improve knowledge of the administrative staff of behavior at official meetings and in making business contacts.

During the training, participants will learn the essence of etiquette and protocol in the state administration, the types of etiquettes, what are the ethical code and the code of conduct of civil servants. They will also learn what are the functions, tasks and organization of state protocol. There will be specified the rules and practices of conducting protocol events, business meetings, specifics in talks, negotiations, seminars, and conferences.

Among the topics are set the requirements for etiquette and style on the workplace, by business correspondence and conversations.

The methodology of training includes theory, PP presentations, and practical part in the form of discussions, case studies and questions and answers for verification of information received. Successful graduates will receive certificates with the topic of the training.

CURRENT ASPECTS IN IMPLEMENTATION OF THE POLICY FOR INTEGRATION OF PEOPLE WITH DISABILITIES. SOCIO-ECONOMIC PROTECTION OF PERSONS WITH PERMANENT DISABILITIES

Seminar, 23-25 June 2015

The seminar is implemented under Agreement between ITC-ILO and CHRDRI

For the seminar will be invited social workers from the Child Protection Directorates and staff of the Regional Directorates “Social Assistance” to the Social Assistance Agency. engaged in integration of people with disabilities, as well as and social workers who carry out government policy related to the integration of people with disabilities.

The objective the training is to raise awareness of current trends in policy for people with disabilities in the context of the requirements of global and European laws and especially the Convention on the Rights of Persons with Disabilities. Emphasis is placed on achieving a high level of awareness of social workers on the policy of the Republic of Bulgaria for the integration of people with disabilities and implementation of regulations in the field of social assistance covering people with disabilities.

Main topic will be acquiring adequate opportunities for individual assessment and providing socio-economic protection of people with disabilities on the basis of needs by questionnaire for self-assessment of a person with a permanent disability.

The focus will be placed on the main directions in the work of a social worker in communication with

persons in need of care and provisions of the Convention on the Rights of Persons with Disabilities and its implementation.

The methodology is based on an interactive form of learning during which students will be placed in conditions of constant interaction with each other. The material will be presented theoretically through multimedia presentations. In the practical part there are provided different methods of discussion - discussion, debate, and brainstorming - by division in groups and group work.

At the end of the training participants will receive certificates.

SOCIAL WORK FOR CHILDREN AND FAMILIES AT RISK

29 June - 3 July - face to face form

4 -31 July - distance learning form

The qualification programme is implemented under Agreement between ITC-ILO and CHRDRI

The program is intended for social workers with bachelor degree in the profession and / or experience of over two years on the position.

The aim of the program is after completion of the training cycle the participants to have learned and to be able to apply the principles of modern social policy, contributing to the implementation of the process of deinstitutionalization of children according to the current legislation.

The trainees should acquire skills to handle cases of children with deviant and delinquent behavior, as well as skills for supervision and monitoring during and after the interaction. They should recognize violence and trafficking of children by organizing adequate and professional activities, including preventive activities. Participants have to establish adequate evaluation criteria for identifying cases for involving persons in school for parents. They will also get acquainted with the nature and manifestations of parental alienation syndrome and will learn how to use the mechanisms for interaction with institutions and civil society organizations in coordination of work on case.

An important part of the training process for the participants is to familiarize themselves with the risks in the work of the social worker, following the models of safe behavior and carrying out preventive work among risk groups.

The methodology of training includes presentations, practical tasks, and discussion forums. After successful completion of the training in both face to face and distance learning forms participants will receive certificates of qualification in part of a profession.

EUROPEAN AND NATIONAL POLICIES AND PROGRAMS TO PROMOTE EMPLOYMENT (INCL. YOUTH EMPLOYMENT). NATIONAL LEGISLATION IN THE AREA OF EMPLOYMENT AND LABOUR MARKET

Seminar, 30 June – 1 July 2015

The seminar is implemented under Agreement between ITC-ILO and CHRDRI

The seminar is aimed at expert staff from MLSP and the Agencies to the Minister of Labour and Social Policy, and other central and local administrations, social partners, and NGOs.

The objectives of the seminar are to improve the knowledge on policies and best practices for promoting employment in the EU of the participants, to expand their knowledge on the development and results of the national policies, programmes and measures to promote employment and their efficiency and effectiveness.

They should learn about opportunities to promote employment and improve the quality of the workforce through the European Social Fund.

Participants will have an opportunity to learn about current issues, practices and initiatives on the development of the labor market in Bulgaria and other EU countries.

The programme aims to inform participants about the problems in the development of employment policy of the Republic of Bulgaria, as well as to discuss the National Action Plan for Employment 2015 and the prepared programme and legislative changes in the labour market.

The methodology applies the theoretical form of training as part of the program is structured in lectures form with Power Point presentations. The practical part is in the form of discussions and problem solving to improve practices and skills acquired.

After completing the training, participants will receive certificates.

UPCOMING TRAININGS IN JULY

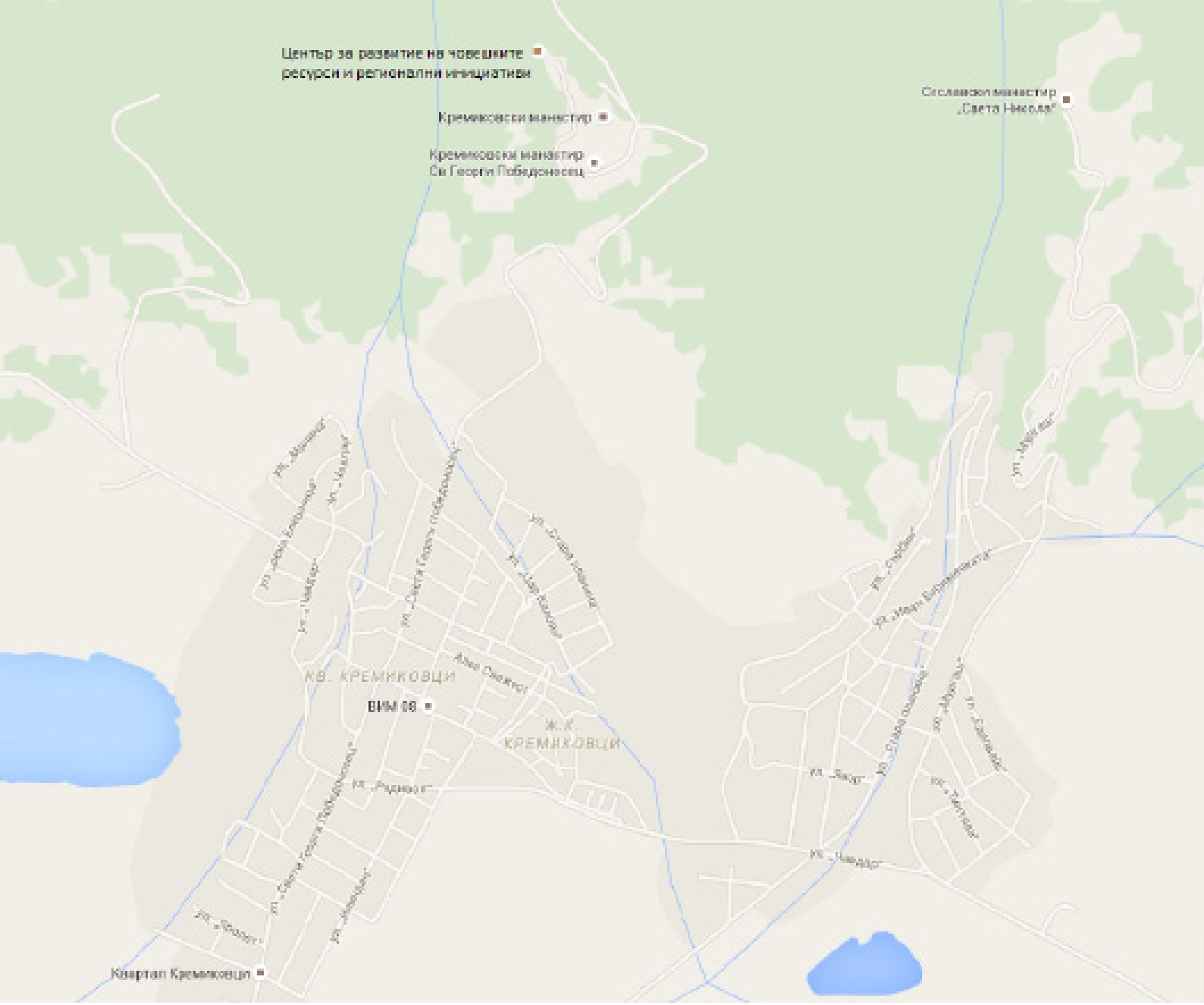
Conference with participation of Public Employment Services of the SEE counties on Electronic Services for Employers and Job-seekers;

- Seminar on “Impact Evaluation of Legislation on Demographic Development”;

- Seminar on “Law Enforcement Related to the Human Resources Management in Public Administration”;

- Seminar on “Good Practices and Innovations in Implementation of E-Government Principles in Central Administration”;

- Training for unemployed persons under NAPE in the profession “Worker in landscaping”, specialization in “Landscaping and Floriculture”



ALTERNATIVE TRANSPORT TO CHRDRI

Автобусна линия 117

делник – в сила от 04.03.2015

От спирка кв. Кремиковци към спирка Автостанция Изток

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От спирка Автостанция Изток към спирка гр. Бухово

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Автобусна линия 117

предпразник, празник – в сила от 11.10.2014

От спирка кв. Кремиковци към спирка Автостанция Изток

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От спирка Автостанция Изток към спирка гр. Бухово

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