INVESTING IN PEOPLE

MINISTRY OF LABOR AND SOCIAL POLICY

CENTRE FOR HUMAN RESOURCE DEVELOPMENT AND REGIONAL INITIATIVE



OCTOBER 2015 BULLETIN



IN FOCUS



„THE TRAINING IN CHRDRI GAVE NEW MEANING TO MY LIFE“



OCTOBER'S CHEDULE OF TRAININGS

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IN FOCUS

In the beginning of October this year, CHRDRI will host an international seminar on "Facing the demographic challenges experienced by the SEECP participants, within the Programme of the Bulgarian Chairmanship-in-Office of the South-East European Cooperation Process July 2015 - June 2016". Experts from the Ministry of Labour and social policy, the UN Fund for Population, and the International Labour Organisation, experts and officials from the institutions of the Republic of Bulgaria and SEECP countries are invited for the conference. The event aims at exchanging experiences and sharing good practices on issues of demographic change in Southeastern Europe in the context of the development of quality human capital. There will be discussed opportunities and prospects for promotion of youth employment and that of elderly people.

Two of the upcoming courses are focused on current changes in labor law and are designed for employees on managerial and expert positions form MLSP and SLUs to the Minister of Labour and Social Policy, and other regional and central administrations.

For senior managers and experts of Labour Office Directorates of the Employment Agency, there are organized trainings to improve the capacity of labour mediators and a qualification program for labour mediators.

Social workers from the Social Assistance Directorate and employees form Regional Social Assistance Directorates of the Social Assistance Agency will participate in a training programmme on "Social work for children and families at risk", as well as in a seminar on social work with local communities, in which there are also invited employees of MLSP, and other SLUs to the Minister of Labour and Social policy.

The last group of trainings for unemployed persons under the NAPE for this year will start this month. One of the trainings is a course for cashiers and the other one - for youth mediators under the programme "Activation of inactive persons" of MLSP.



THE TRAINING IN CHRDRI GAVE NEW MEANING TO MY LIFE

(first-person narrative by Miroslava Rizova, a former trainee of CHRDRI, whom the Centre provided an opportunity for professional development)

Miroslava Rizova graduated „Computer systems and technologies in the art graphics and multimedia" at the New Bulgarian University. She has worked in a private company on a managerial position. She took part in a training on „Administrative services" for unemployed persons and as a result of her excellent performance, the Center's team gave her a job opportunity. Here is the story of her transformation from a trainee to an employee in CHRDRI:

I was sick, obese and without a drop of power - says Mira – and I decided to quit my job. It was not a spontaneous decision and it took me 4 months of reflection on „Life and my place in it." I joined a course on nutrition. This training was not only a change my diet, but also affected my entire worldview. I started reading books on personal growth and after a series of trainings I changed also my appearance - I lost 30 kilos and I started to think differently. Then I made my decision to make a change because I felt that something was missing in my life and I realized that this is the solution of the problem.

Our new colleague says about herself that she is a dreamer, but for us she is realistic.
The metamorphosis, however, did not occur at this moment.

After 16 months of freedom of employers, I was in a severe state of depression as a result of being unemployed. - Mira continues - I was desperate by doing nothing and then I decided to enroll in the labour office. After long reflection I concluded that when there is no way out of a situation, we have to trust institutions. I needed some time to realize that when somebody doesn't have a job, the first thing to do is to enroll at the labor office. The reason is not to seek a lifeline in the allowance for some time, but because there are provided competent services, a new opportunity for retraining, a new beginning, an adequate assistance by competent experts who every day help the ones who need that to take chances of the labor market.

I signed up for a training course on „Operational accounting". It turned out that those who want to take part in it are too many and for one place there were enrolled 5 unemployed persons like me. I had to wait about eight months, during which my hope for new opportunities gradually began to leave me. I wanted so much to take part in training, that at one point it turned into a dream. As people say: „How little does a man need to be happy." I trusted in the fact that when a person strongly believes in his/her dreams and wants them unreservedly, they are realized at some point. When they called me to tell me that I'm approved for inclusion in a training, I was so happy that I even did not consider the fact that the course, which is actually „Administrative Services" in CHRDRI. This proved to be a turning point in my life.

When I was told that the course will be held in the Kremikovtsi district, skepticism gently arose because I connected the region only with the glory of the factory in the recent past.

But all doubts disappeared in the moment when I crossed the barrier of the Centre. Then I realized

that I was at the right place. A few months later it turned out that I was right.

I started the training with real curiosity. I was curious like a schoolgirl. I learned everything during the lectures. In many cases, the training material was familiar to me because I worked I had learned from practice, and now I had the chance to understand everything theoretically. Many of the duties which I had performed in my professional commitments now become clear to me as a process. There were many things I did not know and those I considered redundant. But nevertheless, I gained knowledge and realized that every day I developed myself and became more confident.

It was even more important to me that this course restored my discipline, my willingness to work and the pursuit of development that I had lost in the previous period of despair. In the Center I saw an opportunity to restart my live in a new direction.

The lecturers of the course were very intelligent, experienced and interesting people. They predisposed me to overcome myself and talk to them on any subject, even outside the curriculum. Except their capacity as teachers, they were people with their life stories. We talked about books, life, about philosophy of life. We combined training and pleasure and it made me believe even stronger in my desire for true development. These conversations developed in me a strange sense of impending event which I have been waiting for a long time. Some people call this premonition, but for me it was like a dream that came true. At the end of the training the team of the Center offered me to start working with them. It sounds like a story of a novel, but to me this happened because I really wanted it, and maybe the lecturers have noticed my potential and have recommended me.

Now I am part of a wonderful team and I thank my desire to join the labor office, my dream of training and my intuition that the place where I was trained will be the one of my job. As an expert in „Training activities“ department I work every day with a great desire to support the trainings of unemployed persons who are trained at the Centre because I am empathetic with them and I wish them the courage that I have now.



OCTOBER'S CHEDULE OF TRAININGS

CASHIER

5 October – 27 November 2015

Training for unemployed persons under the National Action Plan for Employment 2015

The training is designed for unemployed persons registered in the labor offices, who by the end of the course will have knowledge and competences to perform basic operations with cash, will be able to compile and use documentation of operations and resources, and will be familiar with the information necessary to prepare a statement of cash flow.

Along with the obligatory professional training, trainees will become familiar with the principles of accounting, financial and tax control and social insurance.

Graduates will gain first level of professional qualification and will receive a certificate for their competences.

INTERNATIONAL EXPERT MEETING ON: "FACING THE DEMOGRAPHIC CHALLENGES EXPERIENCED BY THE SEECP PARTICIPANTS, WITHIN THE PROGRAMME OF THE BULGARIAN CHAIRMANSHIP-IN-OFFICE OF THE SOUTH-EAST EUROPEAN COOPERATION PROCESS JULY 2015 - JUNE 2016"

6 – 9 October 2015

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

The expert meeting's main objective is to support the exchange of best international practices and present the Bulgarian experience in response to demographic challenges and changes in the labor market caused by the mobility of workforce, and promote employment of one of the vulnerable groups - young people. The initiative will allow enhancing the expertise of participants based on received new knowledge on key aspects of the policies of the labour market and management of demographic processes.

The meeting also aims at generating ideas and proposals that can find a consensual solution in the Ministerial Declaration during the conference in April 2016. It will be practically oriented and participants will have the opportunity to discuss specific proposals for cooperation.

The meeting is expected to strengthen and develop bilateral and multi-faceted long-term contacts between the institutions of the SEECP countries in areas of mutual interest in the context of question topics, to provoke support of international institutions regarding realizing of opportunities for interaction and cooperation, and to support the further development of CHRDRI as an institution for exchange of experience, best practices, and institutional capacity building in the region of Southeastern Europe in employment and social policies.

CURRENT ASPECTS IN IMPLEMENTATION OF LABOUR LAW OF THE REPUBLIC OF BULGARIA. ORIGIN, AMENDMENTS AND EMPLOYMENT TERMINATION, USE OF DIFFERENT TYPES OF LEAVES, OVERTIME ON EMPLOYMENT CONTRACT - CASE STUDIES

12 – 13 October, 2015

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

The training is designed for employees on managerial and expert positions in MLSP and SLUs to the Minister of Labour and Social Policy, and other territorial and central administrations.
Within two days the participants will have the opportunity to upgrade their knowledge in the field of labour law. The training will begin with a presentation of the changes and developments in the Bulgarian labour legislation in 2015. During the training will be discussed topics concerning the subject of labour contract and its scope, types of contracts, according to the duration of the contract, new opportunities for implementation of term contracts and contracts with probation term. During the training will be addressed procedures and changes in working time at initiative of the employer, as well as questions regarding legal regime, types of leave and procedures for using and deposition of taking a leave.
After the training, participants will know the recent aspects of labour law on national level, will know how to address activities of institutions responsible for enforcement of labour and social security legislation, and also will be able to analyze the effects of the changes in Bulgarian labour insurance law.

Successful graduates of the seminar will be issued certificates.

NEW DEVELOPMENTS IN CONTROL ACTIVITY OF EA „GLI“ IN CONNECTION WITH CHANGES TO LABOR LEGISLATION IN JULY / AUGUST 2015, THE ONE-DAY LABOUR CONTRACTS, EMPLOYMENT RECORDS, AND FLEXIBLE WORKING HOURS

12 – 14 October, 2015

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

The training is intended for managerial staff - directors of territorial „Labour Inspection“ Directorates in the country.
With the changes in the Labour Code, adopted by The Law amending and supplementing the Labour Code (LASLC), SG, Issue 54 of July 17, 2015, and The Decree on working time, breaks and holidays, as well as some changes in the Social Security Code, Law on Employment Promotion, Health Insurance Law, and Law on civil servants, have changed many rules, the control of which is carried out by labour inspectors. It is therefore necessary Directors of Regional Directorates of the Labour inspectorate to be acknowledged with the changes in labour law and receive explanations on the objectives and expected results. This training aims to help methodically the servants in the Labour Inspectorate in conjunction with the new features and aspects in their control activities.
As a result of the course, participants will learn about the nature of legislative changes, and the role and functions of labour inspectors in relation to them, as well as about the obligation of all participants in the labour market to comply with labour legislation. Through the training will be achieved unification of the practice of the Labour Inspectorates in the field of controlling the changes in labour law.

Successful graduates of the seminar will be issued certificates.

SOCIAL WORK WITH LOCAL COMMUNITIES

15 – 16 October, 2015

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

The training is designed for employees from the MLSP and SLUs to the Minister of Labour and Social Policy, including experts of the Social Assistance Agency and social workers from the Social Assistance Directorate and Social Assistance Regional Directorates, and other central and territorial governments, municipalities, social partners, and NGOs that are directly engaged in work with local communities.

Work in the community and in particular social work in the community is becoming more important and non-separate part of social policies in Europe. It has its own characteristics and approaches, so knowledge of the nature, purposes and principles of social work with local communities becomes necessary for professionals. The impact on local communities depends largely on the practical skills to identify targets groups, actors and approaches.

Planning and implementing various forms of work with communities, monitoring, evaluation of the results of social work, and the involvement of communities themselves in these processes implies understanding and appropriate competencies.

Participants will learn about the nature, purposes and principles of social work with local communities to improve their skills to identify the participants in the process; they will increase their competence for analysis, planning and implementation of forms of networking with participation of all stakeholders countries.

Successful graduates of the seminar will be issued certificates.

SOCIAL ASSISTANCE TO PEOPLE AND FAMILIES

26 – 30 October 2015, face to face form;

31 October – 30 November 2015, distance learning form

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

The training is designed for social workers with the Bachelor degree in the specialty and / or experience of over two years on the position.

The purpose of the training is to acknowledge participants with the principles of modern social policy, the process of deinstitutionalization and regulations in social activities, and to provide skills for independent or team work on case, making decisions, summarizing and reporting results.

There is also needed that social workers know the essence of resident services, connecting clients and suppliers, and the mechanisms for mutual interplay with the institutions and civil society organizations and to be able to coordinate their work on case.

The methodology includes presentation of theoretical knowledge in the form of presentations, discussions and participation in practical tasks. At stake is the approbation of the coach methodology of CHRDRI on the distance learning platform.

After successful completion of the course the participants will receive a certificate for Vocational qualification of the profession.



INCREASING THE CAPACITY OF LABOUR MEDIATORS TO PROVIDE QUALITY SERVICES TO CUSTOMERS OF LABOUR OFFICE DIRECTORATES

29 – 30 October, 2015

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

The training is designed for employees on expert positions and specialists from the „Labour Office" Directorates of the Employment Agency, whose activity is related to recruitment.

The process of consulting clients of LODs - job seekers and employers - is prerequisite for enhancing skills of labour mediators in listening and speaking, as well as giving and receiving effective feedback.

An individualized approach in communication is the basis for quality and efficiency of services. Attitude to customer support and assistance and implementing active labour mediation are among the principles of work of employees of the LOD.

The necessity for orientation to the individual needs of job seekers and implementation of pro-active approach in managing relationships with employers are essential elements to provide quality employment services.

The seminar program was developed entirely with a view to the practical application of knowledge. Participants will learn about the factors that determine the quality of customer service. They will identify customer needs – the main rule for good service and will analyze the process of advising clients - jobseekers and employers. Emphasis will be placed on improving the skills of the labour mediators to give and receive effective feedback, offering different alternatives to support decision-making to reach agreement with the client and to promote actions.

Successful graduates of the seminar will be issued certificates.

INDUCTORY TRAINING FOR LABOUR MEDIATORS

26 October – 6 October 2015

The training is implemented under project "Activation of inactive persons" to MLSP

Target group of the training are young persons up to 29 years, registered in the „Labour Offices" to the National Employment Agency, who have higher education.

The training aims to introduce legislation in the field of social work, the main programming documents defining the policy on the labour market in the country, and the structure of state administration in the field of social services.

The trainees will be taught to differentiate target groups subject to social assistance and support, to carry out mediation activity and contact between the unemployed persons and institutions.

At the end of the course they will be able to handle the needed information for directing the unemployed persons to employment programmes and trainings and to apply measures for implementation of social cooperation in the field of education and sport, as well as to activate inactive persons on the labour market.

During the course, participants should gain knowledge of working methods and skills to apply psychological techniques for consulting unemployed persons in risk.

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

Successful trainees will receive certificates of qualification.

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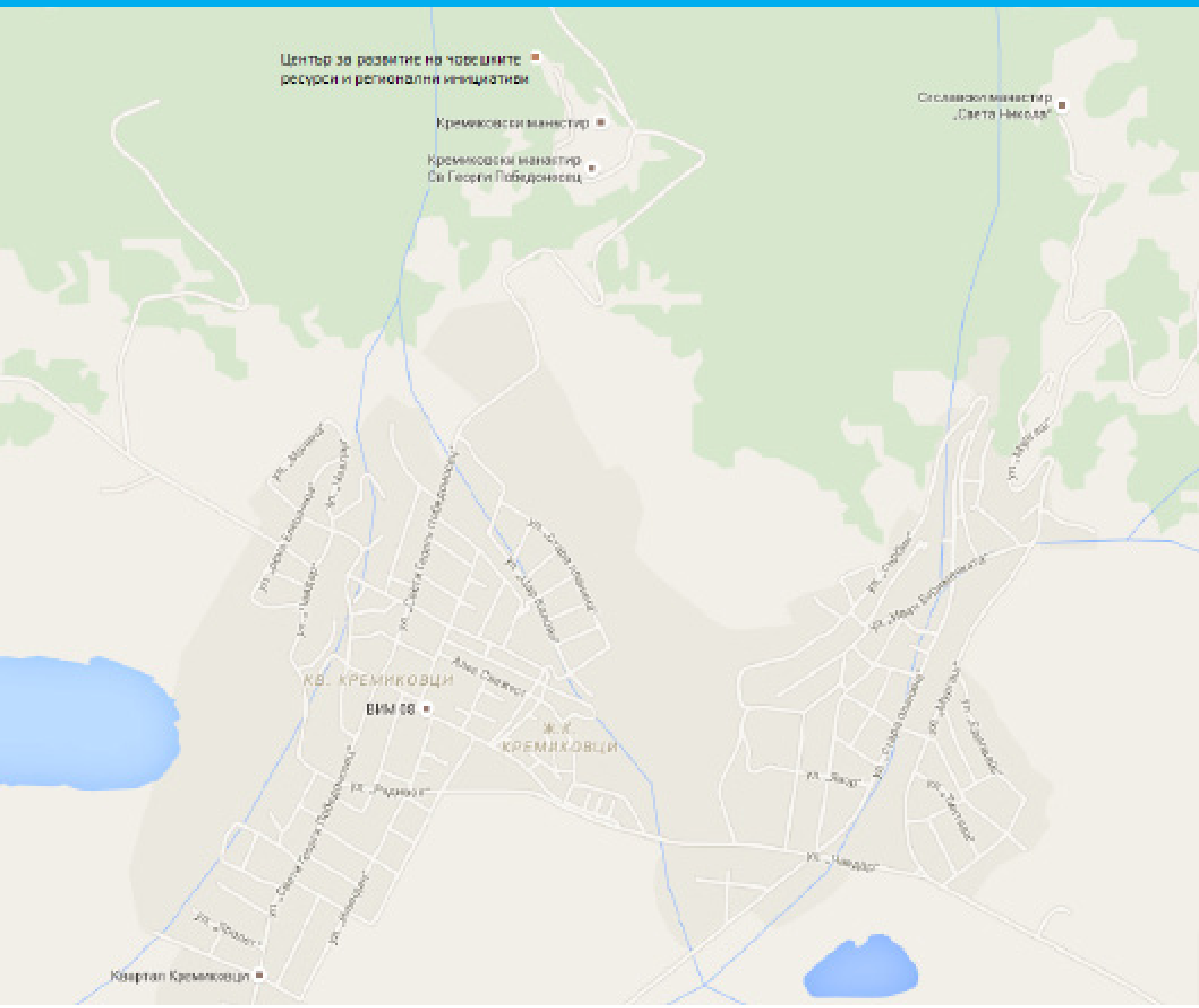
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АЛТЕРНАТИВЕН ТРАНСПОРТ ДО ЦРЧРРИ

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

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