

PN-ACE-450

Social Sector Reform Activity

Directory of Experts

Prepared by Aguirre International for the
ENI Bureau
U S Agency for International Development
FAO-I-14-93-000700-00, DO14-4



INTRODUCTION

I Overview of Training for Professionals in the New Independent States and Central and Eastern Europe

From the inception of USAID's involvement in the New Independent States and Central and Eastern Europe, training of professionals has been a major approach to helping governments achieve their economic, political, and social transition. Since 1990, over 13,000 people have been trained in the United States. From Central and Eastern Europe, 4,768 individuals received training in the United States. In the New Independent States, 9,084 received training in the United States. Additionally, training has been conducted for individuals in both regions in third countries (countries other than the United States and the host country), and within each country. These programs have been amply reviewed and evaluated under other mechanisms. An overview of the current Technical Training for Societies in Transition, or TRANSIT program, can be found at <<http://www.entraining.net>>

TRANSIT is a project funded by the U.S. Agency for International Development (USAID), Europe and NIS Bureau, to support the economic reconstruction of Central and Eastern Europe and the New Independent States through participant training. World Learning Inc. is responsible for project activities in the CEE region, the Academy for Educational Development administers activities in the NIS region.

II The Database of Experts in Social Sector Reform

One part of the Social Sector Reform project was to examine in depth how the USAID training had been used to support the implementation of social sector reforms and to design an outreach system for sharing this expertise within the region.

The goal was to identify key people who have used their training in implementing social sector reform programs - individuals with hands-on practical experience that could be useful to others attempting to institute similar reforms.

Individuals were initially identified by reviewing USAID courses related to the social sector reforms in a country. Through a consultative process, trainees from each course were invited to submit their names to a Database of Experts housed on the web site <<http://www.socialsector.net>>. Many names were also submitted directly to the web site from users of the web page.

Interviews were conducted by host-country nationals familiar with the USAID training programs. An open-ended interview guide was used in this process. During the interview, individuals were asked for recommendations of additional people who should be interviewed. (See Appendix A for the interview guide.)

The information on each expert, including extensive detail on their experiences in achieving

reform, is found in the Data Base of Experts. Some 41 people from Romania were interviewed, 27 from Hungary, 56 from Bulgaria, 10 from Poland, and 25 from Ukraine.

A partial listing of experts found in the Database follows.

Social Sector Reform Expert

Contact Information

Contact Person

COSTACHE

ACHITEI

Organization Information

Organization Suceava County Council

Title County Council Secretary

Mailing Address and Contact Information

Address str Stefan cel Mare, no 36

City State/Province

Postal Code Country Romania

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E-mail

Areas of Expertise and Experience

Sector of Work

Municipal Government Reform

Area of Specialization

Child Protection

Languages

(check all that apply)

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Education

I have graduated Law School, I have a master in economy and public administration leadership

other training

National school of public administration in cooperation with Blajdorf Institute (Belgium) I have graduated a program regarding the protection of children with handicaps

Professional Experience

I have used my experience in public administration to elaborate a program that is already partly applied. I have conceived some action plans concerning child protection in Suceava county.

I have worked with the Child Protection Department represented by minister Tabacaru in order to reform the child protection system. As an example I can mention the Governmental Ordinance (G O) 26/97 regarding the protection of the child in difficulty and G O 25/97 regarding adoption.

I worked to develop the Foster family system. Furthermore, I have a strategy concerning child protection that will be applied by the end of 2001. I have already set up the maternal assistant system (foster care) which results in deinstitutionalisation of children in orphanages. Our plans also include the elimination of a placement center, this means that the child will be directly integrated in the family.

Publications

I wrote "Child Protection and the Social Practitioner," Moldo Grup Publishing House, Iasi 1998, "Civil Status," Moldo Grup Publishing House, Iasi 1998 and many other articles in the local newspapers (Crai Nou, Monitorul de Suceava, Glasul Bucovinei). These are available in Romanian.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

I participated to a program named Child Welfare Management, at Parkland College, in USA, in November 1997.

Social Sector Reform Expert

Contact Information

Contact Person

CRISTIAN

ANDRICIUC

Organization Information

Organization Romanian Association for Protection of Children and Youth with Diabetes

Title Executive President

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Postal Code 75173 Country Romania

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

health education and promotion, advocacy

Languages

(check all that apply)

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Education

Polytechnic Institute - Machine, Tools Engineering

Other training

Public Relations, Advocacy, Project Management organized by World Learning, Phare

Quality Insurance in Services - Romanian Association for Quality

Professional Experience

I have organized an advocacy campaign in order to reduce import taxes (customs fees, VAT) for products necessary to control diabetes (tests and testing equipment)

Reorganization of association so that its activity to satisfy not only short term objectives but also medium and long term objectives I have promoted an open policy to national and international partners

I coordinate consultancy activities provided to clients and education programs for persons with diabetes

I am Chief Editor at "Colibri" Magazine which is distributed free of charge all over the country

Also, I am in charge with fundraising and public relations

Work with international organizations includes

International Diabetes Federation, World Health Organization, Austrian Diabetes Organization, British Diabetes Association, Societatea Medicilor de Nutritie si Boli Metabolice, Federation of Associations for Persons with Diabetes

I participated in fine-tuning of projects in Europe such as "The Twinning Initiatives," "Patient Empowerment," I collaborate to joint projects

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Strategic planning course

Results of training realization of long term planning and coordination of association's activities according with its mission

Social Sector Reform Expert

Contact Information

Contact Person

Ms Daniela M Assenova

Organization Information

Organization National Social Security Institute

Title Director of Short-Term Social Security

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E-mail

Areas of Expertise and Experience

Sector of Work

Welfare Reform

Area of Specialization

Short-term social security

Languages

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Education

Higher education, social work profile, The Academy of Economics - Svishtov

Professional Experience

In the process of implementing the social reform and the relevant changes in short-term social security I have to provide coordination and issue relevant instructions throughout the system

My work is primarily in the field of policy. So far I have submitted positions and comments concerning all changes in the social security law as well as supportive legislation in that area.

In the field of social services I provide guidance and methodological instructions as far as social security is concerned. I write methodological manuals and provide guidance to 28 regions in connection with the amendments and modifications of the Social Security Act in the field of short-term social security.

I participate in the development of new statutory regulations in the field of short-term social security and more specifically deal with the changes in the payment of cash benefits in case of temporary disability due to illness, occupational accidents, occupational diseases, maternity and child birth, support in case of invalidity pension refusal on the ground of insufficient length of service, support in case of demise etc. Cash benefit calculation methods.

I have participated in a number of projects, among them the PHARE Project for Social Security and others.

Publications

Article "Changing Some Statutory Acts on Short-Term Social Security," in Accounting Plus Journal concerning the size of contributions.

Book "Personal Register in Social Security," Cash Benefits for Temporary Disability.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Marketing, Washington DC, 1996. A very interesting course, especially now that we are involved in a public awareness campaign in connection with the introduction of the personal register of the insured. The specialization in USA was particularly helpful as we were taught how to appear before the media and what to do to keep the public informed of the social reform and the changes in short-term social security. We use a lot of what we learnt when we have to explain the obligations of the employers in submitting statements on the employees hired by them.

Social Sector Reform Expert

Contact Information

Contact Person

ANA

BALASOIU-GLAVCE

Organization Information

Organization Estuar Foundation

Title Development-Evaluation Manager

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Postal Code

Country

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Fax #

40-1-322 29 10

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Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

social work and organizational development

Languages

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Education

Bachelor of Biology, Master in Neurobiology and Human Behavior

Other training

- Courses of Organizational Management organized by different NGOs The Foundation for Developing the Civic Society, Opportunity Associates, Charity Evaluation Services (different domains, such as project management, writing proposals, management of human resources, public relations, management of conflict, evaluation, quality of services, management of change, organizational development, fundraising, etc)

- Training of Trainers, organized by Opportunity Associates
- Advanced Training of Trainers - Opportunity Associates
- Training of Trainers for T-groups - Opportunity Associates

Professional Experience

I have participated in designing of a coherent structure of assistance within community for adults with mental health problems, for reduction of institutionalization and increasing their standard of life

I have participated in the activity of different working groups in the field of legislative reform within this domain (legislation regarding psychiatric social assistance)

Estuar Foundation offers a wide range of social services protected homes, social canteen, home assistance, laundry, day services, occupational and ergotherapeutic activities, drama therapy program, consultancy in the field of management of psychic illness, juridical consultancy, education programs for beneficiaries and keepers, information and support program in the hospital Estuar Foundation runs activities in Bucharest, Cluj, Botosani, Constanta and Ploiesti

My contribution to this is one specific to my job description planning, elaboration of grant proposals, elaboration of a coherent system of monitoring and evaluation, implementation and analysis of data, investigation of the needs of community, etc My role is in long term planning, finding alternatives, standardization of the services provided in different places, human resources management

What is special about this services is the approach from the perspective of community psychiatry, involving the beneficiaries actively in providing the services, services are based on the community needs, relationships between provided services in order to make a coherent and integrated structure of social work, the emphasis is on reintegration of the beneficiaries in the community (not on the short term support)

I have worked with the following international organizations Penumbra - Scotland, Romanian Association for Mental Health, ACCEPT, ASCHF-R, World Federation for Mental Health, etc I represented Estuar Foundation at different working groups and partnership programs Sometimes, I offered consultancy and training

Publications

"Development of community-based social services in Romania - Case study on Estuar Foundation," presented at the Congress of World Federation for Mental Health, Lahti, Finland

"Involving the public and campaign organizing," published by The Foundation for Developing the Civic Society, 1998

"Communication," published by The Foundation for Developing the Civic Society, 1998

"Designing of a structure of assistance in community of adults with mental health problems", SinHAR, 1998

These are available in English and Romanian

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

GHEORGHE

BARBARASA

Organization Information

Organization Dolj County Council

Title County Council Secretary

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E-mail

Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

Child Protection

Languages

(check all that apply)

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Education

Law School, Bucharest

Other training

Certificate of Royal Public Administration Institute, London Certificate of Public Administration Institute, Athens

Professional Experience

I worked together with others for the foundation of a Maternal Center I encouraged the activities of family reintegration, I developed the Foster family system

I worked on the new legislation concerning the reorganization of the Institute of Child Protection, the decentralizing of child protection systems and I also founded the County Department of Child Protection

I coordinated the actions of the County Commission for Child Protection, establishing measures concerning the improvement of child's life conditions I founded, with Danish help, The Club of Street Children

I have worked with the following national and international organizations Red Barnet (Denmark), Our Children (Norway), Helios Foundation, Save the Children, European House (Denmark) as a member of the organization committee and representative of county public administration

Publications I published articles in local newspapers These are available in Romanian

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Management of Child Welfare program

Comments on training

I needed to know the American system in this field, because I wanted to improve my knowledge in order to create special programs to fit in our reality

By the opportunity that I had to get informed on the different modalities in which America protects its children and old people, and the direct contacts with American partners were also very useful

It is important to build direct contacts between participants

The training was very well organized

Social Sector Reform Expert

Contact Information

Contact Person

THEODORA

BERTZI

Organization Information

Organization Department for Child Protection

Title Expert

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State/Province

Postal Code

Country

Romania

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Fax #

40-1-323-4722

E-mail

Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

child protection

Languages

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Education

Medicine and Pharmacy School (specialty general medicine, specialized also in health management)

other training

A Phare program which consisted in a training in France with the subject development of child protection services

Professional Experience

Using my speciality in child protection, I have instituted the assistant maternal profession I have elaborated the criteria for selecting the placement centers

I participate to the elaboration of the final form of G O 25/97 regarding adoption, and G O 26/97 concerning the child in difficulty I have a future plan that includes the elaboration of a Child Code

My team has created maternal centers where mothers under-age can find shelter in case family rejects them We have also organized day-centers for children with handicaps (non-residential) We proceeded to transform the foundling homes into placement centers based on the Foster family system

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Services Management administration level

Social Sector Reform Expert

Contact Information

Contact Person

Sandor

Bokor

Organization Information

Organization Borsod-Abauj-Zemplen County Labor Center

Title Head of Local Branch Office

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City Ozd

State/Province

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Country Hungary

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Fax # 36-48-471 973

E-mail

Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

public administration, unemployment, regional development

Languages

(check all that apply)

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Education

University degree on metallurgical engineering in 1973 (Budapest)
Sociology in 1989 (Miskolc)

Training

Labor Education
Informatics

Professional Experience

Current work

Unemployment management
training of unemployed people
human services
career advisory service
career correction service
counseling
labor marketing techniques
keeping contact with the employers, looking for vacancies
regional economic development
Initiating and running labor programs for solving the employment problems
of gypsies
managing ethnic problems
making contacts with civil association

I took part in the work of the committee of legislation preparing a new bill of
the Labor Act
In the summer of 1998 I was participating in the Labor Part of the
Government Budget for 1999

Actual Provision of Social Services
programs for employment creation
leading an economic development program for the region with the help of
USDOL and USAID (Rapid Response, Quick Start, Labor Management
Relations)

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Rapid Response Group for Small Regional Development 1996
World Learning, USAID training course 1997
(Cooperation between NGO-s and Local Governments in the Field of
Employment Programs)

Need addressed through this training
great masses of unemployment due to the closing down of the Ozd
Metallurgical Works, and reduction of employees
difficult management of ethnic groups and socially disadvantaged people
with less working abilities

Social Sector Reform Expert

Contact Information

Contact Person

CORINA

M

BOTEZ

Organization Information

Organization Bless the Children (Binecuvântati Copiii)

Title Executive Director

Mailing Address and Contact Information

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5450 Onesti

City Onesti

State/Province

Postal Code 5450

Country

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Fax #

40-34/312270

E-mail btc@compnet.roknet.ro

Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Social Work, Health and Education

Languages

(check all that apply)

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Education

Faculty of Social Work and Psychology, Petre Andrei Academy - Iasi, Romania

Professional Experience

We have implemented of services which did not exist before, such as
- educational service for children with severe deficiencies
- multidisciplinary team service (several services in the same place)

Together with RENINCO we managed to modify the Education Law for the benefit of children with special needs, in order to integrate them in the education system

Our projects include a Day Center in Onesti and one in Darmanesti
The Center provides therapy services, social assistance, counseling, health and educational services

The therapy service that we provide within the Day Center is a therapy model unique in Romania. Children with behavioral disorders are treated by specialized staff in a multisensorial room, with special equipment, based on sensorial stimulation

Home Care Program which uses two methods

- 1 "Step by Step," an Australian Program, developed for children with Down syndrome
- 2 "Portage," which is address to parents and teaches them how to become a help for their children

"Circle of Friends" Program

- inclusion of special needs children in community
- finding of "resource persons"
 - 1 training of high school volunteers which become friends of the children
 - 2 elderly volunteers for home care

I am a member of Administration Board of RENINCO - Reteaua Nationala pentru Integrare in Comunitate a Copiilor cu Nevoi Speciale (National Network for Community Integration of Children with Special Needs)

Publications "Book for Parents," articles in magazines. Available in Romanian and English. People who are interested in our materials can contact us, and also some of the materials are on our web site www.sfos.ro/user/btc

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

I participated in training organized by World Learning Lobbying and Public Relations

The training helped us to better represent ourselves, to improve the image of our organization

I would like them (World Learning, USAID) to continue to provide training and also the Community Facilitator training to be extended to other counties

Social Sector Reform Expert

Contact Information

Contact Person

ROXANA - CECILIA

BRAGA

Organization Information

Organization Estuar Foundation

Title Executive Director

Mailing Address and Contact Information

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Country

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Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Polytechnic Institute Bucharest, Faculty of Mechanics, 1984

Other training

- Training of Trainers NGO Management/Trainer and Consultant (3 years), Foundation for Development of Civic Society and Charities Evaluation Services (UK)
- Management of Development and Change - CODECS, 6 months, British Council scholarship
- Advanced Management for NGOs - 1 month, in Great Britain
- Organizational Management - Foundation "Black Sea University"
- Marketing - 6 months, Romanian Marketing Association and Academy of Economic Studies
- Entrepreneurial Studies for Medium and Small Size Enterprises, 3 weeks - International Center for Entrepreneurial Studies USA
- Public Relations, Public Image, Fundraising, Advocacy, Writing a Proposal, Human Resources, Negotiation and Conflict, etc organized by different NGOs such as Center for Implementation of Management, World Learning, Foundation of Young Journalists, Center for Independent Journalism, The British Council

Professional Experience

I have created partnerships with local authorities, joint projects in Bucharest In Cluj, I have created committees of local initiative in which are involved different civic society participants(beneficiaries, specialists, employees, local authorities, the Police, the University, mass media) in order to solve social problems of people with mental health problems and to organize advocacy campaigns and promotion of modern concepts of mental health in Romania (which do not exist now)

I have participated at meetings initiated by NGOs and Government regarding modification and adaptation of law, extension of collaboration between sectors Estuar foundation created in 1992 a network of 32 organizations from Romania in order to modify the image of this sector and also for lobby Beside the specific activities, I took part in all working groups in this domain

As an Executive Director of Estuar Foundation I coordinated the development of the organization, planned the strategy and run the organization to fulfill its mission Since it has been established in 1993, Estuar Foundation has created a network of services for people with mental health problems

I have worked with these organizations
Romanian Association for Mental Health, ASCHF-R, Foundation for Community Services, GRADO, Grupul de Studiu pentru Problemele Handicalpatilor and the network created by Estuar Foundation named Plus

I was in charge of activity planning, initiator, extension of partnerships, monitoring of some activities, evaluation and re-designing of projects based on the results obtained

Publications Presentations at international congresses and articles in national and international magazines Available in English and Romanian

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Courses organized by World Learning in public relations, NGO management

Social Sector Reform Expert

Contact Information

Contact Person

MIRCEA

CHISU

Organization Information

Organization Salaj County Council

Title County Council Secretary

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E-mail

Areas of Expertise and Experience

Sector of Work

Municipal Government Reform

Area of Specialization

Public administration, labor administration

Languages

(check all that apply)

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Education

Law School, Cluj

Other training

In 1979 - 1980 I participated in a program supported by the preparational institute for leadership in economy and public administration

Professional Experience

I have used my specialty in public and labor administration to arrange three family type founding houses. Now, in Salaj county, there are fifty maternal assistants trained according to the Foster family system. The system of adoptions is also in development. This system is institutionalized.

I have worked to the application methodology of law 108/98 concerning adoptions.

I am supervising all child protection services, because the new laws regarding child protection say that the county secretary must supervise all social assistance services. I coordinate the County Commission of Child Protection, but all I can say is that we are in an early stage, a stage in which we are just trying to apply what we learned and to develop what we already have.

Publications

I have published articles in local newspapers. Available in Romanian.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

I spent one month in the US in 1997 and I participated in a program named Child Welfare Management. I also had meetings organized by USAID in Dolj, Suceava, Zalau, Mangalia. These meetings were, in fact, a periodical evaluation of the knowledge we earned regarding the field of child protection.

Social Sector Reform Expert

Contact Information

Contact Person

Mr Oleg T Chulev

Organization Information

Organization National Employment Agency

Title Director

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E-mail

Areas of Expertise and Experience

Sector of Work Employment

Area of Specialization

Languages

(check all that apply)

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Education

Russian Philology, Sofia University, "Kliment Okhridski"
Psychology, Sofia University, "Kliment Okhridski"

Professional Experience

In my capacity of Director of the National Employment Agency, I identify both long- and short-term trends in the labor market and develop strategies and active measures to combat unemployment and create job opportunities

Prior to this post, I worked as the first President of the Teachers' Union of PODKREPA CL and as the President of the Vocational Training and Unemployment Fund

Have you been trained under the auspices of USAID?

Yes No

25

If Yes, please explain?

1993 Employment and Training
1996 Social Security and Pension

Social Sector Reform Expert

Contact Information

Contact Person

Mr Miklos CSISZAR

Organization Information

Organization Municipality of Ozd

Title Town clerk

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City Ozd State/Province

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Telephone # 36 48 471 322 Fax # 36 48 471 844

E-mail

Areas of Expertise and Experience

Sector of Work Municipal Government Reform

Area of Specialization public administration

Languages

(check all that apply)

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Education Eotvos Lorand University of Art and Science, Budapest in 1985 doctor of state administration and legal sciences

Secondary Vocational School for Skilled Workers
legal special exam in state administration

Professional Experience Town Clerk, which includes running the Municipal Office, managing social department and social institutions under command of the Council, and managing the Mayor's office/staff of 120 people, moreover supervise about 50 institutions with about 3000 employees operating in town

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Cooperation between NGOs and Local Government in the field of employment program

Social Sector Reform Expert

Contact Information

Contact Person

Andrea

DEAK

Organization Information

Organization State Private Funds Supervision

Title head of international department

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Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

Regulation and licensing of private pension funds

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

--University degree from Kossuth Lajos University of Sciences, Debrecen
(English and Literature)

--Second diploma course at Foreign Trade College in Budapest

Professional Experience

My specialization is pension reform in Hungary, especially licensing and regulating the 2nd and 3rd pillar private pension funds in Hungary

My job is dealing with the international issues such as contacting other supervisions in different countries, funds, asset managing groups, non-profit and governmental agencies Looking for grant opportunities scholarships and foreign training courses for my colleagues I prepare working with pension issues, organising seminars, conferences, translating handouts, booklets, etc

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

US Pension systems and reforms

Social Sector Reform Expert

Contact Information

Contact Person

Ms Lilia Dimova

Organization Information

Organization Agency for Social Analyses (ASA)
Title Director, President of the Managing Board

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Areas of Expertise and Experience

Sector of Work Labor Market Reform

Area of Specialization Sociology of work, unemployment, social inequality, poverty and social exclusion, gender equal opportunities for employment and promotions, work orientation and motivation, national and ethnic identity and tolerance, environmental protection, cross-cultural analyses of social issues

Languages

(check all that apply)

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Education Dr in Economics

Participation in various workshops, seminars, courses and round table discussions of the World Bank, USAID, EU, UNDP

Professional Experience

1 In the capacity of an ex Deputy Minister of Labor and Social advisor of the President

- development of a number of draft laws and decrees of the Government of Bulgaria,
- institution building,
- design and implementation of Government decrees and ordinances

2 In the capacity of a consultant and researcher

- involvement in numerous research projects as a project leader and a project participant,
- consultant for national and international agencies

3 As a National co-ordinator for PHARE programme,

4 As a Head of sub-committee of National Tripartite Commission

Presently, I'm a professor at the University for National and World Economy in Sofia, teaching Management of social security funds

Consultant of Multi-National Strategies (AID-funded project for supplementary voluntary pension funds)

Previous experience

Participation in research projects, funded by the Government and other institutions

- (1) Operational Model of the Social Infrastructure, for the Ministry of Industry and Planning, 1990 Member of the research team
- (2) Ethnic relations under the economic crisis - a regional approach to the problems, for the Administration Office of the President of the Republic of Bulgaria, 1991 Leader of the research team
- (3) Social and Labor Market Policy in Bulgaria, for the International Labor Organization (Preparation of a report "Bulgarian Challenge", 1993
- (4) Europe 2000 Bulgaria and EU Part "Human Resources and Social Policy", for the Ministry of Foreign Affairs, 1995 Leader of the research team
- (5) Non-institutionalized Employment and Self-employment - Research study, 1996 (Team leader)
- (6) Local technical assistance Monitoring and Evaluation of ESAP 1 (team leader)

Latest Publications

(i) Books

Actuelle Veränderungen und Probleme der Bulgarischen Wirtschaft auf dem Weg nach Europa in Südosteuropa und die europäische Integration - München, Südosteuropa - Ges , 1994

Chapter 2 "Factors for Development of the Labor Market in Bulgaria A Short Term Forecast", in Bulgaria and the European Community The Transformation of the Labor Market and Social Policy - a View Towards Europe, I D Danov, Sofia, 1993 (Bulgarian and English versions), ISBN 954-8239-04-3

The Infrastructure of Bulgarian Economy, Publishing House of Bulgarian Academy of Sciences, Sofia 1992

(ii) Selected Articles in Refereed Journals

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

March 1992 - Labor market training

July 1995 - Pension reform

October - November 1997 - Train the trainers program of
LGI's Municipal administration project

Social Sector Reform Expert

Contact Information

Contact Person

SANDA

IRINA

DINCA

Organization Information

Organization The Institute of Health Services Management

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State/Province

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Country

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Fax #

40-1-252 30 14

E-mail

Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Health, education, civil society

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

University of Medicine and Pharmacy (General Medicine
Board Certified (Specialist) in Public Health and Management
Ph D in Public Health

Other training

Academic intensive course in health promotion at the London School of Hygiene and Tropical Medicine, UK
Intensive course on family planning/sexual health, School of Public Health, The Netherlands

Professional Experience

I have worked in defining the role and the place of health promotion within the reform of social sector

I have facilitated information exchange between people from Government and NGOs involved in the field of health education, which led to signing of a collaboration protocol between the Ministry of Education and the Ministry of Health. We are working on curriculum for health education

Together with the team from the Institute we have initiated and elaborate two draft laws, which are now in the Health Commission under the Senate Public Service Announcement Law regarding mass media in the interest of public, and the Law for Tobacco Control regarding health warnings and banning advertising and sales of cigarettes to minors

As a volunteer for "Youth for Youth" Association I work for the program "Education for family life of young people" which provides education classes for young people during school time and vacations. I also work for the program "One to one education in sexuality"

Publications

- "Health status of the Romanian women" - The fifth International Congress on Women's Health, Copenhagen, Denmark, 1991 (Irina Dinca, L Vitcu)
- "Viral STD's" - The National Conference on Family Planning, Bucharest, Romania, 1992
- "Peer education - case study from Romania" - The International Congress on Youth Health, Vancouver, Canada, 1994 (I Dinca, A Negut)
- "Manual on life skills education" - manual for trainers to be used in high schools (L Ploquin, I Dinca, M Nanu, A Munteanu et al)
- "Mass-media campaigns for young people" - National Scientific Meeting on Research, Bucharest, Romania, 1996
- "Peer Education in Romania aimed and HIV prevention" - The Xth International Conference in AIDS, Canada, 1996
- "Teaching case study on information systems" - in a joint project with the University of Chicago, USA, (Prof Dr C Havriliuc, A Galan, Irina Dinca)
- "Study on relationship in school" - First Conference of the European Network of Health Promoting Schools, Thessaloniki, Greece, 1997 (I Dinca, V Gheorghiu)
- "Management in schools - Health Promoting Schools in Romania" - The VIth World Conference on Health Promotion and Health Education, San Juan, Puerto Rico, 1998 (I Dinca, D Bancila)
- "Health sector reform in Romania - final report" 1998, done by a joint Romanian-American team and sent to the World bank, participation in the group on Organization, Development and Management

Available in English and Romanian

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Training on "Planning and Management of Service Delivery Programs in Family Planning, Health and Development," Washington DC, USA

Social Sector Reform Expert

Contact Information

Contact Person

CORNELIA

DOBRANICI

Organization Information

Organization Great Expectation Organization

Title Executive Director

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Areas of Expertise and Experience

Sector of Work

Education

Area of Specialization

Child Protection

Languages

(check all that apply)

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Education

I am an University graduate in foreign languages, English and French - 1978

Other training

"Working with NGOs," February, 1998, Europe, Mediteranean and Asia, Subregional Workshop, 1998, organized by Peace Corps in Bucharest

Individual study

- General Management (Mike Pedler, John Burgoyne, Tom Boydell - A Manager's Guide to Self Development)
- Psychology (Richard D Gross - Psychology, The Science of Mind and Behaviour)
- Sociology (Traite de Sociologie sous la direction de Raymond Boudon)
- Any material related to NGOs working in providing services available in Romania-books, brochures, articles, a s o

I studied individually because the providing of social services, although related to my profession, is not quite the same thing. Consequently, I needed to make sure that I did not make big mistakes in planning my work, organizing people and activities, apply the right strategies and find possibilities to evaluate the results

Participating to Forums on specific issues - "European Family Forum," Athens, Greece May 1998, "World Forum '98 Justice for Children," Manila, Philippines November 1998, has lately contributed to my training in the field

Professional Experience

I created three models worth replicating
Two of them are focused on preventing children from risk families from getting institutionalized, another one, on social integration of young people leaving care

a) The Day Care Center in Bogata, Doteana, Bacau County for pre-school children coming from very poor families to prevent them from being institutionalized. It has had a great impact: all of them are with their families, the local community got involved with their problems

b) The project of preventing institutionalization for children aged 6 to 16. The First Step in Bicz, Neamt County. These are also children from poor families who would go otherwise to institutions because they couldn't provide the daily food for them. The project has also had a great impact: we started with 20 children and the local people started contributing to assist another 28 children. The Mayor has proved to be very co-operative and positive to our action

c) Social integration of young people leaving state residential care institutions, in Bacau. Out of 23 clients, 9 got integrated (they have a steady job, an individual rented/other shelter, good skills to cope with life in society)

We provide social services but meanwhile are involved with the decision making too

I insisted to be invited at the meetings of the Local Council in Bicz. I advocated the necessity of looking at these children in difficulty from a different point of view, that is, as belonging to the local community who should be responsible for them. That influenced the Mayor and his advisors as private persons first. They offered to offer money to pay for some children in need. In their turn they advocated the same idea to the local business men, church and foreign investors. This is how, from 20 initial children in September 1996 we reached the number of 48 in June 1998

At the level of the Local Council in Bicz, they took the decision to pay one person to look after these children (offer them guidance, supervise their meals, teach them hygiene, follow their progress at school)

I suggested the Mayor to ask from their parents help with cleaning the parks, etc. Some of them responded

Generally speaking, the best thing is that I never forget the mission and I carefully plan the objectives, i.e., the way to get to accomplish it. I also keep reminding it to our staff (very few people) and our volunteers. With the project of integration I also keep reminding our aim to our clients, first

Publication. I wrote an article for the monthly magazine of Co-operating Dutch Foundations, our main funds providers. Available in English

At an international level we have just been accepted as members of International Forum for Child Welfare and European Forum for Child Welfare. Although it happened only less than two months ago, our being members in these network has proved to be very profitable. I got a lot of information regarding the policy in the protection of the child worldwide, which offers me a better orientation and prevents me from "reinventing the wheel," which makes things a lot faster to happen with regard to make the reform possible. The members of these network come from countries where there is long tradition in providing social services. I can learn from their

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1997- Organizing an Advocacy Campaign, Public Relations and Mass Media, Management, 1998 - External Relations and the Marketing Plan

Social Sector Reform Expert

Contact Information

Contact Person

DANIELA

DRAGHICI

Organization Information

Organization The Centre for Development and Population Activities (CEDPA) - Policy Project

Title CEDPA Representative/Participation Coordinator - Policy Project

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Reproductive health

Languages

(check all that apply)

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Education

Bucharest University - Faculty of Germanic Languages
(interpreter/translator)

Other training

Women in Management - Leadership Training for the '90s - CEDPA
Washington

Professional Experience

Specialization

Development of policies regarding health reproduction

I managed to stop dissipation of human resources from NGOs involved in the health reproduction programs, by establishing a Coalition for Health Reproduction, involved in an active promotion campaign. The Coalition is about to define its statute through a collaboration protocol.

I organized workshops with health reproduction experts from the public sector, who created a package of services regarding health reproduction in order, to be included in the contract with health insurance companies.

I initiated two press kits and I worked with the print and broadcast media from Bucharest, Cluj, Iasi and Constanta for a correct information and advocating of the matters in discussion.

I led the campaign "The woman chooses health" organized by the Coalition for Health Reproduction.

I have worked with the following national and international organizations:

SECS, Youth for Youth Foundation, Romanian Association Against Aids, National Association of Romanian Women (LNFR), Institute of Women Association, National Federation of Romanian Women, Partners for Change Foundation, Midwife Association, Action for Women's Health Foundation, International Foundation for Child and Family, AURA Foundation, Marie Stopes Foundation, Nursing Association, Pro Vobis, Project Concern International.

I am a member of WIDE - Women in Development in Europe. My role in Romania, setting up and maintaining of Coalition for Health Reproduction For Wide, relationship with Romania and matters about gender conflict.

Publication

In collaboration with CEDPA Washington team I have written a detailed report of initiation and development of the program Family Planning and Sexual Education in the NGO Sector in Romania between 1991-1997.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1992 - Women in Management - CEDPA, USA
1994 - Fundamental of Finance and Accounting for Non-Financial Executives - American Management Association

Social Sector Reform Expert

Contact Information

Contact Person

VIOREL

ENACHE

Organization Information

Organization Center for Placement Santana and SOS Children Association

Title Director of Center for Placement and President of SOS Children Association

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City Arad

State/Province

Postal Code

Country

Romania

Telephone # 40-1-57 462 438

Fax #

40-1-57 462 447

E-mail

Areas of Expertise and Experience

Sector of Work

Education

Area of Specialization

Child Protection

Languages

(check all that apply)

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| <input type="checkbox"/> Albanian | <input checked="" type="checkbox"/> English | <input type="checkbox"/> Latvian | <input type="checkbox"/> Slovak |
| <input type="checkbox"/> Armenian | <input type="checkbox"/> Estonian | <input type="checkbox"/> Lithuanian | <input type="checkbox"/> Slovenian |
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| <input type="checkbox"/> Croat | <input type="checkbox"/> Kazakh | <input type="checkbox"/> Russian | |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Pedagogic Institute, Timisoara

Other training

- professional training within Babes University, Cluj Napoca
- training for managers of orphanages organized by Ministry of Education and Babes University, Cluj Napoca
- 1 year of study in Social Pedagogy at Avram Iancu University
- courses for professional information/Training of Trainers organized by Red Cross Denmark, in Timisoara, Santana, Copenhagen
- courses for professional information/Training of Trainers organized by Carrefour Foundation, Travers, Neuchatel and du Levant Foundation, Lausanne, Swiss
- professional training in institutions from Denmark and Swiss
- study and documentation visits in Denmark, Swiss, Germany and England
- individual study

Professional Experience

Specializations

Pedagogy/Education in institutions,
Decentralization and reform of institutions for children and young people,
Creation of alternatives to institutionalization

My experience includes

- designing, organizing and running of a non-governmental organization which to assume responsibilities for reform,
- partnership program for the application of a project with social objectives at the locality/county level the State (institutions and administrative authorities) + civic society (NGOs) + local community (institutions, authorities, individuals and private firms),
- decentralization program for two institutions (Santana/180 children and Lipova/120 children),
- designing, realization and running of a twenty alternatives to institutions in Arad County, Santana, Arad, Lipova, Zabran (family type houses, joint apartments for young people, mother and child homes),
- designing and application of socio-professional integration programs for young school leavers coming from institutions social houses, workshop for temporary jobs, professional qualification and re-qualification,

Policy level work

- member of Reform Commission within the Ministry of Education,
- consultant for transferring of institutions from the Ministry of Education to DPC/CJ/DJPDC,
- member of CPC Arad,
- president of NGOs Federation from Child Protection,
- legislative projects promoted and realized by the Ministry of Education, members of Parliament from Arad, political parties representatives from Arad county,
- applying of pilot projects in child protection through Ministry of Education, County Council Arad, Local Council Arad, Santana, Lipova, Zabran, Varsand and Child Protection Program DPC/EU Phare
- lobby at the level of central, local and county authorities, and to political parties

Social services provided

social assistance service

- guidance and family counseling
 - family integration/reintegration
 - material support for families
- #### education and social protection service
- home care
 - individual plan for child
 - periodical evaluation of child
 - school education
 - education for life
 - family education
 - cultural artistic and sportive touristic activities
 - physical recovery
 - psycho behavioral recovery
 - medical care
 - practice and professional training for young people
 - studies, research, publications
- #### school, professional and social orientation service
- school orientation
 - professional orientation
 - social reintegration

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

Mr Vessel V Etugov

Organization Information

Organization Ministry of Labor and Social Policy

Title Parliamentary Secretary

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Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

social affairs and pension reform

Languages

(check all that apply)

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Education

University Education in Law and Journalism, Sofia University "Kliment Okhridski"

Other training Higher International Marketing and Management School, France

Professional Experience

I am the leader of a working group involved in the drafting of the Bill on Supplementary Voluntary Pension Insurance in cooperation with the following private pension funds "Doverie," "Saglasie," BPF, "Bulgaria," "Cooperative" as well as with representatives of the Ministry of Finance and the labor unions The Bill was approved at first reading

I am a member of the working group of the Ministry of Labor and Social Policy drafting the Bill of Amendment of the Pension Act

I have submitted positions, proposals and recommendations in the process of drafting the following Bills

- Protection Against Unemployment and Encouragement of Employment,
- The Social Security Fund Budget,
- Health and Safety At Work,
- Social Assistance
- concerning the ratification of Convention No 144 on Tripartite Consultation to Encourage the Implementation of the International Labor Norms adopted by the International Labor Organization,
- concerning the ratification of the Act of Amendment of ILO Constitution adopted by the 85th Session in June 1997,
- concerning the ratification of Convention N 105 on the abolition of forced labor adopted by the International Labor Convention,
- concerning the replacement of army conscription by alternative service

Currently I am working on international projects in close cooperation with the USAID, Reifansen, the Center for Economic Development and others and participate in the above mentioned activities as part of my routine work

Papers

I have presented papers at workshops on the Supplementary Pension Insurance Bill organized by Sliven municipality and CED and a workshop organized by the Human Rights Organization on the replacement of army conscription by alternative service

I have also worked with international organizations, including USAID, the Center for Economic Development, Reifansen as presenter, speaker, expert

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Course title Private Pension Funds and Reforms in Social Security

Social Sector Reform Expert

Contact Information

Contact Person

Mr Jozsef Fazekas

Organization Information

Organization Gazdasagi Miniszterium (Ministry of Economics, Labor Dept)

Title senior ministerial counselor

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Roosevelt ter 7-8

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Areas of Expertise and Experience

Sector of Work Labor Market Reform

Area of Specialization labor market, active employment support systems, implementing and creating employment systems

Languages

(check all that apply)

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Education College of Education

Training

- training trainers course (trainer qualification)
- tax consultant training (tax and bookkeeping)
- management course (labor market specialist)

Professional Experience

Current work

creating, managing and organizing active employment systems, programs supporting regional civil initiatives for regional development
managing job safety systems, intervention of reductions
solving problems of reduction (MEB)
adaptation of Rapid Response (USA D O L) program in Hungary

I drafted the Labor Act for the Parliament, and I prepared some executive decrees for the public administration

In addition, I

- manage regional economic development programs
- organize training courses for experts working in Hungary

Publications

training materials, manuals, descriptions of special systems

I've worked with the USA D O L Rapid Response Office in

- implementation of the USA practice in Hungary
- management of experimental projects based on international experiences
- preparation of general methods and technical,
- provision of information for civil organizations, NGOs
- implementation of new technics and introduction of them to the government and legislation

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

- 3 and half weeks long training course organized by USA D O L in Washington, Boston and New York in 1996
- 3 weeks long course organized by World Learning at Bluefield State College, West Virginia

Topics

- problem solving of mass reduction (MEB) methods (LMAC)
- regional development initiatives in underdeveloped areas in the countryside

Social Sector Reform Expert

Contact Information

Contact Person

ANTOANETA

M

GEORGESCU

Organization Information

Organization ARAS - Romanian Association Against Aids - (Asociatia Romana Anti Sida)

Title Executive Director

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E-mail aras@kappa.ro

Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Health, education, role of civil society

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Institute of Medicine , Faculty of Stomatology - Bucharest
Public Health - Education for Health

Other training

Organizational Management - Support Center, Romania
Development of Civil Society - British Association for Central and Eastern Europe
Crisis Counselling - MATEC, USA
Development of Administration Board - Support Center

Professional Experience

HIV infection brings harm to affected persons, in an uninformed society with many prejudices, in which human rights are not constantly respected. It is known that a dignified, human approach leads to a relation of collaboration with affected persons and a positive answer to measures of prevention and treatment.

Any "forced" measure which violates individual rights leads to negative answers and extreme attitudes negative and dangerous for the public health. Based on these principles, my colleagues and I designed a program of psychosocial assistance for HIV infected persons, children and adults, which is based on their actual needs and which is meant to offer an alternative to the very few public services existent in Romania for this target group. After four years ARAS is recognized by the majority of HIV infected person as an institution which helps them to obtain their legal rights, which militate for their acceptance in society (school, jobs), and helps them to deal with their situation and pass the crisis.

Developing programs (educational, medical, social) for disfavoured groups was and still is difficult because of legislative limitations. From the beginning I understood that any activity in this domain must have a component of advocacy to sensitize the decision makers in order to protect interests of a group or to change the law. I militate for including NGO people in the working groups of ministries.

Within my domain of activity I am a member of Consultative Commission for the Relation with NGO of the Prime Minister, also member of National Commission of AIDS. I am a trainer within the association (counselling, communication, civic society), and I work in the medical service of the association.

I have worked for two years with the International Federation of Red Cross and Red Crescent - Romanian delegation as coordinator of the AIDS program.

Publications

I wrote only articles and I contributed to realization of reference papers concerning AIDS.

- The Access of the HIV Positive in the Stomatologist's room
- Training Manual for Educational Volunteer
- Training Manual for Hot Line Volunteer

These are available in Romanian.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

PIET - Centre for Innovative Programs - Miami, Florida, USA

A course for developing projects which generate profit for non-profit organizations

Results of the training

- 1 We realized within the organization a department of social marketing which already run two projects which generate profit (marketing of services)
- 2 Involving the members of association in working groups for legislative proposals (Health Reform, the Law of Social Work, the Law of Foundations and Associations)

Social Sector Reform Expert

Contact Information

Contact Person

Mr Georgi Y Georgiev

Organization Information

Organization Doverie Pension Assurance Company Ltd ,

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E-mail

Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

Private pension fund management, social affairs

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

1965 - Institute of Machine and Electrical Engineering, Sofia
1980 - Post Graduate Degree in Research and Development Economics, Organization and Management, University of World and National Economy, Sofia, Bulgaria

Training

Participation in various workshops, seminars, courses and round table discussions of the World Bank, USAID, EU, UNDP,
-Reform of Social Security In Bulgaria, Friedrich Ebert Foundation, 1992
-Social Sphere Reform in Central and Eastern Europe, Budapest, 1992
- Private Pension Fund Management, USAID, USA, 1995

Professional Experience

I have been among the pioneers in the introduction of private voluntary pension insurance in Bulgaria, being the initiator of one of the first private voluntary pension funds. We set up the company with next to no experience in this area, had to learn in the process of development. Existing models somehow don't fit Bulgarian conditions, they are too different, we need to develop a model of private pension insurance that is closest to our potential, but a model providing some modicum of security for the population.

On a policy level - Development of pension insurance, income policy, taxation and health insurance bills on a national level.

Current work includes Research into the main areas of private voluntary pension insurance. Running the company - organization and management of a Supplementary Voluntary Pension Insurance Fund. Introduction of new pension schemes, information system management, investment activities. We have contracts with over 380 private and state-owned companies in the country and cover over 72 000 people. We have many challenges in our work yet we are fighting hard for the introduction of the principle of supplementary voluntary pension insurance in the country, trying to identify the best models considering the conditions in the country. Currently people do not have a lot of money to invest in private schemes, on the other hand it is obvious that public mandatory pension insurance schemes can provide very low pensions, at the rate of 64 000 leva a month at the most if we consider the average salary. Who can live on that! The only solution is what our company is doing, providing additional pensions, enlisting both workers and employers to contribute to an additional pension scheme. Right now we are already paying over 600 supplementary pensions, old age pensions being 70% and the rest being survivor and Fund member pensions.

I have written papers for international conferences and workshops, some of them have been published, but it is difficult to keep track and cite specific titles, however I have written papers on social protection in the conditions of structural reform (Institute of Law Studies), participated as a team member in the Ekonomika 2000 major paper on Pension Reform with Mr. B. Tafradjiski as a lead researcher, I have been an active participant in all the major events in the field of pension insurance and written papers for these events.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Private Pension Fund Management, USA, 1995. That course was very helpful in our efforts to introduce private voluntary pension insurance, we studied a number of different methods and approaches to private pension insurance, some of them are difficult to introduce in Bulgaria because of the underdeveloped stock and securities market, but the expertise acquired is of decisive importance for our strategic decisions and planning for the future.

Social Sector Reform Expert

Contact Information

Contact Person

TATIANA

GOLDNER

Organization Information

Organization Holt International Children Services - Romanian Branch

Title Director of Holt -Romania

Mailing Address and Contact Information

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State/Province

Postal Code

Country

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Fax #

40-1-323 38 03

E-mail HICSROMAID@aol.com

Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

Social work, child welfare

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Faculty of Medicine, Master in Public Health

Professional Experience

I have used my expertise in social work and child welfare in the

- development of community services for families in crisis, pregnant women
- development and implementation of alternatives to institutionalization in order to reduce abandonment and the number of institutionalized children
- encouragement of legislative changes in the area of child protection
- management of the professional social workers team who provide social services in community
- open dialog and partnership with the Direction for Child Protection and local authorities in order to answer to the local needs
- development and implementation of programs for family and child protection, based on the community needs

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

- 1 Training in social work - organized by USAID, Support Center International, Holt International
- 2 PVO Humanitarian Development Initiatives Project
- 3 Capstone Conference, Budapest, Hungary
- 4 Training for USAID Transitional Partners (1997-1998)

Social Sector Reform Expert

Contact Information

Contact Person

Dr Kinga GONCZ

Organization Information

Organization Partners Hungary Foundation

Title Director

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E-mail

Areas of Expertise and Experience

Sector of Work

Community Development

Area of Specialization

social work training, organizational development for social organizations, community development through cooperative problemsolving

Languages

(check all that apply)

Albanian English Latvian Slovak
 Armenian Estonian Lithuanian Slovenian
 Azeri French Macedonian Tajik
 Belarussian Georgian Moldovan Turkmen
 Bosnian German Polish Ukrainian
 Bulgarian Hungarian Romanian Uzbek
 Croat Kazakh Russian
 Czech Kyrgyz Serbian

Education

Medical School

Training

Psychiatry
Psychotherapy
group therapy
organizational development course
training in conflict management

Professional Experience

I work with several social organizations and local governments in social issues, and teach social work and social policy planning at the ELTE University

I am the director of an NGO providing conflict management and change management services to several social organizations and committees with social and economic problems

Current work

training social administrators of the Debrecen City Government Social Office
specific planning and team development for a service organization working with homeless people (Menhely Foundation)

facilitation of cooperative planning of the Social Policy Resource Centers
mediation in intraorganizational and interorganizational conflicts of social organizations

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

International Exchange Program - visiting several US organizations dealing with conflict management

Goals of the training to apply internationally accepted methods of conflict management to Hungarian circumstances and implement democracy tetanus in a new democratic society

Social Sector Reform Expert

Contact Information

Contact Person

Mr Grigor V Gradev

Organization Information

Organization Institute for Social and Trade Union Studies

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E-mail

Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

Social Issues, Industrial Relations - policies, management

Languages

(check all that apply)

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Education

University of Sofia, MA in History

Canterbury Business School (University of Kent, England),
Ruskin College, Oxford (England)
ETUC (Brussels)

Professional Experience

As ISTUS Director I am involved in the management of all activities of the Institute its main activity is to analyze the processes associated with social and economic reforms in Bulgaria in the transition to a market economy We provide consultations and research studies in the area of employment and unemployment (labor market and labor market institutions, regional employment programs), privatization, social policy (cost of living, living standards, inflation and income protection), trade union studies (trade union structure, social partnership and social dialogue, collective bargaining, industrial actions), relations and institutions of the political structure of society We organize and participate in scientific conferences, symposia, seminars and discussions, both national and international We publish papers, brochures, information bulletins

As a researcher I have participated in a number of research studies and international events, one of my main areas is the development of a completely new market-type system of industrial relations in the country privatization and restructuring of enterprises and sectors in market conditions, trade unionism and political democracy I have an input in the development of the system of tripartism after 1989

I have experience in the actual provision of social services in my capacity of NGO Director and project management in the area of unemployment and job creation and especially with my work for the PHARE Project for reviving a region in economic collapse (Southern Rhodopes) through restructuring of industry, alternative employment and new job relations Under this project two Regional economic Development Agencies were set up and the Association of Rhodope Mayors was founded It is working very well now and has a great development potential

Description of current work Implementing the program of the Institute including a number of projects in the field of social development and social practice in Bulgaria

- Inflation Surveys Through Consumer Goods Prices,
- Producer and Importer Price Indicators
- Cost of Child Maintenance,
- Modern Trade Unionism
- The Role of Social Dialogue and Social pact in the Economic reform
- Industrial Actions Political and Economic Issues,
- Alternative Individual and Group Strategies for Survival During reform
- Organizational Adaptation and Survival of Bulgarian Enterprises During Reform (with Hamilton College, New York and Duke University, Durham, USA),
- Work Life Quality Health and Safety in the period of Transition
- The Privatized Company Industrial Relations
- Industrial Relations in Ethnically Mixed Regions in the Period of Privatization and Restructuring of the Economy,
- Definition of the Poverty Line

Publications

1998 - Worker Participation in Management, ITUSR, Sofia,
1997 - Trade Unions, Tripartism and Democratic Institutions Citizens and Politics, St Climent Ohridski Sofia University Press
1996 - Handbook of Trade Union in Europe, ETUI, Brussels, in print
1995 - Petkov K and Gradev G Bulgaria in J Thirkell, R Scase and S Vickerstaff (eds) Labour Relations and Political Change in Eastern Europe, UCL Press, London
1994 - J Thirkell, B Atanasov, G Gradev - Trade Unions and Political

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

American Labour Relations - Development and Current Problems,
Conflict Resolution - Conciliation, Arbitration, Services
Washington DC, DOL ,
Florida International University - Federal Arbitration and Conciliation Agency
April 1995

This training was a major factor for my development as a professional researcher and it contributed to my career development and ability to influence social processes. Soon after this training I became Director of the Institute and in 1997 - CITUB's Executive Secretary. It helped me develop my understanding of social relations in market and democratic conditions and provided the chance of comparing American and European industrial relations, thus making it possible to adopt a different approach to the situation in Bulgaria, the more so that the most developed European models are difficult to apply in the situation in Bulgaria. Many weaknesses of the American industrial relations are observed in Bulgaria today, so in some sense it was a learning experience of not to do. In our practical experiences we are now much closer to England and USA than to Germany. My stay in USA enhanced my sense of direction in industrial relations, learning what to avoid, what lines to pursue. I use a number of American case studies in my work as a visiting lecturer in Varna University. Overall my experience in US was a great learning experience.

Social Sector Reform Expert

Contact Information

Contact Person

Ms Rouriana Harizanova

Organization Information

Organization Regional Employment Service - Rousse

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E-mail

Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

Unemployment

Languages

(check all that apply)

- | | | | |
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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Professional Experience

In 1990/91 with the start up of the transition towards a market-oriented economy, the Bulgarian society was faced for the first time with reduction in force in enterprises and budget organizations, mass layoffs and unemployment. No experience and no national agency existed at that time to cope with the problem. The National Employment Service was then set up under the Ministry of Labor and the process of creating the local and regional structures of labor offices was set forth. I had the honor of heading one of the three pilot labor offices sponsored by the US Department of Labor. Over the period of 1993-1995 with US help we established the model structure of a local labor office, that was later on replicated throughout the country. In 1996 the regional employment services were created, again with extensive assistance from the USDOL. Relevant procedures and rules were introduced, and an assessment tool was elaborated for evaluating the performance of the local labor offices. This has been a pioneer effort for the country, that is now being replicated nation-wide.

At the policy level, I have been part of the institution building effort of the national employment system.

With the assistance of the US Department of Labor we implemented the Mass Layoffs Response Program, aimed at early intervention in the cases of pending mass layoffs through referrals, training and alleviation of subsequent psychological and other consequences of unemployment. Strategies were developed to (1) prepare workers to successfully transition to new jobs and new skills (2) assist communities and workplaces in averting layoffs by remaining competitive and creating new jobs (3) facilitate economic development. In a nutshell, the focus of the transitional model was to develop early intervention strategies that attempt to prevent job losses while at the same time developing job opportunities and providing the training necessary to fill those jobs. A community-based approach to mass layoffs was developed on that basis that was later on successfully replicated in other regions throughout the country.

We have started the implementation of another DOL program - Quick Start to Employment, a customized training program that responds to exact industry needs. The program enables companies to hire employees who have been thoroughly screened for necessary academic skills and positive attitudes, and who have been trained in basic skills, and who have an understanding of the company history and benefits. The program has a proven impact on the economic development of a country or region and on the increased competitiveness of an industry.

I am running a regional employment service with local subdivisions, and work with employers and registered unemployed, providing counseling and job placement services in a region with extremely high unemployment rate.

With USDOL assistance we developed an assessment tool, with relevant rules and procedures, for assessing the performance of the local labor offices and increasing efficiency of services and output. Special attention is currently devoted to improving the coordination on mass layoffs response, and enhancing the economic development of the regions affected by enterprise closures through a more effective collaboration of the social partners. We initiated one of the first Social Partnership Councils in the country (including employers, trade unions and local government representatives) to explore possibilities for combating unemployment and enhancing local economic development.

Publications include Rules of operation, procedures, local strategies,

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1993 - Employment offices structure Sponsored by the US Department of Labor and AID

1998 - Quick Start to Employment Sponsored by the US Department of Labor and AID

Social Sector Reform Expert

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Areas of Expertise and Experience

Sector of Work

Education

Area of Specialization

public administration, legal representation, social crises management

Languages

(check all that apply)

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Education

Completed university

Professional Experience

Ghetto-affair in Szekesfehervar (Gypsy families were forced to move out of houses what they had occupied illegally, and hosted in barracks in the outskirts of this town by the municipality We were protesting against this treatment)

Created ethnic television

Member of parliament

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Training in Civil Rights, learning about the role and working procedure of civil sector

Social Sector Reform Expert

Contact Information

Contact Person

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Organization Information

Organization Club Economica 2000

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Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

Human capital and Labor market policy, Social policy, Social legislation and institutional building, Regional development and infrastructure- social aspects

Languages

(check all that apply)

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Education

Dr in Economics

other training

Participation in various workshops, seminars, courses and round table discussions of the World Bank, USAID, EU, UNDP

Professional Experience

1 In the capacity of an ex Deputy Minister of Labor and Social advisor of the President

- development of a number of draft laws and decrees of the Government of Bulgaria,
- institution building,
- design and implementation of Government decrees and ordinances

2 In the capacity of a consultant and researcher

- involvement in numerous research projects as a project leader and a project participant,
- consultant for national and international agencies

3 As a National co-ordinator for PHARE programme,

4 As a Head of sub-committee of National Tripartite Commission

Policy development has included - Development of social legislation, strategies, policy guidelines

Actual provision of social services has included directing humanitarian assistance project, job creation project, and pension project

Current work description

Presently a professor at the University for National and World Economy in Sofia, teaching Management of social security funds

Consultant of Multi-National Strategies (AID-funded project for supplementary voluntary pension funds)

Previous experience

Participation in research projects, funded by the Government and other institutions

(1) Operational Model of the Social Infrastructure, for the Ministry of Industry and Planning, 1990 Member of the research team

(2) Ethnic relations under the economic crisis - a regional approach to the problems, for the Administration Office of the President of the Republic of Bulgaria, 1991 Leader of the research team

(3) Social and Labor Market Policy in Bulgaria, for the International Labor Organization (Preparation of a report "Bulgarian Challenge," 1993

(4) Europe 2000 Bulgaria and EU Part "Human Resources and Social Policy," for the Ministry of Foreign Affairs, 1995 Leader of the research team

(5) Non-institutionalized Employment and Self-employment - Research study, 1996 (Team leader)

(6) Local technical assistance Monitoring and Evaluation of ESAP 1 (team leader)

Latest Publications

(i) Books

Actuelle Veränderungen und Probleme der Bulgarischen Wirtschaft auf dem Weg nach Europa in Südosteuropa und die europäische Integration - München, Südosteuropa - Ges , 1994

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

March 1992 - Labor market training

July 1995 - Pension reform

October - November 1997 - Train the trainers program of
LGI's Municipal administration project

Social Sector Reform Expert

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Contact Person

ION

IONITA

Organization Information

Organization Bacau County Council

Title County Council Secretary

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Areas of Expertise and Experience

Sector of Work

Municipal Government Reform

Area of Specialization

Child Protection

Languages

(check all that apply)

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Education

I graduated Law School

Other training

In England, in 1994 I studied the system of child protection In 1995 I participated in a program of regional cooperation regarding child protection, in Italy, at Torino In 1997 I studied family alternative in child protection, in France

Professional Experience

I have drawn up the strategy adopted by the County Council regarding the family council as a form of child protection. We also have a project consisting in creating a community help service system in each district. We already have a permanent service of complaints for abused children. In the future we plan to develop the Foster family system (in 1999 there will be 80 such families)

I have made several proposals regarding the new child protection system. In 1994 I presented a new system of child protection with the following structure: local level - special services of protection, county level - departments of child protection, central level - child protection main department. This system was approved in 1997. I cooperated with a group of specialists in order to create a new set of laws and to abolish law 3/70. The Bacau county is the first county to set the foundations of a local department of child protection.

In 1993, in cooperation with the European Child Fund, we developed a service of child protection that later became the department of child protection. I have applied the Pro-Familia program that consists in 12 houses where 80 children are raised in a family environment. In cooperation with the organization "Child in Family" we've also developed a family system program in the Oituz district. We have there 2 houses with 12 children. I've promoted the development of a child protection service in Chishinau, Republic of Moldavia. We began the reorganization of founding homes into placement centers.

Publication

Articles on adoption in different newspapers like Monitorul de Bacau, Romania Libera. Available in Romanian.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

I participated in the Child Welfare Program

Social Sector Reform Expert

Contact Information

Contact Person

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V

IVANOFF

Organization Information

Organization County Council, Dambovita

Title County Council Secretary

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E-mail

Areas of Expertise and Experience

Sector of Work

Municipal Government Reform

Area of Specialization

Child Protection

Languages

(check all that apply)

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Education

Law Faculty, Bucuresti, 1979

Other training

Training provided by Government on job attestation

Professional Experience

I have created a network of social workers on the structure of local councils, I trained them, and I am going to organize them in a County Association in which to adopt the Code of Social Worker, based on the US model

I have obtained a proper budget which allowed me to create a foster care network, and

- housing of the child in emergency situation
- family planning program
- juvenile delinquency program

As a President of the County Commission on Child Protection, I facilitate the dialogue between the non-governmental organizations working in the child protection field

Publication

Deontology course of public function, Valachia University Available in Romanian

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Training organized in USA - Oregon, october 1998

- improvement of social assistance
- the management of the social reform

Social Sector Reform Expert

Contact Information

Contact Person

Mr Ljubomir A Ivanov

Organization Information

Organization Ministry of Health, National Center for Public Health
Title Director

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Areas of Expertise and Experience

Sector of Work Health

Area of Specialization Social health

Languages

(check all that apply)

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Education

M D M Sc Ph D D Sc

Medical Academy, Sofia, Bulgaria 1969 M D

Research fellow, Research Institute for Social Hygiene and Health
Organization, 1972 M Sc

PhD in Health , 1976

Dr Sc, Chief National Expert in Social Medicine, 1989

Training

-- Quality of Health Care (Stockholm, 1985)

-- Prevention of Non-infectious diseases (Heidelberg 1989, Toronto 1990,
Vancouver 1992)

-- Case Mix (Sydney 1995)

-- Health Reform - Washington, DC 1997

Professional Experience

As a professor, expert, researcher, administrator

Professor in social health, social neurology and health management
(Medical Academy and School for Public Health)

Chief National Expert in Social medicine for Bulgaria(1989)

WHO Regional Director's Special Representative in Tajikistan (UN mission)
1993-1996

Lecturer for PHARE BG 9302/02/02 project "Decentralization of the Health System" (1996-1997)

Researcher Main Projects include

-- National Director of a WHO Program for prevention of non-infectious diseases, 1988

-- Health Insurance, PHARE, Project leader, 1996 The main result was the recent enactment of the Health Insurance Act in Bulgaria

--Adequacy and Quality of Primary Health Care, funded by a Japanese grant for restructuring of the health sector, through the World Bank , 1996 The main objective of the survey has been to evaluate the adequacy and quality of primary health care through their most essential indicator, the attitude of people and family doctors towards this type of health care A nation wide study and analysis of the public opinion was carried out in 25 municipalities

The information was collected through 2 standardized questionnaires - one for the public and another for the medical staff Respondents' answers unequivocally identified the considerable restrictedness of disease prevention activities in primary health care, mainly due to public mistrust and inefficient organization of this activity Respondents ranked their problems in a somewhat different manner than the reported by official statistics The leading positions were occupied by general indisposition, cardio-vascular problems, headaches and migraine, otho-rhinolaryngological diseases, etc This shall help the explicit orientation of prevention and treatment in the above areas The factors impeding health reform were identified, along with public outreach instruments to enhance the progress of health reform

Policy development

I have taken part in the development of the Bulgarian Health Strategy and the Health Insurance Act

As a WHO Regional Director's Special representative in Tajikistan (1993-1996)

Following the civil war 1992-1993 the situation in Tajikistan was very fragile The three year conflict claimed the lives of a large number of people and left over 600 000 people in precarious condition About 24 00 women remained widows and the estimated number of orphans was 55400 This was attended by a remarkable deterioration of the health status of the population Serious endemic problems occurred outbreaks of hepatitis, cholera, leptospirosis, dysentery, malaria, rabies, etc Prof Ivanov published a book entitled "My Discovery of Tajiks' Health " The aim of the book was to attract the attention of the international community to the emergency and long-term public health problems in Tajikistan and promote their efficient solution

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Health reform and Management (1997, Washington, DC)

The training was under the Promotion of Private Health Markets Project funded by AID. The project was aimed at improving the financial management of Bulgarian hospitals and promoting a more efficient reallocation of funds. The DRG (Diagnostically related groups) model was introduced as a tool for a more adequate analysis. The project started in several municipalities, and has replicated in 11 regional hospitals. Based on this experience the MoH is now considering the establishment of a national DRG center.

Social Sector Reform Expert

Contact Information

Contact Person

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Cardiology

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

M D Degree, Medical Academy, Sofia (1970-1977)

PhD in Cardiology (1997)

Training

Training in Cardiology, First Medical Institute, Moscow, USSR (1980)

Training in Diagnosis and treatment of disrhythmias, Barnes Hospital, George Washington University, St Louis, Missouri, USA (1986-1988)

Internal Board Exam, Licence in internal medicine (1988)

Electrophysiology and Mapping Techniques, Barnes Hospital, George Washington University -- St Louis, Missouri, USA(1988)

Cardiology Board Exam, Licence in Cardiology (1991)

Invasive and Interventional Cardiology
Academisch Ziekenhuis, 1989-1990)

Professional Experience

Medical practitioner

- Resident in Internal Medicine and Cardiology at the Clinic of Cardiovascular Surgery and Cardiology, Medical Academy, Sofia (1979 - 1984)
- Head of ICU and CCU at the Clinic of Cardiovascular Surgery and Cardiology, Medical Academy, Sofia (1984 - 1987)
- Staff and Consultant Cardiologist at the Center for Cardiovascular Diseases, Medical Academy (1987 - 1989)
- Head of Cardiology Clinic, University Hospital for Cardiovascular Surgery and Cardiology, Medical University, Sofia (1990 - present)

Professor

- Associate Professor in Cardiology, Medical University, Sofia

Researcher

(see list of publications)

Latest publications in English include

Improvement of Global and Regional Left Ventricular Function by Percutaneous Revascularization of Chronic Coronary Occlusions and Predictive value of TI-201 Scintigraphy - Journal of the American College of Cardiology, vol 31/5 (supplement C), 1998 (Jorgova J, Petrov I, Iovchev S, Gancheva M)

Predictors of Restenosis after Successful Balloon Angioplasty of Chronic Coronary Occlusions International Journal for Research and Investigation of Atherosclerosis and Related Diseases, vol 134, Nos 1,2, 1997 (Jorgova J, N Runev, G Nachev, Al Tschirkov)

TI-201 SPECT for the Detection of Viable Hybernating Myocardium in Chronic Coronary Occlusion Radiology and Oncology, vol 31 4, 1997

Estimation of Right Ventricular and Diastolic Pressure from Doppler Transtricuspidal Flow Velocity in Patients with Right Ventricular Intraction European Heart Journal, 1996, vol 17

The Prognosis of Rhythm Disturbancies after Surgical repair of Atrium Septum Defects (ASD) in Patient after the Third Decade of Their Life - Congress of Cardiology Macedonia, 1996

Comparative Trial of Omnipaque 350 (iohexol) and Telebrix 350 (sodium-meglumine-ioxithalamate) in Left Ventriculography and Coronary Arteriography European Journal of Radiology, 1992 (J Jorgova, M I Sedney, E E van der Wall, A van Benthem and B Buis

and many others - over 40

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Improving the Management of Cardiovascular Disease - a joint US-Bulgarian Project between Medical Services Corporation International, Michigan State University, Sparrow Hospital and the Center for Cardiovascular Surgery and Cardiology, Sofia

According to the World Health Organization (WHO) Bulgaria has one of the highest cardiovascular disease rates in the world, with death from cardiovascular disease making up more than 60% of total deaths in Bulgaria. In order to combat the high mortality rates from cardiovascular disease, Medical Services Corporation International and Michigan State University established a partnership with the Center for Cardiovascular Surgery and Cardiology in Sofia, Bulgaria. The partnership was aimed at transferring skills, technology and information about the prevention, diagnosis and treatment of cardiovascular disease to healthcare personnel in Bulgaria.

The major focus of the partnership was the development of a system for continuing medical education (CME). After graduation from medical school and preceptorship in a hospital, Bulgarian physicians received no further training. There was no formal system for continuing medical education. The development of the CME was essential to provide a forum from which new information, methods and techniques could be spread to the entire health community. One of the key areas of knowledge disseminated by the partnership concerned protocols for the management of cardiovascular diseases. (No official standard procedures existed in Bulgaria at that time.) During the course of the project, teams of physicians and nurses from the CCSC visited Michigan area hospitals and collected protocols for every aspect of patient care. The protocols were then disseminated to other specialists through jointly presented CME programs. In addition, a database on acute myocardial infarction (AMI) was created using data collected from key institutions throughout Bulgaria. This database illustrates for the first time some of the trends in AMI in Bulgaria and will influence future treatment and prevention programs.

Social Sector Reform Expert

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Ms Ginka Kapitanova

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Areas of Expertise and Experience

Sector of Work

Municipal Government Reform

Area of Specialization

Local government, local economic development, citizen participation

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Technical University, 1984
University for National and World Economy, 1996

Other training

Association Management, USA - 1997
Local Authorities Association Study Tour, Netherlands - 1997
Traditional Mono-Industry Regions Economic Development, England - 1996
Internship Program for 12 Central and Eastern Europe Local Elected Officials, Baltimore, Department of Finance, USA - Aug 1994-Sep 1994
Local Selg-Government Internship - USA, Sept 1993
Regional Economic Development, England

Professional Experience

In the capacity of a Mayor of the town of Zlatograd I initiated the establishment of a private/public park for unemployment reduction and set up an Employment Club

Policy level work I participated in the development of the regional development act and various other pieces of legislation related to local government

I regularly attend the sessions of the National Assembly Commission for Local Government, Regional Policies and Public Works

Actual provision of social services the Foundation for Local Government Reform will start disbursing funds for projects for enhancement of local development and partnerships with AID funding

Current work

I am currently the Executive Director of the Foundation for Local Government Reform founded in May 1995 by a group of mayors in an attempt to improve local government in Bulgaria and as such I am working for the attainment of the Foundation's vision to develop as an innovatory center for information and consulting services, encouraging a strong and effective local government and active citizen participation. We provide updated information, encourage innovation and international cooperation in local government and build up a broad network of partners. Our strategic objectives are to help enhance the skills of local government officers and their citizens' partners, to lobby for legislative changes in partnership with organizations lobbying for the interests of local government, to build lasting and effective relations with our partners, to encourage international contacts, cooperation and exchange of experience between Bulgarian and foreign cities, municipalities and regions, to achieve public outreach and enhance the public awareness of local government and citizen participation, to make the FLGR financially sound and well organized.

As Executive Director I am involved in a number of projects

-- 'Parliamentary Democracy' as a joint initiative of the Prague Institute for East-West Relations, The National Institute for Political Research and Public Administration In Rumania, the Institute for Political and Legal Research and FLGR, funded from the Phare Democracy Program,

-- The 'Bulgarian Municipalities for Democracy Project' funded by Phare Democracy, USAID Program for twinning of Bulgarian and American Cities designed to promote the exchange of know-how and successful practices between American and Bulgarian municipalities in different spheres of local government. The short-term purpose of the program is to offer assistance to Bulgarian municipalities in the solution of specific technical and managerial problems and the long-term objective is to enhance the capacity of local government with the help of non-traditional approaches and the implementation of innovative ideas in partnership with other public and private organizations

-- The 'Partners for Local Development Project' seeks to establish understanding, communication and partnership between NGOs, informal citizens associations and local government for the development of an effective strategy for the implementation of joint local development priorities. The project is funded from PHARE

More than 870 municipal employees have taken part in the training

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Association Management, USA - 1997
Internship Program for 12 Central and Eastern Europe Local Elected
Officials, Baltimore, Department of Finance, USA - 1994
Local Self-Government Internship - 1993

Social Sector Reform Expert

Contact Information

Contact Person

Mr Jozsef Kasza

Organization Information

Organization Polgarmesteri Hivatal (Municipality)

Title Mayor

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E-mail E-mail will be installed within a month

Areas of Expertise and Experience

Sector of Work Alternative Provision Of Social Services

Area of Specialization

Languages

(check all that apply)

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| <input type="checkbox"/> Albanian | <input type="checkbox"/> English | <input type="checkbox"/> Latvian | <input type="checkbox"/> Slovak |
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| <input type="checkbox"/> Croat | <input type="checkbox"/> Kazakh | <input checked="" type="checkbox"/> Russian | |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education College of Pedagogy

Training

- 1 training for mayors (annually 3-4 days)
Course organized by Small Size Towns Municipality Association in Hungary
- 2 courses of Association of the Mayors, of the Clerks (these are organized by the Ministry of Home Affairs)

85

Professional Experience

As the mayor, I am personally responsible for all the social reforms run by the municipality

I have been dealing with several different problems that occur in the region Here are some programs initiated and run by the municipality

A SOCIAL LAND PROGRAM

With the 2 million HUF help of the Ministry of Social Welfare, we have established a social field program, providing land and seeds for those in poverty, so that they would be able to grow crops they needed to keep up themselves and their family This program is available for 20 Hungarian and gypsy families

B CHILD DEFENSE AND PROTECTION

regular support provided by the families, where the total income per person is lower than the 80% of the lowest pension (80% of this sum is provided by the government, and 20% is given by the city council) A board makes the decisions, and there is a limit in terms of numbers and amount of money

C CHILD RAISING SUPPORT

provides regular income for single mothers with 3 children, where the youngest is not older than 8 The mother is allowed to take part time jobs besides this support

D TEMPORARY SUPPORT FOR FAMILIES

4 times a year we provide 10 000 HUF for those in need For example to help to finance a new heating installed

E UNEMPLOYED SUPPORT

besides the regular unemployment benefit we provide temporary financial help and work of public utility such as landscaping, renovation and decoration of public buildings, cleaning This program is available for 362 unemployed people with 23-31 000 HUF salary, but most people prefer to work illegally in the fields or on construction works, where they gain more money skipping health insurance and taxes

F SOCIAL CARE CENTER FOR ELDERLY PEOPLE

daytime health care and full time lodging is also available The elderly people get food, daily health care, and they are taken care of in terms of cleaning and washing for 80% of their pension Acceptance is a first calls, first served basis

H HOME HELP

social workers visit the homes of elderly people to do shopping, cleaning, and give medication

3 As the mayor, it is my responsibility to initiate different programs and policy for the benefit of the citizens in town, and working in collaboration with the mayors in the region we have a strong effect on the whole area by the given standards of the government

4 My duties are preparing a budget, provide security and economic stability, providing the working conditions to all the institutions in town (such a schools, hospitals, old peoples homes, police stations etc) I have got all the employers jurisdictions

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

member of Hungarian Rapid Response Group
training for regional development organized by Bluefield College

Social Sector Reform Expert

Contact Information

Contact Person

Ms Antoaneta A Kirkova

Organization Information

Organization National Social Security Institute

Title Director of Pension Insurance

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E-mail

Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

Pension reform and pension insurance

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Higher education, law graduate of Kliment Okhridski University - Sofia,

Other training

Different seminars workshops and other types of instruction organized by ILO, UNDP, US DOL etc

Professional Experience

--In the process of implementing the reform in the field of social insurance
--During the publicity campaign in connection with the updating of pensions
The mechanism of this updating has to be explained and made clear to the mass media. I have to prepare materials explaining the changes and send them to the local offices to be used in the work with clients

I have taken part in the development of draft legislation concerning the reform of the statutory acts in the field of pension insurance

- 1 Amendment and Modification of the Regulations concerning the Implementation of the Pension Act and other statutory acts
- 2 The Regulations on Work Categories in Retirement
- 3 The Decree on the Improvement of the Health Status and Work Ability of Employees in Harmful and Arduous Industries and Encouragement of Work Forces Stabilization

As part of my regular work I develop guidelines and coordinate the activities of the local offices of NSSI in connection with the new changes in the field of pension insurance

Publications

Papers delivered under the PHARE projects dealing with pension reforms and social security

Papers delivered at workshops such as 'Analyses and Appraisal of the Social Security System' - Know-How Fund, 'Train Trainers' - UNDP, publications in 'Expert Journal' devoted to the updating of pensions and the changes in the Pension law

I have worked with international organizations, including ILO, PHARE, Consensus, the World Bank

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Marketing, Washington DC, 1996 I had the chance of gaining knowledge in a very interesting area, to add to my experience and establish contacts

Social Sector Reform Expert

Contact Information

Contact Person

BORBALA

KOO

Organization Information

Organization Society for Education in Contraception and Sexuality (SECS)

Title Executive Director

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Postal Code

Country

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Fax #

40-1-410 10 97

E-mail Koosecs@starnets.ro

Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Family Planning

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Faculty of Medicine

Specialized in Obstetrics and Gynecology

Other training

Training in Health Reproduction, Family Planning, Institutional Development
Management of NGOs, Project Management, Human Resources
Management, Training of Trainers - Family Planning

Professional Experience

I have contributed to elaboration of the National Program for Family Planning, and involvement of general practitioners and nurses in family planning services,
I have elaborated models of family planning services within the network of SECS consulting room

I am a founding member and a member of the Board of Directors of the Foundation for the Development of Civic Society and member of the Consultative Board for NGOs of Prime Minister of Romania

As a member of the Foundation for the Development of Civic Society I have participated at the elaboration of financing strategy of the foundation in order to develop the civic society in Romania

As a member of the Consultative Board for NGOs I evaluate the impact of the legislative initiatives and laws on the development and general functioning of NGOs in Romania

As an Executive Director of SECS I have coordinated the activity of the organization since was established in 1990 I have designed the development strategy of the organization, I have developed programs, management of projects, development of a network of consulting rooms which are functioning as private entities, elaboration of training program for family planning and sexual education service providers, organization of information campaign in our field of activity

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

Mr Aladar Kotai

Organization Information

Organization Local Government

Title elected local government officer, head of National Gypsy Minority Council Regional Office

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Areas of Expertise and Experience

Sector of Work Municipal Government Reform

Area of Specialization managing ethnic problems

Languages

(check all that apply)

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| <input type="checkbox"/> Croat | <input type="checkbox"/> Kazakh | <input type="checkbox"/> Russian | |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Technical school

management course

strategy and management training

Professional Experience

The Ethnic Minority Government is unique in Europe. We represent the 13 000 gypsy population in the region. We established an information and coordination office to manage gypsy minority programs. As this is a fairly new local government system, I took part in setting up the whole minority representation and creation of the tasks and responsibilities. We run an organization with the financial assistance of the Hungarian Government. 35 people helps our work including doctors, engineers, dance teachers etc), we have complete infrastructure

Here are some activities of the minority government

Representation of ethnic interests in social, economic and legal respect

- Free legal and tax consultation for gypsy people in the region
- PR service for entrepreneurs, artists and private initiatives (e.g. print and design of leaflets, brochures, ads on local TV etc.)
- health prevention (drugs, alcohol, AIDs and sexually transmitted diseases) we have a part time gynecologist who visits schools, and smaller villages
- free condoms and pills for children above 16
- land program for 50 gypsy families (corn, bean and potato seeds for free)
- pig program for 100 families (they can take care of 2-3 pigs and keep 1 for their own use)
- we have a service for bids and applications advertised on the national or regional level
- we offer free summer vacations, life-style camps for gypsy children (to teach them how to lead a different life, and how to socialize)
- we run a gypsy foundation for special social needs
- we encourage the education and artistic development of gypsy children (we cannot pay for their studies, but we can help them to participate at different contests, concerts and courses - paying their traveling costs)

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Management course in training objective Network for Democracy

Social Sector Reform Expert

Contact Information

Contact Person

Ms Roumiana H Krалеva

Organization Information

Organization CITUB -- Confederation of Independent Trade Unions in Bulgaria

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Areas of Expertise and Experience

Sector of Work

Targeted Subsidies

Area of Specialization

Social Assistance, Inflation, Cost of Living, Living Standards

Languages

(check all that apply)

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| <input type="checkbox"/> Croat | <input type="checkbox"/> Kazakh | <input checked="" type="checkbox"/> Russian | |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Higher Institute of Finance and Accounting "Dimitar Tsenov" - Svishtov
PhD in Economics from the Higher Institute of National Economy
"Plekhanov" - Moscow in Marketing and Consumer Demand for Services,
Associate Professor of Labour Statistics

Training

- Analysis of Labour Statistics for Policy Formulation in the Human Resources Sector, 1996
- International Training Center for Women, Amsterdam, Holland, 1995,
- Social Insurance Institute, Cologne, Germany, 1991

Professional Experience

Currently I hold the position of CITUB Executive Secretary working on the problems of social assistance and contacts with NGOs. As such I am involved in a number of initiatives designed to strengthen the social safety net and enlist NGOs in this effort, such as public debates, work in the National Council for Tripartite Cooperation, policy development

In addition

- Participation in the National Council for Tripartite Cooperation in the process of decision making in the following areas
social assistance, social safety net, child care facilities, social services,
- Founder of the Emergency Surgery Social Fund for treatment of sick orphans,
- Editor-in-Chief of the Living Standards Quarterly Bulletin,
- Editor-in Chief of "The Way We Live" Journal
- Work with NGOs
- Member of the Research Council of the National Institute of Statistics
- Author of the Home for Elderly People Project "Home for You",
- Part Time Associate Professor Sofia at Sofia University and the Economic Institute in Varna
- NGO Job Center Project Manager

Policy Development Work

- Participation in the drafting of the Social Assistance Act, the Law on Children, the Family Planning Law and other legal regulative acts,
- Participation in national decision making through the National Council for Tripartite Cooperation
- Provision of analyses and basic statistical information on inflation, the cost of living and living standards to national level agencies

As President of the Emergency Surgery Social Fund I organize nationwide fund-raising campaigns for sick orphans treatment,

I am the co-author of UN Bulgarian program "Poverty in the Conditions of Transition" and the Social Evaluation of Pernik Region Project sponsored by the World Bank

I organize social assistance fund raising events, such as the one to be held in Veliko Tirnovovo on 5 October 1998

Publications

Numerous research papers in the above areas presented at national and international workshops, conferences and publications

Participation in numerous live discussions on Bulgarian National TV and National Radio

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

- Analysis of Labour Statistics for Policy Formulation in the Human Resources Sector, 1996
- Social Security, Minnesota, 1996

My training in USA provided deeper research insights into such areas as inflation, cost of living and the techniques of evaluating the impact of various factors on the manifestation of hyperinflation. We had many opportunities to discuss the consumer basket methods being applied. I was delighted and elated by this opportunity to learn more of the experience of other countries in the efforts to study and curb the adverse effects of social problems. The visits to national and international information institutes organized by our hosts were of particular interest.

This training enabled me to increase my research output and refine the methods being applied in the country to study the inflationary processes. I was able to suggest some important modifications of the methods used in the National Statistical Institute and began to use the social analysis methods studied in USA. I also refined both the design and content of the Living Standards Quarterly and How Do We Live Journal, using ideas I gained during my stay in USA.

Social Sector Reform Expert

Contact Information

Contact Person

Ms Valentina G Krasteva

Organization Information

Organization National Social Security Institute

Title General Director, Social Security General Directorate

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E-mail

Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

Social work, pension reform

Languages

(check all that apply)

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| <input type="checkbox"/> Albanian | <input type="checkbox"/> English | <input type="checkbox"/> Latvian | <input type="checkbox"/> Slovak |
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| <input type="checkbox"/> Croat | <input type="checkbox"/> Kazakh | <input checked="" type="checkbox"/> Russian | |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Graduate of the Kliment Okhridski University - Sofia, majoring in law

Professional Experience

In connection with the new laws in the field of social security to be adopted I take part in the drafting of the Social Security Code introducing changes in the field of social security administration, pension reform and social protection. The new draft law calls for public awareness of the new changes and for changed attitudes, mind sets and expectations in the civil society. All these explanatory activities require considerable media knowledge and skills. The training in US helped us enormously in this regard.

Policy level. In the field of policy. In my line of duty I submit opinions and comments on all changes in the pension law and the supportive legislation. 1. Modification and amendment of the Regulations on the Pension Act and other statutory acts, 2. Regulations on work categories in retirement, 3. Degree on the Improvement of the Health Status and Work Ability of Employees in Harmful and Arduous Productions and Work Force Stabilization.

Actual provision of social services. Management and methodological guidance in the field of social security. Methodological instructions and management of 28 regional offices in compliance with the new amendments of the Social Security Act.

Description of current work

Management of four units: Pension reform Directorate, Short-term security Directorate, Teachers pension Insurance Directorate, Rehabilitation and Prevention Directorate. Development of methodological manuals of the social security offices in the country and monitoring their performance. Member of the NSSI Managing Board.

Publications

Books: 'Social Security' as a member of a team of authors, 'Problems Related to Work Categories in Retirement', 'Combined Length of Service in Retirement'.

Participation in international seminars delivering papers:
Salzburg (ILO) - 'Pensions and Labor Market'
Budapest (ILO) 'Social Security Reforms'
UNDP 'Social Security Reforms'

I've worked with the following international organizations

ILO, USDOL, Know-How Fund, PHARE Program, I have worked under the ILO Agreement in the Field of Social Security with groups from Cyprus, Switzerland, Czech Republic, Slovakia, Macedonia, Yugoslavia. Leader of the Bulgarian team developing projects under agreements between Bulgaria and other countries hiring Bulgarian workers to determine the mode of their social security.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Public relations, Social Marketing I found this training very helpful considering the impending introduction of the new social legislation and the public awareness campaign in this connection

Social Sector Reform Expert

Contact Information

Contact Person

Mr George Kuzmev

Organization Information

Organization St Cyril and St Methodius Foundation

Title Public Relations Director

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E-mail rudar@cserv.mgu.bg

Areas of Expertise and Experience

Sector of Work Welfare Reform

Area of Specialization social protection, NGOs

Languages

(check all that apply)

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| <input type="checkbox"/> Albanian | <input checked="" type="checkbox"/> English | <input type="checkbox"/> Latvian | <input type="checkbox"/> Slovak |
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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

University of Mining and Geology, Sofia, Mining engineer 1991
University of National and World Economy, International Economic relations thesis NGO Marketing in the U S 1992
Listed in the 1991 Directory of the best Students in the republic of Bulgaria

Professional Experience

My work has included

- Setting up a municipal foundation in the town of Nova Zagora that developed a project in conjunction with the Mott Foundation (US) targeting Romani children. The major goal of the project is to enhance the literacy training of the young Romani and make them interested in attending school. Various types of incentives were used to motivate the children like breakfast and snacks, music classes, summer camps and awards for the best pupils. As a result school attendance was improved by 30%, morbidity incidence dropped down as a result of the provision of regular health care services and the development of the creative talents of the children was encouraged.
- Working as a consultant to the Agency for Foreign Assistance in identifying key areas needs and assistance recipients
- Evaluating projects under the PHARE LIEN Program and Programs of the Foundation for Civil Reform

As a PR officer and Program coordinator with the St Cyril and St Methodius International Foundation, I have the duties to popularize the activities of the Foundation, to prepare its publications, to promote relations with other NGOs in the country and abroad, with the Union of Bulgarian Foundations, the European Foundation Center and others, to participate in the training and exchange projects of the Foundation and the United World Colleges selection procedures, to render support to grantees in computer training and data base establishment, explore fund-raising opportunities, etc

Publications include Guidelines, brochures and work books for various training seminars on the issues of fund raising, partnerships building, public participation, lobbying, etc

I've worked with Democracy network, Know How Fund, European Foundation Center, the Charles Mott Foundation, Foundation for Civil Society Development of the EU, as a consultant, assistant in project start up, and lecturer

volunteer activities include

--Member of the Expert Committee for project proposal evaluation to the Civil Society Development Foundation in Bulgaria, reviewed over 200 applications

--Member of the Advisory group of the Charity Know How Bulgarian Program

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Training of Trainers program at the Institute for Policy Studies, Johns Hopkins University, Baltimore, Maryland, USA and the follow up training institutes in Poland and Hungary
Sponsored by Democracy Network 1995

Since January 1996 has trained and facilitated in a series of workshops (more than 250 training days) in Bulgaria on different topics -- marketing, proposal writing, strategic planning, fundraising, team building, human resource management, etc

1996 - Supplementary Voluntary Pension Insurance

After the training I initiated the establishment of a working group under the MLSP on supplementary voluntary pension insurance, with the participation of all stakeholders in the area - the private pension funds, the unions, the employer organizations, the academic community, etc

The working group developed the draft law on supplementary voluntary pension insurance

Social Sector Reform Expert

Contact Information

Contact Person

Ms Emilia S Lissichkova

Organization Information

Organization United Nations Development Programme

Title Project Manager

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E-mail

Areas of Expertise and Experience

Sector of Work

Community Development

Area of Specialization

employment, education

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Philosophy, Sofia University

Financial Management, University of National and World Economy

Professional Experience

1997 - present
Project Manager, United Nations Development Programme

1994 - 1997
Director, Yanko Sakazov Foundation

In both positions, I have worked locally to identify solutions to youth and Roma unemployment, largely through local economic development

I have also worked with the National Employment Agency and the Ministry of Culture

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1997 National Forum Foundation Visiting Fellow

Social Sector Reform Expert

Contact Information

Contact Person

TRIF

LIVIA

Organization Information

Organization HOLT ROMANIA - CONSTANTA CENTER

Title Director of Center

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State/Province

Postal Code

Country

Romania

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Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

child protection

Languages

(check all that apply)

- | | | | |
|--------------------------------------|---|--|------------------------------------|
| <input type="checkbox"/> Albanian | <input checked="" type="checkbox"/> English | <input type="checkbox"/> Latvian | <input type="checkbox"/> Slovak |
| <input type="checkbox"/> Armenian | <input type="checkbox"/> Estonian | <input type="checkbox"/> Lithuanian | <input type="checkbox"/> Slovenian |
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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Polytechnic Institute - Bucharest
Faculty of Technological Chemistry

Other training

Social assistance courses, offered by Holt International Children's Services

105

Professional Experience

As a Director of the Center, I am coordinating several programs

- Family Reintegration Program the social workers try to reunite the abandoned child with his birth family and strengthen the ties between birth families and their children Efforts are made in order to maintain the child in the family
- Pregnancy Counseling Program is addressing to pregnant women who have social and economical hardships and those who need support for solving their problems and those of the child-to-be The different services that this program offers (counseling, information, economic support, shelter, alternative solutions for child welfare), have as main goal to support the mother - child couple and avoid abandonment
- HIV+ Program offers support and a wide variety of social services to HIV+ children and their families, in order to preserve the family unit and avoid abandonment of the children
- Foster Care Program - economic support for children whose families are not able to raise them and the children are institutionalized or at risk of being institutionalized HOLT Agency recruits, instructs and supports the families who want to care for such children for a limited period of time until a future permanency planning is established (reintegration in birth family or adoption)
- Domestic Adoption Program is meant for children whose reintegration in birth family is no longer possible Holt Agency recruits and evaluates families who want to adopt a child, identifies children eligible for adoption, collaborates with local authorities for adoption and follows-up the child evolution in the family after placement for six months
- International Adoption program is meant for children who have been abandoned in institutions for a long time and for whom the alternative solutions (reintegration in birth family or domestic adoption were not possible)

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

LUMINITA

MARCU

Organization Information

Organization Alfred Reusescu Institute for Child and Mother Protection

Title Program and Methodology Department coordinator

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E-mail

Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

social assistance, child protection

Languages

(check all that apply)

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Education

The Faculty of Psychology, Sociology, Psychopedagogy and Social Assistance

other training

Analysis of the Policy of Healthy Reproduction held by The Management School of Health Services financed by USAID, held in Romania by the Future Group International

A six months scholarship supported by PNUD in association with OMS (Great Britain) regarding communitary social assistance

Management of Social and Health Service Planning Program held by Case Western University, Cleveland

A course for curriculum development held by The School of Social Work at Boston University With the National Association of Social Workers (NASW), I participated in a program of non-profit organizations management

Professional Experience

I reestablished the training for social assistants By means of special programs, I reactivated the social assistance network, at a local level I am trying to create a system to help the social assistance students to practice their skills

I tried to change the policy concerning reproduction health I have participated in the elaboration of G O 25/1997 regarding child in abuse and of social assistance law

The institution that I am coordinating offers many social services Some of them are pre/post natal counseling, advice for healthy reproduction, family planning services and so on

Publications

I have written articles in newspapers and I have collaborated to the elaboration of different reports on this subject Available in English and Romanian

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

The Women's Reproductive Health Promotion Programs using Mass Media, held by the University of Connecticut, Centre of International Community Health studies

Social Sector Reform Expert

Contact Information

Contact Person

Ms Elka D Mileva

Organization Information

Organization Iskar Labour Office

Title Planning and Resource Provision Department Manager

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Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

Labour market reform, unemployment, job placement

Languages

(check all that apply)

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Education

Higher Financial and Economic Institute, Svishtov,
Post-Graduate Course in Economics of Labour at the Institute for National
and World Economy, Sofia

Training

- Labour Market Management Specialization, Institute for National and World Economy, Sofia,
- SWEP, USA, 1996

Professional Experience

In my day-to-day activities as a Labor Office Manager in Lomtown, where I organized the implementation of the Social Welfare to Employment Program (SWEP) in its pilot phase and provided the full range of services under that program to more than 300 people, the implementation of the Literacy and Training Program in areas with ethnically mixed population (Romans), providing training to more than 300 people, Program for Actions in Conditions of Mass Lay Offs in the process of economic restructuring in Lomtown and alternative job creation in 3 enterprises (Parvi Mai- 260 people, Dounav Electric Hoists and Battery Cars - 150 people, Ceramics Factory - 50 people), implementation of a temporary work program for long-term unemployed in four municipalities, participation in train the trainer workshops, development of training materials and classes within the system of the national Employment Agency as a member of the American-Bulgarian team of lecturers, delivering lectures in train the trainer sessions in 9 regions with the participation of more than 250 officers The SWEP program was eventually replicated throughout the country

Currently I am working on material and labor resources provision and more particularly, on the introduction of the new staff assessment and reporting system developed with the help of US experts, supporting the efforts to adapt the system to our local conditions and experimenting with the development of new staff performance assessment and evaluation criteria My main challenge is how to ensure objectivity of assessment, the criteria adopted should be comprehensive and cover all aspects, they should be used in decision making on promotion and providing training and retraining opportunities for staff growth development within the system This is a completely new system and should be well tested in practice

As a member of the USAID/DOL-NEA team of lecturers I prepared lectures on my practical experience in team building and work with social partners and the problems encountered in the implementation of the program for the train the trainer courses in the nine regions of the country

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

SWEP, USA, 1996, I was amazed to see the sophistication of services made available to the unemployed and to observe job officers in action, especially job brokers When I returned I tried to introduce some more up-to-date techniques of service delivery (drafting individual job search and barrier removal plans, putting in place an efficiently operating joint team made up of labor office and welfare center officers, developing a new advertising strategy to enhance public awareness of the SWEP program among the social partners with the participation of the local media, setting up a job club and monitoring its activities, expanding the LO work within the community, organizing a Public Advisory Council with the participation of the municipality, the employers, the labor unions, social services, focusing on unemployment among the Roma ethnicity and launching a specialized literacy program, I also introduced some improvements in the staff management and power delegation systems

Social Sector Reform Expert

Contact Information

Contact Person

Dr Ludmila Mincheva

Organization Information

Organization Index Foundation

Title President

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Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

pension reform, industrial relations

Languages

(check all that apply)

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Education

1978, English Philology, Sofia University, Sofia

1986, Social Benefits and Services, Post graduate specialization, Sofia

1991 PhD, International Labor History, Academy of Labor Moscow

1992 Industrial Relations Webb Fellowship, Ruskin College, Oxford

Professional Experience

1997 - present

President, Index Foundation

I am working towards introducing positive international practices in the social sector into Bulgarian conditions and expanding public participation in strengthening social safety nets

1994 - 1997

Social Sector Project Officer, USAID/Bulgaria

I was responsible for the design, oversight, and monitoring of labor market transition programs, social insurance reform programs, health reform programs, humanitarian assistance programs and others

In addition, I worked with UNDP, Open Society Foundation, EC Delegation, World Bank, PHARE, USDOL, USDHHS, American Red Cross, Free Trade Union Institute, etc

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1994 Project Management Course, USAID/Moscow

1995 Team Building, USAID/Sofia

1997 Health Policy Course, American University

Social Sector Reform Expert

Contact Information

Contact Person

Mr Totjo M Mladenov

Organization Information

Organization PODKREPA Confederation of Labor

Title Confederation Secretary - Social Policy department

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Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

Social policy social security, social welfare, prices, incomes, living standards, unemployment, training, occupational health

Languages

(check all that apply)

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Education

Higher Institute for Architecture and Construction Sofia, Construction engineer

Training

CFDT, France Study tour under a joint program for unemployment protection and training of unemployed The program starts on October 1st and shall last till March 1999 The impact is to be seen in local job creation initiatives, with funding from the program

DGB, Germany a joint program with DGB, the Confederation of Independent trade unions in Bulgaria (CITUB), Hans Boekler Foundation and the employer organizations focusing on insurance in the case of industrial injuries and occupational diseases AS a follow up to this training a series of workshops and training initiatives are to be organized in Bulgaria for education and enhancement of the public awareness of this issue

Germany, the Consensus Program for Europe -- Participant in the assessment team of the Consensus program for Europe in the areas of pension insurance, health insurance, unemployment, social assistance

Professional Experience

As a Confederation Secretary of Podkrepa CL, Social Policy Department -- in the development of key social legislation, policy and strategy level as well as various projects on local level for improvement of the situation of the working population in Bulgaria

I have participated in the development of the following legislation

- Draft Act for Supplementary Voluntary Pension Insurance
- Employment Encouragement and Unemployment Protection Act
- Health and Safety of Work Act

I regularly attend the sessions of the National Assembly Commission for Local Government, Regional Policies and Public Works

Protection of the broad interests of the working people in the country and representation of their interests

Podkrepa CL is a SOLIDARNOST child. It is a voluntary association of trade union organizations, established on branch and territorial principle. It has nearly half a million members and regional structures in 36 locations in Bulgaria. Podkrepa CL is independent of all state and administrative bodies, employers, political parties and public organizations. Its goal and subject of work is the protection of the rights, dignity, professional and social interests of the members and member organizations affiliated to the Confederation through

- ensuring people's rights in the sphere of their professional activity, labor remuneration, social conditions, industrial safety and labor protection,
- protection of the health, material, public and cultural interests of the members and their families,
- lobbying for improvement of the material well being and prosperity and a fair distribution of the national wealth on the basis of the social partnership principle

Current work description

-- Official representative of Podkrepa CL in the National Council for Social Cooperation, a tri-partite structure that assists the Government in the development of the legal framework in the social area and work on policy and strategy issues,

-- Member of the Supervisory Board of the National Employment Service

-- Member of the National Council on Working Conditions

Publications

Podkrepa CL owns a print shop - a gift from AFL CIO and publishes information bulletins, manuals and other materials for the needs of its structures

Recent publications include

-- Structural Reform and Unemployment (with support from the Free Trade Union Institute FTUI, 1997). The publication dwells on the progress of the social reform in Bulgaria, makes an analysis of the labor market, presents the view of the Confederation on the state policy related to employment and maps out options for overcoming the crisis. The publication is a practical guide to the unemployed for their rights and responsibilities in terms of unemployment benefits and lump sum assistance,

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Pension reform

After this study tour I (1) initiated several seminars for Podkrepa CL members (2) helped Podkrepa develop its strategy in the area of supplementary voluntary pension insurance (3) helped set up a pension fund of Podkrepa that has already been in existence for a couple of months

Social Sector Reform Expert

Contact Information

Contact Person

ANEMONA

MUNTEANU

Organization Information

Organization Johns Hopkins University - Center for Communication Programs, Field Office Romania

Title Country Representative

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Postal Code

Country

Romania

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Fax #

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Health education, NGO management and training

Languages

(check all that apply)

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Education

University of Medicine and Pharmacy - Dr Carol Davila, Bucharest

Other training

Training of Trainers Leadership and Management Development - Opportunity Associates Romania

17

Professional Experience

My specialty is more in the theoretical domain. My contribution is in helping the creation of a framework for help education and as partner I helped the initial work at national guidelines for Family Planning/Reproduction Help Activities

In the NGO development field I wrote the training designs for TOT (Training of Trainers) and brought contribution to the establishment of national standards in training

In my present capacity as a Country Representative for John Hopkins University, Center for Communications Programs, Population Communication Services, my role is more to influence decision making level both in public and private area

Publications

- a) Co-author of Family Life Skills Education for Young People
- b) Co-author of a narrative research regarding patterns of sexual behavior in Romanian youth

Available in English

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

- 1 Women in Management- CEDPA - Washington DC, 1994
- 2 Youth Leadership Fellowship - CEDPA - Washington DC, 1994
- 3 Training of Trainers for Profit Project Contraceptive Technology and Quality Services for Pharmacists
- 4 CEDPA Policy Project Advocacy

Social Sector Reform Expert

Contact Information

Contact Person

Ms

Valeria

Nagyne Czanka

Organization Information

Organization Somogy Megyei Kozigazgatasi Hivatal (Somogy County Municipality)

Title Head of Somogy County Public Service and Information Center

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Country Hungary

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Areas of Expertise and Experience

Sector of Work

Community Development

Area of Specialization

Regional and local economic development, job creation for unemployed people in the villages, regional development (touristical, cultural, health care and sports programs provided)

Languages

(check all that apply)

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Education

University degree

Professional Experience

I created Banyai PANORAMA Association, which is a regional development program, to

improving tourism - provides more jobs for unemployed people in the villages

- new constructions were initiated (community house, old people's home, bicycle roads, apartments, hotels, summer houses, gardens etc , which provides jobs for construction workers)

- programs offered for visitors

- holiday resort to visit (jobs for old women in town cleaning, cooking)

- nearby hot springs for health care (jobs for medical people, nurses)

- sports, such as (sailing, rowing in the Lake Balaton, golf, bicycle outdoor walks)

- glass production

Other positions

USAID Rapid Response Project

Village catering consultant

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

Ferenc

Nagy

Organization Information

Organization Kunszentmarton es Videke Savings Bank

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Postal Code

Country

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Fax #

E-mail

Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

labor economics

Languages

(check all that apply)

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Education

College

Other training

--financial manager training (distance learning for 1 ear)

--social manager training (organised by the Ministry of Welfare)

Professional Experience

With the support of the Ministry of Welfare I was working on the development of the infrastructure in the underdeveloped Tiszazug region

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Rapid Response Regional Development Course

Social Sector Reform Expert

Contact Information

Contact Person

Mr Ivan Neikov

Organization Information

Organization Ministry of Labor and Social Protection
Title Minister of Labor

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E-mail

Areas of Expertise and Experience

Sector of Work Welfare Reform

Area of Specialization social work, labor economics, pension reform, labor market reform, unemployment

Languages

(check all that apply)

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Education MSc in Law

Professional Experience

As Minister of Labor, I work on the development of social legislation, institution building, and design and implementation of government decrees and ordinances

Prior to this post, I worked as the Deputy President of the Confederation of Independent Trade Unions in Bulgaria. In that position, I worked on the enhancement of tri-partite dialogue, participated in international projects, and acted as a consultant.

Some of the organizations I worked with are the World Bank, International Labor Organization, OECD, USAID, UNDP, European Commission, etc

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1996 Supplementary Voluntary Pension Insurance

Education

University for National and World Economy - Macro economics, Sofia, 1961
Master of Economics,

Higher Agricultural Institute - Ph D, 1997

Labor Research Institute - 1976, Senior Research Fellow

Training

1974-74 UN Secretariat - Living standards methodologies

1993, Budapest, EU, Reforms in Central and Eastern Europe

1993 - Representative of the Ministry of labor at the Steering Committee for
Social Security, Council of Europe

1995 - Geneva, pension insurance reforms course, UNDP

Local consultant for EBRD and EU

Professional Experience

In my capacity of a government official, Head of "Social Security" Department with the Ministry of finance I am working on the development of all government documents and legislation related to social security and social policy, defining the position of the Ministry on the reform in the social security area - pensions, unemployment, health insurance, etc

As a government official, I participated in the following working groups

1998 Law on supplementary and voluntary pension insurance /draft/

1991 Law on Social Security (draft)

1993 White paper on Social Security in the Republic of Bulgaria, accepted by G 24

1995 Law on Social Insurance Fund, passed by the Parliament

1995 Law on the Rehabilitation and Social Integration of the Disabled

1972 - 1997 A lot of Government decrees in the sphere of social policy and social insurance

I am working with the missions of the World Bank and the IMF in the above areas of reform and participate in the negotiations on the 3-year program for development of pension insurance

Publications

Books

1 "Social justice in the provision of pensions," Sofia, 1998

The Book was funded by the Embassy of the Netherlands in Bulgaria. It is dedicated to one of the most topical current issues of the effective modern social policy - social justice in the distribution of income from pensions. It dwells on the criteria for fair distribution, the regulatory provisions and mechanisms of a modern pension legislation, the difficulties in balancing and stabilizing the social insurance budget, the role of the well developed social assistance systems, etc. The most significant evaluations, analyses and recommendations are illustrated with statistics from Bulgaria. This makes the study particularly accessible to ministers, parliamentarians, academic researchers, students, members of the public and pensioners. Although this study is dwelling primarily on the problems of social justice and pension insurance in Bulgaria, it can also serve as a basis and a starting point for similar studies in other countries, as well as for international comparative analysis of the levels and development of social justice in the national systems of pension provision.

2 Pension Insurance "International Comparative Study," published by the Labor Research Institute, Sofia, 1986

Journals

The new draft law on social security - a step towards changing the system, Euroglobus, book 1-2, 1992

Reports

Topical Issues of Social Insurance in Bulgaria and its Forthcoming Reforms in a Socially-Oriented Market Economy, a collection of reports from a seminar, sponsored by Friedrich Eber Foundation, Sofia, 1990

Problems of pensioner rights and pensioner protection, a report for a seminar in the National Palace of Culture, Sofia, 20 June 1997

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1995 - DOL/World Bank international conference on social security and pension reform, Georgetown University
1995 Actuarial forecasting , Georgetown University
1997 Public Private Partnerships in Social Security and Pensions Strategies for Promotion of Macro-economic Growth, World Learning

After the training I joined the working group under the Council of Ministers on supplementary voluntary pension insurance, with the participation of all stakeholders in the area - the private pension funds, the unions, the employer organizations, the academic community, etc

The working group developed the draft law on supplementary voluntary pension insurance. I continue to work as a member of this group, (now reduced to a core group of professionals) consulting Karana, Multinational Strategies (a USAID-financed project) on the private pensions institution building project

Social Sector Reform Expert

Contact Information

Contact Person

DIANA

CORNELIA

NISTORESCU

Organization Information

Organization Federation of NGOs Active in Child Protection

Title Executive Director

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Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

Social Work, Social Welfare, Health

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Faculty of Medicine, Bucharest

Other training

Economic Evaluation of Health Programs, International Center of Child,
Paris

Epidemiology and Medical Statistics, INSERM

Public Health Administration, Wroxton College, England

Professional Experience

I have participated in elaboration of a cost-benefit study regarding social services provided by NGOs, from which resulted a methodology which can be used as a tool for financing and multiplication of these services by authorities

As an Executive Director of Federation of NGOs Active in Child Protection I managed to realize a permanent dialog between the national authority (Department for Child Protection) and NGOs in order to identify problems of applying the child protection reform, and to find solutions. As a result of this collaboration, a project is carrying out in order to create a micro network of NGOs to take care of street children, project which will include representatives of responsible authorities

Another project of Federation of NGOs Active in Child Protection is trying to change the image of NGOs and to sensitize the public to the problems of families and children in difficulty, through realization of TV shows

Federation of NGOs Active in Child Protection organized the forum "Social Services for Children and Youth" with the participation of local authorities and NGOs, where the issue of partnership between them has been discussed. The Federation is going to such meeting in order to stimulate communication, experience exchange and especially partnerships with local authorities

Publications

I wrote articles in the newspaper "NGOs for Children," where I am the Chief Editor

I collaborate to elaboration of a catalogue "Who and Where in the Field of Child Protection," published by Phare. Available in Romanian from the Department of Child Protection, Calea Victoriei nr. 1, Sector 1, Bucharest, Romania

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

Dr Hariton Novkov

Organization Information

Organization Emergency Institute "Pirogov"

Title Head of Pediatric Trauma Ward

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E-mail

Areas of Expertise and Experience

Sector of Work Health

Area of Specialization Health education

Languages

(check all that apply)

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Education MD, Medical Academy, Sofia, 1974
Dr DSc, 1994

Professional Experience As the head of the Pediatric Trauma Ward, I am also the coordinator of the Bulgarian US Trauma Program, developed in conjunction with the Childrens Hospital of Philadelphia and sponsored by USAID

I established the emergency pediatric unit with the same functions and structure as those in the US and trained the health professionals working in that unit

I have also worked with the ALMA Foundation

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1991 Pediatric Advanced Life Support

1993 Violence

1996 Pediatric Advanced Life Support

1996 Pediatric Emergency Medicine

Social Sector Reform Expert

Contact Information

Contact Person

Tibor

NYERGES

Organization Information

Organization Family Helper Centre

Title head of organization

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E-mail

Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

social work, training, fundraising

Languages

(check all that apply)

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Education

HIETE College of Health - health care manager (1995)

SZOTE College Faculty - social worker (1997)

Other training

--Group leading technics (adult education)

--health enlighting courses/ public health

--narcology

Professional Experience

I drafted the social sector reform of the leading government party, FIDESZ, as a member of National Social Political Cabinet. The leader of this Cabinet is SELMECZI Gabriella. We achieved that the rehabilitation employment is part of the government program.

Actual provision of social services

I run a government organization that serves clients in need,

I lead an unemployment or job creation program (10 weeks long course for 4 times 10-12 people)

I founded Crises Foundation for socially retarded people (provides medication, legal advice, travel costs for official visits, helps to replace lost official papers)

Telephone First Aid for depressed people

Due to recent changes in the government policy, people, who want to get social aid from the government have to contact the Family Care Center, so the number of our clients have enlarged and opened up to a wide range. The task of the Family Helper Service is - in case of social and mental problems - to promote the removal and untie of life-style obstacles and to promote the recovery and solving of local social necessities.

Within the organization the main services are

-- social, legal, psychological life-style and medical advice

-- guardian prevention activities

-- Job hunting training which consists of situational games, telephone and personal mock interviews, reading and analyzing ads, CV writing, good appearance, proper clothing etc. This program has proved to be very successful, 75-80% of our trainees were able to find a job after completing the 10 weeks long course. It is a big achievement in our area, as due to mine and factory close downs, there is a huge rate of unemployment in the region.

-- Retraining courses for former miners especially. New jobs being introduced to them, such as working on warehouse constructions, brick laying, installing plaster walls.

-- Public utility services are open for 100 people.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Co-operation between NGO-s and government organizations in the field of social services, unemployment, minorities, and public administration as part of the Democracy Network project. I was interested in how a Family Care Center could be a member of "I am getting a job" Association. How can they cooperate with other sectors more efficiently?

Social Sector Reform Expert

Contact Information

Contact Person

SORINA

ARTEMISA

OANTA

Organization Information

Organization Children of Romania Foundation

Title Program Director

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Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

social work, family and child welfare

Languages

(check all that apply)

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Education

Faculty of Sociology, Psychology and Pedagogy, Bucharest University 1994
Master in Social Policies - 1995

other training

Human Rights and Democracy
Human Rights and Nationalism, Black Sea University in collaboration with
Columbia University, New York
Sociology of Crime and Deviance, Civic Education Project
The Management of Organizations, Support Center International

Professional Experience

I have participated in elaboration and implementation of the reform in the field of child protection

As a President of the Association of Professional Social Workers I have initiated the event "The days of social work in Romania " The goal of the event is to promote the profession, to inform the public about the profession of a social worker, and about the specific services, to facilitate the dialog among Government, Presidency, Local Authorities, NGOs and donors implicated or interested in this domain

I coordinate the program "Social Integration of Street Children" - a program of intensive social assistance, based on a partnership between Romanian Government and Dutch Government The goal of the program is the stabilization of social situation of the street children and preventing their return on the street I am involved in staff selection, training, and methodological evaluation

Publications

I wrote articles in "The Social Worker Magazine" and "The Magazine of NGOs " the latter is published by the Foundation for Development of Civic Society Available in Romanian

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Child Welfare and Protection Training - Evaluation and Management

Social Sector Reform Expert

Contact Information

Contact Person

LAILA

ONU

Organization Information

Organization Day Center for Adults with Disabilities-"For you" (Centrul de ZI pentru Adulti cu Disabilitati-"Pentru Tine")

Title Director

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Mental health

Languages

(check all that apply)

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Education

Polytechnic Institute, Faculty of Electronics, Timisoara

Other training

- 1991 - Developing of NGOs for persons with disabilities - Holland
- 1993 - Employment Opportunities for Handicapped Persons - Torino, organized by International Labor Organization and Inclusion International
- 1994 - Parental Counseling, Prof Hilton Davies, Newcomen Center Timisoara
- 1994 - Project Planning, Project Management, Fundraising, Board Development - Support Center International
- 1995 - Volunteering in USA - International Visitors Program, financed by USIA
- 1996 - Autism and Asperger syndrome, organized in Timisoara by two psychologists from Newcomen Center, London
- 1997 - Inclusive Employment for Mentally Handicapped People, Geneva, organized by International Labor Organization and Inclusion International
- 1997 - The Teenager with Mental Handicap and Behavioral Disorder - organized by psychologist Katingoo Janoulis
- 1997 - 1998 - Training Program organized by specialist of FESTOG Foundation for the staff of "Pentru Voi"
- 1998 - "Behavioral Disorders - Intervention Methods," organized by psychologist Olle Wadstrom, Sweden

Study Tours in Holland, Sweden, Portugal, Austria, England - at organizations and services for handicapped persons

Professional Experience**Specializations**

Assistance for people with mental disabilities (services, advocacy for these persons, legislation)

My work involves increasing the life quality of mentally handicapped persons and their families

I have participated together with other NGOs at discussions with State Secretariat for Handicapped and parliamentary commissions in order to elaborate the law 53/1992 regarding special protection for handicapped persons

In April 1990 I have participated in establishing "Societatea Romana Speranta" for mentally handicapped persons. I was appointed President of this NGO, whose goal was to increase the life quality of mentally handicapped persons and their families. As a President between April 1990 - November 1992, I ran the activities of the organization, its development (from 40 founding members to over 700 members), elaboration of projects, establishing relationships with similar international NGOs, I organized the structure of organization, I found financing for the first two important projects of "Societatea Romana Speranta"

- the Day Center for Handicapped Children - "Podul cel Lung,"
- "Centrul de Abilitare Speranta"

I have also negotiated the collaboration conventions with State Inspectorate for Handicapped and Education Inspectorate which have become partners of these two projects

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

A Tibor

Parniczky

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Country Hungary

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Fax # 361-374 85 94

E-mail tparniczy@penztarfelugyelet.hu

Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

pension reform, implementation, pension regulation, employee benefits including health care

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

University degree in mathematics and computer sciences

Training

actuarial

Professional Experience

Presently I work for a government agency, which supervises the activity of the benefit providers

As a deputy president I am involved in various aspects of activities of the Supervising Agency, but my main tasks are research and development, regulation, actuarial aspects, international relations

I have been working on the introduction of supplementary funded second and third pillar pension fund systems in Hungary

I took part in drafting the pension reform law for Parliament in my area of social sector reform

Documents are available at www.penztarfelugyelet.hu

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

The Global Social Security Crises Workshop
EDI-HIID, July, 1997 Cambridge, MA

Hungarian Parliament was implementing a new pension reform at that time

Social Sector Reform Expert

Contact Information

Contact Person

SORIN

POPESCU

Organization Information

Organization Foundation for Progress and Local Development Moreni

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E-mail

Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

Unemployment

Languages

(check all that apply)

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Education

Faculty of Mechanics, Brasov

Other training

Trainings organized by Foundation for the Development of Civic Society
- Project Management Internal Audit, Accounting for NGOs, Writing a
Proposal

Professional Experience

My speciality Professional reconversion from industry to agriculture especially for unemployed people who own orchards

I have organized a seminar in collaboration with CRIMM Foundation in order to identify the problems and needs of the community

Policy reform-related work included Elaboration of strategies regarding achieving an economic independence through agriculture techniques for land owners, determination of people from community to work in agriculture (fruit tree growing, vegetable growing, viticulture, etc)

Provision of social services As an Executive Director of the Foundation for Progress and Local Development I run the project "Pilot center for instruction of farmers "

The objectives of the project are

- creation of a Pilot Center for initiation of small private farmers in cultivation, maintenance and exploitation of apple tree and plum tree cultures
- revitalization of apple tree and plum tree cultures
- orientation of unemployed people to use local resources
- dissemination of information regarding the development of local markets and penetration of the new ones

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

ION

PREDESCU

Organization Information

Organization For Our Children Association (Pentru Copiii Nostru)

Title Executive Director

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Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

child protection

Languages

(check all that apply)

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Education

Institute of Medicine and Pharmacology, Faculty of Paediatrics, Bucharest, 1987

Secondary Pediatric degree, 1988

Medical Managerial Training, 1986

Other training

International Fundraising Seminar, Holland, October, 1994

Social Services Management, Strathclyde University, England, March, 1996

Foster Care Training, County Council Glasgow, England, June, 1996

Child Care Management, London, June 1997

Professional Experience

My work focuses on the creation of social services for child and family in 14 counties in Romania, model replicated by the central authority through establishing the "County Direction for Child Protection" all over the country

Policy reform activities include juridical and social reform in the area of child protection

Closing of "leagan" (orphanage for children until 3 years old) and replacing it with community services, alternatives to institutionalization

Publications

Anatomical varieties of splenic artera

Variations of some biological constants to new-born

Indices of development for new-born and children

Child's development between 0-3 years

Family role in child's development between 0-3 years

Available in Romanian

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Training in USA regarding the local relationship of the local authorities with NGO's

Social Sector Reform Expert

Contact Information

Contact Person

Mr Strahil A Radoev

Organization Information

Organization National Social Security Institute

Title General Director of the Information Systems Directorate

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Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

Information technologies and social security reform

Languages

(check all that apply)

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Education

Masters degree from Higher Institute of Machine Engineering - Sofia

other training

1st degree Researcher in Microcomputer Systems

Professional Experience

Current work

In charge of the registration of all insured and contributors Reports on revenues and expenditures Centralized calculation of pensions every month In charge of all information-technological process in pension entitlement and client contacts

My work is in the social service delivery sector pension entitlement, granting and payment, collection of all social security tax revenues, payment of short-term benefits (sick leaves, children's allowances), re-engineering

How my work has helped solve a specific policy problem

As a PHARE project manager The project deals with the contributions compliance rate and the efforts to increase the social security system effectiveness It involves description, analysis and assessment of business information available in the system of social security and development of new business operations processes This data base is used to introduce a new information system aimed at faster and better organized service of the end user

Publications

Paper published in the Bulletin of the International Health Insurance Association, IT Section, 'National Report Bulgaria 28-3- April 1998' in connection with the administration of social security in Bulgaria

I have worked with the following national and international organizations as Bulgaria Team Leader

IHIA - a reporter to the IDP section for electronic data processing
PHARE - 'Higher Contribution Compliance Rate and Social Security System Effectiveness'
THE WORLD BANK - Preliminary Data Collection project
THE WOLRD BANK - 'Social Security Revenues Collection'

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

- 1 Social Security System Managers
- 2 Actuarial Analyses and Projections

These courses provided the ground for re-engineering of information services and administration in the social security system They were the first start positions

Social Sector Reform Expert

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Contact Person

Mr Miklos Ratvai

Organization Information

Organization Labour Market Transition

Title project advisor

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E-mail

Areas of Expertise and Experience

Sector of Work

Employment

Area of Specialization

labour market, reforms organised for unemployed people, alternative labour market services

Languages

(check all that apply)

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Education

Completed university

Professional Experience

As project advisor, I am responsible for the following preparation of analytical, methodical works, introduction of strategies created by American and Hungarian specialists for reduction prevention and resolution, managing regional economic development projects, collecting experiences concerning business development, promotion of well-functioning advisory service at county labour offices, inner training for exchange of information and experiences

Other positions held
regional employment advisor
workshop trainer
course leading trainer

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Preventive methods and practice of managing unemployment crises

Social Sector Reform Expert

Contact Information

Contact Person

Dr Katja Ribarova

Organization Information

Organization Confederation of Independent Trade Unions in Bulgaria

Title Executive Secretary in charge of labor market, social partnership, and problems in ethnically diverse regions

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Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

employment, human resource management

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

MSc , Labor Economics, University for World and National Economy, Sofia, 1980

PhD , Management of Social and Economic Issues Academy of Labor, Moscow, 1989

Professional Experience

As Executive Secretary of CITUB, I participate in the development of the policy and strategies in employment, ethnic group interests, social partnerships, and industrial conflicts

1993 - present

National Foundation for Academic Research project to study employment, poverty, income, housing, and social stratification in ethnically diverse regions

1997

Counseled workers in new privatized trans-national enterprises through international project (Hans Bockler Foundation, Jim Conway Foundation, and Institute for Social and Labor Research) The results were widely published within Bulgaria

1992 - 1994

I took part in a study that analyzed all industrial conflicts in Bulgaria (protests, strikes, etc)

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1995 Trade Union Education and Research

Social Sector Reform Expert

Contact Information

Contact Person

MIHAI

FLORIN

ROSCA

Organization Information

Organization Romanian Foundation for Children, Community and Family

Title Executive Director

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E-mail

Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

social work, social welfare, child protection

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Faculty of Medicine, "Iuliu Hateganu" Cluj

Other training

1991 - Management in NGO, Mendel Center for NGOs, John Hopkins University

Training for Trainers (Assessors) - Support Center International

Training for Trainers (Interpersonal Communication, Team Building, Writing a Project Proposal) - Opportunity Associates

Professional Experience

"Romanian Foundation for Children, Community and Family" is financing 31 institutions and 4 family programs in 5 counties (Satu Mare, Salaj, Bihor, Arad and Cluj) in order to satisfy the basic needs of children, to provide a better education and a better social reintegration. Also, we provide qualified staff for children with special needs.

Together with Christian Children Fund - Great Britain we are running the project "Social Service Center" and a Council of NGOs that are active in the child protection area, project financed by the British National Lottery Board. The goal of the Center is to reunite in the same building many NGOs which provide social services.

The Council is trying to discuss common problems of NGOs, to do a more efficient lobby, to make legislative proposals, to elaborate a code of conduct for NGOs active in the child protection area.

My role is to plan and coordinate the activity in 5 counties, to select staff, to design programs, to negotiate contracts, to administer the funds.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

FLORIAN

SALAJEANU

Organization Information

Organization Social Assistance Professional Association

Title President

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Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

Social work

Languages

(check all that apply)

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Education

Bachelor of Theology and Social Assistance

Other training

Training of Trainers in Social Work, Birkes Sinclair
Communication in Community, FDLSP
Study Tour in Social Work (Sweden, Spain, Hungary), Phare Sesam

Professional Experience

ASSOC's work focuses on preventing institutionalization of the elderly I have participated in a working group to elaborate the draft law regarding social assistance

ASSOC has initiated and is implementing the project "Multifunctional Social Center - Baia Mare" in partnership with Baia Mare City Hall, The Orthodox Church of Maramures and Baia Mare, Red Cross - Maramures, Baia Mare University, DJTS

The project has two components

- a network of socio-medical services at home for solitary elderly people
- The Multifunctional Social Center provides social canteen, day center for elderly people and children, consulting room, medical recovering room

ASSOC coordinates the social assistance activities in town and also run a Help Line for people in social crisis

I have worked to maintain relationships with the following international organizations Phare Sesam, DJPDC, School Inspectorate, ACUPED, Sanatatea, Enfance et Vie, SCHITIHTING PINTILIE

Publications I wrote articles, I have initiated and published the "Social Assistent Newsletter" and "Practical Guide for Working with Elderly People " These are available in Romanian

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

World Learning - Public Relation Training

I participated because of the need to create the right image for the projects that were about to start and to create the necessary structure in the organization

The training helped me to train my staff in order to fulfill the objective of the project

Also the materials I received were very useful

Social Sector Reform Expert

Contact Information

Contact Person

CARMEN

SECAREANU

Organization Information

Organization Ratiu Foundation-Romanian Leukemia Aid for Children and Young People

Title Development Programs Expert

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Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

social work, social welfare

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

University of Bucharest, Ph D in Sociology

Other training

- University from Sittard- Holland (The Tempus program for social assistance),
- University from Glasgow - UK (Social Management),
- University from Ghent - Belgium (Child's rights)
- Study Tour UK, France, Sweden, Germany, Holland, Belgium, Ireland (Social welfare and social protection)
- Active participation to the experience changes with different specialists
- Participation on international seminars and conferences (Sweden, Malta, Letonia, Norway, Germany, Ireland, Canada, USA)

Professional Experience

A social problem at the level of the social protection system can not be resolved by one person I think the contribution that I had in practicing my professional experience, in different occasions, has been materialized through promotion of models, methods and modern techniques, applied in circumstances that are specific to Romania, through promotion of some aspects such as development of volunteer work, promotion of children's rights, development of social work services, development of community services

I have participated in activities in order to influence and sensitize the local and central authorities regarding the promotion of child protection I have coordinated pilot programs which, after negotiations, have been taking over by authorities as new models of social intervention which are now part of social policies

I am a member of a group of experts which provide consultancy to authorities regarding monitoring of UNO Convention application concerning children's rights

I have coordinated various types of programs in educational and social area addressed to different target groups

- institutionalized children,
 - families in crises,
 - single parent family, especially minor mothers,
 - children at risk (promotion of new models such as family units as an alternative to institution, reintegration in the natural family, the placement in a foster care family),
 - refugee children in Romania,
 - children affected by cancer,
- and also assistance and community developing programs

I organized and provided trainings for different categories of personnel in the social area on social work, organizational and project management, children's rights

I have been involved in different kinds of activities

- organizational management,
- project management (elaboration, drawing of necessary resources, monitoring, evaluation),
- coordination of volunteer groups,
- networking,
- relationship with authorities

The merit of these activities is

- promotion of innovating models based on the beneficiaries needs, creation of new types of services, changing of old concepts and attitudes,
- involving or training of specialists in social work domain

Publications

articles in child welfare field, available in Romanian and English

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

Mr Ilko Semerdjiev

Organization Information

Organization Ministry of Health
Title Deputy Minister of Health

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E-mail

Areas of Expertise and Experience

Sector of Work Health

Area of Specialization policy, reform

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education MSc, Medical University in Sofia, Major in Dental Medicine, 1984

Professional Experience As Deputy Minister of Health, I have four major responsibilities health policy, health reform, international cooperation, and European integration

I am also a member of the Supervisory Board of the National Social Security Institute

Have you been trained under the auspices of USAID? Yes No

If Yes, please explain? 1993 Social Security Policy
1997 Health Policy

Social Sector Reform Expert

Contact Information

Contact Person

Dr Georgi Shopov

Organization Information

Organization Club Economica 2000

Title Vice-President

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City Sofia State/Province

Postal Code Country Bulgaria

Telephone # 9807573 Fax #

E-mail

Areas of Expertise and Experience

Sector of Work

Alternative Provision Of Social Services

Area of Specialization

unemployment, social policy, poverty and social assistance

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

University of National and World Economy
MS Economics

Institute of Economic,
Ph D, Thesis Social Requirements and Satisfying Them

Professional Experience

Dr Shopov has conducted research under a grant from PHARE-Ace on Reform and Finacial Stabilization of the Social Protection System, and received grants from PHARE-ACE to particiapte in the 11th Congress of the International Association of Social Workers, in Hungary

He has worked with OEDC, Dept of Social Policy in France as a short-term consultant He served as Deputy Minister for Social Welfare, Ministry of Labor and Social Welfare, Bulgaria and as the Chief Secretary (deputy Minstry level), at the Ministry of Labor and Social Welfare, responsible for international relations with the World Bank, the IMF, the ILO and others

He was also a professor of Social Protection at the Free University in Varna, Bulgaria

He has published extensively in the field and will share his research results upon request

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

Mr Nikolai Y Sidjimov

Organization Information

Organization Bulgarian Association of Municipal Environmental Experts

Title President

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Areas of Expertise and Experience

Sector of Work Environmental Health

Area of Specialization NGO Management

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education BSc Environmental Protection, Faculty of Biology, Sofia University, 1985

Professional Experience As the Association's President, I help improve the members' skills and enhance the role of the NGO sector in the solution of environmental problems

I also work as a trainer for the Union of Bulgarian Foundations

Have you been trained under the auspices of USAID? Yes No

If Yes, please explain? 1995 Training of Trainers

Social Sector Reform Expert

Contact Information

Contact Person

BOGDAN

SIMION

Organization Information

Organization SERA Foundation - Romania

Title President

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Areas of Expertise and Experience

Sector of Work Alternative Provision of Social Services

Area of Specialization Social Work, Sanitary Assistance

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Faculty of Medicine, Bucharest University
Specialization in Social and Sanitary Management
Student of Henry Poincare University - Nancy, European Policies for Public Health

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Professional Experience

My responsibilities include initiation, application, evaluation, monitoring of child protection programs regarding the development of alternatives to institutionalization and programs for reforming child protection, as residential care

SERA collaborates with Department for Child Protection under the Government in order to establish the legal frame for child protection and to establish the normatives and methodologies for the application of the law

We also collaborate with local authorities in order to set up new social services and to design a community strategy for child protection

SERA provides direct services to children, ncluding
--proposal, financing, and technical assistance for new services, based on the community needs, provided through the programs "Development of County Direction for Child Protection" and "Reform of Institutions for Child Protection" for the development of the understructure and professional competence of the staff involved

publications

--Standards for Maternal Center,
--Standards for Counseling Center for Child and Family, joint author,
published by PHARE
Available in Romanian from the Department of Child Protection

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

The Reform of Child Protection System in Romania - October 1998

Social Sector Reform Expert

Contact Information

Contact Person

Mr Nikolai S Slavchev

Organization Information

Organization Bulgaria Holding, Voluntary Pension Fund Bulgaria

Title Chief Retirement Schemes Analyst

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E-mail

Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

Pension reform

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

International Economic Relations - University for National and World Economy, Sofia, 1994, MSc

Training

1994, Prague - EUACS (Actuarial Consultations Service), Actuarial training
1995, AOTS (Association for Overseas Technical Scholarships), Japan
Financial Management
1996, European Foundation for Living and Working Conditions, Dublin ,
Ireland - Unemployment
1996, Germany, Hanover - Private Pension Funds as a Social Security
Alternative

1998, The Netherlands, the Consensus program Social Security Legislation
of the EU

Professional Experience

As a local expert and consultant for the EU Consensus Program I have worked on the coordination and harmonization of the social security schemes in relation to Bulgaria's accession to the EU. This included social security rights, benefit payments and insurance risks in general. This is a two stage effort. The first stage finished in June, 1998. The second stage has just started - monitoring of the progress of the reform in social security.

As a representative of the Union for Economic Enterprise (an employer organization) I have taken part in various strategy and policy level working groups in the tri-partite discussions on income policy, prices, living standards, unemployment, etc. and respectively in the drafting of regulations, laws and policy documents in these areas.

I am also a member of the working group on supplementary voluntary pension insurance, under the Council of Ministers, working on the development of the legal framework and institutional capacity of the young private pension system in Bulgaria. In this capacity I have taken part in the development of the Law on Supplementary Voluntary Pension Insurance.

Other policy documents that I have participated in the elaboration of include

- Employment Encouragement and Unemployment Protection Act
- Ordinance for the Regulation of Wages

As a pension scheme analyst of Bulgaria Pension company, providing supplementary pensions to over 200 000 people all over Bulgaria.

As a Chief Pension Scheme Analyst I work on the development of the pension schemes and the design of the products of the company. I am doing analyses, surveys, forecasts, proposals for the introduction of new pension schemes and a broad array of retirement products (planned withdrawals plus all types of annuity benefits), as well as various other activities aimed at enhancing the competitiveness of Bulgaria Voluntary Pension Fund Ltd. The competitive advantage of this company is that it is a defined contribution retirement plan, that is also a strong saving investment scheme. The company has branches in five major sectors: power engineering, transport, metallurgy, construction and machine building.

Publications

1995 - University for National and World Economy. Report on the harmonization of the social security legislation of Bulgaria with the European legislation.

1996- University for National and World Economy. Report on the free movement in the European social security space.

1997-1998. Numerous publications in various daily, weekly and specialized newspapers and magazines.

Thesis: The Pension Funds as Powerful Investors across all Borders.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1996 Public Private Partnerships in Social Security and Pensions
1997 Public Private Partnerships in Social Security and Pensions
Strategies for Promotion of Macro-economic Growth

These two training opportunities have greatly contributed to my professional development and my understanding of the issues of privatization of the social security system. They gave an answer to the questions of

- how to analyze current and future problems with PAYG social security systems,
- how to initiate private sector participation in the creation and management of private pension plans,
- how to design an overall strategy for social security and pension reform,
- how to design and draft laws and regulations for private pensions to protect workers and pensioners,
- how to link social security and pension reform to other economic reforms, including privatization and capital markets development, etc
- strategies to use social security and pension reform to promote privatization, etc

I am making an effort to develop further these ideas in the Bulgarian context in my PhD thesis that I am currently working on (The Pension Funds as Huge Investors)

Social Sector Reform Expert

Contact Information

Contact Person

Ms Zoya Slavova

Organization Information

Organization National Social Security Institute

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Areas of Expertise and Experience

Sector of Work Pension Reform

Area of Specialization social work

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education Institute of Economics, Sofia, 1982

Professional Experience In my capacity as Head of the department, I am working towards improvement of the institutional capacity of NSSI in terms of analysis and evaluation of the system for social security

Have you been trained under the auspices of USAID? Yes No

If Yes, please explain? 1995 Public Relations
1998 Policy Analysis and evaluation

Social Sector Reform Expert

Contact Information

Contact Person

FLORIAN

VALENTIN

SOLOGIUC

Organization Information

Organization Ministry of Health, Department of health promotion and communitary health

Title Manager

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Country

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Fax #

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Public health

Languages

(check all that apply)

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Education

Medical School specialized in family medicine Qualified in public health and management of health services

Other training

In 1996, I had a course of promoting health care at Luneburg University, in Germany, and in 1997 with the UNICEF, I participated to a training course of promoting health care communication

Professional Experience

I have used this specialty in order to protect women's health by decreasing the number of cases of abortion and the number of cases of maternal mortality

I drew up a project for the anti-tobacco law, I developed a project for a governmental decision regarding the interdiction of cigarette advertising in cinemas I organized the public health department

The ensurance of a national structure in the domain of health care, health educational services I have supervised the national network of health promotion, I have obtained the allocation of reliable resources in the medical domain I conceived juridical initiatives regarding a healthy way of life I have developed the cooperation with NGO's and the organization and support of national media campaign regarding health promotion

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

I participated in the "Partnership public/private in health care systems" course held by IPTREE I also participated in study tours in New York, North Carolina, Baltimore, Washington

Social Sector Reform Expert

Contact Information

Contact Person

Dr Aniko Soltesz

Organization Information

Organization Seed Foundation for Small Enterprise Economic Development

Title Director

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E-mail seed@hungary.com, seed@mail.c3.hu

Areas of Expertise and Experience

Sector of Work Labor Market Reform

Area of Specialization unemployment, self-employment, training, education

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

University degree in law and economics
trained trainer and sociologist

Training

enterprise education
marketing,
business planning
customer care and advisory training

Professional Experience

Current work

- running the organization with five employees
- running an Incubator House program for entrepreneurs
- (special training course in Pittsburgh in the USA)
- Entrepreneurial school material adapted from the Durham University Business School for 14-18 years olds
- Exchange of Hungarian and American entrepreneurs
- Television series of The School of Business also available on video
- initiating a formation of a Entrepreneurial Development Council
- Publications about essential information
- Consulting and counseling entrepreneurs
- providing training for starting up entrepreneurs
- assistance to former unemployed including gypsies

Services provided

- counseling in order to help to set up a business, provide information about bank credits
- consulting for managing directors
- training programs and seminars for the following target groups
- Target groups the youth, women entrepreneurs, members of the family business, ethnic minorities

Publications

I wrote a study about special ENTREPRENEURIAL GROUPS (young and women entrepreneurs, family businesses)

Our sponsors

USAID

Andrew W Mellon Foundation (USA)

Center for International Private Enterprise (USA)

SASAKAWA Peace Foundation (Japan)

Soros Foundation (USA-Hungary)

Know How Found (Great Britain)

Hungarian Entrepreneurial-Development Foundation

Special Fund of the Canada Government

Orszagos Kereskedelmi es Hitelbank (Hungary)

Inter-Europa Bank (Hungary)

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1 month training in the US/PIET/

My course consisted of different parts, scientific, theoretical course at the OHIO State University, micro-loan, micro-credit, and practical parts, such as job shadowing, course on women programs

Needs addressed by the training

there was no entrepreneur system before in the country
there was no tradition in this field

Social Sector Reform Expert

Contact Information

Contact Person

Dr Radosveta Stamenkova

Organization Information

Organization Bulgarian Family Planning and Sexual Health Association

Title Executive Director

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Areas of Expertise and Experience

Sector of Work Health

Area of Specialization NGOs, education

Languages

(check all that apply)

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Education M D , Medical Academy, Sofia, 1990

Professional Experience

As the Executive Director, I am involved in hte management of the organization towards its three goals to influence public opinion and legislation for improving opportunities for sexual and reproductive health including choice of contraceptive methods and service providers, to promote the provision and utilizaiton of quality sexual and reproductive health education and clinic services, to develop and maintain a well organized adn efficient structure of BFPA

In addition, we use trainings and seminars for outreach to health professionals and the public

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1995 Training of Trainers

Social Sector Reform Expert

Contact Information

Contact Person

ALIN

NICOLAE

STANESCU

Organization Information

Organization Alfred Reusescu institute for child and mother protection

Title Assistant manager

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Languages

(check all that apply)

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Education

Medical school, also specialized in social and medical services management

Other training

I participated in a course regarding health and social services management, held by the institute of health services management

Management of social and health service planning program held by Case Western University, Cleveland

Professional Experience

I have elaborated materials concerning mother and child protection, I have proposals sent to the Ministry of Health regarding vulnerable population (mother and child)

I was the author of many proposals concerning legislation for mother and child protection I have organized work groups in order to elaborate the reform program concerning medical services

I tried to develop systems regarding mother and child (these two categories must be ensured by special services) I made methodological proposals for services regarding mother and child and I have also made programs for testing nutrition facts about mother and child in Romania

I have worked as collaborator, consultant, and program coordinator on projects with UNICEF, USAID, and the Centers for Disease Control (USA)

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

In 1997 I participated in a management of health services course in Boston, regarding the financing of health services

It offered me the opportunity to understand the international orientation in the field of health management

It is hard to find persons that are really interested in the subject, persons that will continue to work in the country in order to promote the ideas the knowledge they have gained It is also difficult for the people who cannot speak English, because they cannot have direct contact, because they need a translator

The program was very well organized

Social Sector Reform Expert

Contact Information

Contact Person

Ms Zsuzsa Szabo

Organization Information

Organization PLUSS Association

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

social welfare, psychological treatment of HIV/AIDS patients

Languages

(check all that apply)

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Education

University degree with psychology major

Professional Experience

As Vice-President, I am responsible for

- leading the organisation
- fund-raising
- sending applications to different foundations/gov offices
- make a budget for how to spend the money
- control how money is spent
- using and developing the infrastructure to keep contacts with Pharmacy CO, National AIDS Committee, Saint Laszlo Hospital and other government offices, and contacts in the USA (AIDS Medicine and Miracle), and other countries
- training
- education
- prevention
- recruit volunteers
- participation at different conferences
- sharing knowledge and information gathered at these conferences
- running group or personal therapies for the clients
- provide legal advise for the members (especially in terms of health care and civil rights)
- organisation of meetings, cultural programs, excursions, outdoor events for our patients
- publishing a newsletter for the members (including articles, poems, memoirs, reviews, recollection of events)

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Training in HIV/AIDS NGO Development

- San Francisco - AIDS Foundation (hot-line service)
- Washington - cooperation of HIV communities and religions
- New York - social workers of HIV org (Gay Men Health Crisis)
- site visits in hospitals, prevention centres for homosexuals

Social Sector Reform Expert

Contact Information

Contact Person

Zoltan

SZEKELYFOLDI

Organization Information

Organization Regional Manpower and Retraining Center

Title Instructor

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Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

Unemployment

Languages

(check all that apply)

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Education

College for Agriculture

Other training

1995 Instructor training (train the trainer, Canada, Sheridan College)
1996 Consultancy Development Program by World Bank Budapest
1998 Women's Entrepreneurs Program, Canada, Halifax Mount Saint Vincent University

Professional Experience

I have prepared and run a labour market reform for unemployed people
The program is called Quick Start

Our courses are made for unemployed people, and those who successfully complete

the training have better chances to get work This education is free of charge, the costs are covered by the Ministry of Labour Application is depending on entrance exams The trainees get a certificate at the end, employment rate is 90% Our own instructors lead the majority of the training courses, occasionally we hire specialists for certain topics The courses length varies depending on the subject There is a 30 hours block of communicational and job hunting training for all the groups of 18-20 Courses are held in our building mostly, 6 hours per day, sometimes employers hire us to educate their future staff, then we operate on the spot (e.g. Austrian-Hungarian glass company, Weiss Works ordered a training course in Debrecen, to introduce glass grinding, employment rate was 100%)

Courses available in the following fields

- secretary
- computer studies
- computer mechanics
- entrepreneurial manager
- entrepreneurial bookkeeping
- food processing
- butchers
- social worker
- gypsy minority social integration
- career orientation

My task is the complete arrangement of the training courses

- writing applications
- choosing trainees and participants
- making a contract with the trainers
- administration, work on the computer
- certificates
- grade-reports
- evaluation
- appoint a board of examiners (make contracts with them)
- chair the exams
- controlling of the running courses
- interpreting from English to Hungarian when it is necessary

Publications

I was a member of the group of experts in the Ministry of Labour, who worked on translating the Quick Start manual from English to Hungarian

This book is available at the Ministry of Education at the Manpower Department, and all the Hungarian training and retraining centres

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

Mr

Dikran

Tabegan

Organization Information

Organization Bulgarian Industrial Association

Title Chief Director

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Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

Pension reform, social sector reform - macro-economic aspects

Languages

(check all that apply)

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Education

Industrial Economics

University for National and World Economy, 1966

Training

- training for the Supervisory Board of the NSSI organized by ILO
- numerous conferences of the International Employer Organization (IEO) and the European Employer Organization (UNICE)

Professional Experience

I am Chief Director with the Bulgarian Industrial Association (BIA)

BIA was founded in 1980 as a voluntary non-governmental organization of the Bulgarian business and industry. The principal objective of BIA is to integrate the interests of its members and promote prosperous economic activities.

BIA is a union of collective and individual members, physical persons and legal entities conducting business activities. Its membership includes 13 000 industrial and commercial companies from the public and cooperative sector, banks, universities, economic and academic entities, insurance and leasing companies, pension funds and NGOs, like the federation of Scientific Unions, the Central Cooperative Alliance, the Union of Economists, the Union of Tax Payers, the Bulgarian Academy of Sciences, etc.

It has 27 regional organizations.

BIA participates as a representative of the employers in the National Council for Tri-Partite Cooperation (NCTC), that includes GOB, the Trade Unions and the Employer organizations. It is also a member of the Council for Economic Development at the Presidency, the Council for Market Policy at the Ministry of Commerce, the National Council for Health and Safety of Work at the Ministry of Labor and Social Policy, etc. BIA is also a shareholder in banks, insurance companies, leasing companies, private pension funds, etc.

As a BIA representative in the NCTC I participate in the discussion of the whole legislation in the social sector. I am also directly involved in the management of the National Social Security Institute and the solution of specific problems in the social security area.

I am involved in social sector issues in the following ways:

- In the development of the social sector legal framework (see below)
- As a representative of the employers in the National Council for Tri-partite Cooperation
- As a Deputy President of the Supervisory Board of the National Social Security Institute (NSSI) and a representative of the employer organizations (the Board is structured on a tri-partite principle)

I have taken part in the development of the following pieces of legislation:

- The Social Security Fund Act (adopted in 1996, separated the social security budget from the state budget and provided for the establishment of the National Social Security Institute - NSSI)
- The Supplementary Voluntary Pension Insurance Draft Act (now in Parliament)
- The Health Insurance Act
- The Employment Encouragement and Unemployment Protection Act

The Bulgarian Industrial Association (BIA) contributes to the improvement of the general economic conditions in Bulgaria through:

- acceleration of privatization and attraction of foreign investments,
- capital markets development,
- promotion of investment and technological innovation,
- enterprise development and job creation,
- enhancement of labor productivity,
- anti-trust policy,
- improvement of taxation, customs and foreign trade procedures, etc

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Supplementary Voluntary Pension Insurance

After the training I became a member of the working group under the MLSP on supplementary voluntary pension insurance, with the participation of all stakeholders in the area - the private pension funds, the unions, the employer organizations, the academic community, etc

The working group developed the draft law on supplementary voluntary pension insurance

Social Sector Reform Expert

Contact Information

Contact Person

Mr Borislav Tafradjiski

Organization Information

Organization Club Economica 2000

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E-mail

Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

social welfare, health

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

MSc , University of National and World Economy, Sofia

Professional Experience

My work is largely at the policy level I have drafted several papers on social insurance in Bulgaria, including the White Paper of Social Security, Emergency Social Assistance, Development of Policies for the Health Insurance System in Bulgaria, and the Development of the Draft Law for the Management of Waste

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1996 Private Pension Plans

1997 Training of Trainers for the Local Government Initiative

184

Social Sector Reform Expert

Contact Information

Contact Person

DINU

TENOVICI

Organization Information

Organization Ratiu Foundation - Romanian Leukemia Aid for Children and Young People

Title Executive Director

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Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

social work, child welfare

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Faculty of Sociology, Bucharest University

Other training

Scholarship at Colorado State University, USA
Courses in Germany, France and Switzerland

Professional Experience

Ratiu Foundation has initiated and is running a surveillance and social and medical support program for children and youth affected by leukemia and other types of cancer

Ratiu Foundation set up two play rooms in Fundeni Hospital and one in the Oncological Institute in Cluj, where children can forget about disease and painful treatments by play therapy, and can learn something useful

Also, the foundation provides

- social, medical and material support and education for children's parents
- monitoring and rapid interventions in case of aggravation of disease

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

NICULINA

TOLSTOBACH

Organization Information

Organization The Department for Child Protection

Title Manager

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E-mail

Areas of Expertise and Experience

Sector of Work

Municipal Government Reform

Area of Specialization

Child protection

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Philosophy faculty, the sociology department

Other training

Master in social policies regarding child protection I participated in training courses in 1991, held by the program international council, Cleveland, USA In Bucharest, I participated in a program for the formation of trainers in the social field, organized by the University of Massachusetts In 1995, I participated in England, at Glasgow, in a course of Social Services Management

Professional Experience

I cooperated with the department team for the elaboration of G O 25 and 26/1997 regarding child in difficulty and adoptions. These Governmental Ordinances will later become law 87, 108/1998. I also participated in the elaboration of the final form of G O 205, 245, 604, 217/1997 concerning child protection.

I have organized The Commission for Child Protection, I have elaborated work methodology regarding the prevention of critical situations in child protection. I have also analyzed and I took steps in order to protect the abused children. I supported the training of the social assistance staff.

Publications

I wrote, together with a group of authors, a book called "Social Policy, Romania in an European Context," 1995. In 1997 I wrote the book "For a Society Centered on the Child." Available in Romanian.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Training for the team leaders in child protection at a local and central level, Illinois, USA.

Social Sector Reform Expert

Contact Information

Contact Person

CATALINA

TUDOSE

Organization Information

Organization Romanian Alzheimer Society

Title President

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Social Work, Health, Education, Prevention, Fighting for Human Rights

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Faculty of General Medicine
Specialized in Psychiatry

Other Training

Training in organizing and managing of NGOs, provided by Romania Project UK, Geneva Initiative on Psychiatry, Alzheimer Europe, Alzheimer International, East and Central European Network of Nongovernmental Organization for Elderly People, Foundation for the Development of Civic Society

Professional Experience

My speciality involves providing a satisfactory level of nutrition for very poor persons who are in the organization's evidence through the program of procurement and home distribution of food for solitary elderly people, unable to move, with low income

Avoiding of abuses on elderly, solitary persons who are in the evidence of the organization This issue constituted a constant concern by providing support and information to elderly people who are often threaten with losing the house by people who pretend they offer different social services (in exchange for house) A specific problem was the intervention in fighting for the elderly people rights against persons who already took responsibility for taking care of them in exchange for house donation, the organization, by periodical visits and social studies has managed to impose those persons to fulfill their part of obligations

Policy reform-related work

- proposals of programs regarding developing of a system of prevention, diagnosis, and care for patients with Alzheimer
- contributions in elaboration of the new project regarding social assistance for elderly people
- lobby to the governmental structures particularly to The Ministry of Health regarding free of charge treatment for people with Alzheimer and providing of supplementary rights for families who take care of these persons

Social service provision

- procurement and home distribution of food for poor persons, unable to move
- establishing of day centers for elderly people in Bucharest, Galati, Nehou, these were the first day centers for elderly people in Romania designed as social assistance centers for secondary medical assistance, they represented cores of community assistance for elderly people
- subsequently, these centers have become socio-medical assistance centers diversifying and extending their activities by identification of persons with social and medical problems, unable to come to the Day Center, assistance and phone information services, home care programs with social workers trained by the Alzheimer Society, group therapy - Support Groups for families of patients with Alzheimer in order to identify precocious symptoms, to prepare themselves for providing care by learning intervention techniques, and also learning about the disease

My role as a President of Romanian Alzheimer Society was to initiate and coordinate these programs together with other members of the board

Publications

- I have edited a nursing manual in geronto psychiatry adapted from a British manual
- Leaflets about symptoms of the disease, intervention techniques, general information about Alzheimer disease
- Essays at international congresses on Alzheimer between 1992-1998

Available in Romanian and English by visiting the documentation center within the Day Center - Bucharest

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

DORINA

VARGATU

Organization Information

Organization Association of the Physically Disabled Persons in Lugoj

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Country

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Social assistance, health

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

High school

Professional Experience

Our work is to protect the rights of the disabled persons in Romania, to provide a medical, social, psychological, professional and spiritual frame, for integrating the physically disabled persons in the life and activity which is useful to the society

Policy-related work AHF Lugoj participated at the meetings of associations of disabled persons, on national level, contributing to draft the laws Law 53/1992, regarding special protection of disabled persons, and Law 57/1992, regarding socio-professional integration of disabled persons

Service provision As a President of AHF Lugoj I am involved in a number of projects

- "A step does not have to be a wall anymore," through this project we ask for the observance of Order nr 26/N/1993, regarding the adaptation of flat buildings and of the public places for the needs of the physically disabled persons in Lugoj

- "Modular Protheses, a chance for amputees in Romania"
With the support of Deutcher Caritasverband Freiburg, in 1993, we opened a workshop for manufacturing of modular protheses which did not exist in Romania before Two technicians were specialized in France and Germany

Aide de la Roumanie Dijon provided equipment for a recovery and accommodation center in Lugoj

Through our association more than 200 persons have received wheelchairs, crutches, protheses, medical assistance, recovery therapy

I have worked with the following international organizations to collaborate and maintain relationship Association Nationale pour L'Integration des Handicapes Moteur - France, L'Association Nationale pour L'Avenir des Enfants Polyhandicapes "Bougies de Noel," Aide a la Roumanie, Aquitaine Appareillage 2000 - France

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Trainings organized by World Learning in Advocacy, Writing a Proposal, Public Relations

Social Sector Reform Expert

Contact Information

Contact Person

Dr Imre Varga

Organization Information

Organization Szakorvosi Rendelőintézet, Health Clinic

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E-mail

Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Health services

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Medical School, specialized in urology

course on Medical Management

Professional Experience

As the secretary of Medicina 2000 Polyclinics and Doctors Association my task is to collect information of the work of the institutions working with outpatients, their possibilities, methods, boundaries and limitations

As a consultant I am specialized in the field of outpatient treatment, group praxis, one-day long clinical treatment (one day surgery), home health care I am introducing new humanitarian and cost reducing treatment for the patients

I organize meetings, forums in these subjects, and I help the work of the special boards in this respect

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

World Learning staff has organized a 6-8 weeks long professional training for me in the USA according to our previous consultations. I wanted to be introduced to the health system there, and see how the Americans could switch from the costly and dominant clinical treatment to outpatient system and home health care.

I got the opportunity to visit the outstanding HMOs and Managed Cares, and meet well known American experts, with whom I was able to establish professional contacts.

Social Sector Reform Expert

Contact Information

Contact Person

DANIEL

GEORGE

VASILESCU

Organization Information

Organization Research Group for Problems of Handicapped Persons (GSPH)

Title Executive Director

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Fax # (401) 2223137

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Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

social service provision, human rights

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Institute of Construction, Faculty of Technological Equipment, Bucharest

Other training

Training of Trainers, Opportunity Associates

Professional Experience

My work has included

- Introduction of a coherent terminology in the field (the syntagm handicapped person was proposed by the Research Group for Problems of Handicapped Persons and introduced in the national standards by NGO coalition during the National Symposium of organization of handicapped persons (SINHAR '92 - SINHAR '96) and the meetings between NGOs and representatives of central and local administration (CONFAS '93 - CONFAS '96)
- architectural (adaptation of the flat buildings and public places) and communication language accessibility for handicapped persons (Alpha Program run in Bucharest, Timisoara, Lugoj, Iasi) by using the force of NGO coalition during important events (European Day of Handicapped Persons - May 5, International Day of Handicapped Persons - December 3)
- Coordination of the organization's activities regarding research and dissemination of information to all NGOs active in the field
- Organizing of national and international events (7 editions of SINHAR between '92 and '98, meeting between NGOs for Handicapped Persons and Authorities in the field, CONFAS 93 - CONFAS 96, International Seminar STESID '95, Science and Technology for Social Integration of the disabled, International Seminars DENDRO 96, Development of Employment by NGOs of Disabled People in Romania)
- Collaboration with the Group for Social Dialog in organizing of meeting with members of Parliament and elaboration of a specific supplement of "22 Magazine,"
- Participation in the elaboration process of a new law regarding social integration of handicapped persons
- Design and consultancy for implementation of social service projects provided to NGOs for handicapped persons Centers for Training of young handicapped people in using the computer - COMPTECH (in Bucharest, Iasi, Buzau, Constanta, Ploiesti, Sibiu), hot-line services for handicapped persons (in Bucharest, Craiova, Slobozia, Ploiesti), transport systems adapted for wheelchairs users (Bucharest and Slobozia)

Publications

- SINHAR'92 - (Synthesis, 1993)
- SINHAR'93 - (Synthesis, 1994)
- SINHAR'94 - (Synthesis, 1995)
- CONFAS '95, A point of view, published by GSPH
- SINHAR'95 - (Synthesis, 1996)
- SINHAR at the 5th edition (brochure, 1996)
- Handicap (brochure, 1996)
- SINHAR 1996 From adaptation of man to environment to adaptation of environment to the man's needs, published by GSPH
- SINHAR '97 - (brochure, published by GSPH)
- Option of Work, published by GSPH, copyrights from International Labor Office
- ALPHA Free access for handicapped persons (brochure, 1997)
- Money for Organizations (brochure, 1997)
- I want to be a winner (brochure, 1998)
- Human rights and the handicapped person (guide, 1998)

Available in Romanian, with summary in English for some of them

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Institutional Development, Management of NGO organized by World Learning

Social Sector Reform Expert

Contact Information

Contact Person

DOINA

ZOIA

VASILE

Organization Information

Organization County Department for Child Protection

Title Manager

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Postal Code

Country

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Fax #

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E-mail

Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

Child Protection

Languages

(check all that apply)

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Education

Philosophy College, section Sociology , 1977

Other training

Formation courses with Holt International
Ergonomy course

Professional Experience

I have applied the deinstitutionalization of the Child Protection System in Romania, I have restructured the placement centres and I have also worked to create territorial branches of the county child protection department

I proposed theoretical norms that contributed to the final form of the law no 108/1998 and that the manager would have the right to vote in the meetings of the department I participated in the accomplishment of Governmental Order (G O) 25/1997 and 26/1997 (regarding child in abuse and adoption), together with a group of specialists I have to mention that later these governmental orders became laws 85/1998, 108/1998

I introduced the psychological tests for children, I developed the concept of occupational therapy, I started the project of a modern center for young people and children and I also made family placement centers out of founding homes

I have collaborated with the following national and international organizations The French organization "Terre des Hommes," For Our Children, Holt International, Old Vision, Romanian Angel Appeal, Hope Foundation

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Child Welfare Program

Social Sector Reform Expert

Contact Information

Contact Person

Dr Petya Vassileva

Organization Information

Organization University Hospital St Anna

Title Head of Eye Clinic, Director of Eye Bank, President of Sight for All Foundation, Director for Bulgaria of the International Eye Foundation

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City Sofia State/Province

Postal Code 1709 Country Bulgaria

Telephone # 359 2 74 61 65 Fax # 359 2 76 89 30

E-mail centersight@bitex.com

Areas of Expertise and Experience

Sector of Work Health

Area of Specialization ophthalmology, children

Languages

(check all that apply)

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Education

MD, Medical Academy, Sofia, 1963

Dr of Medicine, 1986

Professor, 1989

Master of Public Health, Johns Hopkins University, Baltimore, MD, 1991

Professional Experience

I have developed and implemented several projects targeting children with vision problems, including, Child Aid, First Sight, and Seeing 2000

In 1994, I initiated the establishment of a National Expert Council in Ophthalmology under the Ministry of Health I was appointed by the Ministry as a national consultant in ophthalmology and a director of the newly established eye bank

In 1993, I initiated the establishment of the Bulgarian Eye Foundation "Sight for All" and was elected its President

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

International Eye Foundation Exchange

Social Sector Reform Expert

Contact Information

Contact Person

Ms Rossitsa A Velkova

Organization Information

Organization Ministry of Finance

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Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

unemployment, social welfare

Languages

(check all that apply)

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| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Master's degree from UNWE, Sofia
Post-Graduate Specialization in Finance, UNWE, Sofia, 1994

Professional Experience

I handle a number of problems on the national level provision of resources for major social activities and participation in the drafting of bills in the social sector

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1997 Supplementary Voluntary Pension Insurance

203

Social Sector Reform Expert

Contact Information

Contact Person

DANIEL

VIERU

Organization Information

Organization Bethany Foundation for Social Services

Title Site Manager

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E-mail vidan@mail.dntis.ro

Areas of Expertise and Experience

Sector of Work

Education

Area of Specialization

Child Protection

Languages

(check all that apply)

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Education

Faculty of Social Work

MSW - Human Resources Management

Other training

Training organized by UNICEF - Child Welfare, Health Education
Study Tour - University of East Anglia, Norwich

Professional Experience

Specialization Involvement in the child welfare and protection reform in Romania

I have participated in the development of strategies, at community level, regarding child welfare and protection

I am coordinating and implementing the project "Child Welfare and Protection" at the county level, for the development of social services for child welfare as an alternative to institutionalization such as

- Foster Care
- Prevention of institutionalization
- Domestic adoption

I have worked on collaboration and joint projects with the Peace Corps, For Our Children, UNICEF, World Vision, Petre Andrei Foundation

Publications

I coordinated the realization of the "Guide for Practice in Social Work" published by Lorelei

I wrote the chapter "Communication Skills for Counseling" in the book "Domestic Adoption," published by Moldgroup These are available in Romanian from Alexandru Ioan Cuza University, Faculty of Sociology and Social Work - Iasi, B-dul Copou nr 5

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Training organized by World Learning

External Relations, Strategic Development

Social Sector Reform Expert

Contact Information

Contact Person

VALENTIN

VLADU

Organization Information

Organization The Foundation for Community Care Services

Title Executive Director

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Areas of Expertise and Experience

Sector of Work

Health

Area of Specialization

Health, Education, Social Work

Languages

(check all that apply)

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Education

Faculty of Medicine

Training in Management of Social and Medical Services

Other training

Health Care Management - Cleveland Ohio 1994

Social Services Management - London 1996

Professional Experience

Together with my team I implemented the first home care projects in Bucharest and another seven towns in Romania. I elaborated the first manual for home care standards.

I have initiated and coordinated home care services for helpless persons, and training for unemployed people who have become home health aide.

Publications

Article about training in "Caring Magazine," Washington, April 1998, Practical Guide for Home Care Services

Available in English and Romanian

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

Zoltan

WEISZ

Organization Information

Organization Somogy County Regional Labor Office

Title Deputy Director

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City Kaposvar State/Province

Postal Code 7400 Country HUNGARY

Telephone # 36-82-505 504 Fax # 36-82-505 550

E-mail

Areas of Expertise and Experience

Sector of Work

Labor Market Reform

Area of Specialization

unemployment

Languages

(check all that apply)

- | | | | |
|--------------------------------------|------------------------------------|-------------------------------------|------------------------------------|
| <input type="checkbox"/> Albanian | <input type="checkbox"/> English | <input type="checkbox"/> Latvian | <input type="checkbox"/> Slovak |
| <input type="checkbox"/> Armenian | <input type="checkbox"/> Estonian | <input type="checkbox"/> Lithuanian | <input type="checkbox"/> Slovenian |
| <input type="checkbox"/> Azeri | <input type="checkbox"/> French | <input type="checkbox"/> Macedonian | <input type="checkbox"/> Tajik |
| <input type="checkbox"/> Belarussian | <input type="checkbox"/> Georgian | <input type="checkbox"/> Moldovan | <input type="checkbox"/> Turkmen |
| <input type="checkbox"/> Bosnian | <input type="checkbox"/> German | <input type="checkbox"/> Polish | <input type="checkbox"/> Ukramian |
| <input type="checkbox"/> Bulgarian | <input type="checkbox"/> Hungarian | <input type="checkbox"/> Romanian | <input type="checkbox"/> Uzbek |
| <input type="checkbox"/> Croat | <input type="checkbox"/> Kazakh | <input type="checkbox"/> Russian | |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

--University of Political Sciences - political sociology

--Zrinyi Miklos Military College

--I have attended several trainings and postgraduate courses since 1991

Professional Experience

Under the control of the USA Department of Labor we set up a rapid response team to solve the mass unemployment in the region, and manage social crises. I have used my experiences on the national level as well, being a member of the national advisory board, and appointing the managers to certain tasks

My work with the rapid response program included

- Crisis management for 4 companies, reduction of staff, and re-employment
- I run the MEB (Mutual Employment Board)
- I evaluated the experiences all around the country
- I organized training courses for the heads of Labor Office Branches
- Regional development project for three different regions (Zsilica, Surjan Valley, Drava Banks region)
- Professional regional development planning for other regions, such as Nograd, Veszprem and Baranya county), where I managed the job on the spot
- I have written a methodical book with additional practical examples

Actual provision of social services

I am also responsible in the organization, selection, and control of the actual provision of social services, especially conflict resolution of unemployment or job creation program

- As the vice president of the Labor Center I manage the different programs for the different clients (such as young people orientation, permanently unemployed people advisory service, reducing tragic effects of radical changes in work conditions, minority especially gypsy problems)
- I take part in initiating, developing, coordinating and controlling these new effective employment crises management projects all around the county both on the level of methods and strategy
- I keep contact with the civil sphere in the county and the welfare committee of the region (Labor Council)
- I supervise the labor offices in the region
- I am the president in charge of the Foundation for the Unemployed People in Somogy County
- I am a Member of the Curators Board for Pillar Foundation and UNITED WAY, Somogy County Foundation

Publications

Together with a colleague I wrote a "Self-management manual" for training different methods in regional development. This is available in Hungarian. Another methodical work will be published in the near future.

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

Dr Tsanko V Yablanski

Organization Information

Organization City of Stara Zagora

Title Mayor

Mailing Address and Contact Information

Address 107 Tsar Simeon Veliki

City Stara Zagora State/Province

Postal Code 6000 Country Bulgaria

Telephone # 359 42 600 105 Fax # 359 42 601 103

E-mail major@aws95 stara-zagora-city bg

Areas of Expertise and Experience

Sector of Work Municipal Government Reform

Area of Specialization

Languages

(check all that apply)

- | | | | |
|---|---|-------------------------------------|------------------------------------|
| <input type="checkbox"/> Albanian | <input checked="" type="checkbox"/> English | <input type="checkbox"/> Latvian | <input type="checkbox"/> Slovak |
| <input type="checkbox"/> Armenian | <input type="checkbox"/> Estonian | <input type="checkbox"/> Lithuanian | <input type="checkbox"/> Slovenian |
| <input type="checkbox"/> Azeri | <input type="checkbox"/> French | <input type="checkbox"/> Macedonian | <input type="checkbox"/> Tajik |
| <input type="checkbox"/> Belarussian | <input type="checkbox"/> Georgian | <input type="checkbox"/> Moldovan | <input type="checkbox"/> Turkmen |
| <input type="checkbox"/> Bosnian | <input type="checkbox"/> German | <input type="checkbox"/> Polish | <input type="checkbox"/> Ukrainian |
| <input checked="" type="checkbox"/> Bulgarian | <input type="checkbox"/> Hungarian | <input type="checkbox"/> Romanian | <input type="checkbox"/> Uzbek |
| <input type="checkbox"/> Croat | <input type="checkbox"/> Kazakh | <input type="checkbox"/> Russian | |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Higher education
Professor in Genetics and Selection at the Agricultural University in Stara Zagora

Doctor of Sciences, Specialization in Municipal Administration

Professional Experience

As mayor of the city, I help in the development and implementation of international projects

I serve as President of the Regional Association of Municipalities

I am also active in the Local Government Initiative sponsored by USAID, in addition to the REMDEP Project of the British Konw-How Fund, and Private Initiative and Strategic Business Planning

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

1996 Municipal Administration and Regional Development

1998 Local Government Issues Workshop

Social Sector Reform Expert

Contact Information

Contact Person

Mr Evgeniy L Yakushev

Organization Information

Organization Pension & Actuarial Consulting

Title President, Senior Partner

Mailing Address and Contact Information

Address

City Moscow State/Province
Postal Code Country Russia
Telephone # +7 095 7259132 Fax # +7 095 9250080
E-mail yakushev@altavista.net

Areas of Expertise and Experience

Sector of Work Pension Reform

Area of Specialization private pension funds

Languages

(check all that apply)

- | | | | |
|--------------------------------------|---|---|------------------------------------|
| <input type="checkbox"/> Albanian | <input checked="" type="checkbox"/> English | <input type="checkbox"/> Latvian | <input type="checkbox"/> Slovak |
| <input type="checkbox"/> Armenian | <input type="checkbox"/> Estonian | <input type="checkbox"/> Lithuanian | <input type="checkbox"/> Slovenian |
| <input type="checkbox"/> Azeri | <input type="checkbox"/> French | <input type="checkbox"/> Macedonian | <input type="checkbox"/> Tajik |
| <input type="checkbox"/> Belarussian | <input type="checkbox"/> Georgian | <input type="checkbox"/> Moldovan | <input type="checkbox"/> Turkmen |
| <input type="checkbox"/> Bosnian | <input type="checkbox"/> German | <input type="checkbox"/> Polish | <input type="checkbox"/> Ukrainian |
| <input type="checkbox"/> Bulgarian | <input type="checkbox"/> Hungarian | <input type="checkbox"/> Romanian | <input type="checkbox"/> Uzbek |
| <input type="checkbox"/> Croat | <input type="checkbox"/> Kazakh | <input checked="" type="checkbox"/> Russian | |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education Computer designer, Moscow Institute of Radiotechnics, Electronic and Automatic

MBA, Business and Finance, International Business School, Moscow

Professional Experience Project manager and Senior consultant for largest Russian corporation Norilsk Nickel, GAZ, RAO UES, Member of working group for development Program for Pension Reform,

Have you been trained under the auspices of USAID? Yes No

If Yes, please explain?

Social Sector Reform Expert

Contact Information

Contact Person

Dr Volodymyr V Yatsenko

Organization Information

Organization US Agency for International Development

Title Economics Adviser

Mailing Address and Contact Information

Address USAID

City Kyiv State/Province

Postal Code Country Ukraine

Telephone # Fax #

E-mail

Areas of Expertise and Experience

Sector of Work

Pension Reform

Area of Specialization

Labor Market

Languages (check all that apply)

- | | | | |
|--------------------------------------|---|---|---|
| <input type="checkbox"/> Albanian | <input checked="" type="checkbox"/> English | <input type="checkbox"/> Latvian | <input type="checkbox"/> Slovak |
| <input type="checkbox"/> Armenian | <input type="checkbox"/> Estonian | <input type="checkbox"/> Lithuanian | <input type="checkbox"/> Slovenian |
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| <input type="checkbox"/> Bulgarian | <input type="checkbox"/> Hungarian | <input type="checkbox"/> Romanian | <input type="checkbox"/> Uzbek |
| <input type="checkbox"/> Croat | <input type="checkbox"/> Kazakh | <input checked="" type="checkbox"/> Russian | |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

PhD, Economics, Leningrad Institute of Economics and finance, now St Petersburg University of Economics and finance, Russia,
MBA (with distinction), Kyiv Institute of National Economy, now Kyiv national University of Economics Ukraine,
Training from Harvard University, Pension Reform Workshop on the Global Social Security Crisis, Cambridge, MA
US Department of Labor, Bureau of Labor Statistics, Washington, D C (May-June, 1995 and September-November, 1994), Economic Institute of the World Bank with IMF, Washington, DC (Sept -Nov 1993)

Professional Experience

USAID/Ukraine Manager, Social Security Program, for Ukraine, Belarus, Moldova (1996-present),
Kyiv National University of Economics Associate Professor, Dept of Human Resources Management, (1991-1996), Vice-Dean, Faculty of Marketing,(1988-1994), Assistant Professor,(1986-1990), Director of Division of Research on the Economics of Vocational Training (1984-84), Lecturer (1980-84)
Chief Accountant, construction business (part-time), Kyiv (1990-93)

CONSULTANCIES

USAID (1995-96), World Bank (1995-96), UN Office in Ukraine (1994-present), International Labour Organization (1993-96), Ministry of Labor and social Policy of Ukraine, Member of the Governmental Task Force on Pension Reform in Ukraine (1993-present), State Committee on Statistics of Ukraine (1993-present)

Selected Publications

- 1 "Pension System Affects Everyone," article in the Cabinet of Minister's of Ukraine official newspaper, Uriadovyj Kurier
- 2 "The Regional Dimension of Employment Policy in Ukraine," paper presented at the ILO seminar on Regional Dimension of Employment Policy in Central and Eastern Europe, Budapest, May, 1997
- 3 "Ukraine Human Development Report," 1997,1996, 1995, UNDP, Kyiv (co-author)
- 4 "Social Processes and Labour Market in Ukraine " Paper presented at Regional UNDP meeting on Transformation and Social Cohesion, Bratislava, June 1996
- 5 "Pension System in Ukraine " Paper presented at the national seminar on Social Protection, Employment and Pensions, organized by GOU and the Economic Development Institute of World Bank, Kyiv, April 1995
- 6 "Employment Policy and Programmes in Ukraine " paper presented at the ILO conference on "Employment Policies and Programmes in Eastern and Central Europe " Budapest, June 2-3, 1996

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

US Department of Labor, Bureau of Labor Statistics, Washington, D C (May-June, 1995 and September-November, 1994)

Social Sector Reform Expert

Contact Information

Contact Person

LAURENTIU

ZOLOTUSCA

Organization Information

Organization World Vision

Title Medical Advisor

Mailing Address and Contact Information

Address Str Rotasului nr 7, sector 1, Bucharest

City Bucharest State/Province

Postal Code Country Romania

Telephone # 40-1-222 91 01 Fax # 40-1-224 29 72

E-mail laurentiu_zolotusca@wvi.org

Areas of Expertise and Experience

Sector of Work

Alternative Provision of Social Services

Area of Specialization

child welfare and protection

Languages

(check all that apply)

- | | | | |
|--------------------------------------|---|--|------------------------------------|
| <input type="checkbox"/> Albanian | <input checked="" type="checkbox"/> English | <input type="checkbox"/> Latvian | <input type="checkbox"/> Slovak |
| <input type="checkbox"/> Armenian | <input type="checkbox"/> Estonian | <input type="checkbox"/> Lithuanian | <input type="checkbox"/> Slovenian |
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| <input type="checkbox"/> Belarussian | <input type="checkbox"/> Georgian | <input type="checkbox"/> Moldovan | <input type="checkbox"/> Turkmen |
| <input type="checkbox"/> Bosnian | <input type="checkbox"/> German | <input type="checkbox"/> Polish | <input type="checkbox"/> Ukrainian |
| <input type="checkbox"/> Bulgarian | <input type="checkbox"/> Hungarian | <input checked="" type="checkbox"/> Romanian | <input type="checkbox"/> Uzbek |
| <input type="checkbox"/> Croat | <input type="checkbox"/> Kazakh | <input type="checkbox"/> Russian | |
| <input type="checkbox"/> Czech | <input type="checkbox"/> Kyrgyz | <input type="checkbox"/> Serbian | |

Education

Institute of Medicine and Pharmacology, Bucharest

Other training

- Specialization in contagious diseases and epidemiology
- Senior in Epidemiology

Professional Experience

I am working together with World Vision team to change the child protection system in Romania, from an institutional system to one that can offer community based and family centered services. At the central level, we are working with the Direction for Child Protection under the Government, and at the county level, with County Councils and the directors of Directions for Child Protection.

The project "Child Welfare and Protection in Cluj, Iasi and Constanta" is trying to develop and implement community based and family centered services, as a continuum of services, in order to substitute institutionalization. The project is implemented together with the local authorities.

My role is to negotiate with local and central authorities, to obtain small grants.

I also participated in designing and implementing of the National Surveillance System of HIV infection/AIDS disease.

Publications

- The Epidemiology of HIV and AIDS in Romania, AIDS Magazine, USA
- Acquired Immunodeficiency Syndrome, Lancet
- HIV Sentinel Sero-surveillance in Romania
Available in English

Have you been trained under the auspices of USAID?

Yes No

If Yes, please explain?

PIET - Study Tour in Public Health, HIV, AIDS epidemiology

QUESTIONNAIRE FOR INTERVIEWS WITH SOCIAL SECTOR EXPERTS

I INTRODUCTION

A Purpose of the database

A large number of people are recognized as experts in the field of social protection and social assistance (social welfare) within each country of the former Soviet Union and in Central Eastern Europe. These people have been actively engaged in finding solutions to the hardships some people have suffered in the transition from communism to a free market economy.

However, *many of the practical solutions from the projects have not been shared within the region*. USAID is compiling a list of people who are working in the field and will share this information with your colleagues in other countries who would like to learn from our experiences.

B Qualifying Questions

- 1 Would you like to exchange information with people from other countries in the region about what you are doing?

Yes No

- 2 Would you agree to having your name included in this type of public list?

Yes No

- 3 If the person is not interested, ask them if they could recommend others who are active in social sector reforms. (Write down contact information)

II QUESTIONS FOR EXPERTS

A Personal Information

- 1 Name
- 2 Address, city and country
- 3 Phone, email, and fax contact
- 4 Any other means of contacting you?

B Employment Information

- 1 Institution/organizational affiliation (please include address and office phone number)

2 What is your position within the organization?

C Activities within the field of Social Protection (Social sector reform)

(Please provide as many details as possible about the *practical solutions to a problem in the social sector implemented by this individual*)

- 1 What would you consider are your areas of specialty? (Please ask the person to explain their area of specialty, using the following *only as examples* labor economics, pension reform, housing reform, labor market reform, unemployment, social work, social welfare, health, education, etc)
- 2 How have you used this specialty to solve a specific problem in the area of social protection in your country?
- 3 Is your activity primarily directed at the policy level or at the provision of social services?
 - a Policy level (Please write a complete description of what the individual did that changed policy)
 - b Actual provision of social services (Please write a complete description of what the individual is doing, as for example, managing a housing subsidy office, implementing an unemployment or job creation program, delivering a specific service and what is unique about these services, etc)
- 4 Please probe until you have a full description of the work he/she is doing (Please ask questions to elicit details about the program and the specific role this individual played in the activity This is the basic information that will be included on the database and read by others looking for a consultant)
- 5 Have you written any reports, papers, manuals, or articles about your work or the problems of social protection in the economic transition in your country? Yes No
- 6 In which languages?
- 7 How can other people get these materials? May we have a copy to publish through our website?
- 8 Have you worked with other national or international organizations in the area of social protection?
 - a Which organizations?
 - b What was your role?

III TRAINING AND EDUCATION

A Formal Education

- 1 What is your educational background?
- 2 What languages do you speak?

B What other training or education did you obtain in order to work in this area?

- 1 Other types of training (please probe for details)
- 2 What do you recommend others do to gain the necessary experience to work in your field?

C USAID Training

- 1 What Training Program did you participate in under USAID sponsorship?
- 2 What was the background and what were the needs for the training you received?
- 3 In what way (s) did the USAID training improve your ability to work for change within the institutions where you have worked?
- 4 What other comments would you like to make about the importance or relevancy of the training?
- 5 Do you have any suggestions to improve the training programs?

IV Who else in your field might be interested in being included in this database of experts?

Please provide name, title or position, and contact information (at least telephone numbers)

Thank you for participating in this survey We appreciate your answers Please visit our website at [http //www socialsector net](http://www.socialsector.net)