



STRENGTHENING THE SOCIAL WORK AND SOCIAL SERVICE WORKFORCE IN EUROPE & CENTRAL ASIA: INVESTING IN OUR CHILDREN'S FUTURE

21-23 November 2018
Bucharest, Romania

PROVISIONAL AGENDA

Day I: Wednesday, 21 November

8:30-9:30	Registration/Coffee-Tea VENUE: PALATUL NOU AL BANCII NATIONALE A ROMANIEI, STR. DOAMNEI
9:30 – 9:40	Welcome by Liviu Voinea, Deputy Governor, National Bank of Romania
9:40-10:15	<i>Moderator Day 1 Gabriela Coman, President, National Authority for the Protection of Child's Rights and Adoption, Ministry of Labour and Social Justice, Romanian Government</i> Opening Ceremony Introductory remarks: Lia Olguța Vasilescu, Minister of Labour and Social Justice, Government of Romania Afshan Khan, Regional Director, Special Coordinator, Refugee and Migrant Response in Europe, UNICEF Regional Office for Europe and Central Asia Cendrine De-Buggenoms, Head of Unit Romania and Bulgaria, Directorate-General for Employment, Social Affairs and Inclusion, European Commission
10:15-10:45	Overview of the current situation in the region concerning social work/social service workforce (based on the case studies and desk review) and overview of regional monitoring framework for investing in the workforce <i>Facilitated by: Oleksandra Churkina, Deputy Minister European Integration, Ukraine</i> Aaron Greenberg, Regional Advisor, Child Protection UNICEF ECARO, Joanna Rogers, Team Leader, OPM/P4EC consultancy group conference technical support Q&A
10:45-11:15	Break (Coffee-Tea)
11:15-11:50	Planning, developing and supporting the social work and social service workforce – Importance of investing in the workforce based on the experience of Scotland. <i>Iona Colvin, Chief Social Work Adviser, Scottish Government</i> Q&A
11:50-13:00	Defining the workforce in the Region <i>Facilitated by: Aaron Greenberg, Regional Advisor Child Protection, UNICEF ECA Regional Office</i>



Sopio Kiladze, Chairperson, Human Rights and Civil Integration Committee, Parliament of Georgia – *defining the workforce in legislation*

Iona Colvin, Chief Social Work Adviser, Scottish Government – *how the statutory and wider social service workforce is defined in Scotland*

Elena Solomonesc, Secretary of State, Ministry of Labour and Social Justice, Romanian Government – *key functions and competencies of the social service workforce in Romania*

Suzana Mistic, Assistant Minister (for Family and social protection), Ministry of Labour, Employment, Veteran and Social Protection – *licensing as a mechanism for defining the workforce*

Q&A and discussion: 30 minutes

13:00-14:00 LUNCH

**14:00-15:00 Tour of Palatul Nou al Bancii Nationale a Romaniei
Transfer to Sheraton**

**15:00-17:00 Parallel Breakout Sessions: *Identifying ways of addressing ongoing challenges across different thematic areas on planning*
VENUE: HOTEL SHERATON CALEA DOROBANTI 5-7**

Coffee will be available for participants to take into the session when they arrive at the Sheraton

Theme 1: Financing the workforce and ensuring supply meets demand	Theme 2: Inter-sectoral human resources planning – short medium long-term	Theme 3: Planning the workforce in Child protection	Theme 4: Planning the workforce in Youth services and Justice	Theme 5: Planning the workforce in Health and Education
Moderator: <i>Gurbanmyrat Ashyrov,</i> Member Parliamentary Social Policy Committee, Mezhelis of Turkmenistan	Moderator: <i>Diana Chiriacescu,</i> Director, Federation of NGOs for Social Services (FONSS),	Moderator: <i>Jana Hainsworth,</i> General Secretary, Eurochild	Moderator: <i>Phenny Kakama,</i> Child Protection Specialist, UNICEF ECARO	Moderator: <i>Aniruddha Kulkarni</i> Child Protection Specialist UNICEF HQ
Room:	Room:	Room:	Room:	Room:



<p>Presenters:</p> <p>1. Henrik Ingrids Swedish Government - <i>Planning cycle, experience in history of development of the workforce – and ensuring financing for new positions</i></p> <p>2. Ardiana Iaku, Deputy Minister of Health and Social Protection - <i>‘Social Fund’ mechanism in Albania</i></p> <p>3. Islam Emiroğlu, Deputy Director General Child Services, Turkey – <i>Social Services in Turkey and</i></p>	<p>Presenters:</p> <p>1. Joanne Bosworth, Regional Advisor, Social Policy UNICEF ECARO - <i>Planning for separation of the social assistance and social work functions</i></p> <p>2. Erik Olozayov, Dean, Faculty of Social and Practical Psychology, Bishkek Humanitarian University, Kyrgyzstan– <i>Introducing new positions into the national qualifications framework and nomenclature of professions</i></p>	<p>Presenters:</p> <p>1. Stela Grigoras, Child Protection consultant UNICEF ECARO – <i>Child Care Reform building the social service workforce</i></p> <p>2. Polia Kanyova, Chief expert in Social Services for Children, Agency for Social Assistance – <i>Supporting the workforce development in the deinstitutionalization reform in Bulgaria</i></p> <p>3. Mira Antonyan, President of “Armenian Association of Social Workers”. <i>Child Protection Workforce in Armenia</i></p>	<p>Presenters:</p> <p>1. Joseph Aguetant, Head of Europe, Terre des Hommes – <i>The Child Protection Hub an interactive and collaborative initiative for child protection actors</i></p> <p>2. Miloš Ristić, Institute for Social and Child Protection Nela Krnić, Child Protection Officer, UNICEF Montenegro. – <i>Strengthening the SSWF with a focus on juvenile justice</i></p> <p>3. Claudia Costea, ROMACT expert - <i>The workforce and inclusion of Roma young people</i></p>	<p>Presenters:</p> <p>1. Baurzhan Zhusipov, Head of Division, Ambulance and Policlinic Assistance - <i>Social workers in community health teams</i></p> <p>2. Gudrun Bauer, Researcher, European Centre for Social Welfare Policy and Research – <i>Workforce and services for older people</i></p> <p>3. Vesna Dejanovic, Child Protection Officer UNICEF Serbia– <i>Health Mediators in Serbia</i></p>
---	---	---	---	---

19:00

Cocktail reception – Sheraton Hotel



Day II: Thursday, 22 November 22

Hotel Sheraton Calea Dorobanti 5-7

8:30-9:00	Registration/ Coffee-Tea
9:00-9:20	<p><i>Moderator Day 2: Joanne Bosworth, Regional Advisor, Social Policy, UNICEF ECA Regional Office</i></p> <p>Opening of day 2</p> <p>Synthesis of key points from 5 breakout sessions</p>
9:20-9.55	<p><i>Planning, developing and supporting the social work workforce - importance of investing in the workforce</i></p> <p>Henrik Ingrid, Head of Section, Division of EU and International Affairs, Ministry of Health and Social Affairs, Swedish Government</p> <p>Q&A</p>
9.55-10.15	<p><i>Allied workforce and multi-disciplinary approaches in Romania</i></p> <p>Gabriela Coman, President NAPCRA and Sorin Brasoveanu, President of the County Council Bacau</p>
10:15-11:00	<p>Overview of four country case studies</p> <p><i>Facilitator: Joanna Rogers, Team Leader, OPM/P4EC consultancy group conference technical support</i></p> <p>Themes: defining the workforce; counting and monitoring; planning for new policies, roles and responsibilities, inter-sectoral planning, funding, legislation; developing the workforce</p> <p>Panel Participants: Albania: Ardiana Jaku, Deputy Minister of Health and Social Protection Georgia: Tamila Barkalaia, Deputy Minister, Ministry of Internally Displaced Persons from the Occupied Territories, Labor, Health and Social Affairs</p> <p>Q&A</p>
11:00-11:30	Break (Coffee-Tea)
11:30-12:30	<p>Panel Discussion I: Overview of four country case studies (continued)</p> <p>Kazakhstan: Gulnaz Karybayeva, Ministry of Labour and Social Protection, and Lyazzat Nurkatova, Director of Social Work Reference Centre</p> <p>Romania: Florin Lazar, University of Bucharest</p> <p>Q&A</p>
12:30-13:00	<p><i>Developing the workforce - core competencies in social work and social service workforce education and training - regional perspective</i></p> <p>Darja Zavirsek, President of the European sub-regional Association of Schools of Social Work, Chair of the Department of Social Justice and Inclusion, Faculty of Social Work, University of Ljubljana, Slovenia</p> <p>Q&A</p>

13:00-14:00	LUNCH											
14:00-14:20	<p><i>Developing the workforce to support equal opportunities and combat discrimination</i> Gratiela Draghici, Secretary of State, Head of the National Agency for Equal Opportunities</p>											
14:20-14:40	<p><i>The role of the social service workforce in challenging and changing harmful behaviours and social norms. Strengthening core competencies in interpersonal communication and community engagement</i> Mario Mosquera, Regional Advisor Communication for Development (Social Change), UNICEF ECA Regional Office</p>											
14:40-17:00	<p>Parallel Breakout Sessions: <i>Identifying ways of addressing ongoing challenges across different thematic areas on developing the workforce.</i></p> <table border="1" data-bbox="347 680 1426 2024"> <tr> <td data-bbox="347 680 715 927"> <p>Theme 1: Pre-service education, curriculum development and practice teaching; in-service training programs – ensuring relevance</p> </td> <td data-bbox="715 680 1034 927"> <p>Theme 2: Financing pre-service and in-service education and training and continuous professional development</p> </td> <td data-bbox="1034 680 1426 927"> <p>Theme 3: Training, educating and practice: the workforce and the competencies for challenging social norms, engaging and mobilising communities.</p> </td> </tr> <tr> <td data-bbox="347 927 715 1173"> <p>Moderator: <i>Aysel Gasimova, Azerbaijan University representative</i></p> </td> <td data-bbox="715 927 1034 1173"> <p>Moderator: <i>Elena Solomonesc, Secretary of State, Ministry of Labour and Social Justice, Romanian Government</i></p> </td> <td data-bbox="1034 927 1426 1173"> <p>Moderator: <i>Mario Mosquera, Regional Advisor, Communication, for Development (Social Change) UNICEF ECARO</i></p> </td> </tr> <tr> <td data-bbox="347 1173 715 2024"> <p>Room:</p> <p>Presenters: 1. Olga Novokhatko, Head of the Department of Social Programs and Projects for Family and Childhood Development, Institute of Social Sector Vocational Training and Education – <i>Re-training staff for child care system reforms in Moscow</i> 2. Salome Namitcheishvili, Tbilisi State University and Mari Tsereteli, State Social Services Agency – <i>Training and Education for Social Workers in Georgia</i> 3. Nevenka Zegarac, Professor at the Department of Social Work, University of Belgrade – <i>Ensuring relevance in Social Work Education in Serbia</i></p> </td> <td data-bbox="715 1173 1034 2024"> <p>Room:</p> <p>Presenters: 1. Henrik Ingrid, <i>Experience of Sweden</i> 2. Cristina Pavaluta, Director of DGASPC Neamt, Romania - <i>Training and educating the workforce to challenge social norms</i> 3. Ana Radulescu, President, IFSW, Europe Region - <i>Social workers for Transformational and Sustainable Social Protection</i> 4. TdH – Joseph Aguetant, Head of Europe – <i>Experience in academic partnerships</i></p> </td> <td data-bbox="1034 1173 1426 2024"> <p>Room:</p> <p>Presenters: 1. Maha Muna – Regional Advisor, Gender, UNICEF ECARO - <i>Gender How to ensure the workforce can address the challenges of harmful social norms – a gender perspective</i> 2. Rudina Rama, Professor of Social Work, University of Tirana – <i>Master degree in Communication for Social Change</i> 3. Umid Aliev, Social Policy Officer, UNICEF Uzbekistan - <i>Empowering Service Providers to Empower Communities (community health nurses working with mothers and children under 5).</i></p> </td> </tr> </table>			<p>Theme 1: Pre-service education, curriculum development and practice teaching; in-service training programs – ensuring relevance</p>	<p>Theme 2: Financing pre-service and in-service education and training and continuous professional development</p>	<p>Theme 3: Training, educating and practice: the workforce and the competencies for challenging social norms, engaging and mobilising communities.</p>	<p>Moderator: <i>Aysel Gasimova, Azerbaijan University representative</i></p>	<p>Moderator: <i>Elena Solomonesc, Secretary of State, Ministry of Labour and Social Justice, Romanian Government</i></p>	<p>Moderator: <i>Mario Mosquera, Regional Advisor, Communication, for Development (Social Change) UNICEF ECARO</i></p>	<p>Room:</p> <p>Presenters: 1. Olga Novokhatko, Head of the Department of Social Programs and Projects for Family and Childhood Development, Institute of Social Sector Vocational Training and Education – <i>Re-training staff for child care system reforms in Moscow</i> 2. Salome Namitcheishvili, Tbilisi State University and Mari Tsereteli, State Social Services Agency – <i>Training and Education for Social Workers in Georgia</i> 3. Nevenka Zegarac, Professor at the Department of Social Work, University of Belgrade – <i>Ensuring relevance in Social Work Education in Serbia</i></p>	<p>Room:</p> <p>Presenters: 1. Henrik Ingrid, <i>Experience of Sweden</i> 2. Cristina Pavaluta, Director of DGASPC Neamt, Romania - <i>Training and educating the workforce to challenge social norms</i> 3. Ana Radulescu, President, IFSW, Europe Region - <i>Social workers for Transformational and Sustainable Social Protection</i> 4. TdH – Joseph Aguetant, Head of Europe – <i>Experience in academic partnerships</i></p>	<p>Room:</p> <p>Presenters: 1. Maha Muna – Regional Advisor, Gender, UNICEF ECARO - <i>Gender How to ensure the workforce can address the challenges of harmful social norms – a gender perspective</i> 2. Rudina Rama, Professor of Social Work, University of Tirana – <i>Master degree in Communication for Social Change</i> 3. Umid Aliev, Social Policy Officer, UNICEF Uzbekistan - <i>Empowering Service Providers to Empower Communities (community health nurses working with mothers and children under 5).</i></p>
<p>Theme 1: Pre-service education, curriculum development and practice teaching; in-service training programs – ensuring relevance</p>	<p>Theme 2: Financing pre-service and in-service education and training and continuous professional development</p>	<p>Theme 3: Training, educating and practice: the workforce and the competencies for challenging social norms, engaging and mobilising communities.</p>										
<p>Moderator: <i>Aysel Gasimova, Azerbaijan University representative</i></p>	<p>Moderator: <i>Elena Solomonesc, Secretary of State, Ministry of Labour and Social Justice, Romanian Government</i></p>	<p>Moderator: <i>Mario Mosquera, Regional Advisor, Communication, for Development (Social Change) UNICEF ECARO</i></p>										
<p>Room:</p> <p>Presenters: 1. Olga Novokhatko, Head of the Department of Social Programs and Projects for Family and Childhood Development, Institute of Social Sector Vocational Training and Education – <i>Re-training staff for child care system reforms in Moscow</i> 2. Salome Namitcheishvili, Tbilisi State University and Mari Tsereteli, State Social Services Agency – <i>Training and Education for Social Workers in Georgia</i> 3. Nevenka Zegarac, Professor at the Department of Social Work, University of Belgrade – <i>Ensuring relevance in Social Work Education in Serbia</i></p>	<p>Room:</p> <p>Presenters: 1. Henrik Ingrid, <i>Experience of Sweden</i> 2. Cristina Pavaluta, Director of DGASPC Neamt, Romania - <i>Training and educating the workforce to challenge social norms</i> 3. Ana Radulescu, President, IFSW, Europe Region - <i>Social workers for Transformational and Sustainable Social Protection</i> 4. TdH – Joseph Aguetant, Head of Europe – <i>Experience in academic partnerships</i></p>	<p>Room:</p> <p>Presenters: 1. Maha Muna – Regional Advisor, Gender, UNICEF ECARO - <i>Gender How to ensure the workforce can address the challenges of harmful social norms – a gender perspective</i> 2. Rudina Rama, Professor of Social Work, University of Tirana – <i>Master degree in Communication for Social Change</i> 3. Umid Aliev, Social Policy Officer, UNICEF Uzbekistan - <i>Empowering Service Providers to Empower Communities (community health nurses working with mothers and children under 5).</i></p>										



Day III: Friday, 23 November 23
Hotel Sheraton Calea Dorobanti 5-7

8:00-9:00	Registration/Coffee-Tea
9:00-9:15	<i>Day 3 Moderator Kirsten Di Martino, Senior Advisor Social Welfare and Justice Systems, UNICEF HQ</i> Opening of day 3 Synthesis of key points from 3 breakout sessions
9:15-9:30	<i>Evolution of social assistance as a profession in Romania: past and present challenges</i> Doru Buzducea, President, National College of Social Workers and Dean of Faculty of Sociology and Social Work
9:30-10:00	<i>A workforce support framework and why it is essential for effectiveness</i> Rebecca Davis, Chairperson, Global Social Service Workforce Alliance Q&A
10:00-11:00	Overview of key principles for supporting the workforce <i>Facilitator: Flora Bolter, Programme Officer in the Children's Rights Division, Council of Europe</i> Panel participants: Nino Shatberashvili, President, Georgian Association of Social Workers - <i>why is it important for social work to be a protected title?</i> Amalia Gkorou, Hellenic Association of Social Workers - <i>key constraints and challenges in establishing good working conditions for the workforce</i> Tatjana Katkić Stanić, Board Member, Croatian Association of Social Workers – <i>professional associations and their role in supporting and advocating for the workforce</i> Q&A and discussion
11:00-11:30	Break (Coffee-Tea)
11:30-12:30	Final plenary and summing up <i>Synthesis of the all sessions</i> , Joanna Rogers, Team Leader, OPM/P4EC conference technical support <i>Presenting amended/adjusted Regional monitoring framework and call to action</i> , Aaron Greenberg, Regional Advisor, Child Protection, UNICEF ECARO Q&A and discussion
12:30-13:30	Discussion on next steps and the call to action led by Romanian Government and other regional Government Representatives <i>Moderated by: Gabriela Coman, President, National Authority for the Protection</i>



of Child's Rights and Adoption, Ministry of Labour and Social Justice, Romanian Government

13:30-14:00

Closing Remarks

Pieter Bult, Representative UNICEF Romania
Gabriela Coman, President, National Authority for the Protection of Child's Rights and Adoption, Ministry of Labour and Social Justice, Romanian Government

14:00-15:00

LUNCH

15:30-18:00

Field visit to University of Bucharest, Faculty of Sociology and Social Work, meeting with teaching staff and students