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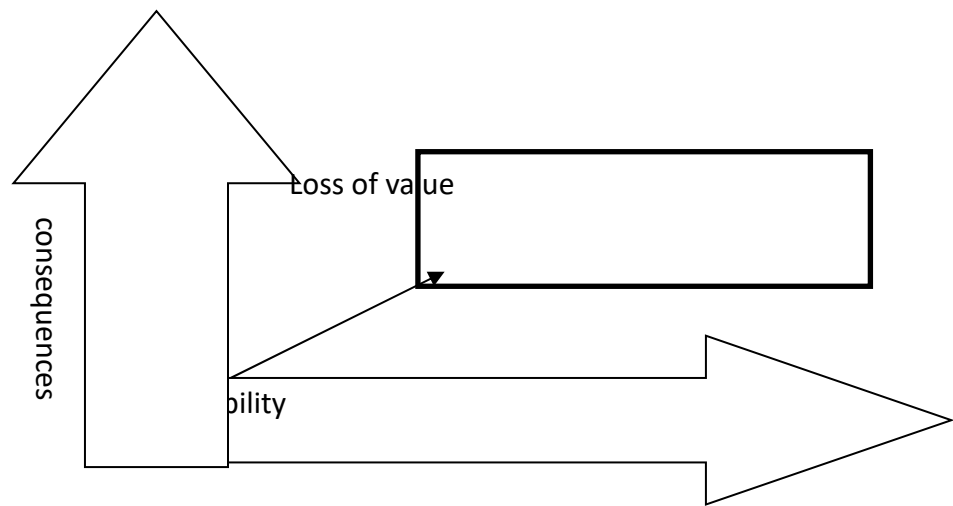
STAFF TRAINING FOR ADDRESSING NATURAL AND OTHER DISASTERS - CONDITIONS AND OPPORTUNITIES IN THE REPUBLIC OF MACEDONIA¹

Abstract: It is common knowledge that in the past museums were exposed to various hazards in which cultural and natural goods suffered. The hazards that can lead to damage or physical loss of museum goods exist to this day. To be in a position to address and respond to these risks, the staff that performs the duties related to protection of museum goods should be well trained. The formal education system in the Republic of Macedonia does not provide adequate education for professionals that can successfully engage in protection of museum goods. However, there is imminent need for solutions to this situation.

Key words: training, staff, accidents, conditions, Republic of Macedonia.

In Republic of Macedonia the cultural and natural goods are exposed to several possible hazards. These are: natural hazards (earthquakes, floods, landslides, winds, biological (insects, fungi, animals); hazards caused by human action (war, fire, pollution, civil revolt, terrorism, structural collapse, theft, neglect of the owners or users etc.). The consequences may be large, with possibility of partial or permanent loss of properties of cultural and natural goods.

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Assessment of the risk level (UNESCO 2010:30).



Consequences of the earthquake in Skopje, September 2016

What methodology should be applied to avoid or reduce the consequences for the goods from emerging hazards? The basic rule is risk assessment, which includes: risk identification, assessment of the probability, valorization of the risk, vulnerability of the goods and risk prioritization (MEP 2007/2008: 2). We should pay attention to the so called ten golden rules of risk management (Jutte 2014), namely:

- Make risk management part of your project;
- Identify risks early in your project;

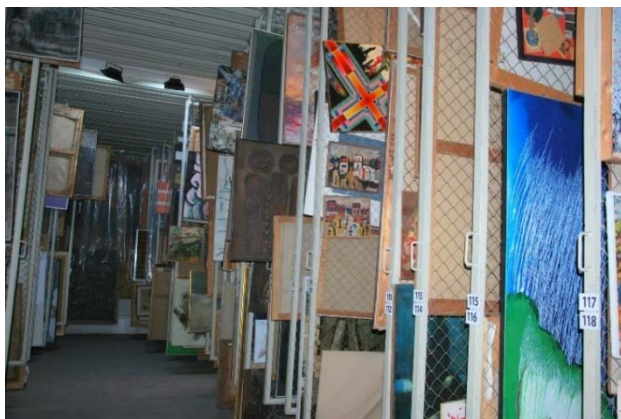
- Communicate about risks;
- Consider both threats and opportunities;
- Clarify ownership issues;
- Prioritize risks;
- Analyze risks;
- Plan and implement risk responses;
- Register project risk;
- Track risks and associated tasks.

Who can perform the risk assessment methodology? Of course, only trained personnel. A general feature is that the education of staff that needs to carry out risk assessment in cultural institutions does not satisfy for many reasons, such as: the absence of strategy for staff education; insufficient interest of the central and local authorities to engage in improvement of the situation; absence of initiative of cultural institutions to emphasize their needs.

The training within the formal education system in the Republic of Macedonia takes place in several educational institutions, including: the Faculty of Security, Skopje, at the University "St. Kliment Ohridski" - Bitola; the Institute for Security, Defense and Peace at the Faculty of Philosophy at the University of Ss. Cyril and Methodius - Skopje; the Institute of Art History and Archeology at the Faculty of Philosophy at the University of Ss. Cyril and Methodius in Skopje; and the Institute of Ethnology and Anthropology at the Faculty of Natural Sciences and Mathematics at the Ss. Cyril and Methodius in Skopje. The curricula of these educational institutions show lack of attention to issues related to cultural institutions and goods. They are prepared without coordination with relevant cultural institutions and their proper inclusion in the process. Taking into account that the protection of cultural and natural goods is complex and quite specific issue that requires special approach, the curricula in the formal educational system should be supplemented with the contemporary needs and understandings of the protection at global level. This way, the formal education will be improved, which will guarantee successful protection of the cultural heritage.

The non-formal education and extracurricular activities also play an important role. This type of training can have different forms. The workshops of the civil society professional organizations attract greatest attention. In this sense, in the past period workshops were organized related to different aspects of the protection of cultural and natural goods. Currently, the so-called RE-ORG methodology for museum storage deserves special attention. Its principles require: at least one trained member staff in charge; basic documentation system; storage areas to be reserved exclusively for the collection; every object to be retrievable within three minutes; every object to be movable without damaging

another; and the building to be designed or adapted for conservation (RE-ORG 2011: 2).



The Depot of the Museum of Contemporary Art in Skopje, arranged according to the RE-ORG methodology, 2016.

There are other types of activities, which offer opportunities for training and education: on individual level, to individual staff representatives; as well as joint, coordinated activities with other institutions in charge for protection of the lives and goods in the Republic of Macedonia (the Crisis Management Center, the Directorate for Protection and Rescue, the Police and others). There are also examples of professional development in developed centers abroad (Rome - ICCROM, Belgrade, Vienna, The Hague and elsewhere).

Conclusion

The current educational level of the staff in the cultural institutions in the field of protection of natural and cultural goods during disasters in Macedonia is unsatisfactory. There is a need to improve this condition, which can be achieved through:

1. Building a strategy for permanent education in line with the contemporary global developments;
2. Introduction of curricula in the educational system, dedicated to the protection of cultural and natural goods in danger; and
3. The activities of non-governmental professional organizations, in particular through organization of workshops and other initiatives through forums.

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