

LABOUR RELATIONS POLICIES AND PRACTICES IN THE PUBLIC SECTOR

Code: **A9011997**
Dates: **9 – 20 September 2019**
Duration: **2 weeks**
Venue: **Turin (Italy) and Oslo (Norway)**
Language: **English**

INTRODUCTION

A number of countries has sought in recent years to modernize its labour relations system in the public sector by introducing new policies and practices.

There is an increased recognition of the importance of social dialogue. In fact, experience has shown that organizational changes carried out with the participation of the main stakeholders have greater likelihood of being implemented in a sustainable manner.

This course will familiarize participants with the ILO perspective on labour relations in the public sector and expose them to recent trends in European countries. It will equip participants with the tools to improve their public-sector labour relations system and practices.

STRUCTURE

The course will be held at the International Training Centre of the International Labour Organization (ITC/ILO) in Turin (Italy) from to 9 to 17 September 2019, followed by a study tour in Oslo (Norway) from 18 to 20 September 2019.

OBJECTIVES

At the end of the training programme participants will be able to:

- ✓ Describe the context, scope and purpose of public sector reform;
- ✓ Explain the legal framework, the scope and different aspects of labour relations in the public sector;
- ✓ Point out major trends in public service statutes;

- ✓ Illustrate successful social dialogue initiatives in the public sector;
- ✓ Identify best practices relating to labour relations in the public sector;
- ✓ Outline the main requirements and features of a sound labour relations system in the public sector.

PARTICIPANTS

- ✓ Senior and middle-level public sector managers;
- ✓ National, provincial and local government officials;
- ✓ Managerial staff from public agencies and state-owned enterprises;
- ✓ Officials from labour administration agencies including provident funds and social security schemes and/or authorities;
- ✓ Representatives of public service unions/associations;
- ✓ Management trainers or consultants;
- ✓ Officials from development cooperation agencies and other organizations involved in supporting related initiatives.

The ILO promotes equality of opportunities and strongly encourages women's applications.

CONTENTS

- ✓ The ILO and its standard-setting role
- ✓ Public sector reform
- ✓ ILO legal framework for labour relations in the public sector
- ✓ Social dialogue: definition, forms, institutions
- ✓ Social dialogue in the public sector
- ✓ Trends in public service statutes
- ✓ Labour dispute prevention and resolution in the public service
- ✓ Collective bargaining in the public sector
- ✓ Public finance constraints and labour relations in the public sector
- ✓ Productivity-related issues and public sector wages
- ✓ Good practices relating to labour relations in the public sector in selected countries.

METHODOLOGY

A participatory approach combining presentations by international experts, discussions, exercises, case studies and group work will be adopted throughout the workshop.

In addition, the study tour will expose participants to policies and good practices relating to labour relations in the public sector in Norway.

FEES AND APPLICATIONS

Participation cost in this training programme (4,560 euros) includes:

- ✓ Tuition, training-related documentation and use of campus facilities;
- ✓ Single-room accommodation, full board, medical insurance;
- ✓ Hotel and daily allowance for meals during the study tour in Oslo.

Please note that air fares from home country to Turin, and Turin/Oslo/home country are not included.

To apply, please fill in the online application form, not later than 19 July 2019, at:

<https://oarf2.itcilo.org/STF/A9011997/en>

**Social Protection, Governance
and Tripartism Programme
International Training Centre of the ILO**

Mr Fernando Fonseca
Senior Programme Officer
Viale Maestri del Lavoro 10 - 10127 Turin Italy
tel. +39 0116936312 fax: +39 0116391925
e-mail: spgt@itcilo.org
website: www.itcilo.org