



SOCIAL DIALOGUE

ENHANCING RESULTS-BASED MANAGEMENT AND LABOUR RELATIONS IN THE PUBLIC SECTOR

2 – 13 NOVEMBER 2020
TURIN (ITALY) AND AMSTERDAM (NETHERLANDS)

Information Note

INTRODUCTION

A number of countries has sought in recent years to modernize its public administration by increasing its focus on achieving results along with a more effective and efficient use of resources at their disposal with the ultimate purpose to provide better quality of public services to their citizens.

Therefore, a major area of reform has been the introduction of a results-based management and the concept of value for money as well as performance management mechanism and tools. Indeed, without an adequate performance management system, the State cannot properly monitor how the resources are being used in the best possible manner to achieve the results that have been identified in public policies.

As labour administration¹ has become a key actor in the formulation and implementation of government's economic and social policies in a globalized world, there is an increased interest by governments to upgrade their labour administration system in order to be better equipped to deal with the increased responsibilities, in particular in the current context of austerity in the public sector.

On the other hand, a trend of democratization of labour relations in the public sector is underway, with 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.

OBJECTIVES

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

- Formulate an outline of a results-based management framework for a public sector organization;
- Apply results-based management principles and tools in a public sector organization;
- Describe the legal framework, the scope and different aspects relating to labour relations in the public sector;
- Outline the main requirements and features of a harmonious labour relations system in the public sector.

¹ Public Administration activities in the field of national labour policy, as per the definition provided by ILO Convention 150 (1978).

PARTICIPANTS

- Senior and middle-level managers as well as change managers, interested or involved in performance management and/or labour relations in the public sector (ministries, departments, agencies, regional and local administrations, education, healthcare, police, etc.);
- Managers from labour administration and labour inspection systems;
- Public employees from government agencies such as pension scheme authorities; state-owned enterprises;
- 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

- Public sector modernization;
- Results-based management framework;
- Tools and techniques for results-based management;
- Evaluation in the results-based management framework;
- Fundamentals of strategic planning;
- Social dialogue: concept, modalities, forms, mechanisms;
- ILO legal framework for labour relations in the public sector;
- Labour dispute prevention and resolution in the public sector;
- Good practices relating to performance management and labour relations in the public sector.

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 good practices relating to results-based management and labour relations in the public sector in the Netherlands.

STRUCTURE

The workshop will be held at the International Training Centre of the International Labour Organization (ITCILO) in Turin (Italy) from to 2 to 10 November 2020, followed by a study tour in the Hague/Amsterdam (The Netherlands) from 11 to 13 November 2020.

FEES AND APPLICATIONS

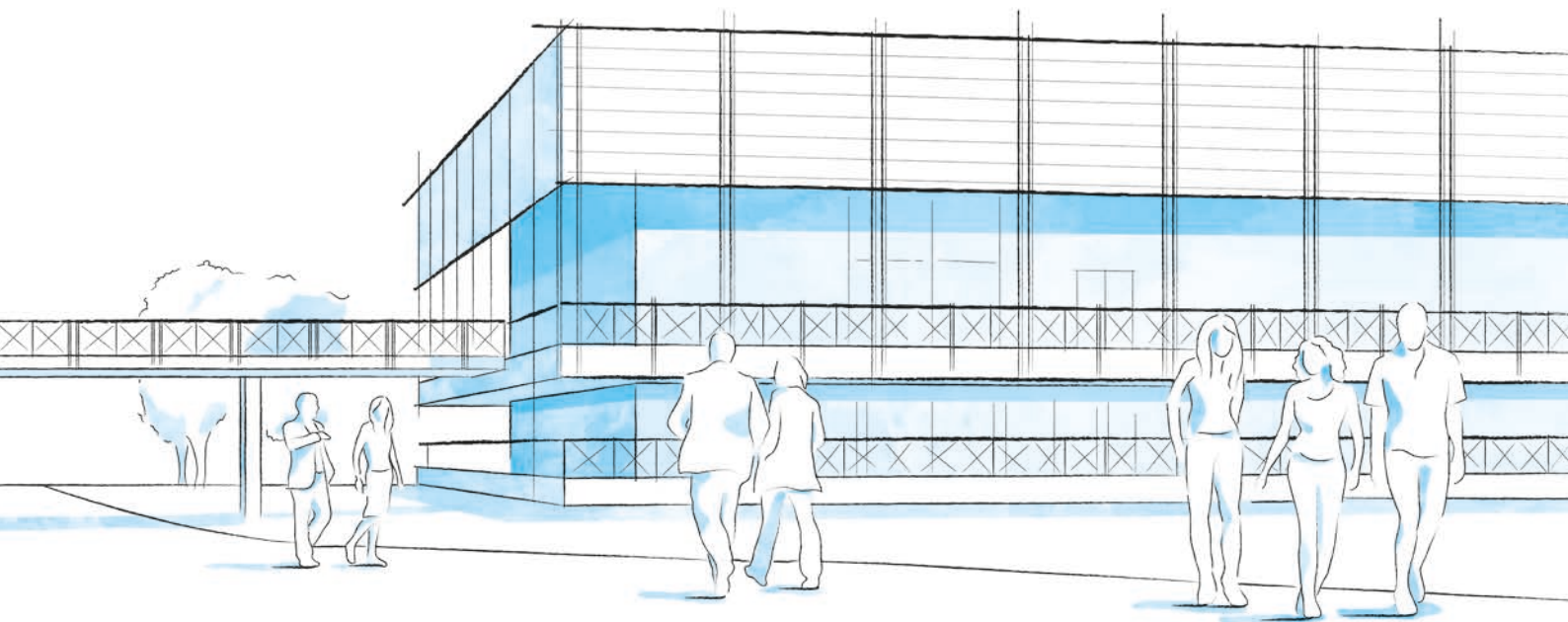
Participation cost in this training programme (**4,620 euros**) includes:

- 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 the Netherlands.

Please note that airfares from home country to Turin, and Turin/Amsterdam/home country are not included.

To apply, please fill in the online application form, not later than **18 September 2020**, at: <https://oarf2.itcilo.org/STF/A9012771/en>

For information regarding payment, cancellation and refunds, please consult: www.itcilo.org/en/training-offer/application



CAMPUS LIFE

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ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre. Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, bank, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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and Tripartism Programme
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