



The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones and cable television. It also has:

- a reception desk open 24 hours a day;
- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- an infirmary.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of the stimulating international climate.

For further information, please contact:

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Building Effective Wage Policies

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International Training Centre

Building Effective Wage Policies



Rationale

Wages are of fundamental importance for wage earners and their families, irrespective of the level of economic development. Wages influence the living conditions of workers and their families, so a decent wage is considered as part of human basic need. They are also important elements of economic progress and social peace. Therefore, wages constitute the key element of decent work.

At the same time, however, wages have been a "contested territory" between workers and employers. From the perspective of the enterprises, wages constitute major component of production cost and their market performances often depend on how to manage wages within an affordable range. As a result, quite often, workers' demand for "adequate" wages may not always be compatible with the "affordable" level of wages for enterprises. Indeed, wage determination at the workplace is complex and uncertain, even involving psychological factors such as sentiments of justice and humanity.

Despite the much-recognized importance of wages, many countries (particularly developing and transition countries) have found it difficult to develop or strengthen wage policies which can meet newly emerging challenges in an effective manner.

This is at least partly due to the lack of data and information, or inadequate knowledge of policy tools and good practices in the area of wage policies. In an increasingly globalizing world, it is however critical for policy makers to better understand the nature of wages policies that have been introduced in other countries and what are their impacts. Moreover, the need for solid policies for wages cannot be overestimated in the context of the on-going financial and economic turmoil.

It is in this context that the ILO offers a training course on wages which will provide a unique opportunity for ILO experts and participants to discuss about new trends and developments in wage policies, share their experiences on wage policies, and identify the elements of coherent wage policies. A particular emphasis will be devoted on stressing the importance of sound policy design in improving wage outcomes.



Objectives

This course on wage policies seeks to improve the capacity to develop more effective and coherent policy

measures in the area of wages, notably by examining latest developments and new country experiences. It explores major policy issues, including minimum wages, wage bargaining and public sector pay. Emphasis is placed on how to improve wage policies with clear and achievable goals, sound analysis and constructive social dialogue.

At the end of the course, it is expected that participants will:

- better understand key issues and trends concerning wage policies and their development;
- be able to contribute in making their national wage policies more coherent and effective;
- have strengthened their technical capacity to assess wage developments and their implications for employment, working life, and the overall economy;
- have enhanced their ability to better identify country-specific effective policies to improve wage outcomes and address trade-offs in a more effective and equitable way.



Course contents

Depending on the interests expressed by participants, the course will address the practical challenges faced at the country-level. Modules on the following topics are envisaged:

- **Analysing wage data for informed policy-making**
Reliable data on wages and labour productivity can form a solid basis for wage setting, whether when determining minimum wage rates or during collective bargaining. This module will look into how wage data can be collected; how data can be analyzed and which indicators can be constructed; and how they can be used as a reference point for wage setting.
- **Collective bargaining and wages.**
Collective bargaining is an important mechanism for wage determination. Yet, the way in which collective negotiation is undertaken (e.g., structure, procedure, frequency) varies considerably, often with different wage outcomes. A major issue is how to make collective wage bargaining mutually beneficial to both workers and employers.
- **Public sector pay**
The final session of this course will introduce public sector pay, an issue of tremendous importance for countries embarked in large-scale privatization, liberalization and economic transition. This module will present common issues and regional- or

country-specific experiences. Discussions will focus on how to set pay level for the public sector in a fair and efficient way, taking into account fiscal balance, the level of private sector pay, public sentiments, etc.



Course methodology

The course will be held in Turin, Italy, at the International Training Centre of the ILO, which offers unique residential facilities in a site shared with other UN agencies.

In line with the Turin Learning Approach, the training methodology will be highly participatory to ensure a 'learning by doing' process and encourage the sharing of knowledge among participants. It will combine lectures by experts and practitioners from the ILO and other institutions with practical participatory sessions.

The programme will build on research findings and tools as well as practical lessons learned from country experiences. Practical work will consist of analyzing several challenges for wage policies and trying to come up with proposals in terms of policy and programs.

Participants will have an opportunity to present a policy challenge they face in their own country and work towards solutions with other participants and experts. They will be asked to prepare a short note identifying some of the major challenges encountered with the design and implementation of wage policies in their countries.



Target audience

Officials from the ministries of labour and employment, experts affiliated with workers' and employers' organizations, researchers dealing with wage policies.



Language

The course will be conducted in both French and English. A good command of either language is essential to fully benefit from it.



Selection of participants

Interested candidates will be selected by the organizing committee based on the following criteria:

- Proven work experience in relevant field (e.g., wage policies, labour market related issues);
- Submission of a cover letter explaining how the course will help participants enhance their professional skills and suggesting country case studies for group work.



Costs

The fee for the one-week course is 2,000 euros per participant.

The fee includes tuition costs (1,040 euros), training materials, and other conference costs, as well as subsistence costs (960), i.e. full board and lodging at the Turin Centre's Campus, transfers to and from airport. Also covered are laundry, minor medical care and insurance and occasional socio-cultural activities.

The ITC-ILO will have a limited number of fellowships to award which may cover part of the participation costs. If eligible, early applicants will be given priority. Please enquire early! The prices indicated above do not include the cost of international travel to and from Turin which remains under the responsibility of participants. In addition, participants are responsible for obtaining all necessary visas to enter the Schengen area.



Application and contacts

To apply, interested candidates should email or fax the attached application form. **The deadline for applications is 18 October 2010.**

Early application is strongly recommended since admission is competitive, space is limited, and the time taken to process Schengen visa applications is long.

To request the application form or for any other enquiry, please contact:

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