

Summary of the conclusions of meetings organized as part of the Action Programme on Enabling Public Service to contribute to Sustainable Development & Poverty Alleviation through Improved Social Dialogue and HRD

Public Services

2006-07

ILO Action Programme in Public Service “Enabling Public Service to contribute to Sustainable Development & Poverty Alleviation through Improved Social Dialogue and HRD”

The AP was implemented in three countries: Ukraine, Tanzania and Sri Lanka.

Ukraine

1) A two-day *National Seminar on Social Dialogue on Remuneration and Pension Issues in the Ukrainian Civil Service* (10-11 October 2006), Kiev.

The objective of the seminar was to assist the Ukrainian Government and its civil servants to gain knowledge and skills for social dialogue based on international and European Union (EU) standards and countries' experience, with regard to remuneration and pension systems in the civil service. Seminar participants discussed forms and methods used by the ILO, the government and the trade unions in ensuring socio-economic security of civil servants.

Speeding up the reform of the civil service, particularly in remuneration and pension systems, was identified as the immediate need at the current stage of development in Ukraine, taking into consideration the needs of society, challenges of constitutional reform and euro-integration priorities in the national policy.

The seminar participants adopted recommendations on planning and coordination of the national policy and civil service administration, addressed to Ukrainian government and workers' organizations.

The recommendations on planning and coordination of the national policy called upon adopting in consensus the laws “On the Cabinet of Ministers”, “On the President of Ukraine” and others that should provide for a necessary structure of the political system in Ukraine and strengthening the role of ministries as centers where the national policy is developed with responsibility for its efficiency and transfer of functions on administering the national policy to the lower level of government institutions.

The recommendations on civil service administration stressed the necessity of adopting the revised Law of Ukraine “On the Civil Service” that will allow to guarantee

independence, non-biased position and political neutrality (proficiency) of civil servants, reform of the remuneration and pension systems for civil servants and unity in personnel management in the civil service system; providing for training of new professionals to secure an efficient reform of the general frame in the administrative legislation and civil service; developing the concept of public management and its reform with participation of trade unions; following-up international cooperation on matters related to implementation of the reform in the civil service in Ukraine.

2) A two-day *National Seminar on Social Dialogue on Skills Training for Job Security and Sustainable Civil Service in Ukraine* (18-19 April 2007), Kiev.

The objective of the seminar was to assist the employers and workers in the civil service in Ukraine to gain knowledge on and the capacity for social dialogue from international and EU standards and experiences, particularly with regard to the topics on skills upgrading and job security in the civil service. At the plenary, the participants adopted a set of recommendations to be submitted to the Government.

The seminars provided the Ukrainian constituents the opportunities to present and discuss their government and workers' views on particular issues and to hear international and specific country experiences from the ILO/international experts and resource persons from Central European countries invited. Both seminars were highly appreciated by the constituents that at the end of the second seminar they expressed their wish to have all the presentations from the two seminars to be compiled into one publication in Ukrainian to be distributed to the Government and trade union officials concerned as a reference material (Note: to follow-up if the report has been published in Kiev).

Tanzania

The AP in Tanzania was focused on improving HRD for sustainable public services in response to the impact of HIV/AIDS on the public service.

ILO has provided assistance to the Government in developing the HIV/AIDS guidelines entitled "*Managing HIV & AIDS in the Workplace: A Guide for the Tanzanian Public Service*".

To implement the guidelines for the management of HIV/AIDS in the public service, the ILO has funded two training programmes, organized by the President's Office-Public Service Management in Dar es Salaam in August 2007, combined in one workshop (see below).

Workshop on "Training of public service management HIV/AIDS district focal points" from local government authorities on:

- (1) The designing and implementing HIV/AIDS workplace programmes, and
- (2) How to implement the guidelines for the management of HIV/AIDS in the public service.

Objective and goals of the two training programmes were to enhance the understanding of the participants on HIV/AIDS and strengthen their capacity to develop and implement effective workplace intervention programs. As a result, sixty six district focal coordinators were trained on developing and implementing effective HIV/AIDS intervention program at the workplace. Through group work and support from the facilitators, participants were able to

plan the roadmap they would use to address HIV/AIDS issues when taking up their new assignment as District Focal Points.

Sri Lanka

The Action Programme in Sri Lanka was launched upon the request from the Sri Lankan government, who asked for the ILO technical assistance in creating a social dialogue and dispute settlement mechanism in the public sector of Sri Lanka.

The first phase of the project was implemented from June till December 2007 including the following activities: report prepared, with technical input from the ILO, by the two national consultants reflecting the views of the social partners on the existing mechanisms for the resolution of labour disputes and the possible way to go; the first national tripartite workshop on dispute settlement in the public sector of Sri Lanka was held in Colombo in September 2007, where the task force group was created to work on the proposals made by participants.

Workshop on Social Dialogue and Disputes Settlement in the Public Sector in Sri Lanka, 25 September 2007, Colombo

The objective of the workshop was to discuss the findings of the background study aimed at looking at the various options to develop a mechanism for disputes' settlement in the public sector in Sri Lanka, and to discuss how best these ideas could be integrated for the creation of a new mechanism suitable for the country. The ILO facilitated and guided the discussions and provided technical input.

Upon the discussions, the participants came up with the roadmap of the recommendations, which concentrated on the necessity of adopting a set of permanent legal codes for the public sector workers (government and provincial) regulating recruitment and promotions in the government sector. It was stressed out that the decisions for any problems should be taken in a timely manner through discussion between the head of the institution or any officer empowered and the trade union representatives. The rights to establish horizontal/vertical trade unions was advised to be legalized.

Based on the ideas presented and discussed during the workshop, a task force with the participation of representatives from the various Ministries and trade unions was formed. The objective of the task force was to prepare a detailed action plan that would orient the work of the various parties in creating new dispute settlement mechanisms and strengthening the existing ones along the lines of the ideas discussed, presented and agreed during the workshop.

It was agreed to present the outcome of the task force at the next national meeting.

2008-09

Follow-up to the Action Programme in Public Services

Sri Lanka

The second phase of the project in Sri Lanka is carried out throughout 2008 within the framework of the follow-up activities in public services, aimed at the establishment of public sector dispute settlement mechanism and the implementation of the action plan, developed by the task force.

National meeting on the “*Launch of the Proposed Strategy on Public Sector Dispute Settlement*”, Colombo, 28 February 2008

The pilot phase Proposal of the Working Party (i.e. task force) on the public sector dispute settlement mechanism in Sri Lanka was launched in a half-day event with some 290 participants representing 190 unions in the public sector and the government representatives.

The proposal focused on prevention and resolution of the rights and interest disputes with the establishment of corresponding mechanisms and structures. For the prevention of disputes, it was advised to establish forums at various decision-making levels; for the resolution of the rights disputes - to increase the efficiency of the existing mechanisms, extending them to collective rights disputes and allowing the trade unions to be a party; for the interest disputes – to introduce mediation and arbitration. The Working Party has given a three-month period to the various organizations and the Government to provide comments to the Proposal, after which it will be implemented in the Ministry of Transport on a pilot phase for duration of one year.

The ILO has been called to further facilitate the process. As a follow up, the SRO and the Colombo Office will prepare a work plan covering the pilot phase and its implementation. The plan will be discussed with the Ministries of Labour Relations and Public Administration to get full support and commitment.

Once the inputs from the various organizations to the draft Proposal are received, the revised document will be circulated to the relevant units in the ILO for comments. The finalised version of the Working Party Proposal will be discussed at the third national workshop to be held in Colombo before the end of 2008.