



Project *Enhancing social dialogue for civil servants*

***NORWEGIAN FINANCIAL MECHANISM 2009-2014
FUND FOR DECENT WORK AND TRIPARTITE DIALOGUE
Programme Start up Workshop***

***27 November, 2012
Grand Hotel Continental, Aman Room***

Project Promoter *National Agency of Civil Servants (NACS)*

- was established by the Law no. 188/1999 on Civil Servants the Statute as a specialized body of central public administration subordinated to the Ministry of Administration and Interior

Role:

- management of the civil service and civil servants
- professional training and development of civil servants

Main responsibilities:

- Elaborating the **legal framework** concerning the civil service and the civil servants;
- **Monitoring and controlling** the compliance with regulations in the field;
- **Managing programmes** concerning the civil service through which the management of the civil service and the civil servants is accomplished;
- **Collaborating with other institutions both national and international** regarding the **professional training of civil servants through projects and agreements**;
- Offering **professional training** for both the personnel in public administration and private sector;
- **Managing the database** comprising the national register of civil service positions and of civil servants.



Partner 1

Norwegian Association of Local Authorities (KS)

- Strong LG sector, 350.000 employees, Local Government Act 1837 Funded by members, all 429 municipalities and 19 counties
- HQ in Oslo, 8 regional offices, Brussels office, 250 staff members
- Political boards at national/county level + Administrative Chief Executive Officers Committee
- Interest organisation for members+ employers' organisation(-Oslo)
- Consultations with government - in addition to lobbying
- Experts in all municipal/county sectors
- Separate units: public enterprises, lawyers, consultations, international projects
- Strategic activities: councillor training, reforms, efficiency networks, tailor made professional, municipal and international networks
- Information: newspaper, conferences, research/development

Partner 2

Romanian Municipalities Association (AMR)

- AMR was founded in 1990, under the name of Romanian Municipalities Federation (FMR), by 30 founding associate members, and has operated from the very beginning as an organisation supporting and representing local authority interests.
- AMR is a private law, non-profit-making, non-governmental, and apolitical, legal entity, which was set up to promote and protect the common interests of local government authorities, to solve and manage public needs on behalf and in the interest of local governments.
- AMR currently includes **103 municipalities** and the **6 districts** of the Bucharest capital city.

Responsibilities

- to contribute to effective local self-government, in accordance with the principles set out in the Romanian Constitution and the European Charter of Local Self-Government
- to solve public matters in the interest of the citizens
- to ensure members participation in the decision-making process

AMR activities

- Lobby, public policies, communication and training
- Implement programmes and projects of interest for members

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Objective: to improve social dialogue and bipartite dialogue structures and practices

Budget: 351,778 EUR / **Grant:** 301,948 EUR / **Co-finance:** 49,830 EUR

Activities:

Organizing an opening press conference

Conducting a research study on situation analysis

Conducting a 5-day study visit in Norway

Organizing 6 one-day exchange of best practices visits

Conducting a comparative research study

Organizing capacity building for the project target group

Conducting an awareness campaign

Organizing one-day closing conference

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Expected results:

- 1 research study on situation analysis of the parity commissions conducted in pilot counties;
- 1 5-day study visit in Norway for 30 target group representatives and 6 exchange of best practice visits;
- 1 comparative research on social dialogue in Norway and Romania;
- 1 training curricula for parity commissions' members developed and included in NACS annual training programme;
- 150 civil servants trained on social dialogue relevant topics and 30 trained experts used to perform training courses to parity commission;
- 1 awareness campaign: civil servants from NACS and pilot counties have an increased awareness on parity commissions and improved functioning of the parity commissions.



Thank you for your attention!