

March 2010

### **3<sup>rd</sup> Annual Global Learning Summit, Singapore**

A SSSBC delegation, consisting of 12 representatives attended the 3rd Annual Global Learning Summit in Singapore. The summit was held from the 3rd to the 5th of March 2010.

The purpose of the summit was to create a unique platform to learn, network, discuss and debate fresh and innovative learning ideas with esteemed faculty of speakers. Salvo's Global Learning Summit was a definite avenue for learning and developing professionals to convene, discuss and debate key innovative topics and to discover the cutting edge solutions in producing efficient and effective learning programmes.

The summit was an eye opener to the delegation on many aspects and it was remarkable to see the organisational culture which is driven by technology.

All topics that were dealt with are still challenges for organisations globally and it is advantageous to have continuous engagement on this front.

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August 2009

### **15th IIRA World Congress: Sydney, Australia**

A delegation from SSSBC together with their counterparts from other public service bargaining Councils attended the 15th World Congress in Australia. The conference was held from the 24th to the 28th of August 2009. The SSSBC delegation was led by the Chairperson Mr J Mathebula.

The theme of the congress was ***“The New World of Work, Organisations and Employment”***.

The congress took place in the form of plenary session tracks and workshops. All delegates attended the plenary sessions.

*Plenary Session Track 1: Management, Work and Employment*

*Plenary Session Track 2: Voice and Representation at Work*

*Plenary Session Track 3: Work, Family and Community*

*Plenary Session Track 4: Institutions, Processes and Outcomes*

*Plenary Session Track 5: Theme: New forms of Work*

After the plenary sessions, workshops were held and delegates from Council attended the different workshops.

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May/June 2008

### **ILO Public Service Reform, Turin, Italy**

In 2008, the Council was invited by the ILO to send a delegation to attend a course on Public Service Reform. The course was held in Turin, Italy. Public Service Reform redefines the nature, the mission, composition, functions and the role of the public service in the context of contemporary governance. The main objective of Public Service Reform is better quality of services to citizens and government, with a view to promoting sustained economic, social and human development. The general objective of the course was to enhance the participant's grasp of the nature and processes of Public Service Reform and also to enhance their ability to

set up and manage effective Public Service Reform programmes.

**The course took place over a period of two weeks and the following key concepts were addressed:**

- Vision, scope and objectives of Public Service Reform: the Pro-Poor dimension
- Changing role of the State and the impact on the scope and direction of PSR,
- PSR as a process: preparation of reform; designing and planning reforms
- Comparative analysis of lessons of experience: PSR and Capacity Building
- Managerial and HRM implications: managing change and renewal in the Public Service
- Enhancing public service professionalism; managing diversity/complexity
- Comparative Analysis of Public Service Statutes;
- Social Dialogue in the Public Service
- Diagnostic and strategic approach to PSR: planning tools, participatory processes, awareness techniques, user/client surveys
- Institutional and organisational analysis; functional review techniques

**Four primary lessons were learnt:**

- For Public Service Reform to succeed there has to be unequivocal support from public leaders.
- Public Service reform is an investment and should be considered like any other investment.
- Careful research needs to be conducted and there has to be some assurance of a positive gain.
- Public Service Reform takes time and therefore reasonable time has to be given for it to work.
- No matter how successful a public service reform is, there will be always criticism and complaints and, therefore, there will always be a room for improvement.

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February/March 2008

### **International Labour Organisation ILO Promoting Social Dialogue**

After the study tour to the International Labour Organisation (ILO) Head Office in Geneva as

well as their training centre in Turin, the SSSBC was invited by the ILO to send a delegation to attend a course on promoting social dialogue. The course was held in Turin, Italy, in February/March 2008. Council sent a delegation of 15 members to attend the course. The delegation comprised of labour, management and the Council Secretariat.



The primary goal of the ILO is to promote opportunities for women and men to obtain decent and produce work in conditions of freedom, equality, security and human dignity. Social dialogue plays a key role in achieving this objective. It is seen both as a means of building democracy and achieve decent work and an end in itself.

Social Dialogue includes all types of negotiation, consultation, or simply exchange of information between, or among, representatives of governments, employers and workers, on issues of common interest relating economic and social policy.

The main aim of social dialogue is to promote consensus-building and democratic involvement of the main stakeholders in the world work. Successful social dialogue structure and processes have the potential to resolve important economic and social issues, encourage good governance and boost economic progress.

The broad objective of the course was to contribute to the creation of culture and momentum of dialogue among employers, workers and governments, by exposing participants to a wide spectrum of experience of social dialogue, with particular focus on social dialogue at national level

Lesson learnt: There is a rich diversity in institutional arrangements, legal frameworks and traditions, and practices of social dialogue throughout the world. Adapting social dialogue to the national situation is key to ensuring local ownership of the process. Social dialogue differs greatly from country to country, although the overriding of freedom of association and the right to collect bargaining remain the same.

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June 2007

### **7th Global Forum: Reinventing Government**

A delegation of SSSBC together with their counterparts from the General Public Service Sectoral Bargaining Council (GPSSBC) attended the United Nations 7th Global Forum on Re-inventing Government in Austria in June 2007. The theme of the forum was “Building Trust in Government”. Keynote addresses were given by, amongst others, the following Heads of Government: Heinz Fischer, Federal President of the Republic of Austria; and Festus Mogae, President of the Republic of Botswana.



## **ILO Seminar – Enhancing Management, Trade Union Relations in the Police Services in East Africa**

The Bureau for Workers Activities of the International Labour Organisation (ILO/ACTRAV) in collaboration with the East African Trade Union Confederation (EATUC) organised a three-day sub-regional seminar in Kenya in August 2007. The seminar brought together 14 trade union leaders from EATUC-affiliated organisations, seven senior police and prisons officers from Kenya, Uganda, Tanzania and a delegation from South Africa. The International Labour Organisation (Bureau for Workers' Activities), and the East African Trade Union Confederation (EATUC) were also represented.

The objectives of the seminar were as follows:

- To explore ways of improving the working conditions for the police force in East Africa
- To assist trade unions in the East African sub-region to reinforce their relations with the police management

The Seminar established that the nature of police agencies differs in each country in the East African sub-region. However, with the exception of Uganda, the laws in East Africa prohibit police officers from establishing trade unions or other representative bodies for the protection of staff interests. The seminar observed that governments throughout the sub-region acknowledge the move towards greater democratisation.

Participants of the seminar were optimistic that through sensitisation and awareness campaigns, the East African governments would realise the importance of establishing police trade unions in the region. Valuable lessons can be learnt from South Africa, Lesotho and other countries that have allowed the formation of police trade unions, and this move has contributed enormously to enhancing management-trade union relations in the police services in the respective countries. In this regard, this seminar was very important because it is part of awareness creation and the sharing of information.

Study Tour to ILO HQ in Geneva, Switzerland and the International Training Centre of the ILO in November 2007  
Turin, Italy

The International Labour Organisation (ILO) was founded in 1919 and is the first United Nations specialised agency. It has 182 member states and is the only worldwide organisation founded on a tripartite structure. Following the participation of the SSSBC in the ILO Sub-Regional Seminar on Enhancing Management –Trade Union relations in the police services of East Africa, Council was invited by the ILO for a study tour to the ILO Headquarters in Geneva as well to the International Training Centre in Turin. The purpose of the study tour was for parties to Council to learn more about the ILO and its operations as well as to build capacity for Council members who are regularly engaged in collective bargaining within the SSSBC.

The delegation also spent a week at the International Training Centre of the ILO in Turin (Italy). The Training Centre was established in 1964 as an advanced vocational training institute. The centre provides training that develops human resources and institutional capabilities, thereby contributing to achieving the ILO's goal of decent work for men and women.

The centre is funded by the ILO and the Italian Government and works closely with the ILO in Geneva in the development of programmes. The centre also receives financial and technical

assistance from the World Bank, European Union, African Development Bank, Asian Development and the Inter-American Development Bank.

The centre puts together programmes within the framework of ILO's decent work agenda in order to contribute in the achievement of the ILO's strategic objectives. The centre can provide standard courses, tailor-made courses and comprehensive projects.