

**IN-HOUSE TRAINING FOR THE LOCAL ADMINISTRATORS OF CHECHEN REPUBLIC MOSCOW, 2-3 JULY 2008**

*Written by Boris PERIL, Member of ENTO Bureau*

This workshop was a joint initiative of the Center of Expertise of the Council of Europe and the European Network of Training Organizations for Local and Regional Authorities, ENTO. It was prepared and moderated by two ENTO experts, Boris PERIL (Russian Federation) and Raffaele GARERI (Italy). In preparing the workshop, they took into consideration the fact that there are few possibilities to train local administration personnel in the post-conflict Chechen Republic. The country has at present no training institutions in public administration, the closest being the Academy of Public Administration in Rostov and its branch in Piatigorsk.



*Boris PERIL, member of ENTO Bureau*

The lack of money to cover training costs is another major issue. Bearing in mind this context, the experts decided to focus the agenda of the workshop on introducing the common tools for organising training inside local administrations.

The first day of workshop was dedicated to the following objectives:

- The role of training for local authorities in the provision of effective and good governance at the local level.
- Effective human resource management in local authorities.
- Identifying easily implemented tools (including training) that lead to enhanced job performance.

Boris Peril's presentation was dedicated to tools in HRM such as: (1) evaluation of individual job performance, (2) design of good performance indicators, (3) updating individual job descriptions on the basis of good performance indicators. After the presentation the moderator offered a training exercise in practical skills for the analysis of existing job performance and how it could be improved through updating the job description.

The following scheme was offered to the workshop participants:

- Analysis of department/unit major competences;
- Analysis and description each of the department/unit competences;
- Analysis of the resources required for implementation of these competences;
- Distribution of duties between staff members of the department/unit competences;
- Development of individual job descriptions;
- Assessment of job performance.

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The participants were divided into four groups with the task of analysing the department/unit major competences (in education, utility services, youth development and local economic development) which define the job descriptions of the heads of these units.



*Raffaele GARERI, Province of Brescia, speaking*

The feedback for the exercise was very good and the group reached the objectives which were set initially. The input of Raffaele Gareri during first day was also very positive. He shared his experiences in managing the training initiatives in Province of Brescia, where he is responsible for training and innovation.

The second day of the workshop was moderated by Raffaele Gareri and he focused on Province of Brescia best practices in the implementation of modern ICT technologies and tools in public administration. Although such projects are unlikely to be implemented in the Chechen Republic in the near future, the participants appreciated the long term perspective for the development of their local authorities. Raffaele's presentation of the concept of intermunicipal co-operation was met with great interest and the participants requested that specific training on this topic be organised at a future date.

## IN THE CONGRESS OF LOCAL AND REGIONAL AUTHORITIES OF THE COUNCIL OF EUROPE

**The 15<sup>th</sup> Plenary Session of the Congress took place on 27 – 29 May 2008**

The session 2008 of the Congress was marked by the adoption of several important texts, as well as the election of a new President, Yavuz Mildon (Turkey) and the reelection of Ulrich Bohner as Secretary General. This was the last Congress to be held in its present form; from 2009 onwards, the Congress will hold two plenary sessions per year instead of one as before.



*Yavuz MILDON, President of the Congress*

### Manifesto for a new urbanity: the Congress has adopted the European Urban Charter II

The Congress adopted the European Urban Charter II: Manifesto for a new urbanity. This Manifesto conveys an ambitious and demanding message to local elected representatives, to citizens and to all those involved in urban development. In the adopted Recommendation and Resolution, the Congress called upon local authorities and governments to convert the principles underlying the Manifesto into action and public policies in order to build a Europe of sustainable and cohesive towns and cities serving its citizens.

## The Congress adopts the draft European Charter of Regional Democracy

On the occasion of its plenary session, the Congress adopted the draft European Charter of Regional Democracy. This new legal instrument for regionalisation draws in particular on recent regional developments in Europe. It underlines the added value of greater regionalisation based on the inclusion of the principle of loyalty and respect of territorial integrity of the state, the principles of good governance, participation of citizens and the reaffirmation of respect for local self-government.

## Energising local participation through NGO-local government partnership



15<sup>th</sup> Plenary Session of the Congress

The Congress adopted a resolution on partnership between local and regional authorities and NGOs in the Council of Europe member states. The text is intended to facilitate as much as possible these authorities' consideration of the action of non-governmental associations in the process of deciding on public affairs. In presenting the draft text, Rapporteur Sari Ylipulli (Finland, R, NR) recalled the ever more important role of Europe's citizens, especially as regards consultations in electoral matters. The debate preceding the adoption of the resolution also emphasised that the universe of the more accessible NGOs was an

important focus for the democratic development of local societies.

## The Congress of the Council of Europe launches the "Prize of the Regions"



The Congress of Local and Regional Authorities of the Council of Europe is launching "The Prize of the Regions of the Congress of the Council of Europe" in partnership with the Bank Dexia. The prize will be awarded annually to regions committed to promoting good practices in the field of regional democracy. The theme for the first prize "Promoting Social Cohesion through Economic Development" is understood as economic development that instigates, drives and thus achieves social cohesion. This approach will allow regions of different social, cultural and income patterns to enter in the same category. Projects should concentrate on regional economic development programmes and clearly show, with concrete examples, how these programmes have supported and enhanced social cohesion. About 1 000 of the 200 000 territorial communities that make up the 47 member states of the Council of Europe Congress can be described as 'regions'.

For further information on the prize, please send an e-mail to [prize.regions@coe.int](mailto:prize.regions@coe.int) or a fax to +33 (0)3 88 41 37 47/27 51 (Ms Meral EL-ZEIN).

Further information on the Prize of the Regions of the Congress of the Council of Europe is found on: [www.coe.int/prizeregions](http://www.coe.int/prizeregions)

## WELCOME TO NEW ENTO MEMBERS

2 organisations have recently joined ENTOs ranks. We would like to welcome:

- **Kaluga Branch of the North-Western Academy of Public Administration**, Kaluga, Russian Federation (Ordinary Member).
- **Institut de Formation des Elus**, Maison Rouge en Brie, France (Ordinary Member).

More detailed information about new members and their contacts will be published in the ENTO Directory 2008 and on the ENTO website at [www.ento.org](http://www.ento.org).

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## 21<sup>st</sup> ANNUAL CONFERENCE IN BRESCIA – ITALY DESENZANO DEL GARDA, 2-3 OCTOBER 2008



ENTO - together with Province of Brescia - is organizing the **21st Annual Conference “For Dynamic Local And Regional Public Policies: Training For Innovation, Innovation In Training”**

The Conference will take place on 2-3 October at the hotel Acquaviva Conference Centre in Desenzano del Garda.  
Website: <http://www.hotelacquaviva.it>

The conference will aim at providing a forum for an in-depth debate and exchange of information, experiences and best practices on innovation in local and regional authorities. It is targeted at practitioners, both elected and appointed, academics and training organisations (public, private or

NGOs), senior executive officers responsible for training and local public services, decision-makers, professionals - all working in the sector of local and regional government or with an interest in it.



*Loggia Square, Old Town, Brescia*

This year about 30 speakers are going to come from all over Europe (Belgique, Croatia, Czech Republic, England, Germany, Greece, Italy, Neetherlands, Poland, Russia, Switzerland) and from South Africa.

The registrations are still in progress, so please go ahead and register if you haven't already done so! Please click on the link below to go directly to the registration page: <http://www.entonet.org/brescia2008/>

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