**Project description / results**

The project *Enhancing social dialogue for civil servants*, implemented by the National Agency of Civil Servants, in partnership with the Norwegian Association of Local and Regional Authorities-KS and the Romanian Municipalities Association-AMR, was funded through a grant awarded by the Government of Norway through Norway Grants 2009-2014 within the Programme Decent Work and Tripartite Dialogue. The project, with a budget amounting to 351 778 Euro, finalises in December 2014.

The project aimed at enhancing specific structures and practices of social dialogue for civil servants, with a focus on strengthening the role of parity commissions within pilot public authorities and institutions in Romania. Thus, 15 pilot municipalities/city halls, prefects’ institutions and county councils from 5 regions - Bucharest, Iasi, Timis, Galati and Brasov - were selected to participate in project activities.

With the support of our local partners and of 30 trained volunteers, we conducted a research study on the activity of parity commissions, trade unions and decent work conditions, which revealed the challenges the 15 pilot entities currently face.

30 representatives from the target group participated in a 5-day study visit to Norway to exchange knowledge and good practices. The “Norwegian experience” proved to be constructive, as it generated reactions and responses from participants. Thus, the knowledge gained was further transferred on the occasion of the 6 meetings carried out in Romania to exchange good practices between parity commissions and social dialogue commissions.

Moreover, the gained experience was conveyed and discussed throughout an awareness campaign we conducted on the role and importance of social dialogue, campaign which consisted in 15 round tables organized in pilot regions. The meetings, attended by approximately 900 participants, were much appreciated and proved useful to participants in clarifying certain notions/legislative matters and in synthesizing together some of the major challenges public administration is up against. These challenges were discussed together with key actors on social dialogue at a final debate concluding the campaign.

The collaboration between Romanian and Norwegian experts also resulted in the development of a social dialogue curriculum and training materials addressed to members of parity commissions. Thus, so far, about 183 persons were trained based on the curriculum developed by trainers, in their turn trained within project – 30 trainers, out of which one in each pilot institution.

Last, but not least, Romanian and Norwegian partners collaborated in conducting one comparative study on social dialogue mechanisms and practices in public administration in Romania and Norway.

All activities lead to a growing understanding in the value of cooperative working, with a common goal in sight and strengthened the bilateral relation between Romanian and Norwegian public entities involved in the project.