

INTERNATIONAL SEMINAR THE PROFESSIONALISATION OF PUBLIC EMPLOYMENT IN LATIN AMERICA

January 10-11, 2007

Francisco Longo, ESADE

Carles Ramió, Pompeu Fabra University

Seminar objectives

Latin America has been trying to implement civil service models for two decades as a strategy for strengthening its institutions and improving their performance. This goal has not yet been attained, and strategies for professionalising public employment continue to be generated. The objective of this seminar is to analyse the recent attempts to professionalise public employment in Latin America from a number of perspectives. For this, it will combine a general overview of the situation of the region and the analysis of national or concrete models of public employment professionalisation (Mexico, Brazil, Chile, Colombia, Peru and Central American and Caribbean countries). Another dimension of analysis will be the study of concrete areas of professionalisation, for example: the designing of an executive management model in Chile; the designing of different personnel hiring models; and initiatives to professionalise concrete public institutions (the professionalisation of regulatory agencies in different countries in the region).

These two perspectives, framed in a focus on the institutionalisation of the public administrations of the region, will offer an up-to-date view of the experiences of public employment specialisation in the countries of the region.

January 10

9:30 Presentation.

Narcís Serra, President of the CIDOB Foundation.

Francisco Longo, ESADE, and Carles Ramió, Pompeu Fabra University, co-ordinators of the seminar.

I. The professionalisation of public employment in Latin America: General approaches

9:45 Lecture 1

"The Role of Public Employment Professionalisation in the Public Institutions of Latin America"

Speaker: Koldo Etxebarria, IDB Chile.

Relator: Jacint Jordana, Director of IBEI.

10:40 Coffee

11:00 Lecture 2

“Institutions and Reform of the Public Sector: Human Resource Management in Latin American Public Administrations”

Speaker: Miquel Salvador, Pompeu Fabra University.

Relator: Joan Xirau, Director of the Centre for Legal Studies and Specialised Training, Department of Justice, Generalitat of Catalonia.

11:55 Lecture 3

“The Professionalisation of Public Employment in Latin America. The State of the Question”

Speaker: Francisco Longo, ESADE.

Relator: Manuel Villoria, Ortega y Gasset Foundation.

12:50 Lecture 4

“Public Employment Professionalisation, Ethics and the Fight against Corruption in the Public Institutions of Latin America”

Speaker: Manuel Villoria, Director of the Department of Government and Administration, Ortega y Gasset University Institute.

Relator: Alfred Vernís, ESADE.

13:45 Lunch

II. THE PROFESSIONALISATION OF PUBLIC EMPLOYMENT IN LATIN AMERICA: CASE STUDIES

16:00 Lecture 5

“The Process of Implementing Civil Service in Mexico: A Critical Review”

Speaker: David Arellano, CIDE, Mexico.

Relator: Manuel Férrez, ESADE.

16:55 Coffee

17:05 Lecture 6

“The Process of Implementing a Model of Public Employment Professionalisation in Colombia”

Speaker: Rafael Jiménez Asensio, Head of Legal Services for the Barcelona City Government.

Relator: Miquel Salvador, Pompeu Fabra University

18:05 End

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9:00 Lecture 7

“The Strategies for Implementing a Professionalisation of Public Employment in Central America and the Caribbean”

Speaker: Salvador Parrado, National Distance Learning University (Madrid).

Relator: David Sancho, Pompeu Fabra University.

9:55 Lecture 8

"The Professionalisation of Public Employment in Brazil"

Speaker: Regina Pacheco, Getúlio Vargas Foundation.

Relator: Carles Ramió, Pompeu Fabra University.

10:50 Coffee

11:10 Lecture 9

"The Professionalisation of New Regulatory Agencies in Latin America: The Cases of Peru and the Dominican Republic"

Speaker: Carles Ramió, Pompeu Fabra University.

Relator: Xavier Sisternas, Department of Justice, Generalitat of Catalonia.

12:05 Lecture 10

"The Professionalisation of Management: The Experience of Designing Executive Management in Chile"

Speaker: Mr Rodrigo Lavanderos Werner, Deputy Director of Public Executive Management of Civil Service in Chile.

Relator: Francisco Longo, ESADE.

13:00 Preliminary conclusions of the seminar

"Institutional Impact of Public Employment Professionalisation in Latin America: Experiences and the State of the Situation"

Speakers: Francisco Longo, ESADE and Carles Ramió, Pompeu Fabra University

14:00 Lunch

This Seminar forms part of a series of activities linked to the research project, "*The Transformation of the State in Latin America: New Institutional Designs, Civil Service and Regulatory Policies*", a project financed by CICYT (SEJ2004-03358), begun in December 2004 and to be finished in December 2007. The main objective of this research project is to analyse the independence and the institutional relationships of the regulatory agencies in the Latin American countries from the perspective of the management of public institutions, public policies and analysis of networks. The mechanisms of public employment professionalisation constitute one of the most important dimensions that form part of this work.