



ممول من الاتحاد الأوروبي
Funded by the European Union



Support to Enhanced Administrative and Public Economic Governance in Egypt

Workshop: Delivering better outcomes for citizens through Public Administration Reform in Egypt

Agenda



6th June 2023

Kempinski Nile Cairo Hotel

The EU-funded project “**Support to Enhanced Administrative and Public Economic Governance in Egypt**” is implemented by the Organisation for Economic Co-operation and Development (OECD) for a period of five years (2022-2026). It aims to support the efforts by the Government of Egypt to strengthen the monitoring and implementation of priority public governance reforms. More specifically, the EU funded project addresses three priority areas through two components, namely support to the Egypt Vision 2030 and the National Administrative Reform Plan, as well as support to the effective and efficient execution of public finance systems. These objectives respond to the EU-Egypt Partnership Priorities 2021-2027 and will be implemented through the strategic collaboration between the Government of Egypt, the EU, and the OECD.

Objectives

As part of this EU-funded project, the **workshop: “Delivering better outcomes for citizens through Public Administration Reform in Egypt”** will take place on **6 June 2023**. It will bring together representatives from the Central Agency for Organisation and Administration (CAOA) together with human resource units in line-ministries to discuss the opportunities to strengthen the public administration reform process and modernisation of the civil service in Egypt under the National Administrative Reform Plan (NARP). The workshop will inform the main findings and recommendations of the OECD Public Governance Review of Egypt, promote peer-to-peer dialogue and support the exchange of good practices with international experts.

The workshop will take place in round-table format with representatives from Human resource units and focal points from line-ministries

The workshop will be held in English with Arabic interpretation available.

Overview of the workshop

6 June 2023
<ul style="list-style-type: none">• 9.00 – 9.30: Welcoming of Participants• 9.30 – 10.00: Opening Remarks• 10.00 – 11.30: Session 1 - Strategic human resource management in the Egyptian Civil Service• 11.30 – 12.00: Coffee Break• 12.00 – 13.30: Session 2 - Gender and youth mainstreaming across the NARP and equal opportunities in the public service recruitment process• 13.30 – 14.00: Coffee Break• 14.00 – 15.30: Session 3 - The National Administrative Reform Plan in Egypt• 15.30 – 17.00: Session 4 - The Way Forward

Agenda – Tuesday 6th of June 2023

9.00 – 9.30 Welcoming of participants

9.30 – 10.00 Opening Remarks

10.00 – 11.30 Session 1: Strategic human resource management in the Egyptian Civil Service

This session will be divided in two parts and will explore skills development opportunities in the Egyptian Civil Service through the lens of systems for learning and development and performance management.

Discussions led by Ms. Alana Baker, Policy Analyst, OECD and Mr. Donal Mulligan, Policy Analyst, OECD

Open Discussion on:

Learning and Development Systems in Egypt

Learning and development systems are an essential component of a high-functioning modern public service workforce that has the skills to meet the challenges of modern governance and the sometimes-unpredictable policy problems it faces. Continual learning through the career is essential, given the changing technology, global challenges, and ways of working that public servants face. Especially for leadership, the development of behavioural and managerial competencies is a needed part of career growth and role effectiveness.

Performance Management Systems in Egypt

Performance management systems foster, incentivise and develop needed skills in the workforce, and ensure their use. Effective performance management – through process such as performance assessment, feedback, and growth opportunities – is substantive and reflective of the abilities of individuals, and helps to continually build capacity within the public service. It further aids in building a leadership pipeline, by identifying and developing managers to be effective in their roles.

11.30 – 12.00 Coffee Break

12.00 – 13.30 Session 2: Gender and youth mainstreaming across the NARP and equal opportunities in the public service recruitment process

Recruitment is an important way to bring in skills to the public service. This is why recruitment and assessment frameworks need to evolve to be able to identify, assess and recruit a variety of complex and fast-changing skill sets. This session will focus on sharing data and good practice from across the OECD on how public administrations are upgrading recruitment capability as part of high-performance workforce planning. This includes ensuring the diversity of the candidate pipeline in terms of gender, socio-economic background and skill set.

Discussions led by Ms. Giulia Morando, Policy Analyst, OECD; and Ms. Caroline Mina, Policy Analyst, OECD

Open Discussion

13.30 – 14.00 Coffee Break

14.00 – 15.30 Session 3: The National Administrative Reform Plan in Egypt

This session will reflect on Egypt's National Administrative Reform Plan mobilising the experience of civil servants and of OECD experts to inform future developments of the ARP and of the overall institutional framework for public administration reform (PAR) in the country. It will look at the structure, content and implementation of the current plan, at the ongoing modernisation objectives and process and at the existing capabilities in CAO and across the administration. Participants will be invited to share their views and experiences with the current version of the plan while also exploring the challenges faced for the implementation of the plan and the needed updates. The session will provide an opportunity to discuss with OECD experts on the elements shared by participants by providing insights and experiences on Public Administrative Reforms with OECD member and non-member countries.

Discussions led by Mr. Arnault Prêtet, Policy Analyst, OECD; Mr. Simon Callewaert, Policy Analyst, OECD; and Mr. Adam Ostry, International expert, former official of the Canadian civil service and OECD

Open discussion on:

- The main achievements, strengths and instruments of the Administrative Reform Plan
- Challenges vis-à-vis the implementation of the Administrative Reform Plan within CAO and across the administration to overcome
- Current modernisation efforts of the ARP and how to support them

15.30 – 17.00 Session 4: The way forward

This session will summarise the key takeaways from the discussions and promote reflections on ways forward regarding the ongoing public administration reform process and modernisation of the civil service in Egypt. Following the keynote speeches, attendees will be invited to take the floor and intervene on potential avenues to address some of the challenges discussed in the workshop.

Keynote

- **Dr. Heba Salama**, Project focal point at CAO
- **Ms. Maryham Habib**, Senior Project Advisor for the Egypt Vision 2030 and Public Administration Reform Component of the Project

Final Plenary

17.00 Lunch



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