



ممول من الاتحاد الأوروبي
Funded by the European Union



Support to Enhanced Administrative and Public Economic Governance in Egypt

Workshop (Closed doors):
“The National Administrative Reform Plan as a key lever
to modernise the Egyptian Civil Service”

Agenda



5th 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: “The National Administrative Reform Plan as a key lever to modernise the Egyptian Civil Service”** will take place on **5th June 2023**. It will bring together representatives from CAO A and the OECD to engage in discussions that will inform the main findings and recommendations of the OECD Public Governance Review of Egypt. It will also be an opportunity to promote peer-to-peer dialogue and provide a space for the exchange of good practices with international experts.

The workshop will take place in round-table format with representatives from the following departments\units from CAO A, including:

- CAO A President’s advisors
- General department of CAO A HEAD'S office affairs
- Central Department of IT & digital transformation
- Central Department for Organization
- Central Department for Workforce planning
- Central department for research
- General department of government employment
- Sector of gov. services dev. & performance appraisals
- Sector of training
- Sector of Classifications & Budgeting
- Communications/Media Unit
- Equal opportunities Unit

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

Agenda – Monday 5th of June 2023

9.00 – 9.30 Welcoming of participants

9.30 - 11.30 Session 1 – Ongoing Reforms to the Egyptian Civil Service

This session will reflect on the ongoing efforts led by CAO A to build a civil service that is fit-for-purpose in the framework of the Public Administration Reform process in Egypt. It will focus on issues regarding strategic management of human resources within the civil service, learning and development systems for public officials as well as performance management of civil servants.

Introduction

- **Mr. Amr Soliman**, Policy Analyst and project lead, OECD
- **Ms. Paulina López Ramos**, Policy Analyst, OECD

Open discussion and questions

Key topics for discussion include:

- PS job classification
- Workforce planning within the Egyptian civil service
- Recruitment and selection within the Egyptian civil service
- Learning and Development within the Egyptian civil service
- Learning and development opportunities for senior civil servants
- Performance Review and Appraisal system within the Egyptian civil service
- Mobility and promotion opportunities within the Egyptian civil service
- Challenges CAO A faces in carrying out its responsibilities to ensure the implementation of the Civil Service Law.

11.30 -12.00 Coffee Break

12.00 – 13.30 Session 2 – Public communication and access to information

This session will discuss the existing structures, processes and capacities in CAO A used to promote citizens' access to information and to communicate effectively internally (within government) and externally (with the public). It will look into how CAO A communicates about opportunities in the civil service as well as the broader public administration reform in Egypt.

Introduction

- **Ms. Maryham Habib**, Senior Project Advisor for the Egypt Vision 2030 and Public Administration Reform Component of the Project

Open discussion and questions

Key topics for discussion include:

- Procedures, methods and guidelines to proactively disclose information to citizens.
- Types of public data and information managed and published by CAO A.
- The experience of the citizen plans and the publication of information and data online.
- The roles and responsibilities of the communication unit and public relations unit.
- Strategies, guidelines and procedures that underpin CAO A's public communication approach
- The extent to which the communication unit and policy teams in CAO A coordinate.
- Methods used to target communications to different audiences and groups in Egypt.

- The evaluation of impact, outcomes and outputs of public communication activities.
- Communication around PAR strategy.

13.30 -14.00

Coffee Break

14.00 – 15.00 Session 3 - Gender and youth mainstreaming in the NARP

This session will reflect on the importance of empowering women and youth in public life, including concrete examples on how to strengthen their engagement in the framework of the national public administration reform strategy. In doing so, discussions will focus on the existing methods and instruments used to engage women and youth. It will also discuss the role of CAO in supporting the implementation of commitments as part of the National Strategy for the Empowerment of Women and the National Youth Strategy under development.

Introduction

- **Ms. Caroline Mina**, Policy Analyst, OECD

Open discussion and questions

Key topics for discussion include:

- PAR specific objectives, targets, actions, activities and commitments to empower young people
- Methods and instruments used to engage women and youth in public life.
- Programmes for young graduates to join the public sector
- Role of CAO in implementing commitments on women and youth empowerment.

15.00 – 16.30 Session 4 - The National Administrative Reform Plan, its strategic planning frameworks and institutional arrangements

This session will focus on the National Public Administrative Reform planning framework in Egypt and its related instruments and procedures. It will explore the approach, priorities and focus areas of the reform underpinning the process to plan, implement, monitor and evaluate the 5 reform areas.

The session will also focus on the institutional arrangements that underpin the design, planning, coordinating and delivery of PAR across the administrative units. 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.

Introduction

- **Ms. Paulina López Ramos**, Policy Analyst, OECD

Open discussion and questions

Key topics for discussion include:

The NARP

- The Public Administrative Reform (partial\Holistic) and its strategic framework
- The process of updating the NARP in 2017.
- Good practices, examples and lessons learned on the implementation of the 5 Focus areas of the NARP.
- Key PAR priorities (per each of the focus area; services reform, human resource modernization, databases integration, regulatory and institutional reform) as per the Government Agenda, and foreseen to be incorporated in 2025-2035 PAR strategy
- The key organizations that are co-mandated for implementation of some PAR areas (services reform, human resource modernization, databases integration, regulatory and institutional reform)

- The PAR processes related to priority setting, consulting the target groups and civil society, definition of scope and targets, supporting implementation of the reform, coaching, assisting and follow up on the operations, related to the 5 Focus areas.
- Processes, methods and instruments used to implement the NARP and provide technical support for each of the 5 reform areas (by house staff\experts - outsourced through contracting experts\firms)
- Challenges vis-à-vis the implementation of the NARP within CAO A and across the administration
- Target value setting for each reform objective in the NARP
- Type of indicators collected to measure the progress and performance of each reform area
- Mechanisms and tools for data collection, data processing and consolidation
- Role of CAO A branches\directorates and CAPMAS in data collection
- Reports conducted for the PAR implemented programs in the 5 areas during the past 5 years
- The evaluation role in informing the PAR strategy formulation, and determine the necessary changes

Institutional set-up and coordination

- The role of CAO A (regulates, steers, coordinates, plans, and\or implements) relevant to each of the 5 PAR focus areas.
- The coordination of crosscutting areas related to PAR with other mandated actors in the framework of relevant national strategies (i.e. anticorruption strategy and Digital Egypt Strategy)
- the Higher Committee for Administrative Reform, and technical committees for each focus area
- CAO A departments involved in each of the reform area (planning and implementation)
- Internal coordination between different teams in CAO A
- The state of play regarding the operations of the new divisions in the administrative units (strategic division, internal auditing, the HR division, digital transformation, and legislative support divisions)
- New established divisions in the administrative units; (staff) recruitment and selection criteria, the procedural manuals and guides, KPIs.
- As per the Civil Service Law (CSL), the state of play regarding decentralization of HR operational functions\processes to the new HR division at the administrative units
- Challenges CAO A faces in implementing the Civil Service Law across the government.

Capacities of administrative units to implement PAR reform

- Coaching, assisting, coordinating and supervising the respective administrative units during and after implementation of the reforms (institutional, regulatory, service reforms), and
- Coaching, assisting, coordinating and supervising the respective administrative units during the conduction of monitoring and evaluation of reform implementation.
- Assessment of the internal and external capacity relevant to the 5 reform areas
- Online training platform
- Trainings programs for the administrative units that support the reform in the 5 reform areas
- Capacity building of CAO A units\teams that support the reform of the 5 areas
- The budgeting framework and source, for capacity building programs relevant to the 5 reform areas.

16.30 Lunch



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