

ROYAUME DU MAROC



MINISTÈRE DE LA FONCTION  
PUBLIQUE ET DE LA MODERNISATION  
DE L'ADMINISTRATION



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**EUROPEAN COMMISSION FOR DEMOCRACY THROUGH LAW**  
**(VENICE COMMISSION)**

in co-operation with

**THE MINISTRY OF PUBLIC ADMINISTRATION AND MODERNISATION  
OF THE KINGDOM OF MOROCCO**

**Regional seminar for senior public officials**

**UniDem**

**“REFORM OF THE CIVIL SERVICE STAFF REGULATIONS”**

**Centre d'Accueil et de Conférences  
Avenue Essanouabar, HAY RIAD, Rabat, Maroc**

**31 October- 3 November 2016**

**PROGRAMME**

**Monday, 31 October 2016**

9.30 Welcome words

**Mr Ahmed LAAMOUMRI**, Secretary General, Ministry of Public Service and Modernisation of the Administration, Morocco

**Ms Caroline MARTIN**, Neighbourhood Co-operation Division, Venice Commission, Council of Europe

9.45 General introduction

**Mr Khalid NACIRI**, Professor of Constitutional Law, Casablanca Law Faculty, former Minister of Communication, Morocco; Member of the Venice Commission on behalf of Morocco.

**THEME 1: STRENGTHENING THE CIVIL SERVICE VALUES**

10.00 - 13.00 First session (coffee break: 11.00 – 11.15, family picture 11.00)

The 1<sup>st</sup> session will tackle the questions of strengthening the civil service fundamental values and principles as well as the establishment of approaches that guarantee diversity and workplace equity (gender, disability ...)

Speakers:

**Mr Laurent ANSELM**, Chief Legal Adviser to the Government, Principality of Monaco; Member of the Venice Commission on behalf of the Principality of Monaco

**Mr Abdellah ATAIBI**, Expert, Ministry of Public Service and Modernisation of the Administration, Morocco

**Mr Julio NABAIS**, Independent expert, Portugal

Moderator:

**Mr Khalid NACIRI**, Member of the Venice Commission on behalf of Morocco

*Discussion*

13.00 - 14.30 Lunch

14.30 – 17.30 Second session (coffee break: 16.00 – 16.15)

The Second session looks closer at the development of civil servants representation (Civil Servants Representation Comity, social dialogue..) as well as the representation of women in the senior public service

Speakers:

**Ms Florina Elena DRAGOS**, Head of Unit, National Agency of Civil Servants, Romania

**Mr Abdellah ATAIBI**, Expert, Ministry of Public Service and Modernisation of the Administration, Morocco

National experience – Jordan

**Mr Ahmad JALOUDI**, Researcher, Ministry of Public Service Development

**Mr Ihab JANEH**, Ministry of Public Service Development

Moderator:

**Mr Khalid NACIRI**, Member of the Venice Commission on behalf of Morocco

*Discussion and conclusions of the day*



**Tuesday, 1 November 2016**

**THEME 2: PROFESSIONALISATION, SKILLS DEVELOPMENT AND REMUNERATION**

09.30 - 13.00 Third session (coffee break: 11.00 - 11.15)

How to ensure a merit based recruitment and retaining of qualified personnel? The session will also tackle the questions of skills management and the establishment of a fair remuneration

Speakers:

**Mr Christophe LABEDAYS**, Deputy Sub-Director, Directorate General of Administration and Public Service, France

**Mr Abdellah ATAIBI**, Expert, Ministry of Public Service and Modernisation of the Administration, Morocco

National experience - Algeria

**Mr Abdelouaheb LAOUICI**, Director, Regulations and statutes of public sector employment, Directorate General of Civil Service and Administrative Reform

**Mr Smail KIZAI**, Deputy Director, Regulations and statutes of public sector employment, Directorate General of Civil Service and Administrative Reform

Moderator:

**Mr Khalid NACIRI**, Member of the Venice Commission on behalf of Morocco

*Discussion*

13.00 – 14.30 Lunch

14.30 – 17.30 Fourth session (coffee break: 16.00 – 16.15)

The 4<sup>th</sup> Session will be dedicated to the questions of training and capacity development (training schemes, continuous training, graduate training.); including also the strengthening of management and leadership skills.

Speakers

**Mr Kai ZÄHLE**, Federal Ministry of Interior, Germany

**Mr Hakim FIRADI**, Deputy Director in charge of Administrative and General Affairs, Ministry of Economy and Finances, Morocco

National experience – Lebanon

**Ms Nisrine MACHMOUCHI**, First Inspector, Civil Service Directorate, Council of Civil Service

**Mr Walid EL CHAAR**, Head of Department, Legislation and Amendments, Ministry of Finances

Moderator:

**Mr Khalid NACIRI**, Member of the Venice Commission on behalf of Morocco

*Discussion and conclusions of the day*



Wednesday, 2 November 2016

**THEME 3: FROM ADMINISTRATION OF STAFF TO HUMAN RESOURCES MANAGEMENT (HRM)**

09.30 – 13.00 Fifth session (coffee break: 11.00 – 11.15)

Organizing the institutional setting of the human resources function will be discussed during the 5th session, along with the questions of professionalization of the personnel involved in HRM. Participants will also discuss ways to improve the legal framework of HRM tools (Framework of jobs and competencies, assessment, recognition,..)

Speakers:

**Ms Cristina Mendes**, Public Sector Reform, Directorate for Public Governance and Territorial Development, OECD

**Mr Abdellah ATAIBI**, Expert, Ministry of Public Service and Modernisation of the Administration, Morocco

National Experience – Palestinian National Authority

**Mr Abdallah ELEYAN**, Deputy Director General, Civil Service Affairs Directorate, General Personnel Council

**Ms Rula NAZZAL**, Director General in charge of Administrative Affairs,  
Ministry of Social Affairs

Moderator:

**Mr Khalid NACIRI**, Member of the Venice Commission on behalf of  
Morocco

*Discussion*

13.00 – 14.30 Lunch

14.30 – 16.30 Sixth session (coffee break: 16.00 – 16.15)

The 6<sup>th</sup> Session will discuss the rethinking of careers, mobility and redeployment. Participants will also exchange on ways to manage performance, forward planning of jobs, workforce and competencies.

Speakers

**Mr Xavier SISTERNAS**, Public Administration, Administrative Law and Anti-Corruption, SIGMA, OECD

**Mr Abdellah ATAIBI**, Expert, Ministry of Public Service and Modernisation of the Administration, Morocco

National experience -Tunisia

**Mr Lotfi KHALDI**, Director General of the Civil Service

**Mr Mohamed Sami BEN ROMDHANE**, Public Service Councilor, Prime Ministry

Moderator:

**Mr Khalid NACIRI**, Member of the Venice Commission on behalf of  
Morocco

*Discussion and conclusions of the day*

16.30 – 18.30 Cultural programme



**Thursday, 3 November 2016**

**THEME 4: OBLIGATIONS, ETHICS AND DEONTOLOGY**

09.30 – 13.00 Seventh session (coffee break: 11.00 – 11.15)

The 7<sup>th</sup> Session will debate the issues of strengthening and clarifying the civil servants' obligations, strengthening and modernizing the disciplinary law also linked to the adoption of ethical charters.

Speakers:

**Ms Florina Elena DRAGOS**, Head of Unit, National Agency of Civil Servants, Romania

**Mr Abdellah ATAIBI**, Expert, Ministry of Public Service and Modernisation of the Administration, Morocco

National experience - Mauritania

**Mr Abderahmane SIDI ABDELLA**, Director General of Civil Service, Ministry of Civil Service, Labor and Modernisation of the Administration

**Mr Cheikh Sidiya HAMOUD**, Director of Studies and Regulations, Ministry of Civil Service, Labor and Modernisation of the Administration

Moderator:

**Mr Khalid NACIRI**, Member of the Venice Commission for Morocco

*Discussion*

13.00 – 14.30 Lunch

14.30 – 17.30 General conclusions

**Mr Khalid NACIRI**, Member of the Venice Commission on behalf of Morocco

Closing remarks and certificates award ceremony:

**Mr Ahmed LAAMOUMRI**, Secretary General, Ministry of Public Service and Modernisation of the Administration, Morocco

