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EUROPEAN COMMISSION FOR DEMOCRACY THROUGH LAW
(VENICE COMMISSION)

in co-operation with

**THE MINISTRY OF DIGITAL TRANSITION AND ADMINISTRATIVE
REFORM OF THE KINGDOM OF MOROCCO**

Regional seminar for high level civil servants

14th UniDem Med

**"GOOD GOVERNANCE AND QUALITY OF
PUBLIC ADMINISTRATION**

Videoconference, Morocco

1-2 December 2021

9:30 am - 5:30 pm (GMT+1 - France local time)

PROGRAMME

Funded
by the European Union
and the Council of Europe



COUNCIL OF EUROPE



Implemented
by the Council of Europe

The UniDem Med project is implemented in the framework of the European Union/Council of Europe joint programme
"Regional support to reinforce Human Rights, Rule of law and Democracy in the Southern Mediterranean"
(South Programme IV)

Wednesday, December 1, 2021

9:30 - 9:50

Welcome session

Mr Ahmed LAAMOUMRI, Secretary General, Ministry of Digital Transition and Administrative Reform, Kingdom of Morocco

Mr Jean Christophe FILORI, Head of Cooperation, Delegation of the European Union to the Kingdom of Morocco

Ms Caroline MARTIN, Head of the Unit for Cooperation with the Southern Neighbourhood, Division of Cooperation with Neighbouring States, Venice Commission, Council of Europe

9:50 - 10:10

General introduction

Ms Nadia BERNOUSSI, Professor of Constitutional Law, University Mohammed V, Rabat, Member of the Venice Commission in respect of Morocco

THEME 1:

PUBLIC SERVANTS AT THE HEART OF AN INTEGRATED, EFFICIENT AND ATTRACTIVE PUBLIC ADMINISTRATION

10:10 - 12:30

First session

Flexible, ethical and inclusive human resources management to improve efficiency, performance and well-being at work in public administration.

This session will focus on how to provide an attractive, flexible and ethical working environment for public servants. How to develop and implement new working methods? What role for managers in this evolution? What legislative or normative framework should be put in place? How can human resources management, mobility or training policies be adapted to achieve this objective?

Speakers

Mr Olivier TERRIEN, Consultant/Trainer in public management, Lecturer at Science Po Strasbourg and at the *Institut national des études territoriales* (INET), France

Mr Jawad SADIQ, Head of the Human Resources Development Division, Kingdom of Morocco

National experiences

Mr Hassen MESSAOUDI, Director General of the General Committee of the Civil Service, Presidency of the Government, Tunisia

Mr Issam DANADNEH, Director General of Training at the National School of Public Administration, Palestine*

* This designation shall not be construed as recognition of a State of Palestine and is without prejudice to the individual positions of Council of Europe and European Union member States on this issue.

Moderator:

Ms Nadia BERNOUSSI, Professor of Constitutional Law, University Mohammed V, Rabat, Member of the Venice Commission in respect of Morocco

General discussion

12:30 - 14:00 *Lunch break*

14:00 - 17:00 Second session

Ethics and codes of conduct in the public service: tools to strengthen citizens' trust in public administration.

This session will highlight the importance of strengthening the culture of ethics within the public administration, particularly through codes of conduct and ethics. What are the good practices in this area, the means used and the results observed?

Speakers

Prof. Christoph DEMMKE, Professor in Public Management, University of Vaasa, Finland

Mr Taoufik AZARUAL, Director of the Civil Service, Kingdom of Morocco

National experiences

Mr Nizar BENSAGHAIER, Director General at the Presidency of the Government, Tunisia

Ms Hanan SAHMOUD, Legal Researcher, General Personnel Council, Palestine*

Moderator:

Ms Nadia BERNOUSSI, Professor of Constitutional Law, University Mohammed V, Rabat, Member of the Venice Commission in respect of Morocco

Discussion and conclusions of the day



Thursday, December 2, 2021

THEME 2: PRINCIPLES AND STANDARDS FOR TRANSPARENCY AND GOOD GOVERNANCE IN PUBLIC ADMINISTRATION

09:30 - 12:00 Third session

Right of access to information: towards a more open and transparent administration.

This session will measure the progress made on both sides of the Mediterranean regarding the right of access to information and more particularly the challenges of implementing the Council of Europe Convention on Access to Official Documents (Tromsø Convention). The challenges of implementing this right for citizens, particularly in the age of digital technology and open data, will be discussed. The ever-increasing demand for transparency is a challenge to which the public administration must respond with constantly renewed standards and principles.

Speakers

Ms Helen DARBISHIRE, Executive Director, Access Info Europe

Mr Hatim MOURADI, Head of the Innovation and Modernisation Programmes Division, Kingdom of Morocco

National experience

Ms Naima DHIBI, Counsellor General Rapporteur (Director General) at the Access to Information Authority, Tunisia

Moderator:

Ms Nadia BERNOUSSI, Professor of Constitutional Law, University Mohammed V, Rabat, Member of the Venice Commission in respect of Morocco

General discussion

12:00 - 13:30 *Lunch break*

13:30 - 16:00

Fourth session

A quality public service at the service of citizens: quality charters as a tool for good governance.

This session will look at how to establish a quality charter that meets the needs and challenges of public administrations. How these charters can be part of a wider administrative reform process with a focus on simplification of procedures and efficiency. What are the good practices and the pitfalls to avoid?

Speakers

Mr Nick THIJS, Senior Advisor, Service Delivery and Public Administration Reform, OECD/SIGMA and **Ms Eike LÖFFLER**, Expert, OECD/SIGMA

Ms Ikram HIMMI, Head of the Division of Simplification of Procedures and Ethics Support, Kingdom of Morocco

National experience

Ms Laura DOSPINESCU, Institutional Development Consultant, Ministry of Communications and Information Technology, Egypt

Moderator:

Ms Nadia BERNOUSSI, Professor of Constitutional Law, University Mohammed V, Rabat, Member of the Venice Commission in respect of Morocco

General discussion

16:00 – 16:20

General conclusions

Ms Nadia BERNOUSSI, Professor of Constitutional Law, University Mohammed V, Rabat, Member of the Venice Commission in respect of Morocco

16:20 - 16:30

Closing remarks

Ms Sarah LAMRANI, Director of Studies, Communication and Cooperation, Ministry of Digital Transition and Administration Reform, Kingdom of Morocco

Ms Frederique PRIVAT DE FORTUNIE, UniDem Med project Manager, Unit for Cooperation with the Southern Neighbourhood, Division of Cooperation with Neighbouring States, Venice Commission, Council of Europe

