



**MINISTÈRE
DE LA TRANSFORMATION
ET DE LA FONCTION
PUBLIQUES**

*Liberté
Égalité
Fraternité*



**Working level meeting of the European Public Administration Network (EUPAN)
Paris, 4-5 April 2022**

Monday, April 4th

9:30-10:00 am: welcome of the delegations at the "Pierre Mendès France" conference centre (Ministère de l'Économie, des Finances et de la Relance 139, rue de Bercy, Paris, 12ème arrondissement)

10:00-10:45 am: introductory sequence

- 10:00-10:30 am: opening and presentation of the ongoing reforms within the French civil service
Nathalie Colin, Director General for Administration and Civil Service
- 10:30-10:45 am: update on the work of the French Presidency
*EUPAN France team, Directorate General for Administration and Civil Service :
Faustine Bentaberry, Pauline Martin, Zoé Mallétroit*

10:45-11:00 am: break

11:00-12:30: workshop led by the OECD: megatrend and attractiveness of the public service

Daniel Gerson, Dónal Mulligan and François Villeneuve, Public Employment and Management Unit, Directorate for Public Governance, OECD

- 11:00 – 11:20 am: presentation of the OECD's work on reinforcing the attractiveness of the public service
- 11:20 – 11:30 am: participants are invited to choose a group and a room
- 11: 30 – 12:10 pm: working sessions in three groups, focusing on the impact on attractiveness of the evolution of expectations from the candidates, digital transformation and geographical mobility
- 12:10 – 12:30 pm: back to the plenary room and restitution of the groups.

12:30-1 pm: presentation of the work of the DISPA network

Frédéric Rauser, Head of the International Projects and Partnerships Mission, Institut National du Service Public

1pm-2:15pm: lunch break

2:10-6pm: presentation of the first results of the French Presidency's studies on mobility and new ways of working, followed by a working session on "organisational flexibilities and new ways of working"

- 2:10-2:15 pm: introduction of the afternoon's work
Nathalie Green, deputy director for statutory synthesis, governance and partnerships, Directorate General for Administration and Civil Service
- 2:15-2:30 pm: presentation of the first results of the French Presidency's studies on mobility and new work organisations
IPSOS
- 2:30-2:35 pm: division of the participants into sub-groups
- 2:35- 4:45 pm: working session on « organisational flexibilities and new ways of working» around the following themes :
 - Discussions on the lessons of quantitative studies
 - How to ensure the exemplarity of public administration in terms of life balance and the right to disconnect?
 - What is the link between organisational flexibility and professional equality policies?
 - What are the changes in jobs within the public administrations, following the deployment of new work organisations?
- 4:45-5:15 pm: break / preparation of the restitutions of the sub-groups by the facilitators
- 5:15-6 pm: restitution of the sub-groups (IPSOS) and discussion

Tuesday, April 5th

From 9am: coffee reception

9:30-11:35 am: **challenges and initiatives in public transformation**

- 9:30-9:35 am: opening of the morning
Faustine Bentaberry, head of the Human Resources Policies Benchmarking, European and international expertise Unit, Directorate General for Administration and Civil Service
- 9:35-10:35: User experience and public transformation policy
Céline Forest, France de Langenhagen, Jordan Bel, User experience mission, Interministerial Directorate for Public Transformation
- 10:35-11:35 am: the major digital transformation projects of the French State, presentation and discussion time
Patrick Ruestchmann, Head of the digital transformation Unit, Interministerial Directorate for Digital Affairs

11:30-11:45 am: break

11:45-12:30 pm: **anticipating the future of work by 2030: presentation of the work of France stratégie and discussion**

Cécile Jolly, Head of the « jobs and qualifications prospective » projects, France Stratégie

12:30-1:30 pm: lunch break

1:30-4:50 pm: **what projects and perspectives for the EUPAN network?**

- 1.30-2 pm: building a prospective vision and anticipating major changes in human resources: what are the major trends in public administrations? presentation of the DGAFP's work and discussion
Nathalie Green and Faustine Bentaberry, Directorate General for Administration and Civil Service
- 2-2:30 pm: state of the work and perspectives for the future strategy of the EUPAN network
EUPAN France team : Pauline Martin et Jessie Malone
- 2:30-2:35 pm: division of the participants into sub-groups
- 2:35-3.15 pm: working session on the future EUPAN strategy
- 3:15-3:30 pm: break
- 3:30-3:50 pm: restitution of the sub-groups
- 3:50-4:20 pm: orientations of the Czech and Swedish Presidencies
Michal Czudek and Jachym Skala, Ministry of the Interior of the Czech Republic

Love Berggrund, Swedish Agency for Public Management, and Claes Lindgren, Swedish Agency for Government Employers

- 4:20-4:50 pm: progress report on the DG REFORM expert group on "public administration and governance"

Ledri Hysenaj and Nicole Donkers, DG REFORM, European Commission

4:50-5 pm: closing session *Nathalie Green, deputy director for statutory synthesis, governance and partnerships, Directorate General for Administration and Civil Service*