

CDL-INF(2023)008

Or. En.

EUROPEAN COMMISSION FOR DEMOCRACY THROUGH LAW
(VENICE COMMISSION)

in cooperation with

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

Regional seminar for senior civil servants

17th UniDem Med

**" DIGITAL TRANSFORMATION AND ARTIFICIAL
INTELLIGENCE: RULES AND APPLICATIONS "**

hybrid format (online and in Rabat, Morocco)

21-22 November 2023

THE CHALLENGES OF EQUAL TREATMENT AND NON-DISCRIMINATION

by Ms Nabeela Abu Njaileh
**(Director General of Information Technology Directorate at General
Personnel Council, Palestine*)**

Co-funded
by the European Union



COUNCIL OF EUROPE



Co-funded and implemented
by the Council of Europe

The UniDem Med project is implemented in the framework of the joint European Union/Council of Europe programme
"Protecting human rights, the rule of law and democracy through shared standards in the Southern Mediterranean"
(South Programme V)

* 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.



General personnel council

**Digitalizing the civil service to promote good
governance**

Ensure proper application of civil service law

Promoting the right to equal opportunities

Enhancing the efficiency and effectiveness of procedures

Strengthen monitoring and follow-up

Data-Driven Decisions

Paperless procedures

To cope with the digitalization



**Strengthening
governance**



أقول لشعبي الفلسطيني إن
فلسطين التي تنافس اليوم
على أعلى المستويات في
العالم حتماً ستناك حريتها
وتقيم دولتها الفلسطينية
المستقلة وعاصمتها القدس
باعتبار ذلك حتمية تاريخية
لأن فلسطين التي تتوفر فيها
كل هذه الموارد البشرية
المنهجرة حتماً ستكون
دولة مفيدة في كافة
شعوب العالم وتبشر
السلام والتسامح .





Transparency

Effectiveness

Equality



Exam and interview dates

job applicants accounts

Vacancies announcement

reports and statistics

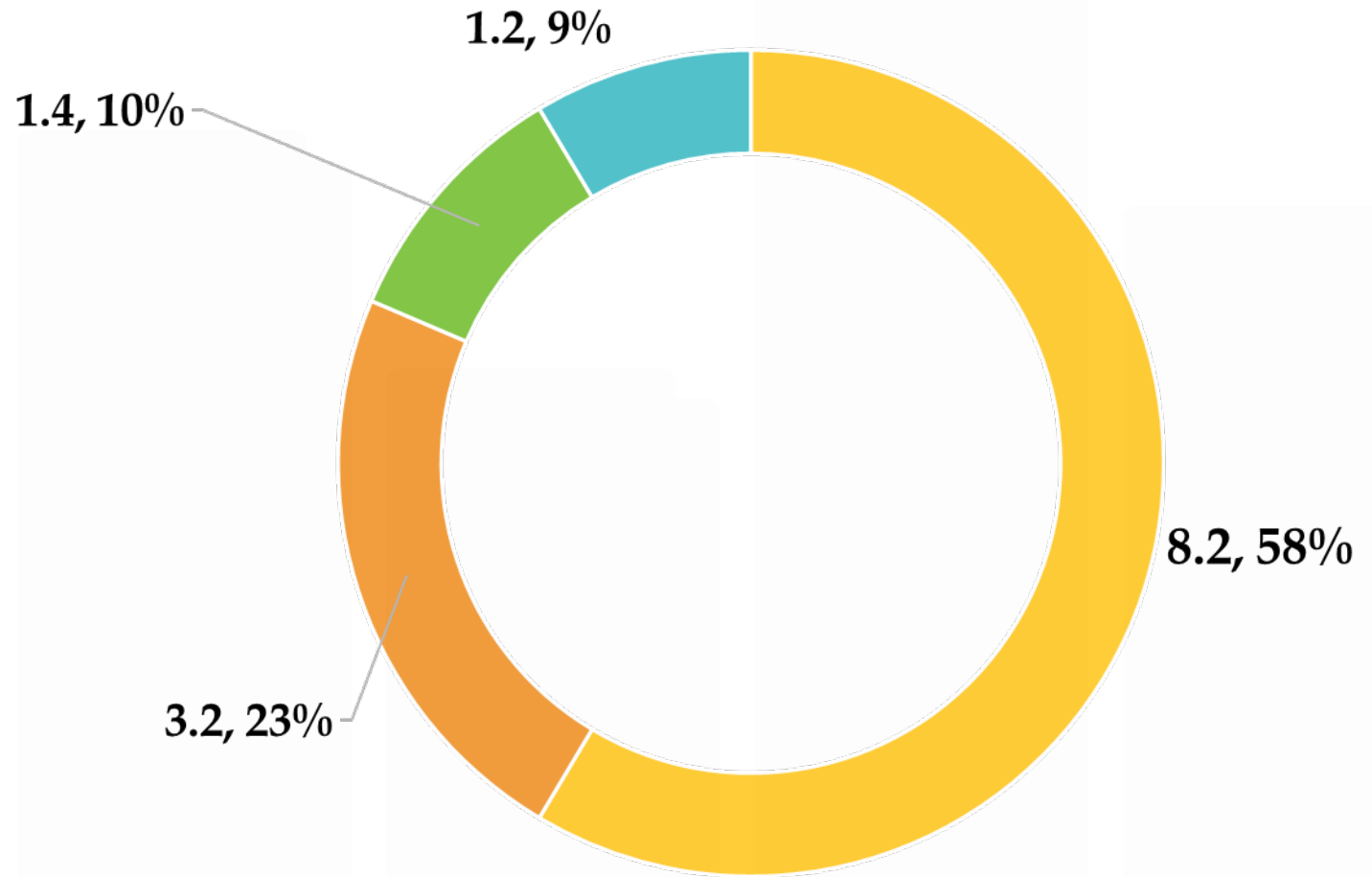
Civil servant E-services

Government Organization E-Services



GPC portal users

Users categories	#
Employee	74958
Applicant	218495
Administrative Audit/Admins	59
Organizations HR	199





Applicants

Year	Application	Applicants	vacancies	Announcement
2017	84407	53291	227	70
2018	143869	66342	593	173
2019	59121	56598	107	10
2020	86324	67611	231	38
2021	157256	70493	554	157

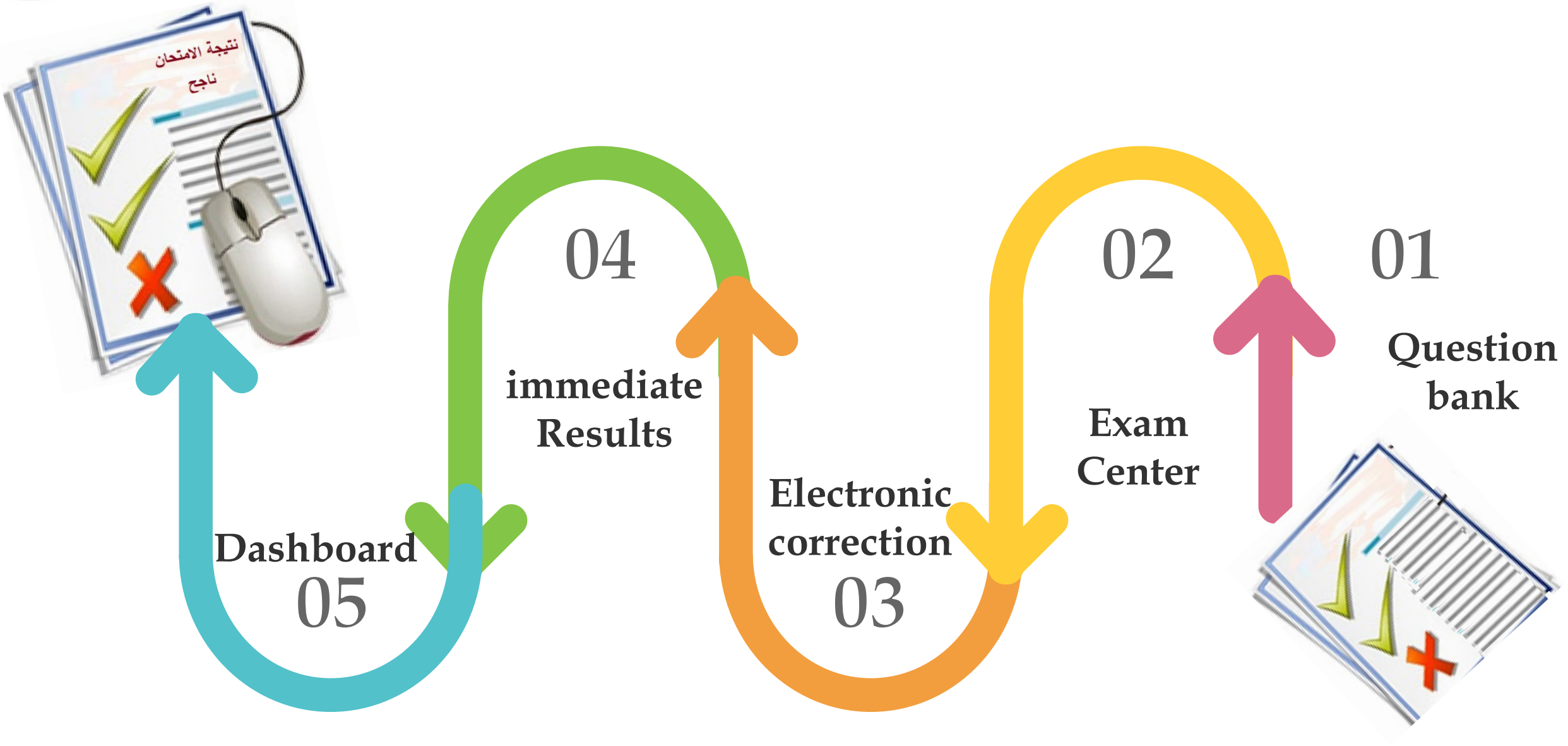


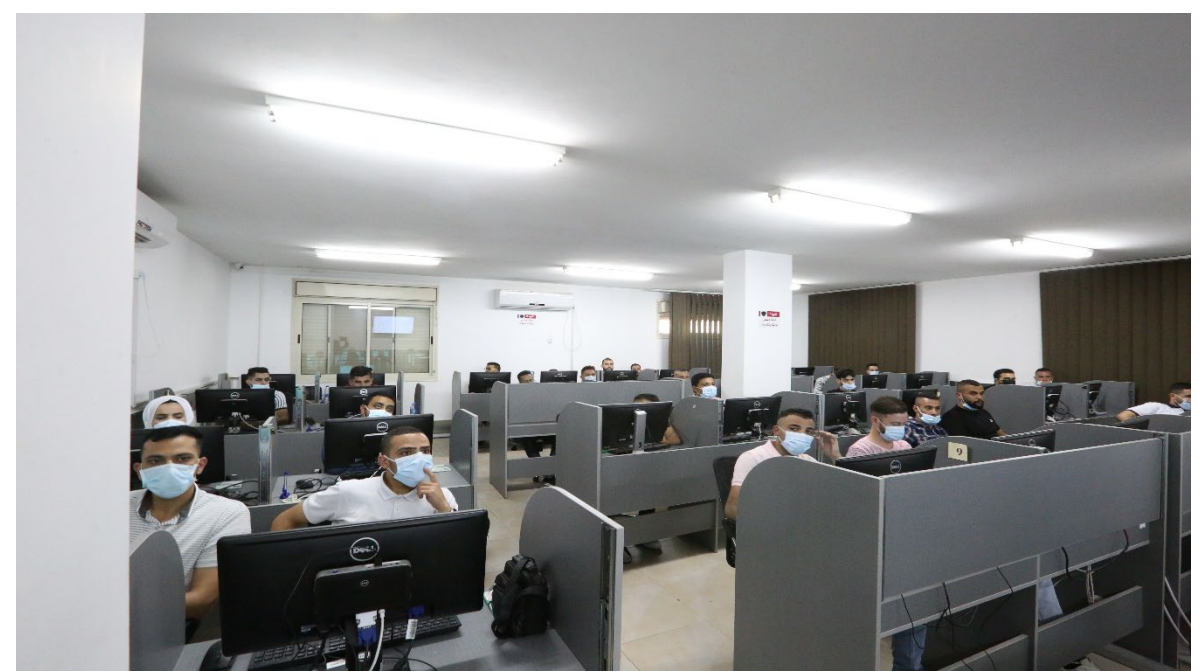
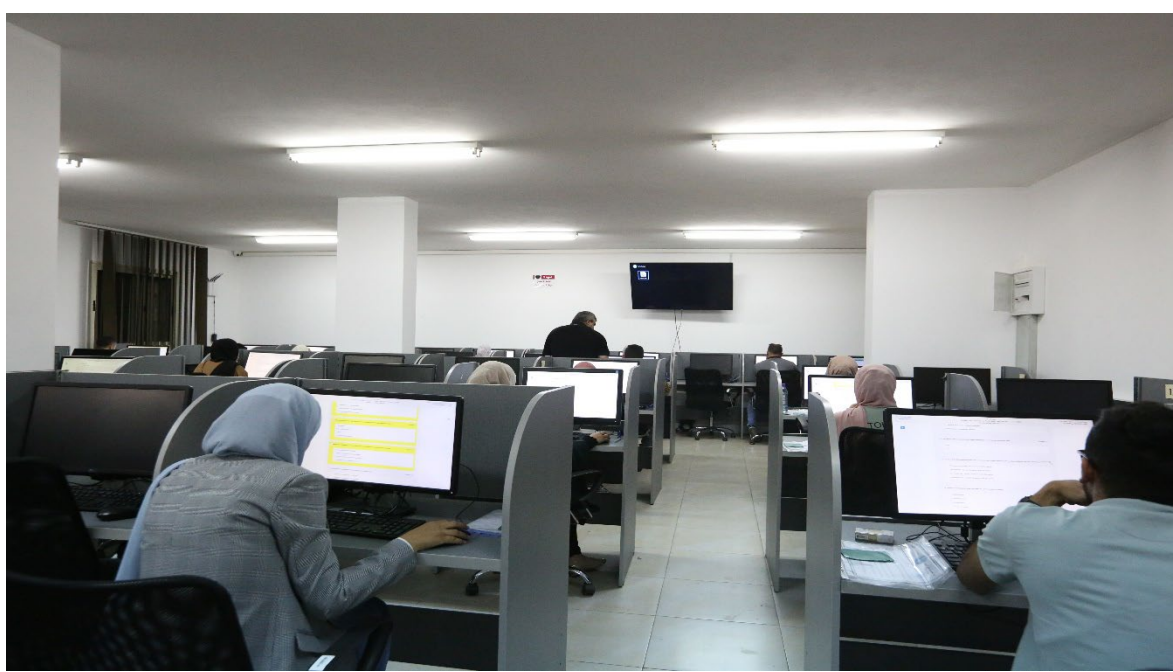
Exames

Year	Announcements	Vacancies	Exams	Attendance	Practical exam	Promotion Test
2017	73	137	340	12057	0	1
2018	111	256	412	18648	0	9
2019	68	137	188	9280	9	14
2020	17	65	122	8573	6	0
2021	76	188	307	17764	17	10



E-Exam system





Thank you