



**ROYAUME DU MAROC**  
Ministère de la fonction publique  
et de la modernisation  
de l'Administration



Strasbourg, 10 September 2015

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

in cooperation with

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

**Regional Seminar for high-level civil servants  
UniDem**

**“HUMAN RIGHTS AND PUBLIC SERVICE”**

**Conference Center  
Avenue Essanouabar, HAY RIAD, Rabat, Maroc**

**14-17 September 2015**

**PROGRAMME**

**Monday 14 September 2015**

08h00-08h30 Registration of participants

9h15-9h30 Press conference

10h00 Opening Session :

- **Mr Mohamed MOUBDI**, Minister of the Public Service and Modernisation of the Administration of the Kingdom of Morocco
- **Mr Gianni BUQUICCHIO**, President of the Venice Commission, Council of Europe
- **Mr Driss EL YAZAMI**, President of the National Council of Human Rights,
- **Mr Mahjoub EL HAIBA**, Interministerial Delegate for Human Rights
- **Mr Khalid NACIRI**, Professor of Constitutional Law, Member of the Venice Commission

*Lunch 13h-15h*

**First session**

15h00-18h00

**Dignity and vulnerable people (arts 2 et 3 ECHR<sup>1</sup>, Article 7 IPCPR<sup>2</sup>)**

- **Mr. G. Malinverni**, former judge at the European Court of Human Rights, former Member at the Venice Commission, Emeritus Professor, University of Geneva, Switzerland
  - **Mr Larbi TABIT**, Secretary General of the Ministry of Solidarity of Women, Family and Social Development
  - **Mr Abderrahmane SIDI ABDELLA**, Mauritania – National experience  
*Quotas for disabled people in the public service*
- Prohibition of inhuman and degrading treatments
  - Dignity
  - Treatment of vulnerable people (People with reduced mobility; the elderly; Children)



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<sup>1</sup>ECHR : European Convention on Human rights

<sup>2</sup>IPCPR: International Pact on Civil and Political Rights

**Tuesday 15 September 2015**

***Second session***

09h30-13h00 / 15h00-18h00

*Lunch 13h-15h*

***Principle of non discrimination (art 14 ECHR, art 2.1 et 26 IPCPR)***

- **Mrs. G. Medici**, University of Zurich, Switzerland
  - **Mr Abdellah ATAIBI**, Ministry of the Public Service and Modernisation of the Administration of the Kingdom of Morocco
  - **Mr Fayez Al-Nahar**, Jordan – National experience  
*Government of Jordan practices to reinforce equal opportunity and treatment in public service and government services*
- Impartiality of the public servant
  - Equal treatment for the users of the public service
  - Equal treatment in the public service
  - Protections of the civil servant against discrimination
  - Neutrality of the public service



**Wednesday 16 September 2015**

***Third session***

09h30-13h00 / 15h00-18h00

*Lunch 13h-15h*

***Freedom of conscience and of beliefs (art 9 ECHR, 18 IPCPR), Freedom of expression (art 10 CEDH, Article 19 PICDCP)***

- **Mr. L-L Christians**, University of Louvain, Belgium
  - **Mr Mohamed MOUAQUIT**, Professor, University Hassan II, Casablanca, Morocco
- Freedom of conscience of the public
  - Civil servant's duty of discretion



**Thursday 17 September 2015**

***Fourth session***

09h30-13h00 / 15h00-18h00

*Lunch 13h-15h*

***Freedom of assembly and of association (art 11 ECHR , 21 et 22 IPCPR),  
Private life (art 8 ECHR, 17 IPPR)***

- **Mr. F. Bouhon**, Faculty of Law, Political science and criminology of Liège, Belgium
  - **Mr Abderrhmane El Lamtouni**, Judge Counsellor at the Court of Appeal of Rabat
  - **Mr Moncef BEDAIRIA**, Algeria – National experience  
*Freedom of assembly and of association*
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- Labour union freedom
  - Compulsory limits for the civil servant
  - Right to respect the private life of the civil servant
  - Right to respect the private life of the public

**Closing session**

