

KINGDOM OF MOROCCO



MINISTRY OF THE REFORM OF
THE ADMINISTRATION AND
THE CIVIL SERVICE



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

in co-operation with

**THE MINISTRY OF THE REFORM OF THE ADMINISTRATION AND
THE CIVIL SERVICE OF THE KINGDOM OF MOROCCO**

Regional Seminar for Senior Public Officials

UniDem Med

**“PREVENTION OF CORRUPTION AND
PROMOTION OF INTEGRITY IN THE CIVIL SERVICE :
SHARED EXPERIENCES”**

Skhirat, Morocco

25 – 28 September 2017

PROGRAMME

Towards a Strengthened Democratic Governance in the Southern Mediterranean

Funded
by the European Union



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CONSEIL DE L'EUROPE

Implemented
by the Council of Europe

Monday, 25 September 2017

09:30 – 09:45 Welcoming words

Mr Mohammed BENABDELKADER, Minister Delegate to the Head of Government in charge of the Reform of the Administration and the Civil Service, Morocco

Ms Simona GRANATA-MENGHINI, Deputy Secretary of the Venice Commission, Council of Europe

Mr Antoine SAINTRAIN, First Advisor, Head of Section – Economic competitiveness & infrastructures, Delegation of the European Union, Rabat

09:45 – 10:00 General introduction

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

THEME 1: STRENGTHENING RULE OF LAW AND GOOD GOVERNANCE THROUGH THE FIGHT AGAINST CORRUPTION IN THE PUBLIC SERVICE: STANDARDS AND POLICIES

10:00 – 13:00 First session (coffee break: 11:00 – 11:15, family picture 11:00)

The 1st session will provide an update on existing **international legal and institutional standards** and tools to combat the phenomenon of corruption and promote integrity at the global level. What is the **role of international bodies** in supporting public policies and national anti-corruption strategies and encouraging the sharing of peer-to-peer experiences on both sides of the Mediterranean?

Speakers:

Mr Jean-Christophe GEISER, Legal Adviser at the Federal Office of Justice, Federal Department of Justice and Police, Switzerland

Mr Chaker MZOUGHI Professor, Faculty of Legal, Political and Social Sciences of Tunis, Tunisia

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 **national policies and reforms** to combat corruption (**national strategies and new anti-corruption schemes, legal and structural reforms, rationalisation and clarification of laws**, etc.). How to ensure a smooth implementation of the reforms and help improve democratic governance? How can the process of developing, implementing and monitoring public policies, be more transparent and participatory to citizens from the private sector and the civil society?

Speakers:

Ms Calliope SPANOU, Professor of Public Administration, University of Athens, former Ombudsman of Greece

Mr Abdelaziz EL HOUARI, Head of Department, Ministry of the Reform of the Administration and the Civil Service, Morocco

National experience – Lebanon

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

Moderator:

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

Discussion and conclusions of the day



Tuesday, 26 September 2017

THEME 2: ANTICORRUPTION AND FUNDAMENTAL PRINCIPLES OF CIVIL SERVICE: TOWARDS A TRANSPARENT AND ACCOUNTABLE PUBLIC MANAGEMENT

09:30 – 13:00 Third session (coffee break: 11:00 – 11:15)

The 3rd session will explore the link between anti-corruption measures and fundamental principles of the civil service. It will serve to present the pros and cons of the various **transparency and access to information initiatives** (open data, e-government, etc.). The session will also examine national efforts to combat corruption through the establishment of rigorous **standards of ethics and integrity** (conflict of interests, codes of conduct, codes of ethics, ethics committees, etc.).

Speakers:

Mr Xavier SISTERNAS, Principal Administrator, SIGMA, OECD

Ms Sarah LAMRANI, Director, Studies, Communication and Co-operation Department, Ministry of the Reform of the Administration and the Civil Service, Morocco

National experience – Jordan

Ms Maysoon ALKHATIB, Advisor, Jordan Integrity and Anti-Corruption Commission

Mr Ahmad MELTAHA, Head of Strategic Planning Department, Ministry of Public Service Development

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 fourth session will address the topic of **transparency and accountability in the light of sound financial management of public expenditure, financial control of corruption and audit**. What are the best practices in terms of prevention, management and evaluation of risks of abuse and mismanagement of public finances? How to ensure better accountability to citizens (transparent regulation, institutional reforms, staff training, etc.)?

Speakers

Mr Richard MARTINEZ, Advisor, French Anticorruption Agency, France

Mr Moha BOUSTA, Ministry of Economy and Finances, Morocco

National experience – Algeria

Mr Kamal ABIB, Deputy Director, Audit and Control Department, Directorate General of Civil Service and Administrative Reform

Mr Djamel RAMINI, Head of Studies, National Instance for Prevention and Fight against Corruption

Moderator:

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

Discussion and conclusions of the day



Wednesday, 27 September 2017**THEME 3: INTEGRITY AS A CORNERSTONE OF THE PUBLIC ADMINISTRATION REFORM: FROM STANDARDS TO PRACTICE**

09:30 – 13:00

Fifth session (coffee break: 11:00 – 11:15)

This session will be devoted to the modernisation of the civil service and the challenges of anti-corruption programs (protection of whistle blowers, multi-sectoral coordination, etc.). The session will also examine the management of the human factor in relation to administrative dysfunctions capable of generating corruption risks and the solutions to combat this phenomenon (training and awareness raising for public officials, promoting meritocracy, etc.)

Speakers

Ms Viola PETTAU, Federal Ministry of Interior, Germany

Mr Abderrahmane ELLAMTOUNI, Ministry of Justice and Liberties, Morocco

National experience –Palestine¹

Ms Tamam ALMOTI, Director, of Human Resources, Ministry of Tourism and Antiquities

Ms Noor KONI, Head of Planning Section, General Personnel Council

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)

How can the relations between the **civil service and extra-institutional actors** (economic interest groups, trade unions, civil society, etc.) be improved to strengthen citizens' confidence in public institutions functioning according to the principles of transparency and integrity? The session will focus on the **links between lobbying and the risks of corruption and the need for regulation in this area.**

Speakers:

Mr Gianluca ESPOSITO, Executive Secretary of Group of States against Corruption (GRECO), Council of Europe

¹ 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 member States on this issue.

National Experience – Mauritania

Mr Moulaye Abd El Moumene MOULAYE DKHIL, Director General of Modernisation of the Administration, Ministry of Civil Service, Labor and Modernisation of the Administration

Mr Ethmane SIDI M'HAMED, Director of Training and Development, Ministry of Civil Service, Labor and Modernisation of the Administration

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, 28 September 2017

THEME 4: INSTITUTIONAL MECHANISMS TO FIGHT CORRUPTION

09:30 – 13:00 Seventh session (coffee break: 11:00 – 11:15)

The 7th and last session will be devoted to the existence and functioning of public bodies specialised in the fight against corruption. What are the challenges to their functioning vis-à-vis the civil service? How to improve the interoperability of different public bodies for a better result?

Speakers:

Mr Jean-Pierre BUEB, Independent Expert specialised in Procurement, Anti-corruption, Ethics and Deontology, France

Mr Ali RAME, Director of Legal Affairs, Central Instance for the Prevention of Corruption, Morocco

Mr Abdelali ELAKRABA, Director of Legal Affairs, Ministry of National Education, Vocational Training, Higher Education and Scientific Research, Morocco

National experience – Tunisia

Mr Hassen MESSAOUDI, Advisor, Public Services, General Committee of Civil Service

Ms Nadia SAADI, Deputy Director/Investigator, National Instance of Fight against Corruption

Moderator:

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

Discussion

13:00 – 14:30 Lunch

14:30 – 16:00 General conclusions, closing remarks and certificates award ceremony:

Mr Mohammed BENABDELKADER, Minister Delegate to the Head of Government in charge of the Reform of the Administration and the Civil Service, Morocco

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

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

