



**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

**Evening**

6:00-7:00 pm: break / check-in at the hotel

7:15 pm: depart by bus (meeting point: Ibis Styles Paris Bercy Hotel, 77 rue de Bercy, 75012 Paris)

7:30-11 pm: dinner and "Bateau-Mouche" (tour boat) evening ("Bateaux-Mouches", Port de la conférence, 75008 Paris)

11:30 pm: return by bus at the Ibis Styles Paris Bercy Hotel

## 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*