“Public Administration Reforms, Building National Capacities of Civil Service, Promoting Equal Opportunity, Leaving no one behind.”

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Focusing on the principles of Effectiveness, and Inclusiveness, mainly:
• Competence.
• Sound Policymaking
• Leaving no one behind
The presentation covers those areas by looking at recent Administrative Reform in Egypt, as well as Egypt’s Vision 2030 for Sustainable Development. The vision is also in alignment with Agenda 2063 “the Africa we want” and the UN Sustainable Development Goals (SDGs)
Public Administration in Egypt

• **The administrative reform** is an important component of Egypt’s development process, as it extends to modernizing the institutional and information infrastructure of the State administrative bodies, supporting institutional coordination, and promoting various regulatory frameworks and procedures.

• It also includes applying principles of governance on recruitment, employment, promotion, training, and evaluating performance through utilizing an updated system that ensures providing fair and equal opportunities across all Ministries and Government entities.

• Administrative reform covers building and promoting the capacities of the State bodies’ employees, in addition to developing the public services, utilizing a program for E-government to enhance transparency and accountability, and raising the level of the citizens' satisfaction from the provided public services.
Effectiveness

Competence: Promotion of a professional Public Sector Workforce

- **The Civil Service Law no. 81 of 2016**, introduced new principles for employment based on academic and professional excellence, as well as new rules on performance assessment, appraisals, wages and salaries.

- **The Central Agency for Organization and Administration (CAOA)** is responsible for implementing the Civil Service Law, including efforts to achieve a Meritocratic Civil Service through the following:
  - Recruitment into the public service is merit-based, carried out through competitive examinations. The government has established the *Capacities and Competitions Assessment Centre*, which advertises vacancies online, conducts computer-based tests, and releases results electronically. The Center has received a commendation from the African Peer Review Mechanism (APRM) in its Country Review Report of Egypt as a best practice in Africa.
  - In Addition, CAOA has established a special center for *Persons with Disabilities*, aiming to ensure equal opportunity for PWDs in hiring and promotion through the center that caters to all forms of disability.
Effectiveness

Competence

- Newly recruited civil servants undergo induction training before entry into service, while there are training packages for public servants who are professionals tailored to their areas of specializations.
- The exams comprise behavioral competencies tests, language proficiency, computer literacy, general knowledge, and competence in the relevant professional area.
- There is also a wide range of other training packages designed for senior officials, retiring employees (to help them plan for their post-retirement life) and for women (aims at rapidly building the capacities of women to enable them to assume higher positions in the public service).
Effectiveness

Competence

The New Capital

• The New Capital represents more than the relocation of the Ministries, and Government Institutions. It is a transformation in the mode of operation of the Public Administration in Egypt; this will be achieved through:
  ➢ Using state of the Art ICT technology to digitalize different processes.
  ➢ Selecting the most efficient candidates from the civil service that will be relocated in the New Capital through examination, followed by training to guarantee their efficiency.
  ➢ The first phase of relocation includes more than 40 thousand civil servants, CAOA has already trained thousands of candidates in this regard.
  ➢ Restructuring of Ministries and Government Agencies that are moving to the New Capital, in the aim of rationalizing their structures and functions.
Effectiveness

Competence

**Leadership Development and Training:** National Training Academy to empower youth

- President El-Sisi took the decision to establish the National Training Academy (NTA) as an “Intellectual incubator and catalyst for Human Development, providing creative solutions and innovation for transformative future leaders,” to train those who will become the elite of the civil service. The NTA is modeled on the experience of the Ecole National D’administration (ENA) of France.

- Executive Secretariat of the World Youth Forum, hosted annually by Egypt.
Effectiveness

Competence

**Leadership Training and the National Training Academy**

- The National Training Academy has several training programs, I will refer only to two:
  - First, the Executive Presidential Leadership programme: aims to train and provide efficient and transformative leaders to be catalysts for the change that the government seeks to promote from within. The career boosting potential of the programme is evident to Egypt’s civil servants and, therefore, 11,000 civil servants applied for the programme at inception, and candidates are selected after a rigorous process.
  - Second, the African Presidential Leadership programme: bringing together African youth to be trained on issues related to development and peace.
Effectiveness
Sound Policymaking: Strategic Planning

Egypt’s Vision 2030, Sustainable Development Strategy

Effectiveness

Sound Policymaking

Egypt’s Vision 2030 Sustainable Development Strategy

• It is the first long-term strategy that has been developed in Egypt following a participatory, open and transparent process involving all relevant stakeholders.

• The strategy includes programmes for comprehensive reform that will restructure the socio-economic paradigm.

• The main objective is to boost competitiveness, ensure inclusive growth, and attain and maintain sustainable economic growth rate to propel the country’s economy into the top 30 economies in the World.
Effectiveness
Sound Policymaking

Egypt’s Vision 2030 Sustainable Development Strategy

• Based on Three (3) sustainable dimensions.

• The Vision acts as the main framework for all development programmes and projects that are being implemented until 2030.
Effectiveness
Sound Policymaking

• In the context of the APRM review process, Egypt’s National Plan of Action (NPoA) 2020-2022 is aligned with the government's Programmes, the Sustainable Development Strategy, and the African Agenda 2063.

• Egypt’s NPoA is based on the following national priorities:
  1. Promoting Social Justice and Protecting Human Rights
  2. Promoting Economic Growth
  3. Administrative Reform
  4. Corruption Prevention and Combating
  5. Empowering Local Administration
  6. Improving and Protecting the Environment
  7. Political Empowerment and Combating Terrorism
Inclusiveness
Leaving no one behind

Decent life “Haya Karima” Presidential initiative:

• The first phase of the initiative was launched in January 2019, targeting 375 villages, and contributing to the reduction of poverty rates, as well as improving the availability of services.

• The second phase was launched with the participation and cooperation of all State agencies and institutions, in addition to the private sector, and civil society. It targets all villages of the Egyptian countryside (4,670 villages where more than half of Egypt's population lives – amounting to about 56 million citizens) converting those villages into sustainable rural communities. The initiative is implemented with a total cost of more than EGP 800 billion.
Inclusiveness
Leaving no one behind

Decent life “Haya Karima” Presidential initiative:

• The project is the largest development initiative in the history of Egypt, both in terms of financial allocations and the number of beneficiaries. It also strengthens the State's efforts to localize the Sustainable Development Goals and to achieve balanced regional development, which is one of the cornerstones of Egypt's Vision 2030.

• The importance of the initiative is evident by its direct positive effect on reducing poverty rates and providing services in the villages. Moreover, the initiative has been selected as an international best practice by the United Nations and was published on the "Best Practices for Sustainable Development" platform by the United Nations Department of Economic and Social Affairs. The initiatives cover all relevant criteria: it is specific, attainable, time-bound, measurable, and aligns with all the UN Sustainable Development Goals.