

French directorate general for public administration and civil service - DGAFP

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École nationale d'administration - ENA
French National School of Administration

French expertise in Supporting Public Administration and Civil Service Reforms

Created: - in **1945** as part of a vast reform of State administration after WW2
- as a “**headquarters**” unit: small organization, highly qualified staff

2 main missions



HR Governance for all ministries



Juridical expertise in HR fields

Fields of competencies :

- Civil service legal framework
- Management
- Payroll system
- Pensions
- Social action
- Professionalisation of HR actors
- Recruitment and training

DGAFP International expertise

DGAFP has institutional historical partnerships with a lot of countries all over the world, on:

- Modernisation of the civil service
- General staff regulations – legislative drafting
- Strategic workforce planning
- Skills and competencies
- Training policy
- Leadership – senior civil servants
- Professional pathways
- Payroll system
- Ethics and integrity in the public administration
- Digital field: Open data, HR software

École nationale d'administration - ENA

French National School of Administration



- Created in **1945** in order to help the French administration to recover after the WWII by modernizing the recruitment and management of senior civil servants
- With a status of Public Agency placed under the authority of the **Prime Minister's Office** and under the functional supervision of the **General Directorate of Administration and Civil Service**
- Alumni: **6000** French Civil Servants and **3300** Foreign Civil Servants



The activity of ENA is focused on four main missions:

1. Pre-service training cycles

for future French and foreign Top Managers

2. Continuous training cycles

for French and foreign civil servants through short and long training courses

3. Bilateral, European and International expertise in the areas of governance & public administration

4. Training in European Affairs (preparation to the EU competitions and sessions on EU policies and Presidency)



International expertise

*Along with its bilateral **partnerships with 130 countries**, for the past 10 years ENA has been involved in **50 multilateral projects**, most of which implemented in the context of public administration and civil service reforms.*

*Currently, ENA participates to the implementation of **13 ongoing projects** relating to **Support to Public Administration Reform and Local Development, Capacity Building of State Institutions, Integrity in the Public Sector...***

- the international activities of ENA follow the same practical approach as its training activities:
 - by mobilizing experts who are **active civil servants or specialists with hands-on experience from the administration.**

Experience with EU Twinning projects and TAIEX study visits

Recent and ongoing Twinning projects

Albania

- **“Support the implementation of civil service reform”**
- 1071 working days (27 months) –May 2015 / July 2017
- MoPA-DoPA: BC partner ; ENA : MS senior partner ; SNA (Italy) : MS junior partner
- Objective: to improve the management of human resources in the Albanian public sector according to the needs of an efficient, service oriented and more transparent public administration
- 69 French experts from ENA, DGAFP, Council of State, Court of Accounts, different Ministries and public bodies.

Croatia

- **“Strengthening Integrity in the Public Sector”**
- 140 working days (15 months) –Feb 2017 / April 2018
- MoPA: BC partner ; HAUS (Finland) : MS senior partner ; ENA : MS junior partner

- Objective: to raise standards of ethical behavior of public administration employees contributing to higher satisfaction of citizens with public administration performance
- 15 French experts from ENA, HATVP, Agency anticorruption, DGAFP, different Ministries and public bodies.

Recent TAIEX Study visits

Georgia – November 2017

- **« Study visit on training methodologies »**
- Partner institution: the Civil Service Bureau of Georgia

Albania – October 2017

- **« Study visit on Inspection activities »** (jointly with the French General Inspection of the Administration)
- Partner institution: Albanian Central Inspectorate

Thank you for your attention

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