



# Western Balkans High-Level Policy Dialogue

“Attractive and Skilled Public Service fit for future”

17<sup>th</sup> November 2023  
Sarajevo, Bosnia and Herzegovina (Hotel Swissotel)

In an ever-changing and dynamic context, the concept of a modern and forward-thinking public service has become paramount for society's progress and prosperity. The vision of an “attractive and skilled public service” embodies the essence of adaptability, competence, and appeal necessary to address the complex challenges of the 21st century.

This envisions a public service sector that not only attracts top talent from diverse backgrounds but also equips its workforce with the skills and knowledge required to navigate the evolving landscape of governance, technology, global and regional interrelation.

By embracing innovation, inclusivity, and continuous learning, Governments aspire to build and consolidate a public service that stands resilient in the face of uncertainty and steadfast in its commitment to serve the needs of its citizens, ensuring a prosperous and sustainable future with a strong dedication to ethics, transparency, and accountability.

Only a modern, capable, and forward-looking public sector in the Western Balkans can be a strong backbone underpinning all the important reform processes ahead, including the demanding EU accession process. Instilling and nurturing a continuous learning culture and mindset is a paramount element that will need to become a trademark of modern and effective public administration.

## Provisional Programme

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| <b>10.00 - 10.30</b> | Registration and welcome   |
| <b>10.30 – 10.50</b> | <b>Introductory Remarks</b> <ul style="list-style-type: none"> <li>• <b>Davor BUNOZA</b>, Minister of Justice, Bosnia and Herzegovina</li> <li>• <b>Vaclav STERBA</b>, Team Leader for Public Administration Reform, DG NEAR, European Commission</li> <li>• <b>Maja HANDJISKA-TRENDABILOVA</b>, ReSPA Director</li> </ul>   |
| <b>10.50 – 11.05</b> | <b>Keynote address "Attracting the best talent and motivating public servants to be champions of change"</b> <ul style="list-style-type: none"> <li>• <b>Neil REICHENBERG</b>, former executive director of the International Public Management Association for Human Resources, USA</li> </ul>  |
| <b>11.05 – 12.15</b> | <b>Ministerial Panel: How can governments win the talent race?</b><br>Moderated discussion with Ministers/High-level representatives in charge of PAR from the Western Balkans:<br><br><b>Elisa SPIROPALI</b> , Minister of State for Parliament Relations, Republic of Albania<br><br><b>Davor BUNOZA</b> , Minister of Justice, Bosnia and Herzegovina<br><br><b>Maraš DUKAJ</b> , Minister of Public Administration, Montenegro<br><br><b>Azir ALIU</b> , Minister of Information Society and Administration, Republic of North Macedonia<br><br><b>Aleksandar MARTINOVIĆ</b> , Minister for Public Administration and Local Self-government, Republic of Serbia (online)<br><br><b>Bardhyl DOBRA</b> , Deputy Minister of Internal Affairs (in charge of PAR), Kosovo* |
| <b>12.15 – 12.45</b> | <b>Family photo</b><br><b>Coffee Break</b>   |
| <b>12.45 – 13.00</b> | <b>Impulse interventions: Promoting the development of talents in European civil services</b> <ul style="list-style-type: none"> <li>• <b>Daniele DOTTO</b>, Deputy Director, DG Reform, European Commission (online)</li> </ul>   |
| <b>13.00 – 13.40</b> | <b>Attractive PA through youth and civil society lenses – how should PA change, adapt and improve?</b> <ul style="list-style-type: none"> <li>• <b>Albert HANI</b>, Secretary General, Regional Youth Cooperation Office</li> <li>• <b>Ognjen MARKOVIĆ</b>, Team Leader of the Western Balkan Youth Lab Project, Regional Cooperation Council (tbc)</li> <li>• <b>Representative of the National Youth Council (tbc)</b></li> </ul>  |

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|                      | <ul style="list-style-type: none"> <li>• <b>Neda MALESKA SACHMAROSKA</b>, <i>Executive Director, Center for Change Management</i></li> </ul>  |
| <b>13.40 – 14.40</b> | <b>Joint lunch</b>  |
| <b>14.40 – 15.00</b> | <b>Keynote impulse talk: "Learning as a skill"</b> <ul style="list-style-type: none"> <li>• <b>Jana REPANSEK</b>, <i>Director, Centre of Excellence in Finance,</i></li> <li>• <b>Christiane KEUTGENS</b>, <i>Deputy Head of European School of Administration</i></li> </ul>   |
| <b>15.00 – 15.50</b> | <b>Walking the talk: Good Practices from the Western Balkans Boosting Attractiveness and Skills Agenda in Public Sector</b> <ul style="list-style-type: none"> <li>• <i>Senior public servants from the WBs</i></li> <li>• <b>Vaclav STERBA</b>, <i>Team Leader for Public Administration Reform, DG NEAR, EC</i></li> <li>• <b>Blanca LAZARO</b>, <i>Senior Policy Advisor, SIGMA Programme</i></li> </ul> |
| <b>15.50 – 16.00</b> | <b>Concluding remarks</b> <ul style="list-style-type: none"> <li>• <b>Maja HANDJISKA-TRENDABILOVA</b>, <i>ReSPA Director</i></li> </ul>   |

\* This designation is without prejudice to positions on status and is in line with UNSCR 1244 and ICJ opinion on the Kosovo Declaration of Independence.