

CALL FOR PAPERS

**IIAS-SEAPP**

**DOHA CONFERENCE**

**2023**



**6-9 February**

**on Developmental States and Professionalization  
of Public Administration and Public Policy**



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## The Civil Service Training of Public Administration Governance: From Knowledge Creation to Competence Building

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In a rapidly changing world, the **training of civil servants** faces many challenges in areas such as environment, healthcare, education, and many other policy areas that require a new type of Public Administration Governance (OECD 2021; Osborne et al. 2014; OECD 1997).

One of the main challenges for many public organizations is the need for specific knowledge and skills of civil servants to **provide quality services to all**. There is also a need for skills in the public sector to perform internal tasks, deliver public services, meet with external actors, perform specific tasks to support public policies, or boost the impact evaluation of some public policies.

To improve the quality of a professional and efficient public service, several conditions need to be guaranteed such as a basic legal framework, broad political support and a comprehensive human resource management system within an overall reform strategy. To meet these conditions and implement the necessary changes, civil servants need to acquire additional **skills and competencies**. Therefore, it is crucial to have good training plans for civil servants adapted to these new needs (OECD 1997).

The European Commission has adopted a new and comprehensive **Skills Agenda for Europe**, launching concrete actions to ensure more and better skills and to put them to use by strengthening sustainable competitiveness, ensuring social fairness to access to education, training and lifelong learning for everybody and building resilience to react to crises (European Commission 2016). In other words, having the relevant skills empowers people to successfully navigate labour market changes, based on improved participation, openness, accountability, effectiveness and coherence. As a result, a new way of developing training is proposed, closer to the end users, with the ultimate aim to develop robust, equitable, and socially acceptable Public Administration systems.

The impact of training on the quality of the civil service has a fundamental role to play in three ways: (i) by knowing the results of the training in the **performance** of the public service

delivery system; (ii) by helping workers to develop technical skill and knowledge and **transforming knowledge** and professional understanding of the public service delivery process; (iii) by addressing **capacity building and skills** based on cooperation and partnerships for co-production of public services with service users.

Many processes were implemented in many Public Administrations to improve processes of knowledge and competence building, such as the introduction of new technology, outcomes of training given to their employees, or knowing whether training can lead to improved organizational efficiency.

In many Public Administration organizations, those challenges improve the related processes for knowledge and competence building, such as through introducing new technology to employees, remaining competitive in their area by training, knowing the **outcomes of training** given to their employees, or through leading training to improved organizational efficiency.

Therefore, the present call-for-papers aims at inviting papers and discussion addressing the following topics:

- New and strategic skills and innovation capabilities to understand how to deliver analysis in a quick and agile way that responds to effective and timely policy advice
- New skills of citizen-facing public employees in Service delivery
- Analysis of the needs of public administration; e.g., what kind of knowledge, skills, and competencies are required in designing, overseeing and managing contractual arrangements with other organizations.
- Practices and innovative ways of cooperation to train civil servants in the countries in the MENA region and Europe: Skills to organize, collaborate and develop shared understanding through communication, trust and mutual commitment.

## References

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## Practicalities

- Submissions should be made in English or Arabic.
- The call-for-papers and panels will remain open until November 30<sup>th</sup>.
- Notifications of acceptance will be sent by December 15.
- Full papers will be expected by January 8<sup>th</sup>.

The conference will take place on February 6-9, 2023, in the School of Economics, Administration and Public Policy (SEAPP) of the Doha Institute for Graduate Studies, in Qatar. The PhD symposium will take place on February 6; all plenary and parallel sessions on the themes, proposals and panels will be scheduled on February 7-9.

The IIAS Open Access Publication platform offers an array of publication opportunities. These include edited manuscripts in the [IIAS Public Governance Series](#), in IIAS online journal “[Developments in Administration \(DinA\)](#)” and in special issues of partner journals. For more information on publication opportunities in our partner journals, please access the [OAP-Informative Flyer](#).

Furthermore, one or several edited manuscripts through the [Palgrave IIAS Book series](#) as well as submission to [IRAS \(International Review of Administrative Sciences\)](#) are possible.

All information on the conference can be obtained at:

- [info@iias-doha-institute-conference2023.org](mailto:info@iias-doha-institute-conference2023.org)
- <http://www.iias-seapp-dohaconference2023.org/>