

RECOMMENDATIONS OF
THE ARC WORKSHOP ON FORMULATING CONCEPT: A-EXPECS
18-21 September 2018, Yogyakarta, Indonesia

National Civil Service Agency as the Indonesia ACCSM Focal Point conducted ARC Workshop on Formulating Concept: A-EXPECS on 18-21 September 2018 in Yogyakarta, Indonesia. The Workshop attended by representatives of civil service agencies of Cambodia, Brunei Darussalam, Indonesia, Lao PDR, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Viet Nam. Representatives of the ASEAN Secretariat were also in attendance. The list of participants is enclosed as ANNEX 1. The Workshop is under the ASEAN Plus Three Cooperation on Civil Service Matters (ACCSM+3) Work Plan 2016–2020.

The Workshop was aimed to share knowledge, ideas, and experiences in formulating A-EXPECS Concept, and acknowledged the benefits of implementing A-EXPECS to support the readiness and develop ASEAN Civil Service talents that can be utilized by each ASEAN Member Countries in preparing and improving the competency, capabilities, and sharing expertise between ASEAN Member Countries.

The Workshop agreed that A-EXPECS will Provide source of expertise in civil service matters and talented civil servants from all ASEAN Member Countries which can be referred as prominent Pool of Experts by all ASEAN Member Countries in all Sectors and Pillars of ASEAN.

The result of the Workshop is as follows:

A. Definition of Expert:

A person who has exposed his/her outstanding knowledge and special skills through presentations, teachings, journals, consultations and any other contributions and gets public recognition.

B. Criteria of Expert:

General criteria:

(1) Mandatory

- a. Has experiences on civil service matters or has worked/ been working as civil service consultant in national and/or international level, especially in ASEAN countries.
- b. Recommended by the relevant government institution/ other professional agency.
- c. Fulfil the code of conducts (coc) as an expert for example avoid plagiarism and criminal case.

- d. Be able to work independently (Independent term should be interpreted as free from outside interference with his/her work (integrity, truthful, etc).

(2) Optional

- a. Be able to communicate in foreign language(s).
- b. Has experiences as a speaker(s) or presenter(s) in national/international forum which is relevant to his/her expertise, especially in ASEAN.

Specific Criteria:

- 1) For academic expert: has scientific publication (research, article, book, policy brief) that has been published in media/national/international journal that is relevant to his/her expertise.
- 2) For practitioners: has a life time certificate/recommendation without renewal and experiences of Involvement in some event and agendas which is validated by authorities that is relevant with his/her expertise.

C. Clustering Area of Expertise:

Adopt both options:

- The first option i.e. Human Resource Management (HRM) & Public Administration (PA) will be first priority as generic expertise.
- The second option excluding HRM and PA will be the next priority.

D. The Mechanism To Pool the Expert:

- Any government institution in ASEAN proposes the names of experts through respective ACCSM focal points.
- Mechanism of proposing/selecting/approving an ASEAN experts is under respective ASEAN focal points.
- Publishment of ASEAN Experts in A-EXPECS website can be accessed by public.
- NCSA extends its cooperation with other respective ministries/organizations/universities from each AMS through ACCSM focal organization (cross sectors/pillars).
- Any update of expertise portofolio should be approved by respective ACCSM Focal point .

E. The Next Agenda is To Develop and Maintain The Pool of Expert Through:

(1) A-EXPECS Programmes/Activities

- Prepare action plan for experts' activities.
- Create forum among themselves to exchange information

(networking).

- Inviting the experts to involve and participate on ASEAN conference and meeting.
- ToT and ToF: experts creating experts.

(2) Website Development

- Expert rating based on users (stakeholders)
- Should be added in the profile : years of experience, previous working experience, academic background, achievement, and country of origin
- Evaluation system for the expert.

Yogyakarta, 19 September 2018

Steering Committee of A-EXPECS Workshop