

## THE ACCSM AND ACCSM+3 WORK PLAN (2016-2020)

### **ASCC 2025 Vision:**

An ASEAN Community that engages and benefits the peoples and is inclusive, sustainable, resilient, and dynamic

### **ASCC Objectives:**

- A. Enhance commitment, participation and social responsibility of ASEAN peoples through an accountable and inclusive mechanism for the benefit of all.
- B. Promote equitable access to opportunity for ASEAN people, as well as promote and protect human rights.
- C. Promote social development and environmental protection through effective mechanisms to meet the current and future needs of the people.
- D. Enhance capacity and capability to adapt and respond to social and economic vulnerabilities, disasters, climate change as well as emerging threats, and challenges.
- E. Strengthen ability to continuously innovate and be a proactive member of the global community.

### **ACCSM Sub-Goal:**

To build and sustain a high performing, dynamic and citizen-centric civil service for the peoples of ASEAN.

### **Objectives:**

- 1. Strengthened capacity and capability of ASEAN civil services to respond to emerging challenges and the needs of the people through innovative approaches and collaboration;
- 2. Enabling environment, strengthened mechanisms and engaged stakeholders for responsive, open and adaptive ASEAN civil services.

ASCC Key Results Areas (KRAs)	ASCC Strategic Measures	ACCSM Priority Areas	Programmes / Projects / Initiatives	Timelines	Indicative Budget	Proposed Country Coordinator	Potential Partners
A.2	A.2.iii	[A] Enhancing workforce competencies and standards in the public sectors	[1] Workshop on Civil Service Competency Framework for Administrators	2018	Cost-sharing	Brunei Darussalam	
A.2	A.2.iii	[B] Building institutional capacities	[2] Workshop on Civil Service Human Resource Planning	2019	Cost-sharing	Brunei Darussalam	
A.2 E.2	A.2.iii E.2.iv	[B] Building institutional capacities	[3] Leaders in Governance Programme (for Ministerial/Vice-Ministerial Level)	Annually	Cost-sharing (Participants to cover own airfares)	Singapore	
A.2 E.2	A.2.iii E.2.iv	[B] Building institutional capacities	[4] ASEAN Leaders in Governance and Public Administration Programme	3-7 October 2016, Singapore	Cost-sharing (Participants to cover own airfares)	Singapore	
A.2 E.2	A.2.iii E.2.iv E.2.ix	[B] Building institutional capacities	[5] ASEAN Leaders in Strategic HR Programme – Building a Future-Ready Public Service	26 February – 2 March 2018, Singapore	Cost-sharing (Participants to cover own airfares)	Singapore	
A.2 E.1 E.2	A.2.iii E.1.i E.2.iv	[A] Enhancing workforce competencies and standards in the public sectors	[6] Leaders in e-Government: Towards Citizen-Centric Public Service Excellence	2019	Cost-sharing (Participants to cover own airfares)	Singapore	

	Also supports A.2.2.iv of the APSC Blueprint 2025	[B] Building institutional capacities [C] Strengthening leadership [E] Public sector reform					
A.2 B.2	A.2.iii B.2.i Also supports A.2.2.i of the APSC Blueprint 2025	[A] Enhancing workforce competencies and standards in the public sectors  [B] Building institutional capacities  [C] Strengthening leadership  [E] Public sector reform	[7] Workshop on the Public Sector Reform Focusing on Strengthening the Capacity of Grassroots (village and district) Level	October 2019	Cost-sharing	Lao PDR	
A.2 B.2	A.2.iii B.2.i	[A] Enhancing workforce competencies and standards in the public sectors  [B] Building institutional capacities [C] Strengthening leadership  [E] Public sector reform	[8] Workshop on the Implementation of Servant Hero “Lingkod Bayani”	TBD	TBD	The Philippines	

A.2	A.2.iv	[B] Building institutional capacity	[9] ASEAN-OECD Good Regulatory Practice Network	Mid-July 2017 2018 2019 2020 (annually)	USD 10,000  Cost-sharing	Malaysia	ASEAN Member States  OECD  Malaysia Productivity Cooperation
A.2	A.2.iv	[E] Public sector reform	[10] Establish a Platform for Non-Discriminatory Policy Framework	18-21 September 2018	Cost-sharing	Yogyakarta, Indonesia	ASEAN+3 Countries
A.2 E.1	A.2.iv E.1.vii  Also supports A.2.2.i, A.2.2.iii, and A.2.2.vi of the APSC Blueprint 2025	[A] Enhancing workforce competencies and standards in the public sector  [E] Public sector reform	[11] Third Round Consultative Workshop for the Civil Service Reform Action Plan;  Knowledge Fair on Bolstering Motivation in the Civil Service through Improved Integrity, Meritocracy and Equal Opportunities; and Workshop on Civil Service Perceptions on Ethics, Meritocracy and Equal Opportunities in ASEAN Countries	15 – 17 December 2016		Myanmar	
A.2 E.1	A.2.v E.1.vii  Also supports A.2.2.iii and A.2.2.vi of the APSC	[A] Enhancing workforce competencies and standards in the public sectors	[12] Development of Mechanism for the Exchange of Expertise (e.g. Cross-posting/immersion) in the Civil Service	2017 – Concept  2018 – Concept adoption	Cost-sharing	The Philippines	

	Blueprint 2025	[B] Building institutional capacities	The Project seeks to institutionalise the exchange of civil servants across ASEAN to learn and experience cutting-edge practices and innovations in different context.	2019 – Implementation			
A.2 E.1	A.2.v E.1.vii  Also supports A.2.2.iii and A.2.2.vi of the APSC Blueprint 2025	[D] Strengthening ASEAN Resource Centres	[13] Review of ASEAN Resource Centre on Examination and Testing (ARCET) and Study Visit on Computer-Assisted Test	2017 – Concept 2018 – Study Visit	ASEAN Dialogue Partners (ASEAN Plus Three Cooperation Fund)	The Philippines	
A.2 E.1	A.2.v E.1.vii  Also supports A.2.2.iii and A.2.2.vi of the APSC Blueprint 2025	[B] Building institutional capacities	[14] ACCSM Focal Points Meeting (follow-up)  Objectives: <ul style="list-style-type: none"> <li>• To update issues and challenges discussed in the ACCSM Focal Points Meeting 2015</li> <li>• To continuously strengthen collaboration among ACCSM Focal Points</li> </ul>	5 July 2017 (back to back with #38)	Cost-sharing	Thailand	ASEAN Member States
A.2 E.1	A.2.v E.1.vii  Also supports A.2.2.iii and A.2.2.vi of the APSC	[E] Public sector reform	[15] Innovative Collaboration through National Blue Oceans Strategy (NBOS)	2018	USD10,000  Cost-sharing	Malaysia	ASEAN Member States  INTAN

	Blueprint 2025						Urban Transformation Centre (UTC)  Ministry of Finance of Malaysia
A.2 E.1	A.2.vi E.1.x	[A] Enhancing workforce competencies and standards in the public sector  [B] Building institutional capacities	[16] ASEAN Awareness Raising Programme	2018		Philippines	
B.1 E.2	B.1.iii E.2.ix  Also supports A.2.2.iv of the APSC Blueprint 2025	[B] Building institutional capacities  [C] Strengthening leadership	[17] Capacity Building on Development a Module for e-Learning	March 2017	Cost-sharing	Malaysia	
B.2	B.2.ix  Also supports A.2.2.vi of the APSC Blueprint 2025	[C] Strengthening leadership	[18] 10-Day Training and Workshop Sandwich Programme on Leadership and Change Management This is a sandwich programme held in two countries for	2016  Fourth quarter of 2017  2018	Cost-sharing	Thailand	ASEAN Member States

			<p>young/middle-age high potential officials</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>• To share best practices and conduct study visits on leadership and change management</li> <li>• To provide insights into the public service system of participating countries</li> <li>• To build network between counterparts and colleagues from both public services</li> </ul>				
E.1	<p>E.1.vii</p> <p>Also supports A.2.2.iii of the APSC Blueprint 2025</p>	[E] Public sector reform	[19] Workshop on Public Passion through Civil Service Reform	2019		Myanmar	

E.2	E.2.i E.2.iv E.2.ix  Also supports A.2.2.vi of the APSC Blueprint 2025	[A] Enhancing workforce competencies and standards in the public sector	[20] Expanding the Philippines' Annual HR Symposium to include ASEAN perspective.  ASEAN Member States will be invited with waived programme fee. Funding support will be explored to support airfares and DSAs of at least 4 persons from CLMV Countries.	23-25 May 2016, Cebu City, the Philippines [completed]  4 July 2017, Manila, the Philippines [Completed]  18-20 July 2018, Davao City, Philippines	Cost-sharing	The Philippines	
E.2	E.2.i  Also supports A.2.2.vi of the APSC Blueprint 2025	[C] Strengthening leadership	[21] Inciting the Leadership Programme	Fourth quarter of 2017	Cost-sharing	Brunei Darussalam	ASEAN+3 Countries
E.2	E.2.i  Also supports A.2.2.vi of the APSC Blueprint 2025	[C] Strengthening leadership	[22] 1-2 Week Workshop and Study Visit Programme to Thailand on Leadership and Talent Development  Objectives: • To equip ASEAN Member States' young and high potential	Annually (February – March)	Cost-sharing	Thailand	



			<p>officials with leadership competency</p> <ul style="list-style-type: none"> <li>To promote network among participants</li> </ul>				
E.2	<p>E.2.i</p> <p>Also supports A.2.2.vi of the APSC Blueprint 2025</p>	[C] Strengthening leadership	<p>[23] 3-day ASEAN Executive Management Programme</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>To provide new mindset and equip participants with innovative collaborative capabilities and tools to enable an inter-agency cooperation across ASEAN+3 Countries</li> <li>To broaden the understanding of public and private sectors regarding the development of ASEAN and the overall direction and policies of ASEAN</li> <li>To provide networking opportunities among high-level executives to form a public-private partnership to address ASEAN development agenda</li> </ul>	<p>2018</p> <p>2020</p> <p>(every other year)</p>	Cost-sharing	Thailand	ASEAN Member States

E.2	E.2.i  Also supports A.2.2.vi of the APSC Blueprint 2025	[C] Strengthening leadership	[24] Leadership Scheme for ASEAN Civil Service Leaders  New title: Leadership Development System for ASEAN Civil Service Leaders	2019		Myanmar	
A.2	A.2.v	[A] Enhancing workforce competencies and standards in the public sector  [B] Building institutional capacity	[25] Study Visit Programme for ACCSM Member States on Public Administration and Human Resource Management [including recruitment and examination]	10-14 October 2016 (Study Visit to China)  28 August – 1 September 2017 (Study Visit to Japan)  2-6 April 2018 (Study Visit to ROK)	ASEAN Plus Three Cooperation Fund	Malaysia	ASEAN+3 Countries
	A.2.v E.1.vii E.2.i	[A] Enhancing workforce competencies and standards in the public sector	[26] Workshop of Talent Management for Senior Executive Services	2-3 August 2017		Indonesia	ASEAN+3 Countries
A.2 E.1	A.2.iv E.1.vii  Also supports A.2.2.i, A.2.2.iii and A.2.2.vi of the APSC	[A] Enhancing workforce competencies and standards in the public sector  [B] Building institutional capacities	[27] Workshop on Civil Service Recruitment Systems	2019		Indonesia	ASEAN+3 Countries

	Blueprint 2025	[E] Public sector reform					
A.2 B. 2 E. 1	A.2.iv B.2.ix E.1.vii  Also supports A.2.2.i, A.2.2.iv and A.2.2.vi of the APSC Blueprint 2025	[B] Building institutional capacities	[28] Workshop on Strengthening the Involvement of Citizen in the Decision Making Process	2020	Viet Nam		Viet Nam
E.2	E.2.iv	[D] Strengthening ASEAN Resource Centres	[29] Establishment and Strengthening of ASEAN Pool of Expert on Civil Service (A-EXPECS)	2017-Concept  Annually	Indonesia	Indonesia	ASEAN+3 Countries
B.2	B.2.i	[B] Building institutional capacities  [E] Public sector reform	[30] Follow-up Project on Mainstreaming Gender in HR Policies, Processes and Systems	2018	ASEAN+3 Cooperation Fund	The Philippines	ASEAN+3 Countries
A.2 E.1 E.2	A.2.v E.1.i E.1.vii E.2.i E.2.iv  Also supports A.2.2.iii, A.2.2.iv and	[B] Building institutional capacities  [E] Public sector reform	[31] International Seminar on Human Resources Management in Digital Economy Context  Objectives: • To share experience on public sector reform in both central and local government	September 2017  2019	Cost-sharing	Thailand	ASEAN+3 Countries

	A.2.2.vi of the APSC Blueprint 2025		<ul style="list-style-type: none"> <li>To build network between colleagues from public sectors</li> </ul>				
A.2	A.2.iii	[A] Enhancing workforce competencies and standards in the public sectors	[32] Performance Management System to Enhance Workforce Competencies and Standards; and Building ASEAN Civil Service Competency Platform and Network	4-7 September 2017	Cost-sharing	Cambodia Indonesia	ASEAN+3 Countries
A.2 E.1 E.2	A.2.v E.1.vii E.2.i E.2.iv  Also supports A.2.2.i of the APSC Blueprint 2025	[A] Enhancing workforce competencies and standards in the public sector [B] Building institutional capacities  [E] Public sector reform	[33] Follow-up to the Study Visits on Public Sector Productivity and Innovation in the Plus Three Countries in 2014 and 2016. a) Publishing Book on Productivity and Innovation Focusing on Performance Management in the Plus Three Countries b) Forum to Discuss Productivity and Innovation in the Plus Three Countries	2016-2017  2018		Lao PDR	ASEAN+3 Countries
A.2 B.2 E.1	A.2.iv B.2.ix E.1.vii  Also supports A.2.2.i, A.2.2.iii,	[A] Enhancing workforce competencies and standards in the public sector	[34] ASEAN Guideline on Public Service Delivery	2017-2020	ASEAN Plus Three Cooperation Fund	Cambodia	ASEAN+3 Countries

	A.2.2.iv and A.2.2.vi of the APSC Blueprint 2025	[B] Building institutional capacities [E] Public sector reform					
A.2 E.1	A.2.v E.1.vii	[A] Enhancing workforce competencies and standards in the public sector [B] Building institutional capacities [E] Public sector reform	[35] Measuring Productivity in the Public Service	2018		Brunei Darussalam	ASEAN+3 Countries
E.1	E.1.vii Also supports A.2.2.i, A.2.2.iii, A.2.2.iv and A.2.2.vi of the APSC Blueprint 2025	[A] Enhancing workforce competencies and standards in the public sector [E] Public sector reform	[36] Better Governance Programme on Anti-Corruption	2018		Singapore	ASEAN+3 Countries Corruption Practices Investigation Bureau of Singapore
A.2 E.1	A.2.v E.1.vii Also supports A.2.2.iii and A.2.2.vi of the APSC Blueprint 2025	[E] Public sector reform	[37] ACCSM+3 Forum on Good Governance	16 November 2016, Manila, the Philippines 24 October 2018, Singapore	Cost-sharing	The Philippines Singapore	ASEAN+3 Countries

				2020		Thailand	
A.2	A.2.iv	[A] Enhancing workforce competencies and standards in the public sector	<p>[38] 2-day Programme on Strengthening Civil Service Merit System in Dynamic Environment through Sharing Session on Challenges of Merit System in Civil Service and a Panel Discussion</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>• To share best practices</li> <li>• To share experiences and broaden knowledge of merit protection among ASEAN+3 Countries</li> </ul>	19-20 July 2018	Cost-sharing	Thailand	ASEAN+3 Countries
A.2 E.1 E.2	<p>A.2.v E.1.vii E.2.i</p> <p>Also supports A.2.2.iii and A.2.2.vi of the APSC Blueprint 2025</p>	[B] Building institutional capacities	<p>[39] 3-Day Workshop on Freer Flow of Workforce Movement in ASEAN Member States and Implications on Civil Service</p> <p>The Workshop aims to:</p> <ul style="list-style-type: none"> <li>• Raise awareness on the importance of workforce mobility to benefit ASEAN as a whole and to ASEAN Civil Service in particular</li> </ul>	6-7 July 2017 (back-to-back with #14) and 2019	Cost-sharing	Thailand	ASEAN+3 Countries

			<ul style="list-style-type: none"> <li>Share experience and developments to promote freer flow of professionals, skilled labours and talents in ASEAN</li> </ul>				
A.2 E.1 E.2	A.2.iii A.2.v E.1.vii E.2.i E.2.iv  Also supports A.2.2.i, A.2.2.iii, A.2.2.iv and A.2.2.vi of the APSC Blueprint 2025	[A] Enhancing workforce competencies and standards in the public sector  [B] Building institutional capacities	[40] Networking Workshop among Local Government Bodies and Baseline Study among ASEAN Plus Three Countries  New title: Baseline Study on Governance Systems among ASEAN Plus Three Countries		APTCF	The Philippines	ASEAN+3 Countries  Department of Interior and Local Government of the Philippines
A.2 E.1 E.2	A.2.iii A.2.v E.1.vii E.2.i E.2.iv  Also supports A.2.2.i, A.2.2.iii, A.2.2.iv and A.2.2.vi of the APSC Blueprint 2025	[A] Enhancing workforce competencies and standards in the public sector  [B] Building institutional capacities	[41] Local Authority in Sustainable Development:  a) Conducting Seminar on Local Authority in Urbanisation and Governance in 2017  b) Benchmarking Visit to Japanese Local Government	2017          2018		Malaysia	ASEAN+3 Countries

A.2 E.1 E.2	A.2.v E.1.vii E.2.i E.2.iv E.2.ix  Also supports A.2.2.i of the APSC Blueprint 2025	[A] Enhancing workforce competencies and standards in the public sector  [B] Building institutional capacities  [E] Public sector reform	[42] ASEAN+3 Centre for Civil Service Research and Innovation	2017 onwards		Cambodia	ASEAN+3 Countries
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