

2 January 2024

Dear colleagues,

On behalf of the entire Belgian EUPAN Team, I am pleased to welcome you to the Belgian presidency of the Council of the European Union. I am excited about the upcoming six months, during which our primary focus will be upon fostering fruitful dialogue within the EUPAN network.

I also wish to express our appreciation to the previous presidencies for their contribution to the network and to extend our congratulations to our Spanish colleagues for their dedicated efforts in the final semester of 2023.

Throughout this presidency, we will focus on the human resources challenges that the Public Administration is facing today and in the near future, against the backdrop of profound transformation within society and within the civil service itself. We will address this central topic during the various EUPAN meetings. The ministerial meeting scheduled to take place at the end of February is expected to reaffirm the significance of European collaboration in addressing these challenges.

At the end of last year, we initiated a data collection exercise on HR indicators and other HR insights. We have received responses from no fewer than 30 Member States and observer countries, for which we are grateful. An initial common HR scorecard has been created that will enrich our upcoming discussions.

More specifically, we have selected the following themes that we intend to explore:

- Evidence-based capacity building and HR policy making
- The well-being of civil servants
- Employer branding: attractiveness, diversity and inclusion
- Ethics and Integrity
- The role of AI within the various aspects of HR

I hope that this programme will energise you as much as it energises us. I am looking forward to our future exchanges.

Ben Smeets  
Director General Recruitment and Development  
Federal Public Service Policy and Support

## Calendar

16 January 2024	Online DG meeting (Online)
26 – 27 February 2024	Ministerial meeting (Ghent)
27 – 28 March 2024	Working Level meeting (La Hulpe)
17 – 19 April 2024	DISPA meeting (Brussels)
25 – 26 April 2024	EPSO meeting (Leuven)
13 – 16 May 2024	Summer School (Brussels)
28 – 29 May 2024	DG meeting (Bruges)
30 May 2024	Social Dialogue Committee (Brussels)

## Contact

If you have any additional information or questions related to EUPAN, do not hesitate to contact us at the following e-mail address : [eupan2024be@bosa.fgov.be](mailto:eupan2024be@bosa.fgov.be)