



PROFESSIONALISING THE PUBLIC PROCUREMENT WORKFORCE

Kenza Khachani
Economist / Policy Analyst
Infrastructure and Public Procurement Division
Public Governance Directorate, OECD

November 14, 2023
Abidjan, Côte d'Ivoire



Table of contents

- 1 Introduction
- 2 Three steps of professionalization: Policy paper
Professionalising the public procurement workforce
- 3 OECD support

The background of the slide features a photograph of several flags flying in front of a light-colored stone building. The most prominent flag is the United Nations flag, which is white with a blue circular emblem in the center containing a white map of the world. To its left, a portion of a blue flag with a white globe is visible. Below the UN flag, another flag with green and white vertical stripes is partially seen. The scene is brightly lit, suggesting a sunny day.

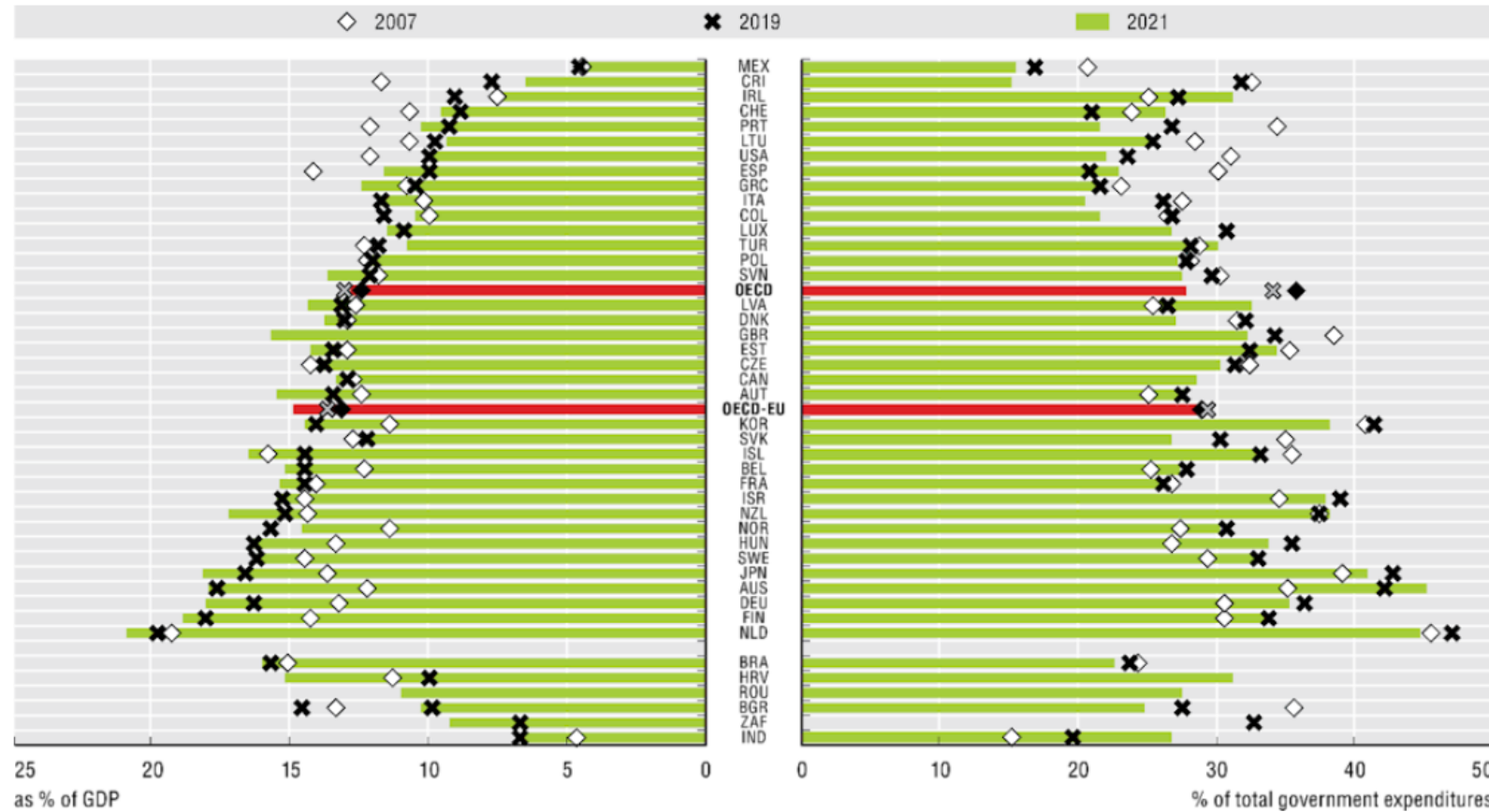
1

Introduction

Public procurement accounts for a large share of the global economy



12% of GDP
30% of general government expenditures

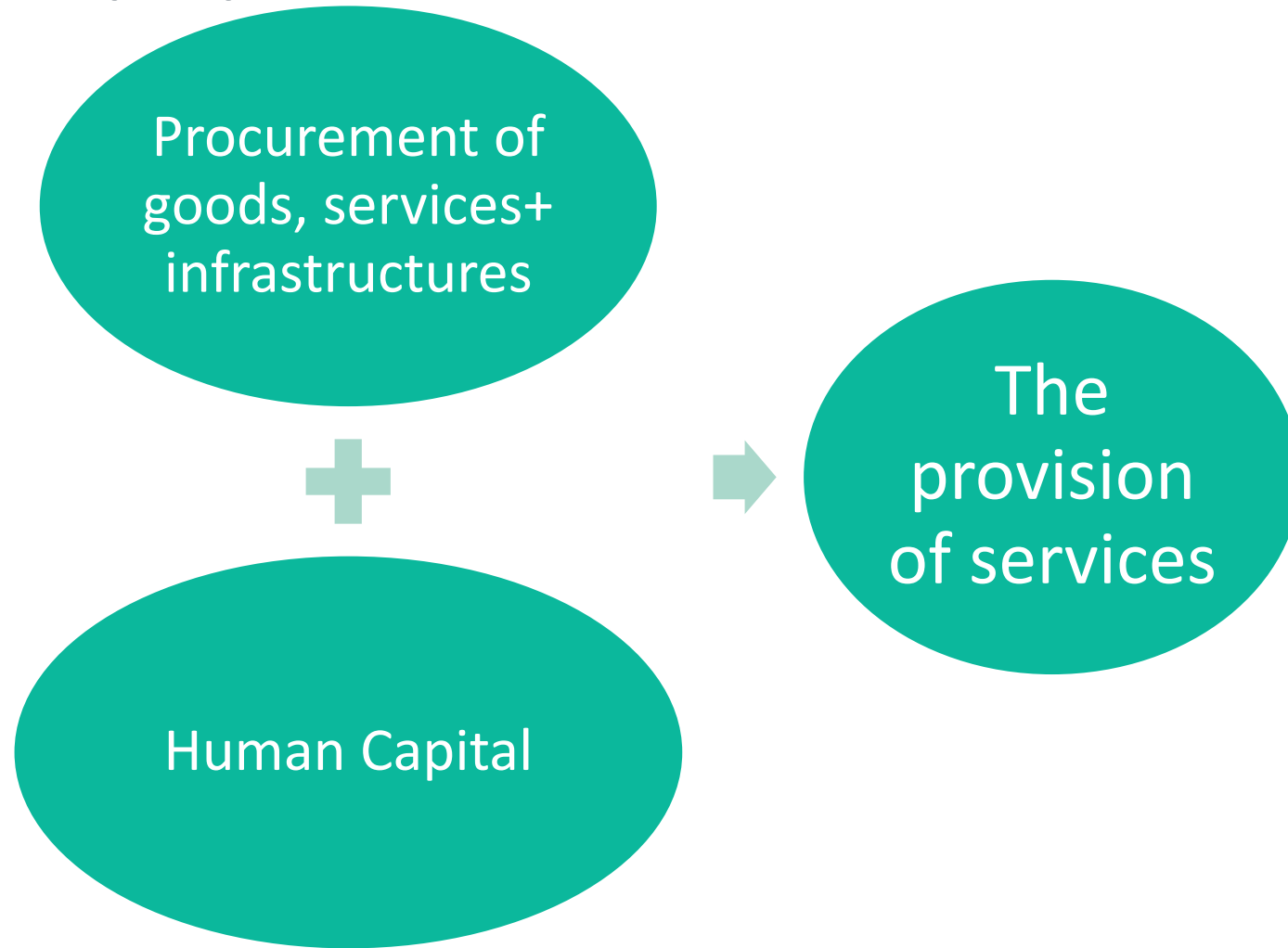


Source: OECD National Accounts Statistics (database).

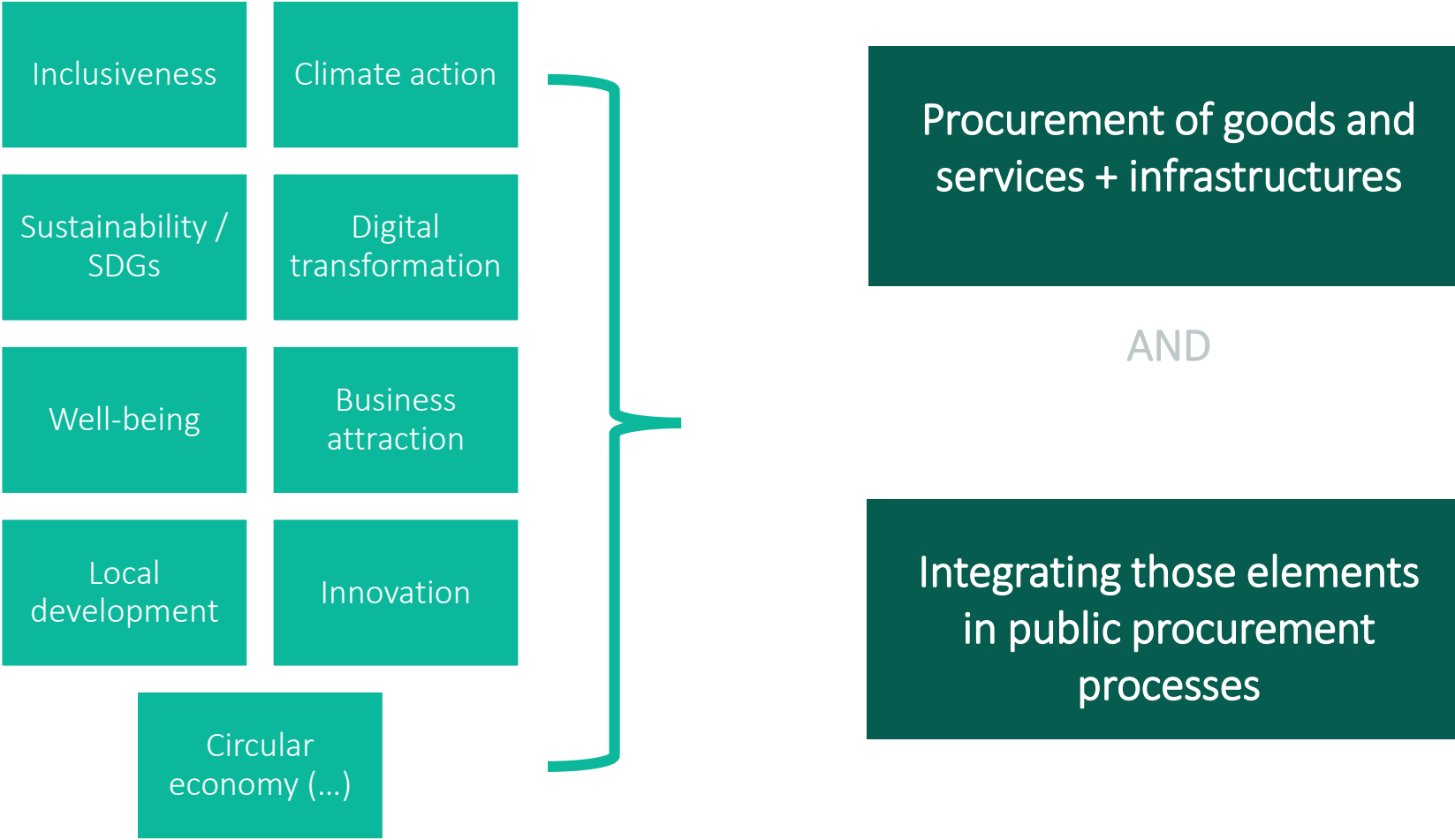
African countries
≥ 17% of GDP

PP is playing a key role
in recovering plans

Providing services to citizens and businesses : the need for public procurement (2/3)

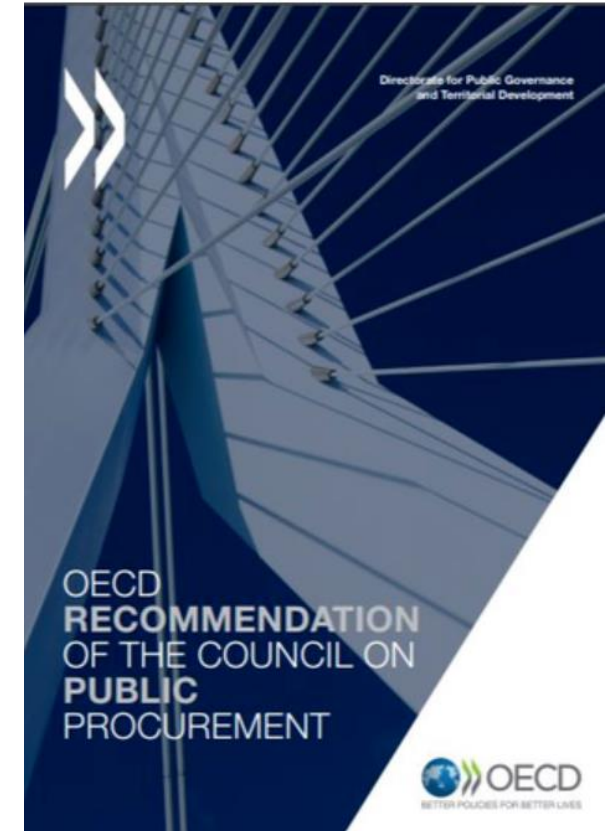


Public procurement can support countries in achieving their priorities



— OECD Recommendation on Public Procurement (2015)

The capacity of the public procurement workforce is a crucial element of a sound procurement system



— OECD Recommendation on Public Procurement – principle on capacity

Developing a procurement workforce with the **capacity** to continually deliver value for money efficiently and effectively.

To this end, Adherents should:

- i) **Ensure that procurement officials meet high professional standards for knowledge, practical implementation and integrity by providing a dedicated and regularly updated set of tools** (e.g. sufficient staff in terms of numbers and skills, recognition of public procurement as a specific profession, certification and regular trainings, integrity standards for public procurement officials and the existence of a unit or team analysing public procurement information and monitoring the performance of the public procurement system).
- ii) **Provide attractive, competitive and merit-based career options for procurement officials.**
- iii) **Promote collaborative approaches with knowledge centres such as universities, think tanks or policy centres to improve skills and competences of the procurement workforce.**

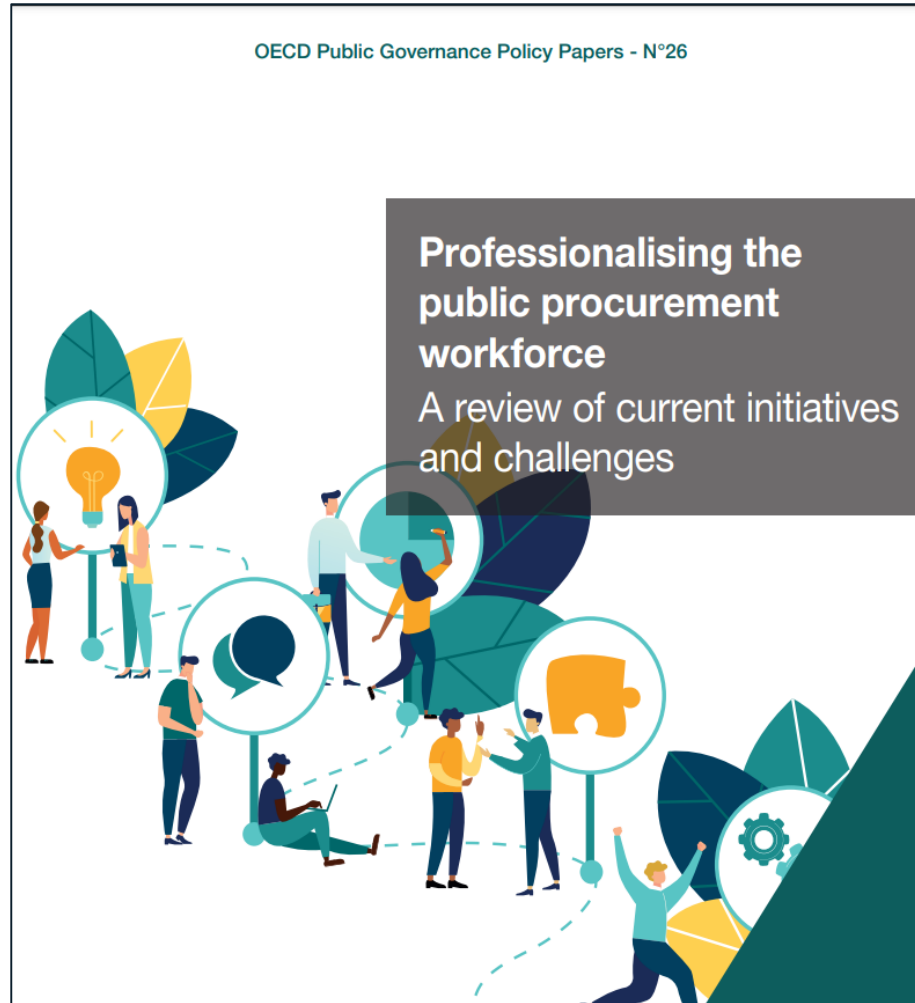
The background of the slide features a photograph of several flags flying in front of a light-colored stone building. The most prominent flag is the United Nations flag, which has a white field with a blue globe in the center. To its left, a portion of a blue flag with a white globe is visible. Below the UN flag, there is another flag with green and white vertical stripes. The scene is brightly lit, suggesting a sunny day.

2

Policy paper Professionalising the public procurement workforce

Policy paper

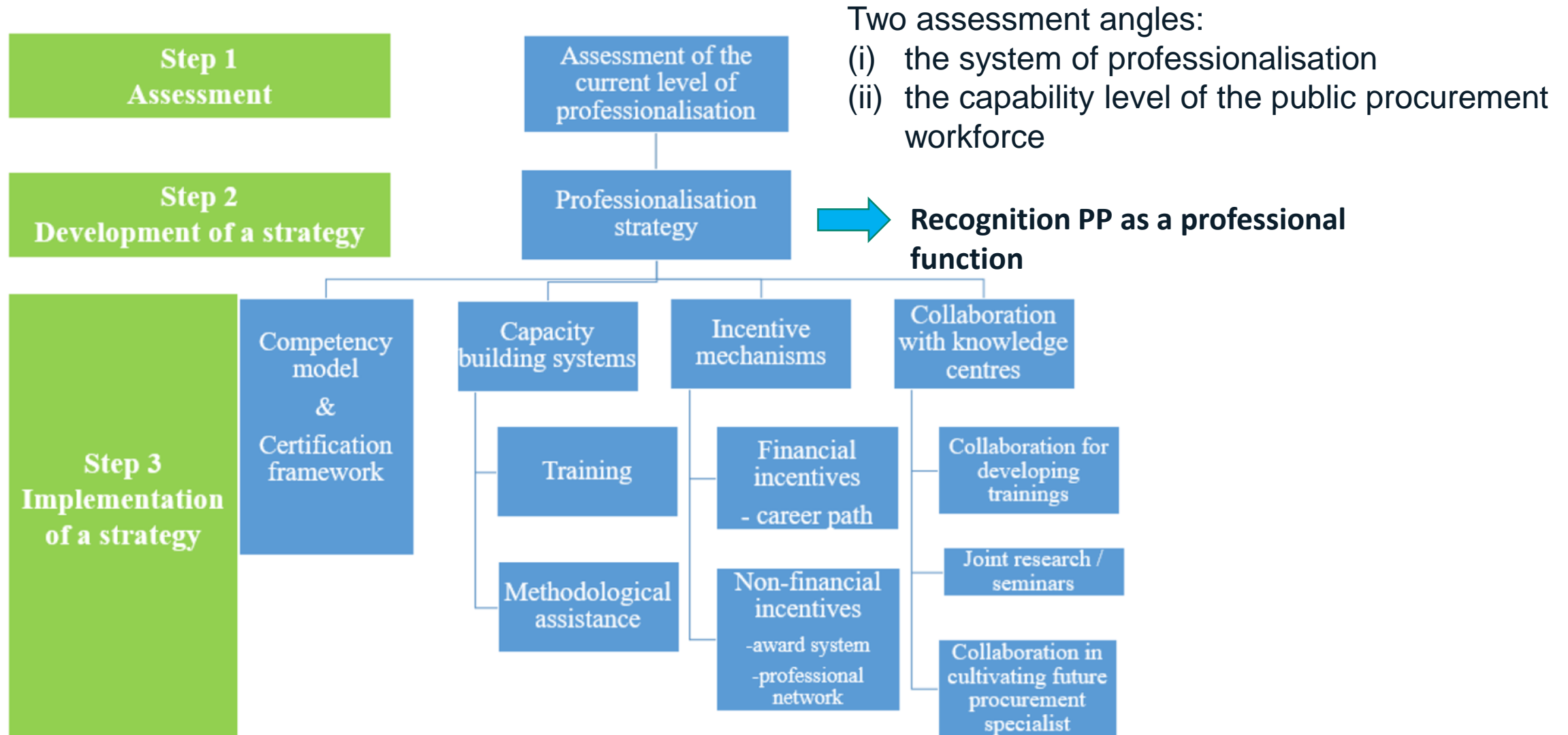
— *Professionalising the public procurement workforce: A review of current initiatives and challenges*



Published on January 30, 2023

Click [here](#) for downloading the paper.

— Three steps to professionalise the PP workforce



— Step 1: Assessment of the current level of professionalisation

Assessment of the current level of professionalisation

Macro level
System of professionalisation

Micro level
Capability level of the PP workforce

Assessment angles

Assessment tools



OECD
BETTER POLICIES FOR BETTER LIVES

MAPS | Methodology for Assessing Procurement Systems

OECD RECOMMENDATION OF THE COUNCIL ON PUBLIC PROCUREMENT



European Commission

ProcurCompEU: the European competency framework for public procurement professionals

— Step 2: Establishing a professionalisation strategy



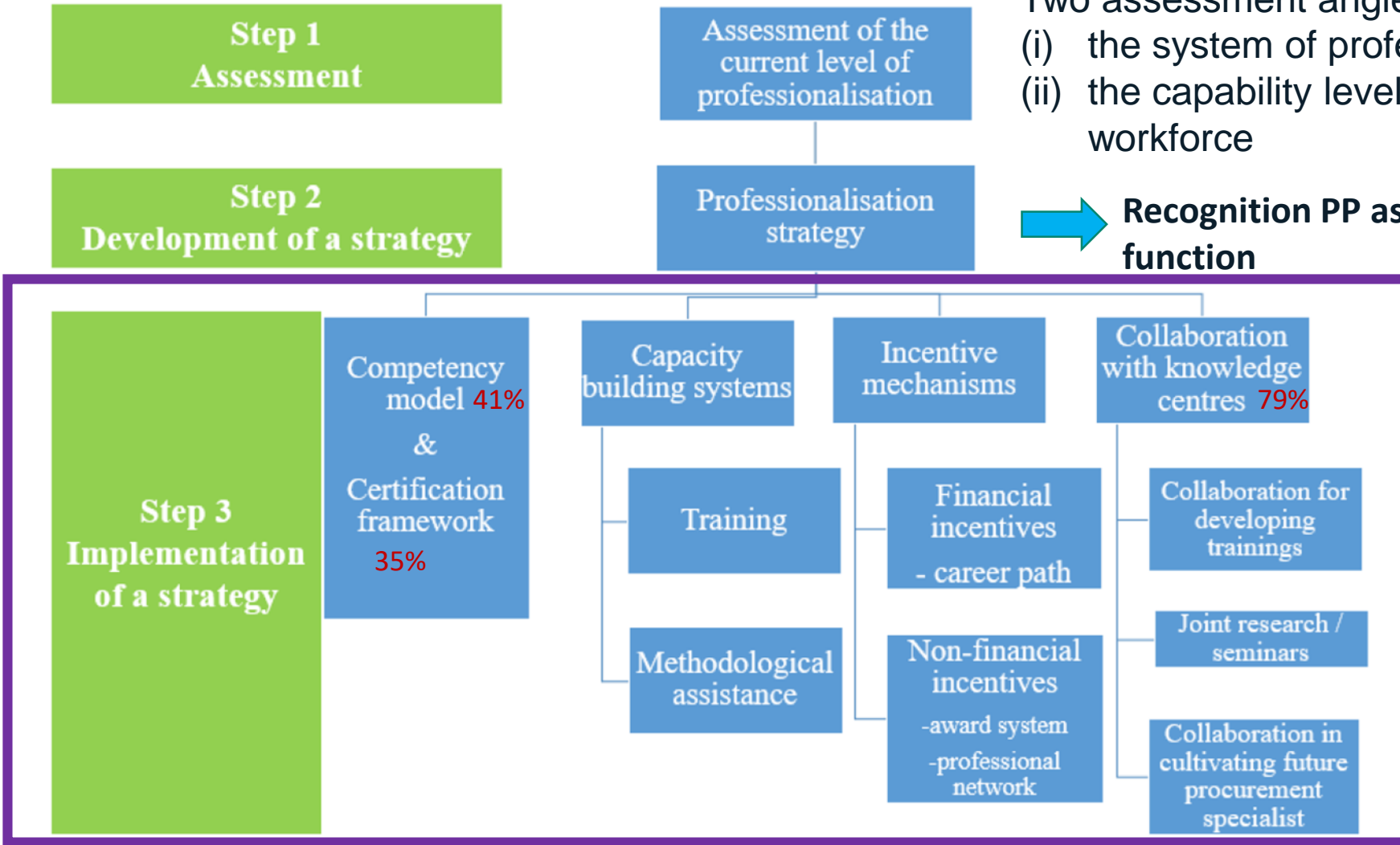
- Key challenges and gaps identified
- Vision / objective
- Implementation period
- Leading entity and key stakeholders (roles and responsibilities)
- Alignment with other sectoral and national sustainable development strategies
- Financial resources

— Step 3: Implementing a strategy

Two assessment angles:

- (i) the system of professionalisation
- (ii) the capability level of the public procurement workforce

➔ **Recognition PP as a professional function** 38%



The background of the slide features a photograph of several flags flying in front of a light-colored stone building. The most prominent flag is the United Nations flag, which has a white field with a blue globe in the center. To its left, a portion of a dark blue flag with white text is visible. Below the UN flag, another flag with green and white vertical stripes is partially seen. The scene is brightly lit, suggesting a sunny day.

3

OECD support on professionalisation

— Different types of support

Assessment of public procurement systems

Assessment of the professionalisation system

Recommendations in relation to professionalisation

Capacity building activities related to the gaps identified



Support in professionalisation strategy (general or in specific area)

Assessment of the professionalisation system

Development of strategies and action plans

Capacity building activities

Support in developing other strategies (green, social, riskmanagement etc.)

Consideration of professionalisation aspects



THANK YOU!

