

First meeting of the 2008/2009 Bureau

Washington D.C. (United States), 20-21 October 2008

Item 10 of the Provisional
Agenda

**PROPOSAL FOR FOLLOW-UP ACTIVITIES OF THE FORUM ON HUMAN
RESOURCES MANAGEMENT AND TRAINING (3-5 SEPTEMBER 2008,
SKOPJE, FYROM)**

Note prepared by the UNECE secretariat

I. BACKGROUND

1. The Forum on Human Resources Management and Training (HRMT), the first international meeting on human resources management in official statistics, was hosted by the State Statistical Office of Macedonia. The Forum was attended by 63 Participants, including 11 Director Generals/Heads of NSOs, 20 human resources managers and representatives from administrative and international departments of NSO's and three international/supranational organisations.
2. The Forum was prepared by an Organising Committee with representatives from the statistical offices in the Czech Republic, Canada, The former Yugoslav Republic of Macedonia and Finland, the IMF and UNECE. The Committee was co-chaired by the Czech Statistical Office and Statistics Canada. UNECE provided the secretariat service.
3. In the concluding session the participants of the Forum expressed a strong support for further international activities on HRMT in statistics, and found that much can be learned from the exchange of experiences and best practices. The general feeling was that it would be highly beneficial for NSO's to continue international work on HRMT, and a number of possible follow-up activities to the Forum were suggested.

II. PROPOSAL FOR DECISION BY THE BUREAU

4. On the basis of the discussion at the Forum, the Organising Committee proposes to undertake further international work on HRMT and organise a seminar in 2010. The seminar should address one, or more, of the following areas of HRMT, listed in tentative order of priority:

A. Competencies in official statistics

- (a) What competencies are needed in official statistics in future: statistical experts, generalists, communicators, project managers ... ?
- (b) Is there a need to define different competencies for expert statisticians and for managers?

(c) Compilation of an inventory of competencies;

(d) Common set of competencies (minimum standards?) for staff in official statistics

B. Training

(a) How to apply e-learning in training of staff in official statistics?

(b) The involvement of universities in the training: How to attract universities to be involved in the training of staff, what are the different organisational set-ups?

(c) How to ensure that training is demand driven?

(d) How do we measure the efficiency/costs and benefits of training activities?

(e) Training provided outside the statistical office: to users, respondents, the public, researchers, teachers ...

C. Cross-cutting issues in HR management

(a) The role of HRM in the NSOs. HRM and the business plan, the strategic goals and the top management; centralised and de-centralised statistical systems;

(b) How to move from a purely legal system to an integrated business approach?

D. How to attract and retain the staff for tomorrow?

(a) How to attract and retain the most qualified staff?

(b) How to attract and retain the 'digital' generation?

(c) External vs internal recruitment;

(d) How to identify and develop/train future leaders in official statistics?

(e) Career plans;

(f) Compiling an inventory of staff survey questionnaires – or developing common/comparable standards?

5. The Bureau is invited to express its view on the proposed subject areas and indicate what area(s) a seminar should address. It is suggested that at least one of the subject areas should go beyond the exchange of experiences and lead to a concrete output.

6. In the case of a positive decision by the Bureau about future work, and notably the preparation of the seminar in 2010, it is proposed to establish a Steering Group on HRMT in statistics. The work should be chaired by representatives from one or two member countries of the CES. The UNECE may provide secretariat support.

7. The Terms of Reference for a new Steering Group would be prepared by the Secretariat, in co-operation with the co-chairs of the HRMT Forum in Skopje, for adoption by the Bureau at its meeting in February 2009.

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