

**OUTCOME OF THE WORKSHOP ON HUMAN RESOURCES MANAGEMENT
AND TRAINING IN STATISTICAL OFFICES
ON 5-7 SEPTEMBER 2012 IN BUDAPEST, HUNGARY**

Note prepared by the UNECE secretariat

I. BACKGROUND

1. At its meeting in November 2010 the Bureau agreed to establish an organising committee to prepare a workshop in 2012 on Human Resources Management and Training (HRMT) in statistical offices. The workshop should follow-up on problems and issues discussed at the workshop on HRMT in September 2010. In the terms of reference of the organising committee (ECE/CES/BUR/2010/NOV/14 Rev) the Bureau also requested that concrete output should be produced in terms of a compilation of good practices in HRMT.

2. Following the decision of the Bureau, a workshop on HRMT took place on 5-7 September 2012 in Budapest, hosted by the Hungarian National Statistical Office. The workshop was prepared by an organising committee co-chaired by the Netherlands and Poland. UNECE provided the secretariat support. The workshop was attended by 79 participants from 43 countries and organisations.

II. OUTCOME OF THE WORKSHOP ON HRMT IN SEPTEMBER 2012

A. Proceedings of the workshop

3. The workshop on HRMT in September 2012 discussed the following substantial topics: new statistical methods and techniques; strategic personnel planning; management development; recruitment and training of new staff members; performance review and staff development; knowledge management and training; E-learning and Master in international statistics; mobility, and; work environment. There was also a presentation of the Virtual Statistical System that is being developed by the World Bank.

4. Irena Krizman, Director General of the Statistical Office of the Republic of Slovenia, made a presentation on challenges in modernizing statistical production. This presentation highlighted the challenges of statistical offices to follow-up on the vision and strategy of the High-level Group on Business Architecture in Statistics (HLG-BAS) and the particular role of HRMT in this process.

5. Blagica Novkovska, Director General of the State Statistical Office of the Republic of Macedonia, made a presentation on the development and training of human resources under budget cuts. The presentation gave an overview of the Human Resources Development Policy implemented by the statistical office, with focus on the development of human resources and implementation of in-house training programmes.

6. The workshop was evaluated to be very useful and productive by the participants and considered a unique forum for sharing experience and good practices in HRMT in statistical offices.

7. The report of the workshop, which is being drafted, will be made available on the website of the workshop. The other materials of the workshop are available at: <http://www.unece.org/stats/documents/2012.09.hrm.html>.

B. Proposals for future work

8. The participants of the workshop supported the following proposals for future work:

(a) Preparation of a compilation of good practices in HRMT in statistical offices, to be finalised in early 2013;

(b) Establishment of a steering group on HRMT to liaise with the HLG-BAS and prepare a workshop in 2014 on HRMT and the modernisation of official statistics.

Compilation of good practices on HRMT in statistical offices

9. The workshop agreed on the need to produce a compilation of good practices based on selected papers from 2006 (the HRMT seminar at the CES plenary session) and the following HRMT workshops in 2008 (Skopje), 2010 (Geneva) and 2012 (Budapest). The compilation is expected to include 20-25 papers. The selected papers should be of general relevance and address current and future challenges in HRMT in statistical offices. Authors of the selected papers will be asked to review and update their papers where necessary. The selection of papers for the compilation will be made by the co-chairs, the Netherlands and Poland, in cooperation with the steering group. An electronic version of the compilation will be made available from UNECE's website.

10. A draft outline of the compilation will be submitted to the Bureau for consultation in February 2013. The compilation should be finalised in March 2013 to be presented to the CES plenary session in June 2013.

Establishment of a steering group on HRMT

11. The workshop suggested that a steering group on HRMT be established to liaise with the HLG-BAS and prepare a workshop in 2014 on the role of HRMT in the modernisation of official statistics. The workshop participants underlined the need to establish the steering group as soon as possible to keep pace with the initiatives of the HLG-BAS. UNECE, in consultation with the Netherlands and Poland was thus asked to prepare draft terms of reference for a steering group on HRMT to be presented to the Bureau meeting in November 2012.

III. PROPOSAL FOR DECISION BY THE BUREAU

12. The Bureau is invited to:

(a) Take note of the work, supported by the workshop participants, to produce a compilation of good practices in HRMT (to be finalised in spring 2013);

(b) Discuss and approve the terms of reference for a steering group on HRMT, provided in the document ECE/CES/BUR/2012/NOV/10/Add.1.

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