

**Forum on Human Resources Management and Training
Conference of European Statisticians
Skopje, 3-5 September 2008**

Agenda

Wednesday September 3, 2008	
9:30-10:00	Opening Session: Welcome by Ms. Blagica Novkovska , the State Statistical Office of Macedonia, and opening remarks of the Organising Committee
	<p>Session 1: Human Resources Management in Official Statistics</p> <p>Session organizer: Eve Simpson, Statistics Canada</p> <p>Session One consists of three modules which examine varied approaches to identification of skills/knowledge gaps, integrated business and HR planning, recruitment and development strategies, options for acquiring needed skills through development, formal and informal learning, partnerships with the academic sector and international exchanges, and approaches to how statistical agencies provide employees with challenging work environments and opportunities for advancement.</p>
10:00-11:00	<p>Module 1: Human Resources Management in Official Statistics</p> <p>Invited papers:</p> <ul style="list-style-type: none"> • <i>Statistical excellence through capability development and planning – reflections on experience.</i> Australian Bureau of Statistics* • <i>Strategy based HR management in practice – experience of Statistics Finland.</i> Statistics Finland* <p>Discussant: Enrico Giovannini, Chief Statistician, director, OECD</p>
11:00-11:20	COFFEE/TEA BREAK
11:20-12:00	<p>Module 1 (continued)</p> <ul style="list-style-type: none"> • <i>Beyond vocational training – competence management.</i> Statistics Sweden* • <i>Competences survey in Statistics Lithuania.</i> Statistics Lithuania <p>Discussant: Enrico Giovannini, Chief Statistician, director, OECD</p>
12:00-14:00	LUNCH
14:00-15:30	<p>Module 2: Human Resources Management in Official Statistics</p> <p>Invited papers:</p> <ul style="list-style-type: none"> • <i>Statistics Canada’s human resource management strategy.</i> Statistics Canada* • <i>Transforming OECD statisticians from “information providers” into “knowledge builders”: the role of training.</i> OECD

	<ul style="list-style-type: none"> • <i>Staff recruitment: the new selection procedure for members of academic staff in accordance with the personnel development concept.</i> The Federal Statistical Office of Germany <p>Discussant: Luigi Biggeri, President, ISTAT</p>
15:30-15:50	COFFEE/TEA BREAK
15:50-17:00	<p>Module 3: Human Resources Management in Official Statistics</p> <p>Invited papers:</p> <ul style="list-style-type: none"> • <i>Reengineering the statistical production process and the changing needs for human resources – some experiences from Norway.</i> Statistics Norway • <i>Enforcement of the principle “right people to right positions” in the human resources management of the Hungarian CSO.</i> Hungarian Central Statistical Office. • <i>Perspectives on human resources management in Brazilian Statistical Institute.</i> Brazilian Statistical Institute <p>Discussant: Tine Stets, Special Advisor on HR matters, Statistics Denmark</p> <p>Room documents:</p> <ul style="list-style-type: none"> • <i>Planning of human resources within the system of substantive planning by the national statistical office – Ukraine’s experience.</i> State Statistics Committee of Ukraine*

Thursday September 4, 2008	
	<p>Session 2: Training in Official Statistics – From Theory to Practice, and from Practice to Theory</p> <p>Session Organizer: Riikka Österberg, Statistics Finland, and Charles Enoch, IMF</p> <p>The Session will examine the methods and approaches and content of education of employees and the best ways to prepare them technically. One of the aspects of this session focuses on the role of statisticians in educational activities towards young people such as primary, secondary and university students.</p>
9:30-11:00	<p>Module 1: Training in Official Statistics</p> <p>Invited papers:</p> <ul style="list-style-type: none"> • <i>Career thinking and expert career paths as a method of continuous learning.</i> ONS, UK • <i>ESS learning and development framework and international exchange programmes.</i> Eurostat • <i>The joint program in survey methodology and survey training in United States.</i> The University of Maryland, and the University of Michigan, USA* • <i>Training of expert statisticians: some experience from Czech Republic.</i> Czech Statistical Office <p>Discussant: Aija Zigure, President, Statistics Latvia</p>

11:00-11:20	Coffee Break
11:20-12:30	<p>Module 2: Training in Official Statistics</p> <p>Invited papers:</p> <ul style="list-style-type: none"> • <i>Co-operation with educational institutes and promotion of statistical literacy.</i> Statistics Portugal • <i>Train to gain: Statistics Canada's strategy for statistical education.</i> Statistics Canada • <i>Statistical training in an international organization.</i> IMF <p>Discussant: Peter Struijs, Head of Unit, Statistics Netherlands</p> <p>Room documents:</p> <ul style="list-style-type: none"> • <i>Theory and Practice in the Comprehensive Training Program of the Hungarian Central Statistical Office.</i> Hungarian Central Statistical Office • <i>Training, capacity building and development at IBGE — The role of the national school of statistical sciences.</i> Brazilian Statistical institute
12:30-14:00	LUNCH
14:00-16:00	<p>Session 3: Panel Discussion: Human Resources Management in Periods of Major Changes</p> <p>Session Organizer: Hana Slegrova, Marcela Provaznikova and Dana Kramova, Czech Statistical Office</p> <p>Panel chair: Jan Fischer, President, the Czech Statistical Office</p> <p>The Session will concentrate on key factors that have caused changes in human resources and the reactions of statistical institutes as well as on the difference in the profile of the employees before and after the major changes.</p> <p>Invited speakers:</p> <ul style="list-style-type: none"> • Blagica Novkovska, Director General, State Statistical office of Macedonia • Aija Zigure, President, Statistics Latvia • Thana Chrissanthaki, Eurostat <p>Papers:</p> <ul style="list-style-type: none"> • <i>Managing human resources in a small Statistical Office.</i> Blagica Novkovska, State Statistical Office of Macedonia • <i>Managing human resources under organisational changes. Experience of the Central Statistical Bureau of the Republic of Latvia.</i> Statistics Latvia • <i>IBGE and its organisation - Understanding the challenges of human resources management.</i> Brazilian Statistical institute

Friday September 5, 2008

10.00-11:00	Conclusions, Output, Follow-up action <i>The concluding session will discuss the outputs of the Forum and proposals for possible follow-up activities.</i> Organizer: Statistics Canada and the Czech Statistical Office Papers: <ul style="list-style-type: none">• <i>Proposals for follow-up activities.</i> The Organizing Committee of the Forum
11:00-12:00	Presentation of the Statistical System of the State Statistical Office of Macedonia
12:00	Closing of the Forum

* The paper, or an earlier version of the paper, was presented at the CES Seminar in June 2006 in Paris.