

Proposals for possible follow-up activities of the HRMT Forum in Skopje, September 2008

Follow-up activities to the HRMT Forum will have to be approved by the Bureau of the Conference of European Statisticians (CES). Four proposals for possible activities are listed below in this paper. Based on the comments and suggestions from the Forum, the Organising Committee will draft a revised proposal to be submitted to the Bureau of the CES on its meeting in October 2008.

The numbering does not express any priority of the proposals.

1. Organisation of a seminar and/or production of guidelines and training materials on official statistics

Currently there are no international courses in official statistics or in the fundamental principles of official statistics, and there is a lack of material on how these principles may be implemented and safe-guarded in practice in NSOs. To this end, the following activities are suggested:

- a) Organisation of a seminar on how to train staff in official statistics, including the fundamental principles. The seminar would target HR managers and others that may be involved in the training of staff. The seminar should be prepared by an organising committee established for the purpose.
- b) Production of guidelines and training materials in official statistics and the fundamental principles that could be applied by NSOs in their HR management and training activities. The training material would target existing and new staff in NSOs in ECE member countries. The material should be produced by a working group established for the purpose.

The two activities could be combined by requesting the seminar to provide input to a compilation of training materials in official statistics.

The work should be chaired or co-chaired by representatives from one or two member countries of the CES. The UNECE can provide secretariat support.

2. Organisation of a seminar on how to attract and retain well qualified staff in the statistical office

In many NSOs it is a problem to attract and retain well qualified staff, and often the NSO does not have the possibility to offer competitive salaries.

Thus a seminar on the theme could be organised with the purpose of exchanging experiences. The seminar would target HR managers and others that may be involved in the training of staff, and should produce as an output a compilation or inventory of good practices from countries with useful experiences. The seminar – and the production of the inventory of good practices – should be organised by an organising committee/working group established for the purpose.

The work should be chaired or co-chaired by representatives from one or two member countries of the CES. The UNECE can provide secretariat support.

3. Organisation of a seminar and/or production of handbook/guidelines on e-learning

e-learning in terms of programs and training materials is being developed and is implemented in some countries. It is suggested that a seminar on e-learning be organised, targeted at HR managers and others involved in the training of staff. The seminar should be organised by an organising committee established to this end. On basis of the proceedings of the seminar, a working group should produce a handbook on e-learning that take stock of the practical experiences on e-learning and provide useful examples and good practices for NSOs who consider or plan to apply e-learning. The production of the handbook should be undertaken by a working group established for the purpose.

The work should be chaired or co-chaired by representatives from one or two member countries of the CES. The UNECE can provide secretariat support.

4. Publication of the proceedings of the HRMT forum in Skopje, September 2008

It is suggested that papers and proceedings of the CES forum on Human Resources management and training be published in a printed publication. The UNECE can undertake the printing of the publication.