

# Workshop on Human Resources Management and Training

Geneva, 14-16 September 2010

## Agenda

Tuesday, 14 September 2010	
9.30 –9.40	Opening and Welcome
<b>Session 1: How to attract and retain staff for tomorrow?</b> Session organiser: UNECE	
<b>Module 1 (plenary): Human resources in Statistical Offices</b> Room V , with interpretation into/from Russian and English	
9.40 - 10.20	<p><b>Chair: Eszter Viragh, Hungarian Central Statistical Office</b></p> <p><i>Frame conditions and requirements to develop and to implement a Human Resources Management Concept (HRMC) in a statistical office</i></p> <p><b>Guest speaker: Hans-Joachim Rieger, TRANSFER</b></p>
10.20 - 10.35	<p><i>Presentation of the results of the survey on the Human Resources Management Concept (HRMC) in statistical offices</i></p> <p><b>Guest speaker: Hans-Joachim Rieger, TRANSFER</b></p>
10.35 - 10.50	<p><i>Eurostat experience with the staff satisfaction questionnaires and survey</i></p> <p><b>Claudia Junker, Eurostat</b></p>
10.50 - 11.10	<b>Coffee/tea break</b>
11.10 - 12.30	<p><i>Presentation of the results of the survey on staff turnover</i></p> <p><b>Tetyana Kolomiyets, UNECE</b></p> <p><i>Destatis' experience in conducting staff opinion surveys</i></p> <p><b>Heinz-Christoph Herbertz and Katrin Dorka, Federal Statistical Office of Germany</b></p> <p><i>Staff opinion survey in the National Statistical Committee of the Republic of Belarus</i></p> <p><b>Olga Pozharitskaya, National Statistical Committee of the Republic of Belarus</b></p>
12.30 – 14.30	<b>Lunch</b>
<b>Module 2 (parallel): External vs. internal recruitment and future leaders in official statistics?</b> Room V, with interpretation into/from Russian and English	
14.30 – 15.50	<p><b>Chair: Claudia Junker, Eurostat</b></p> <p><i>How to identify and train future leaders in official statistics?</i></p> <p><b>Jan Frankenberg, Statistics Sweden</b></p> <p><i>Recruitment and Development at Statistics Canada</i></p> <p><b>Connie Graziadei, Statistics Canada</b></p> <p><i>Competency-Based People Management for the alignment of people development with the organizational strategies of the Brazilian Institute of Geography and Statistics (IBGE)</i></p> <p><b>Paula Dias Azevedo, IBGE</b></p>
15.50 - 16.10	<b>Coffee/tea break</b>

16.10 – 17.00	<p><i>Statistics Finland's Personnel Survey.</i>  <b>Anne Lahdenpera-Seunavaara, Statistics Finland</b></p> <p><i>Methods and main results of staff migration motivation research at the Hungarian Central Statistical Office.</i>  <b>Eszter Virágh, Hungarian Central Statistical Office</b></p> <p><b>Discussant: Hans-Joachim Rieger, TRANSFER</b></p>
<b>Module 3 (parallel): The Statistical office as an attractive employer and measures to improve the work climate</b> <b>Room IX, without interpretation</b>	
14.30 – 15.50	<p><b>Chair: Silvio Stoppoloni, Italian National Institute of Statistics</b></p> <p><i>How to attract and retain the “digital” generation? Experience from the Czech Statistical Office.</i>  <b>Marie Hlavackova, Dana Kramova and Marcela Provaznikova, Czech Statistical Office</b></p> <p><i>Moving from introduction towards integration of new employees – objectives and methods.</i>  <b>Ingvild Maanum Moeller, Statistics Norway</b></p> <p><i>Actions to retain and motivate new staff at the Brazilian Institute of Geography and Statistics (IBGE)</i>  <b>Sergio da Costa Cortes, IBGE</b></p>
15.50 - 16.10	<b>Coffee/tea break</b>
16.10 – 17.00	<p><i>Becoming an attractive employer for future employees: some experiences from Statistics Norway.</i>  <b>Rita Braziunaite, Heidi Torstensen and Jan Byfuglien, Statistics Norway</b></p> <p><i>Statistics aren't enough... “Excellence in the public sector?” ‘Professionalism’ and ‘Rewards for Expertise’ in Government offices?</i>  <b>Anat Asraf Hayut and Margalit Moshe Plasner, Israel Central Bureau of Statistics</b></p> <p><b>Discussant: Ineke van der Stoel, Statistics Netherlands</b></p>
	<p><b><u>Room documents:</u></b></p> <p><i>Performing more than can be expected. Motivation in NSI in Sub-Saharan Africa</i>  <b>Dag Roll-Hansen, Statistics Norway</b></p>
17.00 - 18.00	<p><b>Poster session, in front of the room V</b>  <b>Session organiser: UNECE and Czech Statistical Office</b></p>
	<p>Gives you an opportunity to demonstrate tools you are using, for instance for:</p> <ul style="list-style-type: none"> <li>• e-learning</li> <li>• mapping of competencies</li> <li>• planning of training activities,</li> <li>• put up posters</li> </ul> <p>illustrations and brochures showing principles and solutions in training</p>
18.00 – 19.30	<b>Reception at the Restaurant des Délégués, Palais des Nations, 8<sup>th</sup> floor</b>

**Wednesday, 15 September 2010**

**Session 2: Training**

**Session organisers: Heidi Torstensen, Jan Byfuglien, Statistics Norway**

**Module 4 (plenary): Leadership development**

**Room V, with interpretation into/from Russian and English**

<b>9.30 – 10.30</b>	<p><b>Chair: Heidi Torstensen, Statistics Norway</b>  <i>Leadership development in Statistics Norway. Concepts and experiences.</i>  <b>Guest speaker: Dr. Nicole Njaa, Norway</b></p>
<b>10.30 - 10.50</b>	<b>Coffee/tea break</b>
<b>10.50 - 12.30</b>	<p><i>Leadership development. In depth view of some modules.</i>  <b>Guest speaker: Dr. Nicole Njaa, Norway</b></p>
<b>12.30 – 14.30</b>	<b>Lunch</b>

**Module 5 (parallel): How to identify and prioritise needs for training?**

**Room IX, without interpretation**

<b>14.30 – 15.50</b>	<p><b>Chair: Carina Fransen, Statistics Netherlands</b>  <i>A competence profile for staff supporting the European Statistical System: core areas of knowledge and skills expected of staff who support European Statistical System.</i>  <b>Wesly Miles (NSO, UK) on behalf of the Task Force ESS-Learning and Development Framework</b>  <i>Why and how to improve competence descriptions and evaluations in a statistical institute? Some experiences from Statistics Norway.</i>  <b>Jan Byfuglien and Beate Johnsen, Statistics Norway</b></p>
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<b>15.50 - 16.10</b>	<b>Coffee/tea break</b>
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<b>16.10 – 17.30</b>	<p><i>Training programs for Statistical Competency Development in STI of Korea</i>  <b>Kyung Ae Park, Statistical Training Institute, Statistics Korea</b>  <i>Setting up in-house training: Some issues to consider</i>  <b>Dag Roll-Hansen, Statistics Norway</b>  <i>5th Decade of Statistical Training for Development &amp; Core Skills Framework</i>  <b>Davaasuren Chultemjants, Statistical Institute for Asia and the Pacific</b>  <b>UNESCAP</b>  <b>Discussant: Blagica Novkovska, State Statistical Office of Macedonia</b></p>
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**Module 6 (parallel): Organisation of training activities and tools/methods for training**

**Room V, with interpretation into/from Russian and English**

<b>14.30 – 15.50</b>	<p><b>Chair: Kurt Wass, EFTA</b>  <i>The importance of international networking in statistical training. The learning and development framework of the European Statistical System (ESS-LDF).</i>  <b>Veronika Radermacher, Eurostat</b>  <i>Towards a knowledge-builders' competence</i>  <b>Silvio Stoppoloni and Antonio Ottaiano, Italian National Institute of Statistics</b></p>
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	<p><i>Training activities in the State Statistical Office of the Russian Federation, use of new methods and approaches.</i></p> <p><b>Lev Lovat, Federal State Statistics Service of the Russian Federation</b></p>
<b>15.50 - 16.10</b>	<b>Coffee/tea break</b>
<b>16.10 – 17.30</b>	<p><i>Training programme in statistical skills – towards top statistical know-how and solid professional identity.</i></p> <p><b>Riikka Makinen, Statistics Finland</b></p> <p><i>The introduction of e-learning and experiences gained at Hungarian Central Statistical Office.</i></p> <p><b>Katalin Kobzos, Hungarian Central Statistical Office</b></p> <p><b>Discussant: Marius Ejby Poulsen, Statistics Denmark</b></p>
<b>Thursday, 16 September 2010</b>	
<b>Session 3: Concluding session</b>	
Session organisers: UNECE	
<b>Module 7 (plenary): Reports of the parallel sessions</b>	
<b>Room V, with interpretation into/from Russian and English</b>	
<b>9.30 – 10.30</b>	<p><b>Chair: Gabriel Gamez, UNECE</b></p> <p><b>Presentation and discussion of the reports of the parallel modules:</b></p> <ul style="list-style-type: none"> <li>○ External vs. internal recruitment and future leaders in official statistics? <b>Hans-Joachim Rieger, TRANSFER</b></li> <li>○ The Statistical office as an attractive employer and measures to improve the work climate. <b>Ineke van der Stoel, Statistics Netherlands</b></li> <li>○ How to identify and prioritise needs for training? <b>Blagica Novkovska, State Statistical Office of Macedonia</b></li> <li>○ Organisation of training activities and tools/methods for training. <b>Marius Ejby Poulsen, Statistics Denmark</b></li> </ul>
<b>10.30 - 10.50</b>	<b>Coffee/tea break</b>
<b>Module 8 (plenary): Future work</b>	
<b>Room V, with interpretation into/from Russian and English</b>	
<b>10.50 - 12.20</b>	<p><b>Concluding panel discussion</b></p> <p><b>Invited Speakers: Blagica Novkovska, Jan Byfuglien, Wesly Miles and Lev Lovat</b></p> <p><b>Discussion of concrete outcomes of the workshop and possible future activities</b></p> <ul style="list-style-type: none"> <li>○ Internet forum (HRMT-wiki)</li> <li>○ Guidance on HRM</li> <li>○ Compilation of country practices on training in Statistical Offices</li> <li>○ Inventory of staff satisfaction survey questionnaires</li> <li>○ Collection of measures to attract and retain staff</li> <li>○ E-learning</li> <li>○ Integrating HR management in the overall business management and in the strategic planning</li> <li>○ Proposals by the Eurostat Task Force?</li> </ul>
<b>12.20-12.30</b>	Closing of the workshop