

CONFERENCE OF EUROPEAN STATISTICIANS

For approval

Second Meeting of the 2007/2008 Bureau
Helsinki (Finland), 18-19 October 2007

Item 6 of the Provisional
Agenda

**FOLLOW-UP TO THE CES SEMINAR ON HUMAN RESOURCES AND TRAINING
IN 2006 – PREPARATION OF THE FORUM FOR HUMAN RESOURCES
MANAGERS IN 2008**

**Note prepared by the Organizing Committee chaired by Statistics Canada and Czech
Statistical Office**

BACKGROUND

1. Human resources management and training has been discussed in depth by the Conference of European Statisticians in 2006, with the conclusion that there is a need to continue the exchange of experience in the area of human resources and training. The proposal for the follow-up actions to CES 2006 Human Resources and Training Seminar, prepared by Ivan Fellegi (Statistics Canada) and Jan Fischer (Czech Statistical Office), was discussed during the October 2006 and February 2007 meetings of the CES Bureau, with the following conclusions:

- a forum is needed every 2-3 years to allow human resources managers to exchange experiences. Such a meeting should be well prepared in advance;
 - the first meeting is planned to take place in 2008.
2. At the CES Bureau meetings in October 2006 and February 2007, it was agreed that:
- An Organising Committee (OC) is set up to prepare a forum to exchange views and know-how on human resources management to take place in 2008. The Human Resources directors from statistical offices should be included in the target audience of the forum.
 - The Czech Republic and Canada will co-chair the Organising Committee and steer the preparatory work. IMF, CIS, and Finland expressed willingness to be members of the OC. OECD and Eurostat supported the initiative.
 - The proposal for the forum to also address the human resource issues in the South East European (SEE) countries was welcomed. A member from this region should be included in the OC.
 - The OC will draft the agenda and set up a timetable for the preparation of the forum.
3. Following the recommendations of the CES Bureau, the Director General of the State Statistical Office of the Republic of Macedonia was invited to become a member of the Organising Committee. The proposal was accepted.

THE ISSUE

4. Human resources and training are generally considered as crucial elements of the successful performance of the mission of the statistical office. The complex system of selection, development and motivation of personnel, vocational training of employees (including its international dimension) are therefore important issue to address as well as the statistical training. The above-mentioned issues are reflected in the draft concept and agenda of the Human Resources Management and Training (HRMT) forum 2008 for managers in this field.

OVERALL CONCEPT OF THE FORUM

5. The forum will be organized in periodicity of 2-3 years and will have 4 sessions devoted to:

- human resources management;
- training;
- international training programs and initiatives;
- panel session (heads of NSIs).

6. Session mottos for each forum will be specified by the Organizing Committee a year before, taking into account the actual needs and developments. While the first 3 sessions will be based on contributions of the human resources and training managers allowing participants to exchange experience, the aim of the panel session of NSIs heads will be to present actual views of NSIs top managers on specific aspects of the HRMT and to ensure their involvement in the process.

STRUCTURE OF THE FORUM 2008

7. The 2008 forum will be chaired by Statistics Canada (1st day) and Czech Statistical Office (2nd day)

8. Each session will consist of:

- brief presentation of contributions
- discussant's questions
- answers of the presenters
- general discussion
- discussant's summary

9. At present, there are several mottos for each session available for us to select and to describe more in detail the basic idea (the mottos that are not used will be kept for the preparation of the next forum).

10. Session 1: Human resources management in official statistics

- (a) Right people to right positions (for the most effective use of human resources available)
- (b) Motivation – helping employees achieve more (workplace wellness initiatives, performance management, performance review processes and linkage to learning plans, internal culture)

Session organiser: (member of the OC)

Proposed invited papers:

Discussant:

Duration of the session: 180 minutes (1st day 10.00-13.00)

11. Session 2: Training in official statistics

- (a) Training - from statistical theory to statistical practice – and – from statistical practice to statistical theory (how to complete university education by “practical training” in statistical institutes and how to ensure feedback, including co-operation with universities etc.)
- (b) Training – from general to individual approach (how to define training needs for groups and individuals, how to use variety of methods for more effective training)

Session organiser: Finland (member of the OC)

Proposed invited papers:

Discussant:

Duration of the session: 180 minutes (1st day 14.30-17.30)

12. Session 3: International co-operation (in training) in official statistics

- (a) International standards in statistics => international standards in statistical training
- (b) Technical assistance programmes (as specific form of training in international context, especially for the needs of transition countries)

Session organiser: IMF (member of the OC)

Proposed invited papers:

Discussant:

Duration of the session: 180 minutes (2nd day 9.30-12.30)

13. Session 4: Panel session (heads of NSIs)

Human resources management in periods of major changes (transformation of statistics, transition processes in statistics, budget cuts, re-organization etc.)

Session organiser: Czech Statistical Office (member of the OC)

Participants: invited heads of NSIs/international institutions

Duration of the session: 90 minutes (2nd day 14.00-15.30)

14. Conclusions, output, follow-up action

Conclusions, output from the forum (best practices), discussion on a draft proposal for follow-up action (draft to be prepared by the OC).

Session organiser: Canada, Czech Statistical Office (co-chairs of the OC)

Duration of the session: 40 minutes (2nd day, 15.30-16.10)

DATES, VENUE, PARTICIPANTS AND ORGANIZATION OF THE FORUM

15. Time: September 2008, 2 days (to be specified)
 Venue of the forum: Skopje, The former Yugoslav Republic of Macedonia (to be confirmed)
- Participants: personnel managers + training managers (+2 participants from each country/international institution)
 3-5 heads of several NSIs/international institutions (for panel discussion)
 Organizing Committee
- Organization of the forum: UNECE secretariat and the State Statistical Office of the Republic of Macedonia (to be confirmed)

TIMETABLE FOR THE PREPARATION OF THE FORUM IN 2008

16. July 2007 appointment of contact persons in OC
- beg. September 2007 distribution of a document prepared by Statistics Canada and Czech Statistical Office for October 2007 CES Bureau, to other members of the OC, so that they can add their contribution
- September 2007 finalization of the document for CES Bureau
- October 2007 CES Bureau – discussion, decisions concerning modifications/approval of the overall concept, agenda and timetable of the forum as well as next steps in its organization
- November 2007-January 2007 modifications of the document
 identification of main contributors
 more detailed description of sessions content based on selected mottos
 clarification of organizational aspects (by secretariat and hosting country)
- January 2008 preparation of a document for February 2008 CES Bureau (progress report)
- February 2008 CES Bureau – discussion, decision about date and venue of the forum

March 2008-June 2008	invitation for participants preparation of the sessions (invited papers, discussants) organization of the forum
June 2008	CES Conference – information note
June 2008-August 2008	finalization of the forum
September 2008	HRMT FORUM 2008

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