



**United Nations Economic Commission for Europe
Statistical Division**

Follow-up on the outcome of the 2012 HRMT Workshop in Budapest

**Workshop on Human Resources Management and Training
Modernising Statistics – how to get there?
October 2014, Geneva**

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Outcome of Budapest HRMT workshop (2012)

1. Steering Group on HRMT
2. Compilation of good practices
3. Insight in challenges for NSOs and HRMT
4. Climbing 'the pyramid'..
5. Important role HRMT in modernising statistical offices

1. Steering Group on HRMT

- Established by the CES Bureau (February 2013)
 - Australia, Italy (chair), Netherlands, Norway, Poland, Eurostat, UK (until 2013)
- Guidance on exploring & improving issues in HRMT
- Support modernization of statistical production & services.
 - by
 - Compilation of HRMT Practices;
 - Liaise with HLG on modernisation
 - Organising 2014 HRMT workshop
 - Final report November 2014

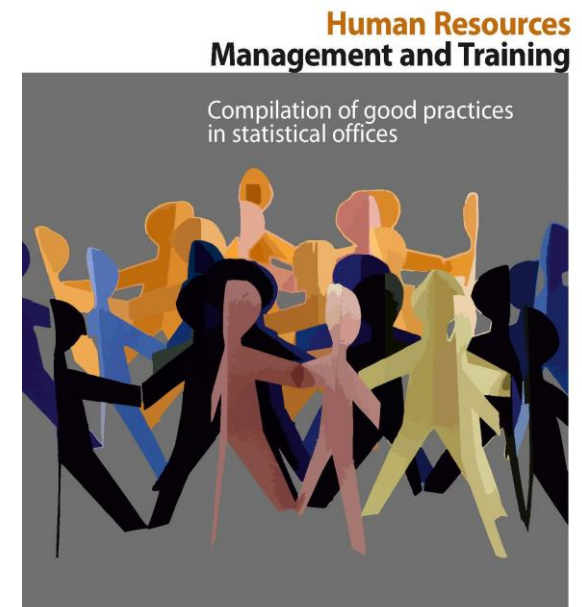
2. Compilation of good practices in HRM¹⁷

UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE

- Published in 2013 by UNECE
- 24 contributions from countries on
 - Training,
 - HR management
 - cross-cutting issues

- Find the electronic version on:

WWW.unece.org/stats



3a. Insight in Challenges for NSOs

- Budget restrictions
- Growing competition of other providers of statistics
- Modernisation of statistical products and services
- Transition from production to knowledge working
- Attracting and retaining staff



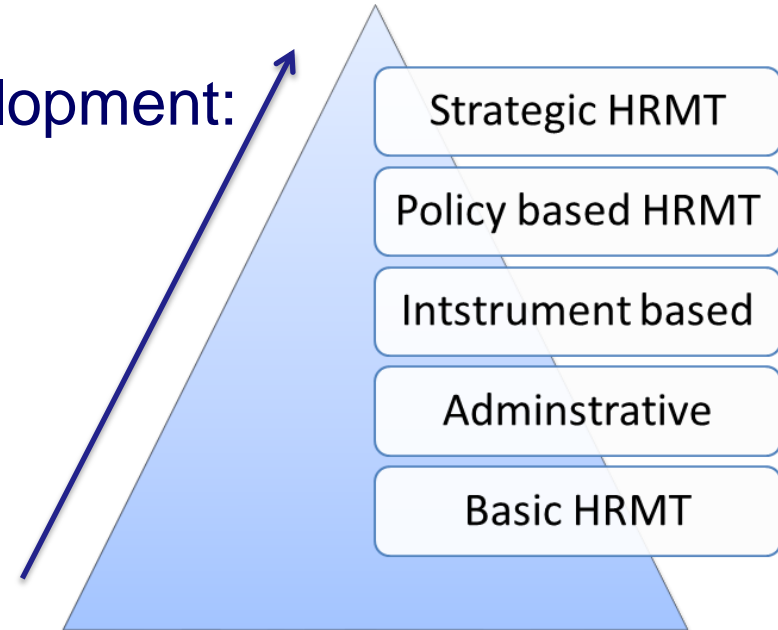
3b. Insight in Challenges for HRMT

- Motivation
- Change management
- Knowledge management
- Work environment and mobility
- Training and skills development
- Management development
- Attracting and retaining people



4. Climbing 'the pyramid'....

- Metaphor to assess development:



- Challenges are dealt differently in different countries
 - We need examples, experience, focus & perseverance
 - Climb together with (senior) management of NSO
- ➡ It's a team effort!

5. Important role HRMT in the modernization process

- Communicating the need for change
- Working towards a shared vision
- Ensure resources for the change process
- Ensure HRM is included in strategic decisions
- Taking the first steps

