



# **OUTCOME OF 2013 SURVEY ON HRMT AND MODERNIZATION**

**Workshop HRMT  
Modernizing statistics: how to get there?**

**Geneve, 15 October 2014**

# The Survey

## Purpose:

To collect information on the challenges related to the modernization process of the NSO and help the SG on HRMT to select themes for the 2014 HRMT Workshop: “Modernizing statistics: how to get there?”

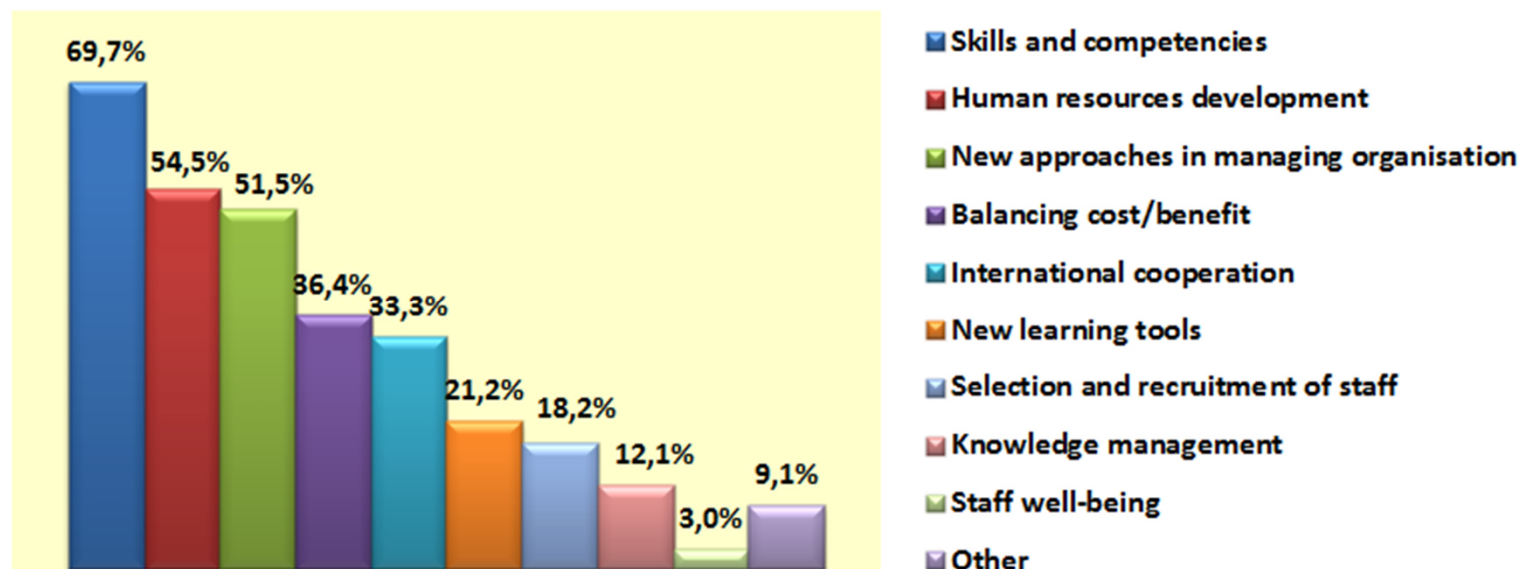


## The Survey:

- ✓ It consisted in six questions with both close- and open-ended answers
- ✓ The questionnaire was prepared by the Steering Group on HRMT and UNECE. It was sent to all UNECE countries member, from December 2013 to January 2014;
- ✓ 33 responses were received, among which: 18 belonging to EU plus Eurostat, 8 European countries not belonging to EU and 6 countries outside Europe.

## Question No. 1

**Which are the 3 most important areas for the process of modernization in your NSO?**



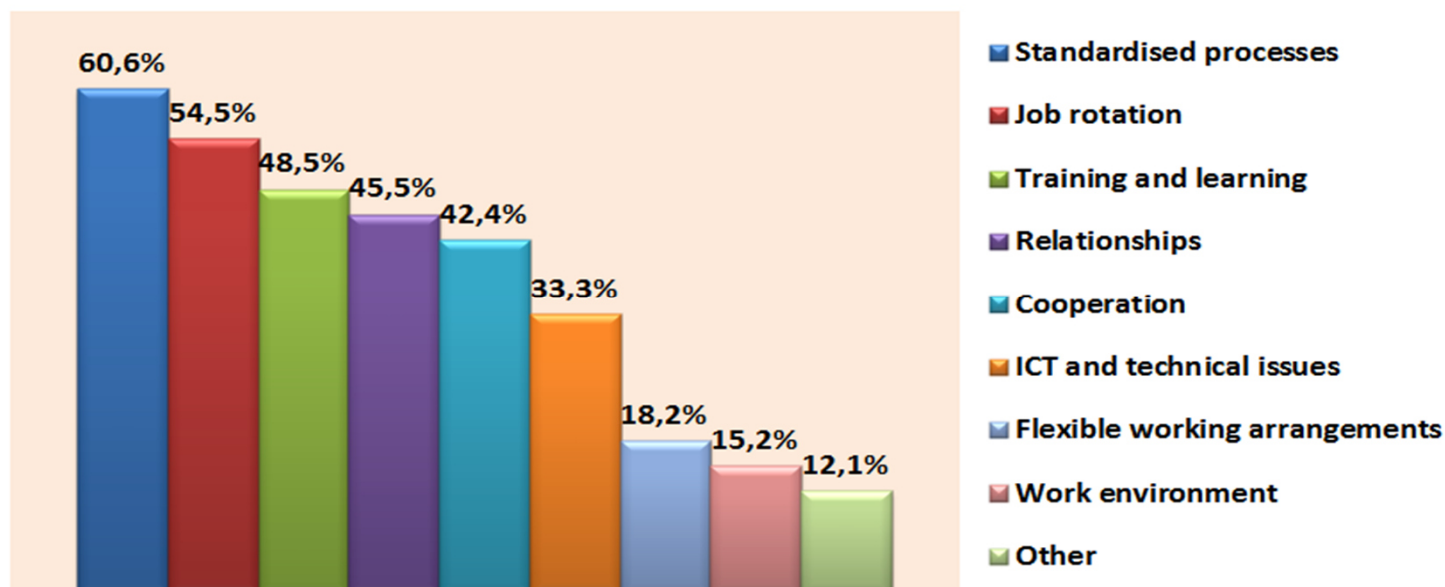
The **three areas which scored** the most are:

- 1) skills and competencies supporting statistical production and services;
- 2) HR development with specific reference to career progress;
- 3) new management approaches.

**Staff wellbeing scored only 3%**

## Question No. 2

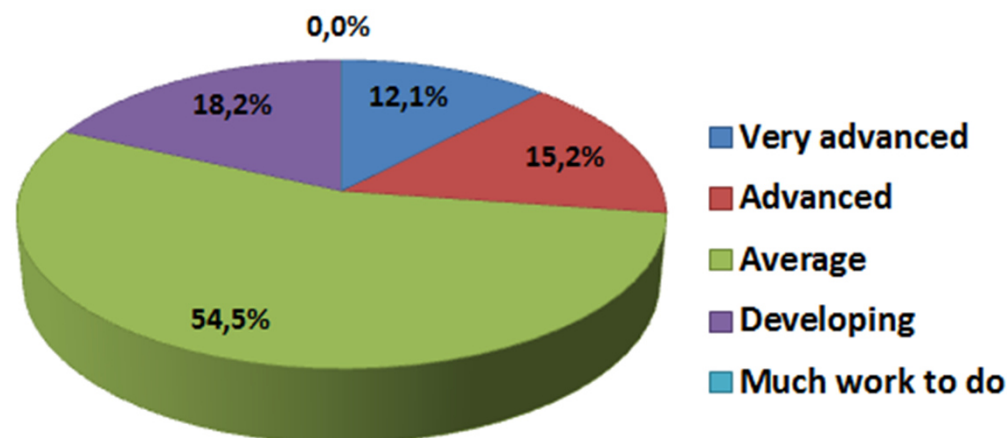
### Which areas should be more developed in your NSO?



- ❑ **Standardizing production** processes is considered as a basic way for NSOs' development to reduce overlaps and/or duplications and increase quality of statistics.
- ❑ **ICT and technical issues** score "only" a little **more than 33%**, testifying that most countries consider themselves developed enough.
- ❑ **Job rotation, staff mobility, training and learning, relationships** with users and stakeholders and cooperation with Universities seem to be considered more difficult to implement.

## Question No. 3

How would you rate the overall level of modernization of your NSO?



- **Over 70% of respondents** seems to aspire to a greater level of modernization for their own NSO.
- **More than a half participant NSOs** appear already available to start action on enhancing themselves as far as modernization is concerned.

## Question No. 4

**Focusing on HRMT issues, could you describe 2 or more strategic objectives of modernization that should be reached by your NSO by 2020?**

This is an open-ended question in order not to influence the conceiving of answers

The answers have been grouped in **twelve** categories

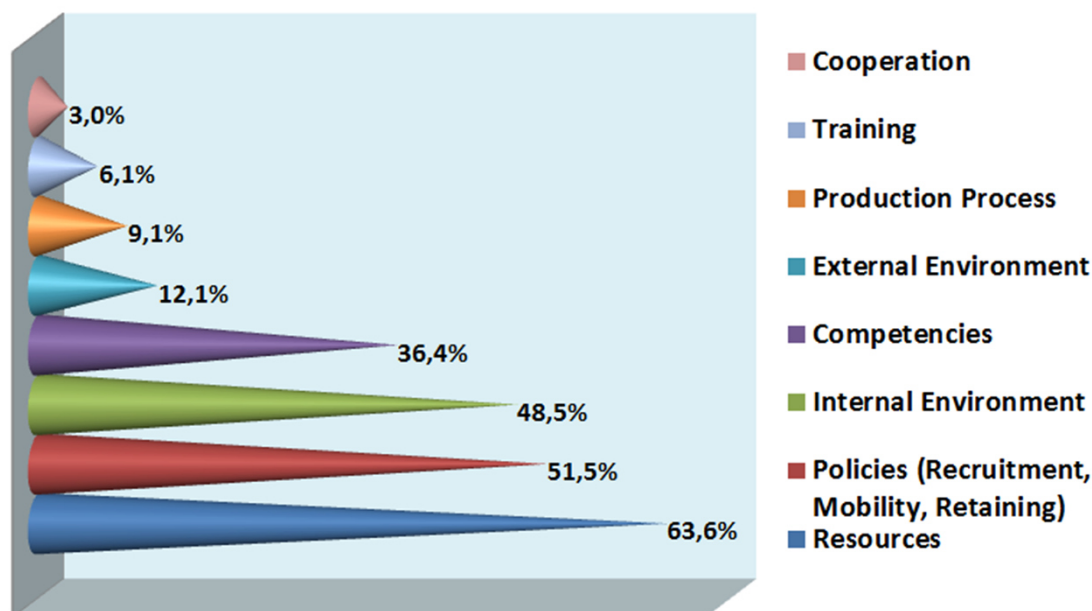
- HR policies (i.e. career development, job rotation), change management and training are the leading categories
- Staff competence enhancement appears to be the most preferred tool for achieving modernization in HRMT



***An underlying belief of a modernization through an individual ongoing training is showed***

## Questions No. 5-6

**Which are the main risks that your Statistical Office could face in the process of modernisation and the actions to cope with them?**



The issues have been grouped in the categories mentioned above and then analyzed together with the coping actions

## Questions No. 5-6

**Which are the main risks that your Statistical Office could face in the process of modernisation and the actions to cope with them?**

### **RISKS**



- a) **“Financial Resources”** is the answer category with the highest percentage score, primarily referring to budget constraints or lack of financial resources.
- b) **“HR Policies** (Recruitment, Mobility, Retaining)” follows in percentage score, primarily referring to risks linked to HR management, i.e. ageing, turn-over, duties segregation, low mobility;
- c) Most risks detected for **“Internal environment”** (third) derived from poor application of change management (resistance, motivation, ICT’s support undeveloped).

## Questions No. 5-6

Which are the main risks that your Statistical Office could face in the process of modernisation and the actions to cope with them?

Related actions to:



**ACTIONS**

- a) “**Financial Resources**”: vary from **direct ones** to increase availability of funds (fundraising, partnerships, improving budget process), to **indirect ones** based on different tools (defining priorities, encouraging staff mobility, optimizing processes to improve efficiency, press for government actions, learning programs, etc.).
- b) “**HR Policies**”: focused especially on strengthening awareness skills, improving attractiveness, **communication and training** and **working on staff motivation**.
- c) “**Internal environment**”: vary depending on the faces that **change management process** can assume: promoting CM culture and knowledge management, spreading commitment of all levels, improving transparency on decision making processes.

Thank you for your attention !!!

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*Steering Group  
on HRMT*

