



EUROPEAN FREE TRADE ASSOCIATION

UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE

CONFERENCE OF EUROPEAN STATISTICIANS

INF.1

Workshop on Human Resources Management and Training

20 June 2022

Future of work, Working for the future.

11 - 13 October 2022, Brussels, Belgium

INFORMATION NOTICE No. 1

Due to the current situation with Covid-19, we cannot guarantee that the Workshop will take place in October in Brussels. For the time being, preparations will continue as planned. Registered participants will be informed about any changes.

I. PURPOSE AND TARGET AUDIENCE OF THE WORKSHOP

1. The 2022 UNECE Workshop on Human Resources Management and Training will be hosted by EFTA. The Workshop will take place in Brussels, face to face (with the possibility of streaming) on 11-13 October 2022, starting at 09:00 on Tuesday, and ending by 17:00 on Thursday.
2. The objective of the workshop is to cocreate and write the story of our future. We want to consider new challenges and requirements in the changing environment in which NSOs operate that go beyond the impact of the pandemic.

Our goal is to share the lessons learnt from the pandemic rather than our experience of the pandemic. We are keen to know what kind of useful lessons members of our big statistical family have learnt from their experience. We are interested not only in what are the accelerated changes we observed and what is the permanent legacy, but also what remained the same and what does not need to change. We want to lay the foundations for our future. This is why we are looking for really new and innovative stories that could quickly become bestsellers in the countries of the UNECE.

Thus, we need authors with open minds, ready to share their experiences and lessons learnt. Authors with a vision for the future work of our statistical community: both at the international and national level.

We hope that during these three exciting days, we will build up our story focusing on key pillars: 1) organisation, 2) employer, manager and leader, 3) employees and supplement with 4) mix/horizontal /blended/hybrid issues. We will view each pillar from four dimensions: 1) mindset, 2) environment, 3) behaviour and 4) skills.

As a key guideline, we can use three toolkits prepared last year by the Capabilities and Communication Group (see Appendix 1).

In addition to telling stories with the support of traditional presentations or maybe some modern tools (video, infographics, etc.), the workshop will include small group discussions along with interactive and participatory sessions. These activities will focus on sharing experiences, identifying areas for future work and identifying innovative and non-standard practices.

3. The target audience of the workshop includes senior and middle-level managers responsible for the human resources management and training, risk management, culture and ethics domains, in their respective organisations.

II. AGENDA OF THE WORKSHOP

The *Future of Work, Working for the Future* theme is designed to uncover the answers to several questions:

4. **Organisation of the Future**

How should the organisation be structured in the future? Should it be hierarchical or task/project oriented? How will changes influence the culture of the organization? How can we find ourselves in a new post pandemic reality of work, considering new ways of working such as hybrid – merging remote and traditional ones? To what extent should we change our business profile to stay relevant and competitive to others? What should we focus on in the future (for example communication skills)? Is data stewardship¹ replacing data supplier? Is this the best solution? How do we connect this new concept with data ethics?

5. **Employees of the Future**

What does the organisation of the future mean for employees? What is the most important for them? What are their needs as staff, e.g. the level of engagement, personal development (training) and necessary skills? What are their needs as human beings, like wellbeing, including work-life balance, equality, diversity and inclusion?

6. **Employers, managers and leaders of the Future**

How do employers and managers see their roles in the future? How can leaders at all levels of the organisation play their part? How can they manage teams remotely and in a hybrid way? How can they ensure the organisation remains productive and ready for new challenges? How can they engage with each other? How can they influence their staff to be part of the future? How can they involve their staff in necessary changes e.g. new ways of cooperating and collaborating? How do we encourage employees at all levels of the organisation to become leaders? How to attract and retain a skilled workforce (new leadership approaches and models) having in mind new generations and different managerial approaches to all generations? How can they equip staff with new skills

¹ Data stewardship has been a relatively new concept in the international statistical community. The UN Working Group on Data Stewardship, the UNECE Task Force on Data Stewardship, EU/ EFTA Chief Statisticians, and Colleagues from different countries and continents have been seeking to frame it by referring it to notions of data governance, data management, data reuse, data privacy, data strategies and policies, as well as by recognizing new roles in the national statistical systems.



required for new ways of using data (big data, admin sources, data science, analytical skills)?. How does blended working affect the perception of loyalty in the organisation and what are the potential outcomes?

7. How can we embed ethics compliance into the organisation strategies? How does ethics affect the workplace environment? How to establish and implement an ethical leadership framework or system of practice that makes it possible to learn by good examples? What policies can be used to spread appropriate ethical principles throughout an organisational culture? What impact an ethics management policy can have on performance quality improvement? How to share best practices on ethics management among statistical organisations?

8. Dimensions

Finally, we will supplement our story by considering each pillar from the following dimensions:

- 1) Mindset – Has there been a shift in mindset? Why? Is this driving behaviour?
- 2) Environment – Consider the physical, technological, and cultural environments in which you operate.
- 3) Behaviour – Have new behaviours begun to manifest? How is this impacting the organisation?
- 4) Skills – Do we have the skills required to support the organisation? If not, how can they be acquired?

Special session for the EFTA partner countries

9. On Thursday, 13 October 2022, from 14.30 to 17:00 CET, a special session will be organized by EFTA and UNECE for the EFTA partner countries². The focus of the session will be on the challenges these countries faced during the last years. The aim is to share lesson learnt and upcoming possibilities for Statistical Organisations in the area of Human Resources Management and Training. It will be an opportunity to learn how to improve, adapt and build a better and stronger foundation for the future. It can include topics like:
 - Building resilience
 - Importance of technology
 - Remote working and training
 - Life-work balance in times of crisis
 - Communication within the office, with stakeholders and users of Statistical products
 - Developing a positive mindset.
10. Participants of the main workshop are invited to submit abstracts on these topics that might help the EFTA partner countries to face their challenges. All participants are welcome to join this special session.

III. PARTICIPATION AND ACCREDITATION

11. Representatives and interested intergovernmental organizations from the invited countries are welcome to the workshop. Participants representing non-governmental organizations under a

² The following countries are invited to the special session: Armenia, Azerbaijan, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Tajikistan, Turkmenistan, Ukraine, Uzbekistan.



consultative status with the United Nations Economic and Social Council may also attend. **All participants must be accredited by the competent authorities of their country or international organization.**

12. All participants attending the workshop are requested to have a valid passport and, if required, a visa. Applications for visas should be made as soon as possible to the Embassy of Belgium in the country in which the participant resides, with a reference to the 2022 Workshop on Human Resources Management and Training. A letter to facilitate obtaining a visa can be requested from EFTA by contacting Elena Friso (Elena.Friso@ext.ec.europa.eu)
13. The European Free Trade Association (EFTA) will provide financial support for a limited number of participants from the EFTA partner countries, deadline is **5 September**. Additional information about the application process can be found here: <https://www.efta.int/Statistics/HRMT-workshop-2022-Funding-request>
14. For the Eurostat SEE countries please check with your colleagues in the International Cooperation Department about possible reimbursement from the IPA programme in force.

IV. REGISTRATION

15. Participants should register online by **16 September 2022** by following the link: <http://shorturl.at/eszM7>

V. TRAVEL AND ACCOMMODATION

16. Participants and/or their offices are requested to make their travel arrangements and hotel reservations. We advise participants to book their travel and accommodation as early as possible, as October will be a busy month for meetings in Brussels. You can consult special page that will provide advice about accommodation at a special rate and useful travel information: www.efta.int/Statistics/HRMT-Venue%26Accommodation.
17. The UNECE secretariat regrets not being able to offer any financial assistance regarding travel and accommodation arrangements.

VI. CALL FOR PAPERS, METHODS OF WORK AND OFFICIAL LANGUAGES

18. Presentations for any topics on the agenda are hereby requested. The official language of the workshop is English with interpretation into Russian. Please take note of the deadlines and requirements explained below. Contributions can include papers, presentations, demonstrations, etc. Other forms of contributions may be proposed. Full guidelines for contributions will be given following the acceptance of abstracts. Please note that due to the nature of the workshop, it may not be possible to allocate time to all proposed contributions.
19. The following **deadlines** and requirements apply:
 - a. a short abstract of the proposed contribution should be submitted by email to the UNECE secretariat as soon as possible and by **29 July** at the latest. Information about the selection of contributions for the workshop, guidelines on formatting, and a reminder of deadlines will be sent to authors by email.



- b. any written papers (or executive summary of the presentation) and presentation slides, videos or other electronic materials should be sent to the UNECE secretariat by **16 September** at the latest to allow time for them to be translated into Russian.
 - c. any equipment required for practical demonstrations must be provided by the participant.
20. Presentations will be added to the UNECE and EFTA websites, as they arrive.
21. Participants are encouraged to use electronic devices to read papers to minimise paper use. Documents posted on the website before the workshop will not be distributed in the conference room.

VII. VENUE

22. The workshop will take place in the following location:

EFTA House - Auditorium
Avenue des Arts 19H
1000 Brussels
Belgium

VIII. FURTHER INFORMATION

23. For further information, please contact:

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DEADLINES

29 July	Abstract or proposal for intended contribution
5 September	Application for EFTA funding
16 September	Registration
16 September	Paper (or executive summary), Presentation
7 October	Final versions of presentations

Appendix I

Toolkits for Employer, Employee and Manager

<https://statswiki.unece.org/display/FW/Future+of+work+Home>





