

# **CD MATRIX pilot in Poland – first country analysed from donor perspective**

Workshop on Human Resources Management and Training

## **The Future of Work, Working for the Future**

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# Statistics Poland experience related to institutional capacity analysis

2018



Statistics Poland's international development activities increased

Attempt to assess the HR potential

The bottom up approach used

2022



Extensive and two-stage consultations

Predefined CD MATRIX structure, adjusted by Statistics Poland

Top down/ bottom up

Future



Analysis the results of the pilot study

Recommendations and discussion about the remarks for further works

# Previous experience - 2018

- *The Strategy on international development cooperation* drafted – to be integrated into the new Statistics Poland international strategy
- Stocktaking exercise - gathering information on over 100 experts ready to provide support in the framework of different international development activities



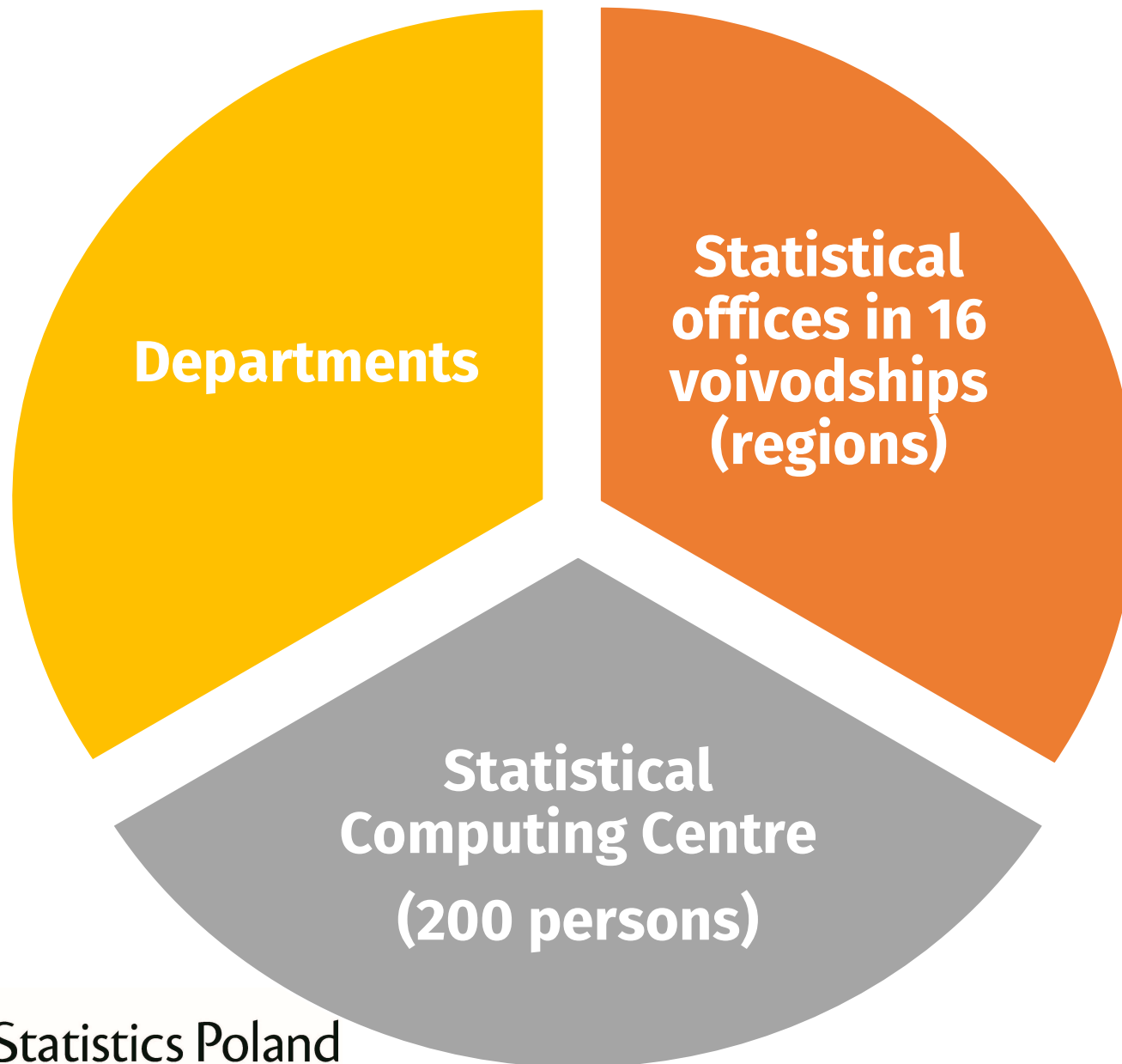
## **First bank of experts**

- The task was time-consuming and had no structured breakdown by specific statistical domains

# CD MATRIX pilot study in Poland - 2022

- The CD MATRIX tool developed within the group **has considerably structured the mapping process**
- Statistics Poland **adjustments** based on the following elements:
  1. Determining which of the elements of the CD MATRIX structure are **not adequate** in relation to the **donor role**
  2. Verification if there are **areas that overlap/ duplicate**
  3. Examining whether there are certain **areas not covered** by the CD MATRIX structure

# Entities tested in the pilot



**GUS**

# CD MATRIX content



**STRATEGIC  
DIMENSION**



**ORGANISATIONAL  
DIMENSION**



**STATISTICAL  
DOMAINS**



**IT  
DIMENSION**

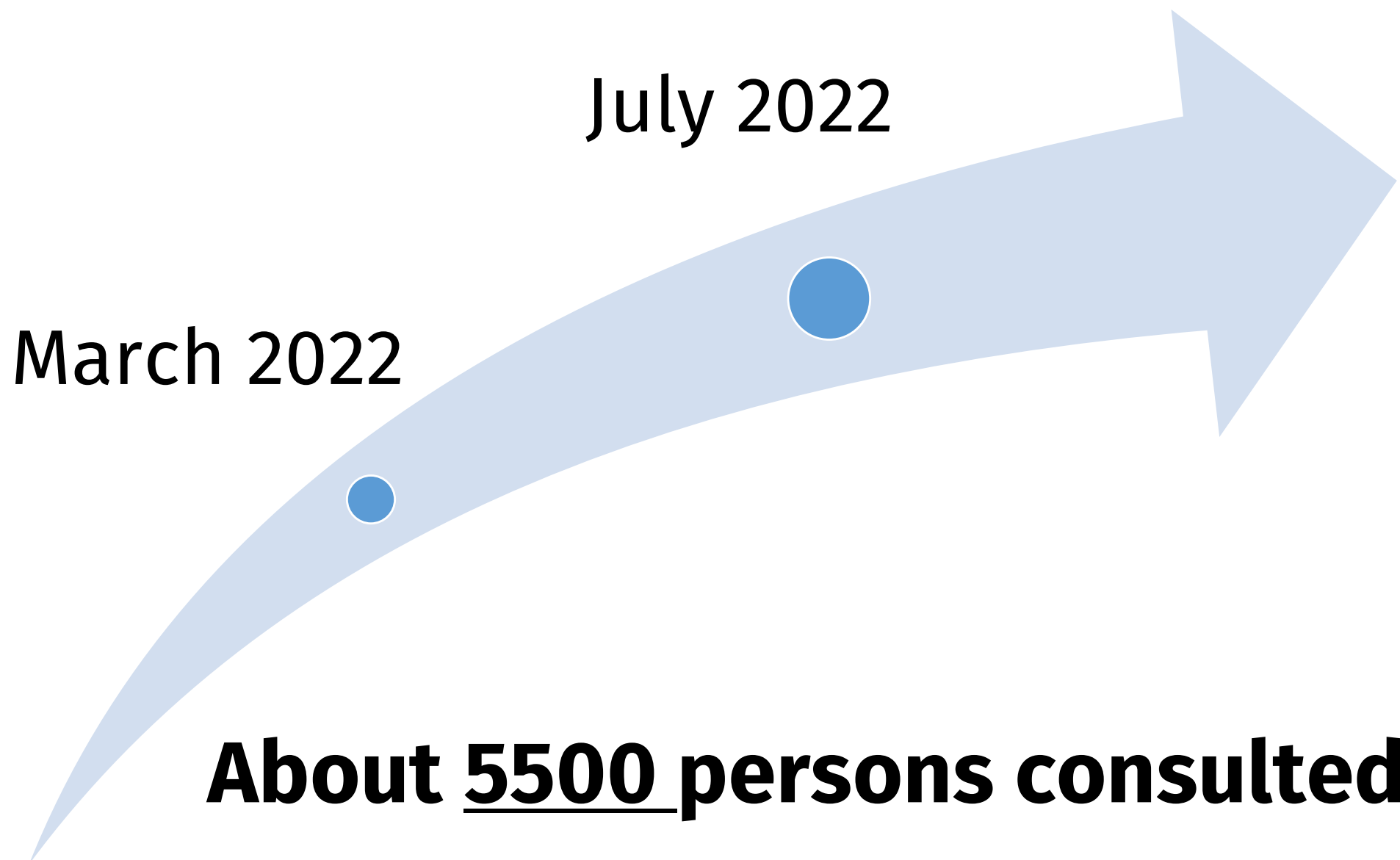


Strategic

	Legal framework and organisation					Strategic management and cooperation					Resources		Users		
Organisation and modernisation of the NSS	Strategies of development	National statistical Program	Coordination role	Statistical Law	Strategic planning & management (including risk and change management)	Development and management of partnership	National cooperation and partnership	International cooperation and partnership	International relations and policy making	Projects (national and international) coordination and management	Human resource planning & HR management (including career path, training plans)	Funding planning (including public procurement)	Develop relevant products for users	Profiling the needs of national and international users	Improving accessibility of official statistics
Are the department's/statistical office's employees capable to support the development of other statistical systems from the point of view of the knowledge or Polish/other respective															

Strategic dimension
Organisational dimension
Statistical domains
IT dimension
+

# Consultation process phases





# Pilot results

☑ 92,6 %

**STRATEGIC  
DIMENSION**

☑ 69,4 %

**ORGANISATIONAL  
DIMENSION**

☑ 65,5 %

**STATISTICAL  
DOMAINS**

☑ 86,7 %

**IT  
DIMENSION**

Over 170 experts ready to provide support

# Our findings/recommendations



**1. The need to digitize the proccess** – technical simplification

**2. The tool content**

**3. Utility of the tool**

- i. High - from the institution's point of view (managing resources, drafting internal policies)
- ii. Potential to enhance better pairing of the needs with capacity possibilities of the partner countries
- iii. **A very solid stocktaking exercise – localising talents**
  - i. Top-down versus bottom-up
- iv. **Could be an incentive - motivating experts to undertake new international activities**

# Thank you

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