
Information Notice No. 1

I. DATE AND LOCATION

1. The 2024 UNECE Expert Meeting on Human Resources Management and Training will take place in Geneva on 14-16 October. The meeting will start at 9.30 on Monday 14 October and will finish on Wednesday 16 October.

II. PURPOSE AND TARGET AUDIENCE OF THE MEETING

2. The purpose of the meeting is to discuss and share best practices in human resources management and training among the National Statistical Offices (NSOs). Delegates will be invited to contribute to the advancement of internationally coordinated efforts in the field.

3. In addition to traditional presentations, the meeting will utilize modern tools to enhance storytelling, and will also include small group discussions along with participatory sessions. These activities will aim to facilitate sharing of experiences, identification of areas for future work and exploration of innovative and non-standard practices.

4. The target audience of the meeting are senior and middle-level managers responsible for the human resources (HR) management and training, data analytics, culture, ethics and communication domains in statistical organizations.

III. AGENDA OF THE MEETING

5. The agenda of the meeting will consist of the following themes (timetable will be released close to the meeting date):

(i) ‘Employer of Choice’ brand development

6. As recruitment and retention of staff has become more challenging for NSOs, it is vital that NSOs learn how to position themselves as an Employer of Choice.

7. A strong brand can attract future employees whose competencies are necessary for NSOs. In terms of recruitment, this means developing strong employee value propositions (EVPs) that attract the right candidates and reflect the values and corporate brand of the NSOs. It also involves creating tailored recruitment marketing campaigns to communicate the EVPs to potential candidates.

8. Internally, if NSOs want to retain staff, they need to position themselves as an Employer of Choice that provides staff with the kinds of opportunities they may want in a career, such as opportunities for growth, interesting and meaningful work, work life balance, etc.

9. Positioning NSOs to be an Employer of Choice needs to be undertaken jointly by HR and communication experts. Essentially the work involves:

- Developing EVPs and associated branding to attract talent to work for NSOs.
- Creating values-based culture that incentivises staff working for NSOs.

10. Potential topics for discussion under this theme could include:

- Creating EVPs and associated branding and marketing strategies.
- Building organisational culture based on trust.
- Significance of both internal and external communication.
- The link between communications and employer branding.
- Difficulties with recruiting and retaining staff (including on-boarding process), particularly for IT and emerging technologies (AI, cloud, data science).
- Corporate social responsibility (CSR).
- Importance of staff satisfaction surveys – how to increase the interest of our staff to address their issues themselves.
- Importance of non-financial benefits in NSOs with budget constraints.

(ii) Training / learning and development

11. The rapid pace of innovation and post-pandemic working environment are challenging statistical organisations to adopt new approaches to training and efficient teaching techniques. This session will discuss how NSOs are adjusting their training activities to accommodate remote and hybrid work. This includes various methods such as formal and informal learning, job rotation, in-house and external training, traineeships, integration of new employees (mentoring as a part of 'on the job' training as well as onboarding process) and the tools needed for these training activities.

12. Potential topics for discussion could include:

- Organising training in respect of remote and hybrid work.
- Deciding which training should /could be organised on-line or in-person.
- Assessing training organised only remotely.
- Assessing effectiveness of remote training (time, money, etc).
- Meeting new competencies for mega trends important for future employees (AI, cloud, etc).

(iii) Integration, inclusion and ethics

13. The results an organisation achieves depend on the personal features and behaviours of its staff as well as on a work environment where people can use their capabilities and skills, and express personal attitudes. On the one hand, by removing (or at least reducing) obstacles to build a strong and shared ethical culture and promote integration and inclusion practices, organisations do their best to create a supportive background so that employees feel encouraged to actively participate. On the other hand, employees should do their best to take the opportunities provided by their organisations through the endorsement of ethics implementation tools. Potential questions for discussion could include:

- How can statistical organisations involve personnel and stakeholders in participatory processes that increase their sense of belonging and trust in the integrity of institutions?
- What policies can organisations implement to promote the integration of different cultures and work styles in the workplace?
- What are the new challenges faced by statistical organisations in managing the ethics of their (human and structural) resources, including those related to environment, inclusivity and gender policies?
- How to create a common framework for managing ethical dilemmas within organisations?
- How can ethical leadership be used as a tool for training (learning and teaching) and development?
- How can organisations communicate ethically and effectively about ethics?
- Corporate social responsibility.

(iv) Evaluation of blended/hybrid working and data analytics

14. In a post-pandemic era, NSOs, like other organisations in the private and public sector, are grappling with many significant changes that impact their business and employees. This includes the shift to blended/hybrid work where employees can benefit from working remotely (from home) while also maintaining a presence on-site. While this can allow for more work-life balance and flexibility, it can also create challenges for employees including the need to create boundaries between work and home life, and the need to keep pace

with increasing demands through multiple communication channels. It is important at this juncture to evaluate the impact of current blended working arrangements as the opportunities and challenges that it brings to organisations are starting to manifest itself.

15. Data are critical to the NSO's ability to drive organisational change in this evolving context. Using reporting tools, organisations can better collate data from a range of sources such as attrition data, absence, recruitment time to hire, percentage of diversity declarations, employee sentiment, on-site work experience. Using this data as part of the performance cycle then allows for individuals/teams to analyse areas of focus in their organisation/section; for example, the data may show a performance pay gap between persons with disabilities and colleagues without disabilities. The data can also enable more proactive, strategic advice to be provided to help support strategies and give real-time indicators on the progress of various initiatives.

16. Potential topics for discussion could include:

- Key challenges and opportunities linked to blended/hybrid working.
- Best practice in terms of evaluation tools and methodologies.
- Establishing a data analytics capacity within HR team.
- Determining the critical business questions for organisation.
- Data quality, integrity, privacy and ethical issues.
- Leveraging expertise from within the NSO to gain buy-in.
- Gaining buy-in through change management and consultations.
- Leveraging data to drive key initiatives.

IV. PARTICIPATION AND ACCREDITATION

17. The meeting will take place in-person in Geneva, Switzerland. All participants attending the meeting are requested to have a valid passport and, if required, a visa. Applications for visas should be made as soon as possible to the Swiss Embassy in the country in which the participant resides, with a reference to the UNECE Expert Meeting on Human Resources Management and Training. A letter to facilitate obtaining a visa can be requested from the UNECE Secretariat.

18. Participants should register by **16 September** by completing the on-line registration form at: <https://indico.un.org/e/HRMT2024>. To register in Indico participants will be required to create an account, for which you will need passport information and a recent photo (jpg format or using your webcam during registration). Please ensure that your photo corresponds to the [official standard](#).

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

19. Participants are encouraged to contribute to the meeting in the form of papers, presentations or, training demonstrations, etc. in line with the themes described in section III. Other forms of contributions may be proposed. Please note that due to the nature of the meeting, it may not be possible to allocate time to all proposed contributions.

20. The following deadlines and requirements apply:

- a) A short abstract of the proposed contribution should be submitted as soon as possible or by **30 June 2024** at the latest. Please use the following link to submit your abstract: <https://forms.office.com/e/7j1zKEnwNE>. The organizing committee of the meeting will review the abstract and a notification will be sent to authors in due time about whether the submission is accepted. Information about guidelines on formatting and request for further change (if any) 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 **30 September**.

- c) Any equipment required for practical demonstrations must be provided by the participant.
21. Papers and presentations will be added to the UNECE website (<https://unece.org/statistics/events/HRMT2024>), as they arrive.
22. The working languages of the meeting are English and Russian with simultaneous interpretation. Please note that meeting materials (e.g., papers, presentation slides) will not be translated, thus all contributions should be submitted in English only.
23. Participants are encouraged to use electronic devices to read papers to minimise paper use. Documents will be posted on the website before the meeting and will not be distributed in the conference room.

VI. TRAVEL AND ACCOMMODATION

24. Participants are requested to make their own travel arrangements and hotel reservations. The UNECE secretariat regrets not being able to offer any financial assistance regarding travel and accommodation arrangements.
25. It is advisable to book your hotel well in advance as available rooms may be limited. A list of hotels and other information about Geneva is available on the following website: <https://www.geneve.com/en/>.
26. There are several hotels near the main Cornavin train station (Gare Cornavin). These hotels are located about 10 minutes by bus or tram and 25-30 minutes on foot from the Palais des Nations where the meeting takes place.
27. Geneva has an extensive public transport network with many tram and bus lines. See <https://www.tpg.ch/en> to plan your route.
28. Some hotels in Geneva offer a free Geneva Transport Card, enabling you to use the entire Geneva public transport system free of charge throughout your stay. Please check availability at your hotel.
29. The second information notice containing the logistics information will be shared with the registered participants several weeks before the meeting.

VII. FURTHER INFORMATION

30. For further information, please contact:

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DEADLINES

30 June	Abstract or proposal for intended contribution
16 September	Registration
30 September	Paper (or executive summary), Presentation
9 October	Final versions of presentations
14-16 October 2024	Expert Meeting