

**PROPOSAL FOR FOLLOW-UP ACTIVITIES ON HUMAN RESOURCES  
MANAGEMENT AND TRAINING**

**Note prepared by the UNECE secretariat**

**I. BACKGROUND**

1. The Forum on Human Resources Management and Training took place on 3-5 September 2008 in Skopje, the former Yugoslav Republic of Macedonia. The Forum recommended to continue international work in the area of human resources management and training in statistical offices.
2. The Bureau discussed future work in this area at its meeting in October 2008. The Bureau agreed that further work should focus on competencies in official statistics, training, and on how to attract and retain staff in statistical offices. The activities should lead to a concrete outcome and might involve organising a meeting on Human Resources in 2010.
3. The Bureau asked the UNECE Secretariat to prepare a more concrete proposal for follow-up activities in consultation with the Organising Committee that prepared the Forum held in Skopje in September 2008. The Bureau will consider this proposal at its meeting in February 2009.

**II. PROPOSAL FOR DECISION BY THE BUREAU**

**A. Outputs to be prepared**

4. The Organising Committee proposes to prepare the following outputs in the areas recommended by the Bureau:
  - (a) Training
    - A set of guidelines on how to apply e-learning,
    - A collection of best practices on in-house training, and
    - A set of recommendations on how to measure the efficiency of training activities.
  - (b) How to attract and retain staff
    - A collection of best practices and possible recommendations.

## **B. Workshop on Human Resources in Statistical Offices**

5. In order to get contributions to and facilitate the preparation of the outputs, it is recommended to organise an international workshop on Human Resources in Statistical Offices to take place in 2010. The workshop should focus on two topics: *Training* and *How to attract and retain staff in statistical offices*. The topics would be discussed in two main sessions that would involve the following issues:

### 6. Session 1: Training

- (a) Training as a strategic issue in statistical offices;
- (b) How to apply e-learning in training of staff in official statistics?
- (c) How to plan and organise in-house training?
- (d) The involvement of universities in the training of staff.
- (e) How to ensure training is demand driven?
- (f) How do we measure the efficiency, costs and benefits of training activities?

### 7. Session 2: How to attract and retain the staff for tomorrow?

- (a) How to develop and implement a Human Resources Management Concept in official statistics (a strategic issue)?
- (b) How to attract and retain the 'digital' generation and the most qualified staff?
- (c) External vs internal recruitment;
- (d) How to identify and train future leaders in official statistics?
- (e) Career plans;
- (f) Development of an inventory of staff survey questionnaires – or common/comparable standards?

8. It is suggested that the duration of the workshop be two and a half days, with one full day devoted to each of the two main topics. The last half day should be reserved for conclusions, information on other initiatives in HR, including work on competencies in official statistics undertaken by Eurostat, and for looking forward.

9. The target group for the meeting is HR managers and other staff involved in work on human resources, e.g. persons from the general management or from training units. The workshop should be interactive in its form with active participation and group work, interchanging with presentations and discussions of papers.

**C. Organization of the workshop**

10. The following offices/countries have expressed willingness to be on the Organising Committee preparing the workshop: the Federal Statistical Office of Germany, Statistics Norway, the Statistical Office of Macedonia, the Statistical Office of the Czech Republic, Eurostat, IMF and UNECE. The Federal Statistical Office of Germany and Statistics Norway have agreed to co-chair the Organising Committee. The Organising Committee is open to new members.

11. The Organising Committee would also be responsible for preparing the outputs of the workshop.

12. Statistical offices in member countries are invited to host the workshop, while the UNECE, as an alternative, has also offered to host the meeting in Geneva.

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