



**Republic of North Macedonia**  
**State Statistical Office**



## **Employees of the Future-Organization of work**

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# Employees of the Future-Organization of work

## Introduction

-Impact of the Covid-19 pandemic on:

- Overall statistical system
- Organizational structure of the SSO
- Creating of the new type of employee



# Employees of the Future-Organization of work

## Introduction

- The current COVID-19 pandemic, which was at its peak in the period 2020-2021, had a huge impact on the overall statistical system in our country. In terms of the topic of this workshop, there was a particular impact on the functioning of the statistical organisation, as well as on the functioning and behaviour of the employees in the institution.
- The work process had to be organised in such a way that all planned statistical surveys, planned training courses, etc., could be carried out, while keeping the employees protected as much as possible from unwanted infections and contagious diseases.
- The experiences gained from the new way of working gave the Office certain knowledge and information that can be useful in formulating a new concept of the organisational structure of the State Statistical Office, especially the possibility of working from home.



# Employees of the Future-Organization of work

## Organization of work

- The work process was organised in a way that enabled the full accomplishment of the work obligations, while at the same time the employees were protected as much as possible at their workplace.
- One of the main measures was that the work process was organised into weekly rotation of employees, enabling them to work at the Office and from home.
- The purpose of the rotation was to reduce the concentration of employees in the Office in order to avoid the possibility of infection.
- Special attention was paid to the protection of the interviewers (temporarily hired persons).



# Employees of the Future-Organization of work

## Impact of new work conditions - initial findings

- For the majority of employees, the daily presence at the workplace is necessary for developing and nurturing social and human communication between employees, as well as teamwork.
- At the same time, it is interesting that a decrease was observed in the productivity of the employees who worked from home. The reasons for this cannot be determined exactly, but the first findings say that the people who worked from home also use part of their working time for doing private work, and what is quite interesting, some employees spent part of their working time to prove to their immediate managers that they are engaged to perform their work duties.



# Employees of the Future-Organization of work

## Impact of new work conditions - initial findings

- The obtained knowledge also says that work from home can be organized for employees who work on analytical tasks and for whom daily contact with employees is not necessary.
- It must be noted that the given findings are not fully and empirically proven, that is, it will take a certain period of time for them to be proven and supported to the end.



# Employees of the Future-Organization of work

## Employee of the future

- The tendency in statistical production, in addition to the traditional way of collecting statistical information, is to increasingly use administrative data sources, as well as data sources owned by large private companies.
- In order for the institution to exercise its competence, and also for the employees to respond to the needs of the workplace, from the point of view of the above, it will be necessary to acquire not only statistical skills and knowledge from the workplace itself, but also to be trained to use modern information technology equipment and software, during the preparation of analyses. Such a combination will be of great importance not only for the employees but also for the organisation itself in the future.





# Employees of the Future-Organization of work

## Employee of the future

- When one thinks of information skills, one thinks of the ability to autonomously create software packages and to create and use tools for processing databases.
- Furthermore, the acquired skills will enable the employees to use their working time more efficiently and effectively, which will also help them achieve other life goals outside of the daily work process.
- The employees who have the mentioned knowledge and skills are the target of interest of private companies that offer competitive packages, which the statistical institution in my country cannot provide, which is why we are facing a big shortage of such staff. We would like to point out that training for these people is extremely expensive and long-lasting.



# Employees of the Future-Organization of work

## Conclusions

- Working from home can be a modality for a certain number of employees, especially for IT support staff.
- Building a qualified statistician will not be problematic for a statistical institution. A big challenge for the statistical institution will be how to keep them in the institution, that is, how to offer them an attractive and competitive incentive package.



THANK YOU

