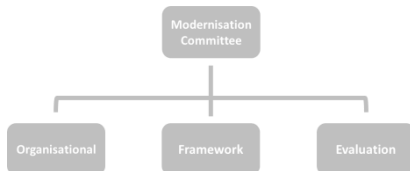


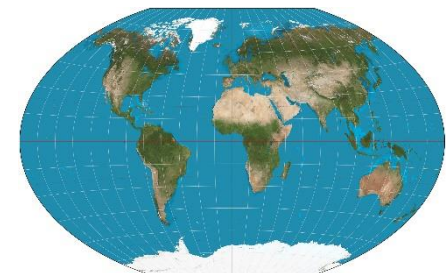
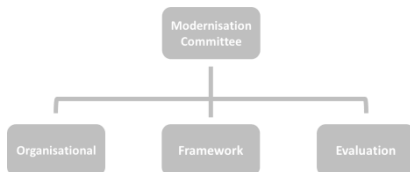
# Modernisation Committee on the Organisational Framework and Evaluation: Progress on priority topics

Jackey Mayda, Fabrizio Rotundi, Marie Creedon  
On behalf of the Modernization Committee  
on Organizational Framework and Evaluation



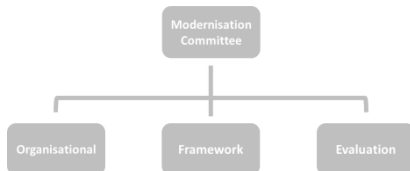
# Committee Members

- Donna Nicholson and Julianne Jex (Australia)
- Jackey Mayda (Canada – Chair)
- Marie Creedon (Ireland)
- Milena Grassia, Antonio Ottaiano, Fabrizio Rotundi (Istat) and Prof. Alessandro Hinna (University of Rome, Tor Vergata)
- Igor Mocanu, (Moldova)
- Carina Fransen, Wouter Jan van Muiswinkel (Netherlands)
- Ingvild M. Moller (Norway)
- Anna Borowska (Poland)
- Thana Chrissanthaki (Eurostat)
- Jonathan Challener (OECD)
- Tetyana Kolomiyets, Steven Vale (UNECE Secretariat)



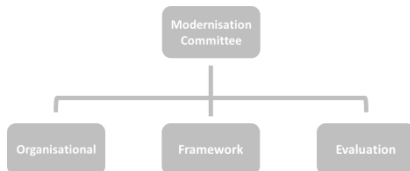
# Terms of Reference

- Approved by HLG
- Scope: HR, Training, Organisation/Structure, Legal, Licencing and to develop an Evaluation mechanism for modernisation activities
- As a result of a very productive joint workshop in October 2014, Human Resources Management and Training (HRMT) group merged with this Committee



# Priority areas

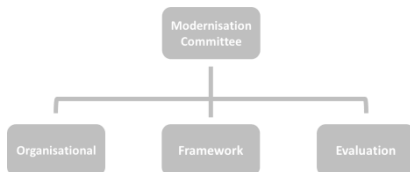
- Change management and risk management
- Legal and licensing
- Building competencies
- Guidelines for managers including best practices
- Evaluation including costs and benefits
- Communicating modernisation



# Change and risk management

## Progress so far:

- **Sharing of information** referring to Istat and Statistics Canada experiences in Risk Management, as well as joint paper written
- Canada **paper on organisational change** finalised
- Survey on Risk Management practices in NSOs **conducted** and **preliminary analysis** of the results was prepared
  - Based on the analysis, a **follow-up in-depth survey** was sent to selected countries
- **Guidelines for Risk management** are being prepared

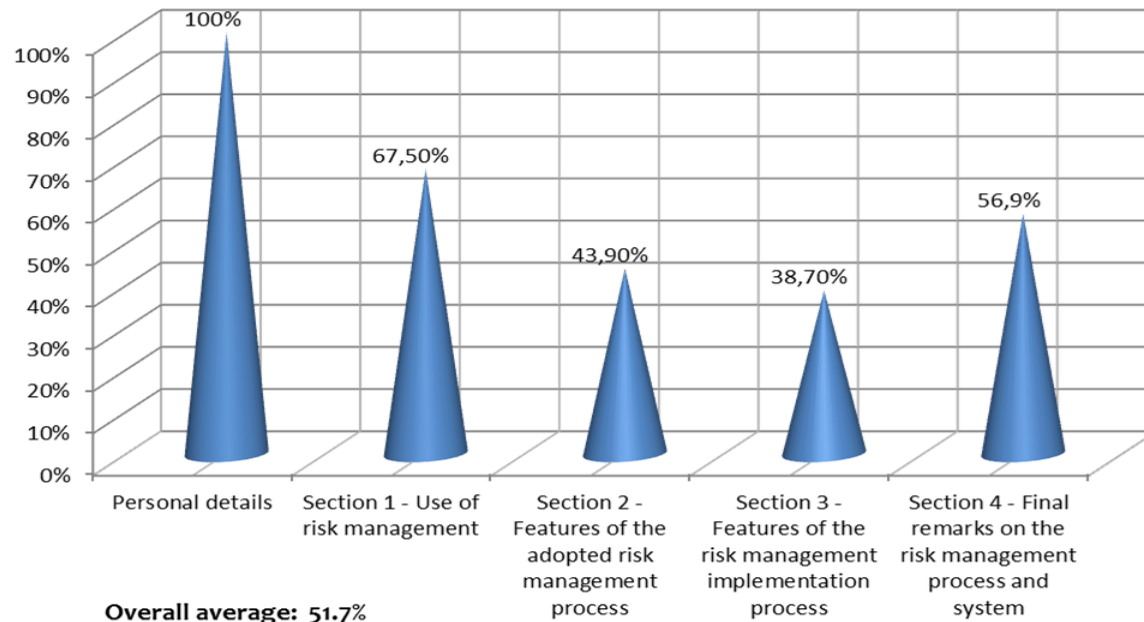


# Quantitative Data – First Survey

<i>Involved Institutes and Organizations</i>	64
<i>Respondents</i>	34
<i>Overall Redemption</i>	53,1%
<i>Anonymous</i>	5
<i>Double responses</i>	2
<i>Total of valid responses</i>	29
<i>Redemption of valid responses</i>	45,3%
<i>Countries recognizable</i>	27
<i>Redemption of countries recognizable</i>	42,2%

- 1. Objective:** The survey aims at collecting information on the risk management (RM) approaches that can be useful to establish a suitable reference for the NSIs interested in implementing RM in the future
- 2. Structure:** The survey is comprised of four sections with a total of 53 questions
- 3. Target-audience:** NSIs members of UNECE

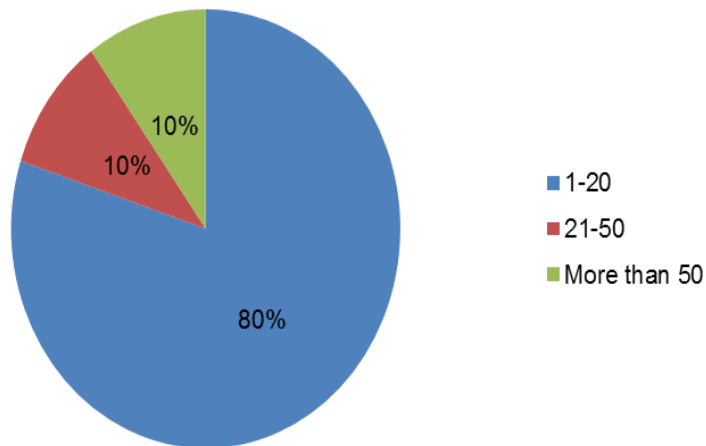
**Respondents: Overall average by section**



# Quantitative Data – Second Survey

- ✓ 7 Countries were selected to provide **in-depth information** about the risk management practices that are most aligned to strategic issues
- ✓ 6 Countries were selected to complete *tailored* **short questionnaires** on specific Items that are apparently well developed within those countries
- ✓ 11 Respondent countries: respectively 6 for in-depth, and 5 for short

## Corporate Risks\*: Range



\* Risk type which needs to be managed, treated and monitored as a priority. Corporate risk is closely connected to the NSIs strategic targets, therefore, it could impact on their core activities and organizational structures.

The general trend shows

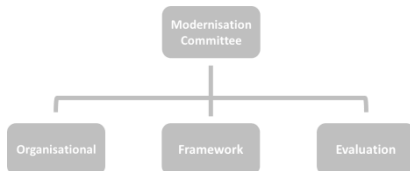
- corporate risks are lower than operational ones
- the absolute number of corporate risks varies depending on the organization's risk policy (top-down vs bottom-up approach)

In terms of the percentage of total risks, statistical risks are the majority, followed by organizational risks. Other risks are financial, reputational, and security

# Legal and licensing

## Progress so far:

- Paper on the IP rights and licensing of HLG products prepared by Statistics Netherlands
- Statement of Intent (Sol) for the HLG products proposed

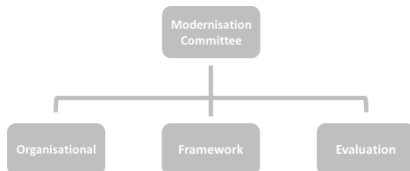




# Building competencies

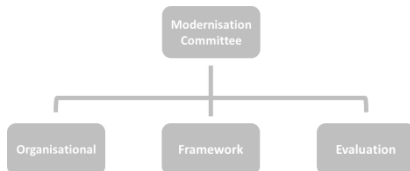
## Progress so far:

- Survey on the skills needed for **Big Data** was conducted
- **Skills profile** for team working with Big Data in statistical organizations finalised
  - Big Data team, Big Data team leader, and Big Data taxonomy



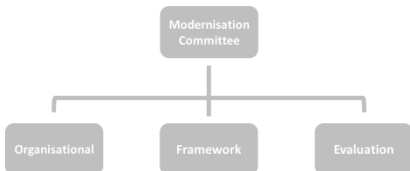
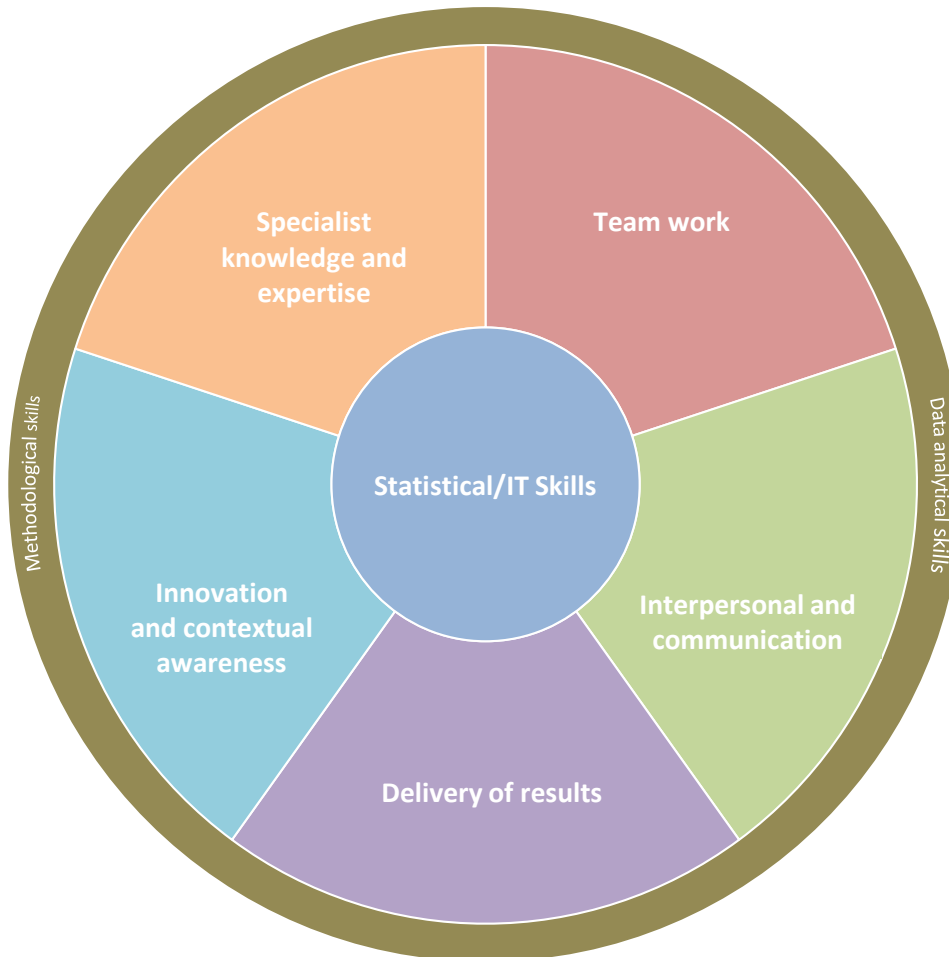
# Building competencies

## Big Data Team Leader Level Competency:



# Building competencies

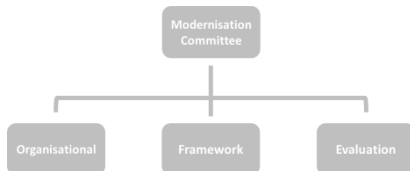
## Big Data Team Level Competency:



# Guidelines for managers including best practices

## Progress to date:

- ABS publication **Guidelines for managers** was used as a basis
- **Guidelines for managers** was **reviewed and updated** based upon the experiences from countries participating in the MC



<http://www1.unece.org/stat/platform/display/GFM/Guidelines+for+Managers>

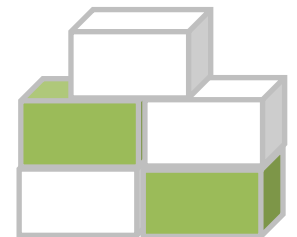
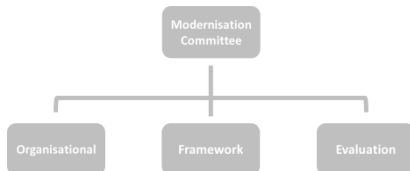
The screenshot shows a web browser displaying the UNECE Statistics Wikis page for "Guidelines for Managers". The browser's address bar shows the URL: [www1.unece.org/stat/platform/display/GFM/Guidelines+for+Managers](http://www1.unece.org/stat/platform/display/GFM/Guidelines+for+Managers). The page features a navigation menu on the left with a search box and a list of topics including Overview, Being a Good Manager, Governance, Leadership, Risk Management, Managing Staff Vacancies, A Safe Working Environment, Managing a Respectful Workplace, Conduct and Behaviour, Performance and underperformance, Recognition and Reward, Capability and Development, Managing Work Conditions and Life Balance, Managing Attendance, and Health and well-being. The main content area has a header "Guidelines for Managers" with a sub-header "Created by Tetyana Kolomijets, last modified by Steven Vale on 12 Nov, 2015". Below this is a paragraph of text and a "modern stats" logo. A large image of an open book is positioned above the main title "Guidelines for Managers". To the right of the book image is a vertical list of colored buttons corresponding to the topics in the left menu: Overview (blue), Being a good manager (green), Governance (orange), Leadership (teal), Risk Management (pink), Managing staff vacancies (red), Safe working environment (light blue), Managing a respectful workplace (blue), Conduct and behaviour (green), and Performance and underperformance (orange). The footer contains information about the Confluence license and version: "Powered by a free Atlassian Confluence Community License granted to UNECE. Evaluate Confluence today. This Confluence installation runs a Free Giffy License - Evaluate the Giffy Confluence Plugin for your Wiki! Powered by Atlassian Confluence 5.4.4, Team Collaboration Software - Report a bug - Atlassian News".

# Evaluation including costs and benefits

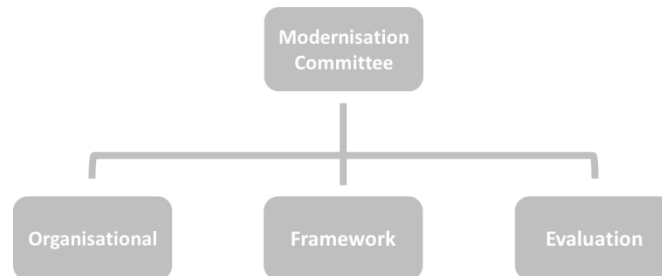
- Waiting for the results of the Eurostat taskforce working in this area

## Communicating modernisation

- Related to HLG project on communicating modernisation in 2015



**Thank you** for your attention!



**Progress on priority topics**

**Presented by Jackey Mayda, Fabrizio Rotundi and Marie Creedon**

On behalf of the Modernisation Committee on Organisational Framework and Evaluation