# Conference on Remuneration Statistics

**eurostat**

## Structure

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**Chairperson's Address**

**Session 1, Conference on Remuneration Statistics, 9 December 2019**

**Jean-Pierre Poncelet, Head of Unit**

**On behalf of Mariana Kotzeva, Director-General of Eurostat**

<u>**Welcome**</u>

Dear Mr Chairman,

Ladies and gentlemen,

Dear colleagues

I bid you a warm welcome to this first Conference on Remuneration Statistics hosted by Eurostat.

I am pleased to see so many people, from so many diverse backgrounds, able to make it here today to the Convention Centre in Luxembourg.

I am Jean-Pierre Poncelet, Head of Unit in Eurostat in charge notably of remunerations statistics and pensions actuarial assessments and valuations for the EU. I will accompany you during those two days.

Unfortunately, Ms Kotzeva had to change her schedule at the last moment and cannot be with us today, but she asked me to convey her best regards to you in view of a successful conference and to welcome you on her behalf.

## Evidence-based human resources management

Ladies and gentlemen,

Modern organisations evaluate any human resources decision against data, feedback from real experience, opinions from experts and/or other types of information. This is evidence-based human resources management.

Doing this should help to select the human resources policies which have the strongest empirical support, and thereby maximise the likelihood that implemented decisions will have the desired outcomes.

This approach also helps to explain and defend the process to stakeholders, who often have diverging interests.

## Strategic reward management

The goal of any compensation system is to get the right people in the right place doing the right thing. Whilst money is not the only motivation for employees, particularly in values-driven public sector organisations, it is clearly an important component.

Designing optimal salary systems is therefore a key challenge for administrations. Statisticians have their role to play in this regard.

International organisations face additional issues not experienced by national organisations. These include the diversity of the work force, geographical mobility, knowledge and expectations. Having the right human resources match in a rapidly evolving and competitive industry is one of the main managerial preoccupations.

There are multiple ways in which statistical data can contribute to human resources policy implementation. The focus can be policy monitoring and implementation.

However I am convinced that statisticians can also contribute to the whole human resources policy life cycle, supporting policy design and implementation. As an example, Eurostat has already already provided statistical input during mid-term evaluation procedures and periodic negotiations to reform the EU Staff Regulations.

This conference programme will examine a number of domains. It promotes areas of expertise, and identifies further avenues for exploration.

## First conference on this subject

Eurostat has a **general role** in compiling statistics for EU purposes, many of which relate either directly to remuneration, or which can be used in remuneration-related processes. For example, pension scheme contributions are part of human resource policies: Eurostat is also active in other aspects of the pensions domain, for example the valuation of pension liabilities for EU accounts.

Eurostat also has a **specific role** under the EU Staff Regulations, preparing reports on staff remuneration and on staff pension contribution rates, and chairing Expert Working Group meetings.

There have been many developments in human resource management policy in recent years, and there is a growing recognition of the important role that statistical evidence can provide in the decision making process. This is why we thought it would be the right moment to organise this conference on remuneration statistics.

Eurostat, like all of you I am sure, is always ready to improve its processes and methods. I see this conference as an opportunity to share our respective expertise and knowledge in the domain, and to discuss with you ways to collectively develop and improve ourselves.

## Eurostat strengths

Eurostat provides EU decision makers and the public at large with high quality statistics on remuneration in accordance with the Staff Regulations, related jurisprudence and best practices.

It has an established code of practice and quality assurance framework, and works with a strong network of data partners in Member States and international organisations.

Improving statistical processes and outputs to ensure they continue to meet evolving user needs is part of our DNA.

All people learn by adding to what they already know. Greater awareness of and communication about existing remuneration statistics; innovative use of existing data; and access to new data and new indicators. These, together with a strong connection to human resource management policy making, are all ways in which statistics can make the remuneration policy cycle more agile and better informed.

## Conference programme

Ladies and gentlemen,

The conference agenda consists of 8 sessions spread over 2 days. The first 2 sessions set the general policy context. The middle 5 examine specific technical areas of remuneration statistics. The final session will draw conclusions from the debate.

In each of the sessions, Eurostat presents results from ongoing statistical production and from recent research and innovation projects. In some areas, gaps in existing knowledge are identified. In others, strengths of retained approach are underlined.

These presentations will be complemented by selected interventions from various partners, and a Q&A session to learn from other relevant work in national and academic domains. I am particularly pleased to note the diverse backgrounds of conference delegates, which should allow for stimulating discussions.

I welcome you all and look forward to hearing your different perspectives.

## Major benefits from international collaboration

Mr Chairman

A trilateral Memorandum of Understanding on remuneration statistics was signed between Eurostat, United Nations and Coordinated Organisations in 2009.

On this 10th anniversary, it seems clear that the pooling of resources has developed beyond a simple transactional data exchange into a transformational relationship with mutual benefits apparent for all parties.

What started as a response to economic pressure has blossomed into a quality improvement both for the initial area of collaboration (cost-of-living statistics) and, increasingly, in other areas of remuneration statistics. Eurostat is fully committed to continue collaboration into the future.

It is therefore an honour that you, Mr. Larbi Djacta, Chairman of the United Nations International Civil Service Commission, have been able to attend this conference. We look forward with great interest to your contribution.

**<u>Closing remarks</u>**

Ladies and gentlemen,

It only remains for me to again thank you for your interest, encourage your active participation and wish you a successful conference.