

The Third UN-GGIM-AP Plenary Meeting

Capacity Building in Azerbaijan

~Case Studies in the State Committee on Land and Cartography~

Bali Indonesia
10 November 2014

Garib Mammadov

*Chairman of the State Committee on Land and
Cartography of the Republic of Azerbaijan*



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Outline

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- Recruitment Processes and Personnel Systems in SCLC
- Current Status of Career Opportunities of SCLC Staff
- Current Status of Training Programs in SCLC
- Required Areas of Capacity Building and Programs for Human Resource Development for Maintaining and Improving SCLC
- Challenges of SCLC on Capacity Building and Human Resource Development



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Introduction

- National Expert Qualification System for Geospatial Information Management (including Surveying and Mapping) at the beginning stage.
- Universities have the special programs for Geospatial Information Management (including Surveying and Mapping)
 - Baku State University (bachelor, master)
 - Azerbaijan University of Architecture and Construction
 - State Agrarian University
- Only 38 Private Companies have the special permission (license) for cartographic activities and their Influence on Securing Employees for SCLC is very few.

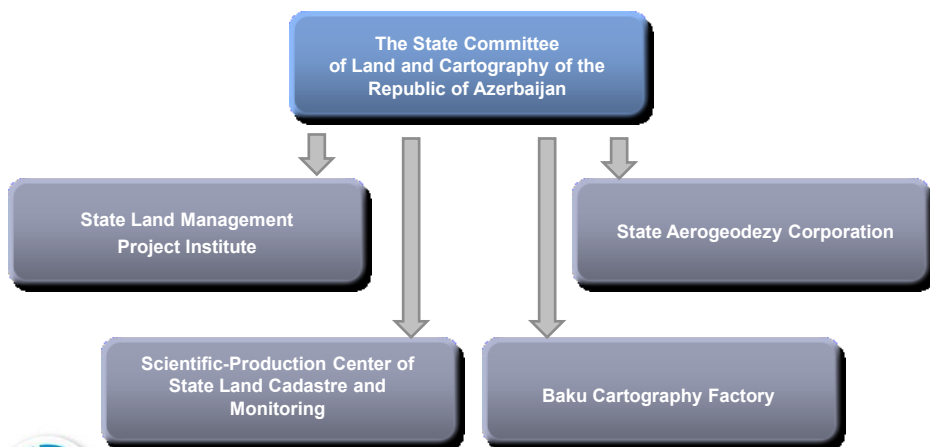


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Structure of the State Committee of Land and Cartography of the Republic of Azerbaijan



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Structures of SCLC Staff and Recruitment

	Total number of Staff	Management Staff	Administrative Staff
The State Committee Of Land and Cartography	341	6	74
State Land Management Project Institute	703	6	30
State Aerogeodezy Corporation	303	4	20
Scientific-Production Center of State Land Cadastre and Monitoring	293	4	34
Baku Cartography Factory	91	4	13



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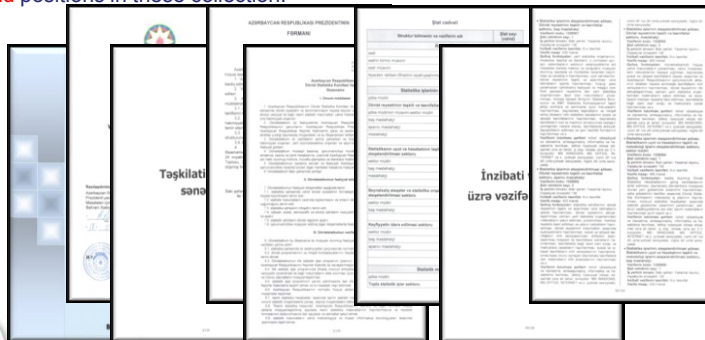
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Structures of SCLC Staff and Recruitment

Forming the requirements for recruitment – Data corpus

THE DATA CORPUS about institutional – legal documents and administrative positions on every central executive power body has been developed and agreed with Civil Service Commission. There is data base established which incorporates information about **10 thousand** positions in these collection.



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About the Project

DIOS Project

Peşə Standartı peşkar Səhiyyənin təminatçısı və digər Nəqliyyat Sənədləri
Occupational Standard Guarantees Professional Work and a Foundation for Successful Business

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ISCO88/08-ə uyğun Təkmilləşdirilmiş Peşə Standartlarının və Əlaqədar Təlim Standartlarının Hazırlanması
Development of Improved Occupational Standards according to ISCO88/08 and Relevant Training Standards

DIOS

DIOS Project - About the Project

About the Project

Project Summary [A-] [A+] Print PDF

Project name: Development of Improved Occupational Standards According to ISCO88/08 and Relevant Training Standards

Contract No: 3.C.1.1.3-CS

Country: Azerbaijan Republic

Client: Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan

Project start date: July 1, 2010

Project end date: November 1, 2013

Rational for the application of occupational standards

Economic prosperity and sustainable development driven by the improvement of human resources constitutes the basis of socio-economic development of the country and stipulated in the Development Concept Paper "Azerbaijan 2020: Vision to the Future" and other relevant policy documents. Acting on this advanced approach, upgrading of the quality of workforce and expanding opportunities of decent employment for people are considered as priority issues.

In view of this, social-economic reforms pursued in Azerbaijan are also related with the development and application of occupational

Kategoriya / Categories

- Announcements (3)
- News (2)

Arxiv / Archives

- March 2013 (1)
- February 2014 (2)
- December 2013 (4)
- November 2013 (5)
- October 2013 (1)
- September 2013 (2)
- August 2013 (1)
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- April 2013 (1)
- March 2013 (1)
- February 2013 (1)
- January 2013 (2)

Əlaqə / Contact

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Nümunəvi peşə standartı
Peşə standartı üzrə qiymətləndirmə nümunəsi
Müəssisələr üçün nümunəvi təlim standartı

Kartograf / Xəritəçəkən

İngilis dilində adı: Cartographer

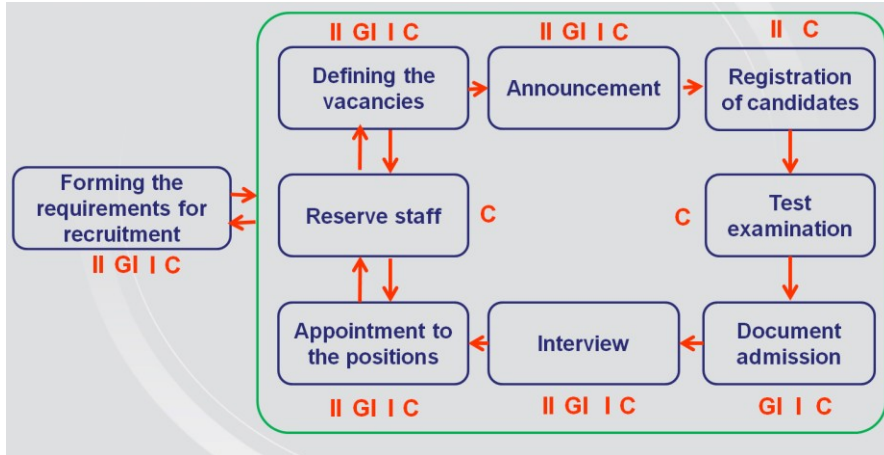
Azərbaycan Respublikasının Əmək və Əhalinin Sosial Müdafiəsi Nazirliyi və Dünya Bankının birgə həyata keçirdiyi "Sosial Müdafiənin "İstiqamət" layihəsinin "ISCO 88/08-ə uyğun ixtisaslaşdırılmış peşə standartlarının və əlaqədar təlim standartlarının hazırlanması" bəşəriyyəti qarşısında "GOM Consultants" və "SEFT Consulting" tərəfindən hazırlanmışdır.

www.dios.az

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Recruitment Processes and Personnel Systems in SCLC



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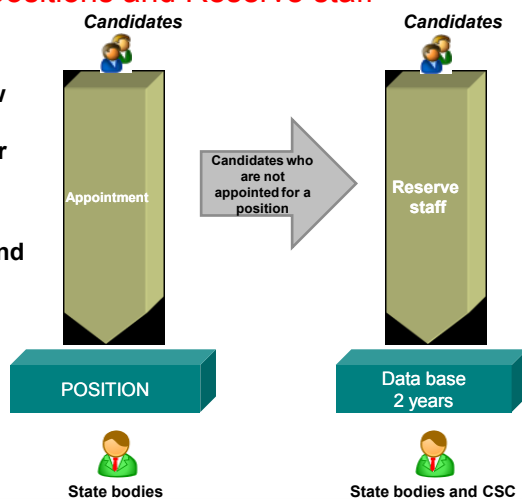
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Recruitment Processes and Personnel Systems in SCLC

Appointment to the positions and Reserve staff

- At the result of interview one or more candidate may deemed suitable for vacant position
- Head of state body selects one candidate and assigns for position
- Candidates who are not assigned for a position remain in reserve staff roster for 2 years



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Current Status of Career Opportunities of SCLC Staff

The main goal of holding internal interviews is giving a chance to the civil servants who work in the state body **to be promoted**.

Every **administrative civil servant in a state** body can take part in this process.

Advantages of such type of recruitment are:

- it gives **equal chance** to the employees
- it takes **less time** and resources
- as a result we have the **best candidate promoted** by the fair, transparent and effective methods



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Current Status of Training Programs in SCLC

Existing Training Programs for SCLC Staff

- “Utilization of geospatial information in e-governance in Azerbaijan” at State Management Academy
- Temporary courses from famous companies
- Training activities within projects
- “The State Program on education of the Azerbaijani youth in foreign countries in 2007-2015” approved by the Decree of President of the Republic of Azerbaijan



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Required Areas of Capacity Building and Programs for Human Resource Development for Maintaining and Improving SCLC

Capacity Building Areas Needed:

- For Technical Experts - building required datasets, management and interpretation of data
- For Administrative Experts - utilization of analytical tools and data sets
- For Management Experts – leadership
- Human Resource Development Programs Required for Achieving Long-Term Goals of SCLC
- Special programs within “AZERBAIJAN 2020: LOOK INTO THE FUTURE” CONCEPT OF DEVELOPMENT



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Challenges of SCLC on Capacity Building and Human Resource Development

- **Institutional development**
- **Keeping up with technological advancements**
- **Diversifying the workforce**
- **Assessing impacts**



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