The Third UN-GGIM-AP Plenary Meeting

Capacity Building in Azerbaijan
~Case Studies in the State Committee on Land and Cartography~

Bali Indonesia
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Chairman of the State Committee on Land and Cartography of the Republic of Azerbaijan

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
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.

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

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

- State Land Management Project Institute
- Scientific-Production Center of State Land Cadastre and Monitoring
- Baku Cartography Factory
- State Aerogeodezy Corporation
Structures of SCLC Staff and Recruitment

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<th>Total number of Staff</th>
<th>Management Staff</th>
<th>Administrative Staff</th>
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<td>The State Committee Of Land and Cartography</td>
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<td>State Land Management Project Institute</td>
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</tr>
<tr>
<td>Baku Cartography Factory</td>
<td>91</td>
<td>4</td>
<td>13</td>
</tr>
</tbody>
</table>

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.
Development of Improved Occupational Standards

**Project Name:** Development of Improved Occupational Standards According to ISO 45001 and National Training Standards

**Contact:** MSC CCS

**Country:** Azerbaijan

**Client:** Ministry of Labor and Social Protection of Population of the Republic of Azerbaijan

**Project start date:** July 1, 2012

**Project end date:** November 1, 2013

**National for the application of occupational standards**

Economic growth and sustainable development in the country, the development of a social protection system, the need for an effective human resource development system in the country, and the transition to the Development Concept in Occupational Standards (DCOS) aim to meet these future challenges. The national system will ensure the coordination of labor standards, an active labor market, and a competitive and effective human resource development system.

The development of these standards for national development will ensure the coordination of labor standards, an active labor market, and a competitive and effective human resource development system.
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
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

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
### 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

### 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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