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Use of Information and communications technology (ICT's) in the administration of human resources (HR) at different levels of government in Mexico

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OBJECT OF THE PRESENTATION

Explain the relationship between the ICT's and the administration of HR at the different levels of government in Mexico.

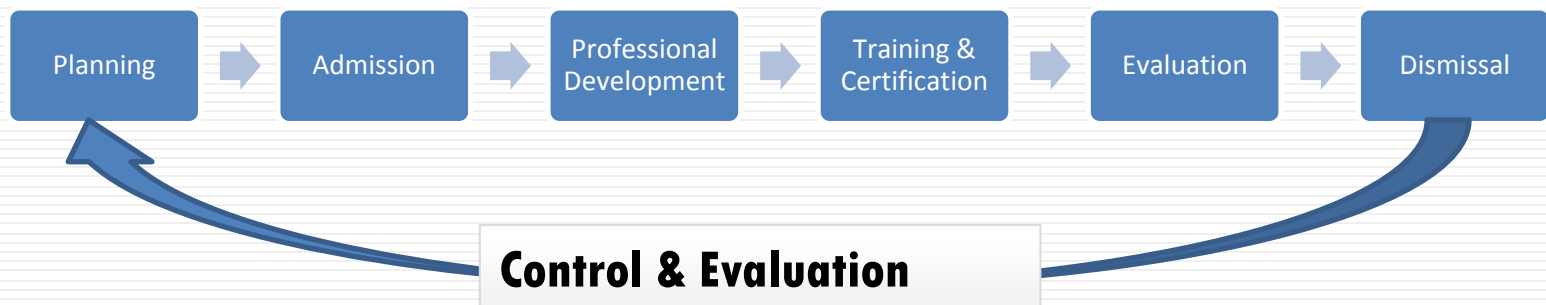
HUMAN RESOURCES IN THE PUBLIC SECTOR

Article 108 of the Mexican Constitution :

- **Public officials are considered those elected, the members of the Judicial Power of the Federation, and in general officials, employees and any person who performs a job, position or commission of any nature in the Congress of the Union or in the Federal Public Administration, as well as any public official of an Autonomous Agencies granted by the Constitution .**
- **At local level, are considered public officials, the members of the executives of the federative entities, the deputies to the Local Legislatures, the Magistrates of the Superior Courts of Local Justice, and in its case, the members of the Councils of the Local Judicatures, the members of the Town Halls and Mayors, the members of the Autonomous Agencies granted by Local Constitutions.**

ADMINISTRATION OF HUMAN RESOURCES

The administration of human resources is referred as the consistent management of the development of the processes of: planning, admission, development, training and certification of capabilities, performance evaluation, and dismissal of people who perform a function in an organization. In this case, of the government at any of its levels.



THE LEVELS OF GOVERNMENT IN MEXICO

Federal

State

Municipal

The public administration at every level is divided into centralized and decentralized.

ADMINISTRATION OF HR IN THE FEDERAL PUBLIC ADMINISTRATION (FPA)

- ❑ **Section B of Article 123 of the Constitution creates a special regime for employees at the service of the State.**

- ❑ **The Federal Law of Workers at State Service indicates the division in two groups:**
 - ❑ **trusted employees**
 - ❑ **base employees**

- ❑ **In addition, in Mexico there is a civil service regime (Professional Career Service Law in the Federal Public Administration)**

ADMINISTRATION OF HR IN THE FEDERAL PUBLIC ADMINISTRATION (FPA)

The civil service or professional career service is widely spread in the world. This means that the entry, permanence and promotion of public servants is through merit.

This trend established the administration of human resources not only in the FPA but also in other institutions, for example:

- **Professional service of teachers**
- **Electoral professional service**
- **Diplomatic career**

USES OF ICT IN THE ADMINISTRATION OF HR

- 1) Efficiently communicates vacancies and contests available to join the public service.**
- 2) Simultaneous extended and massive training, as well as inclusive to all public servants.**
- 3) Systematization of HR information for decision making.**
- 4) Monitoring the actions of public servants to prevent acts of corruption or conflicts of interest, for example. (*Asset and Conflict of Interest Declarations*)**

THE DEVELOPMENT OF ICT'S HAS INFLUENCE EACH OF THE PROCESS OF MANAGEMENT OF HR

Planning

Admission

Professional
development

Training &
Certification

Performance

Dismissal

Control &
Evaluation

ICT's IN THE PLANNING OF HR



It is important the use of technology to achieve the systematization of information for decision making in the field of management of HR

The Integral Human Resources System (RHNET) was implemented to strengthen the registration of information on the organization of the Federal Public Administration management and professionalization of human resources.

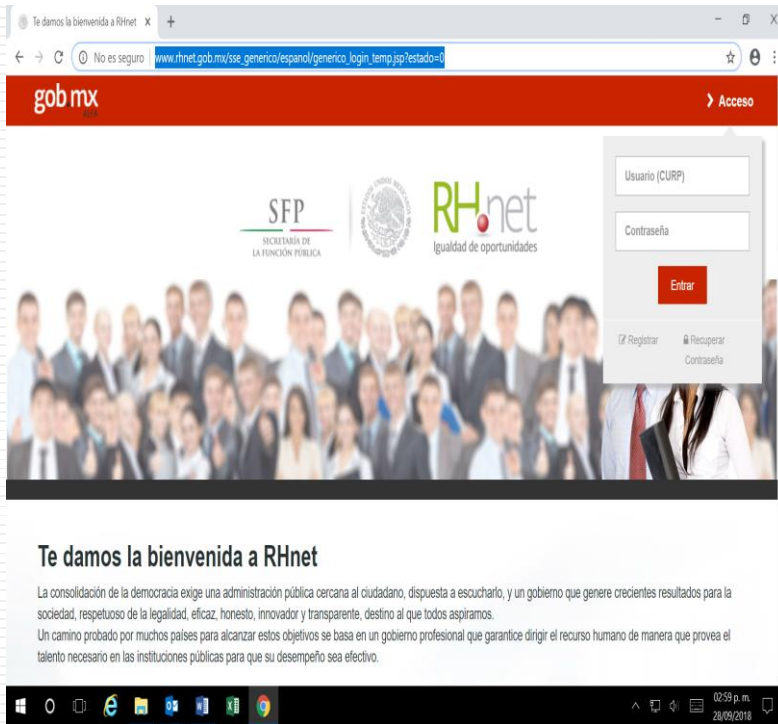
RHNET integrates the systems and modules related to the human resources policy in a technological platform.

THE HR SYSTEM “RHNet”

The system began its operation in 2005.

From January 1 to September 30, 2018, the availability of RHNet (www.rhnet.gob.mx) had a total of:

- **141,878 public servants registered**
- **6,556 registered human resources operators.**
- **39,268 monthly average visits of public servants and human resources operators**
- **8,020 monthly visits to the Professional Career Service webpage.**



ITC's IN THE ADMISSION OF HR

- **The government in Mexico has the following web site:**
www.trabajaen.gob.mx
- **Administration of SPC.**
- **Administration of public entrance competitions.**
- **Access for the professionals workers to the public service.**

- **The monthly average of visits is 275,194. From 2004 to 2017, 72,255 competitions of positions of the Career Professional Service of the FPA were published in this system.**

www.trabajaen.gob.mx

← → ↻ No es seguro | www.trabajaen.gob.mx/menuini/js_paginad.jsp

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Acceso a Usuarios Registrados

*Debe tener cuidado para escribir su contraseña, ya que el sistema diferencia entre las mayúsculas y las minúsculas.


Correo electrónico

Contraseña

Entrar

¿Olvidó su contraseña?

Recordar contraseña



- Información y búsqueda de Concursos
- Vacantes del SPC
- Ley del Servicio Profesional de Carrera en la Administración Pública Federal
- Reglamento de la Ley del Servicio Profesional de Carrera en la Administración Pública Federal
- Manual Administrativo de Aplicación General en materia de Recursos Humanos y Organización y el Manual del Servicio Profesional de Carrera
- Regístrate en Trabajaen.
- Manual de Usuario TrabajaEn
- Documentos e Información Relevante

Scope:

- **78 institutions of Civil Service**
- **1,247,300 citizens registered as candidates**

Web System

- **Tecnology Meta4 (PeopleNet), HTML5, ORACLE**

ICT'S IN TRAINING AND CERTIFICATION OF HUMAN RESOURCES

The use of online platforms to offer training courses is an increasingly widespread practice in Mexico.

- A Collaboration agreement was signed between the Institute for Technical Development of Public Treasuries (INDETEC) and the Inter-American Institute for Economic and Social Development (INDES) of the Inter-American Development Bank (IDB). The first round of training was held regarding an **Online Course on the Financial Discipline Law of the Federative Entities and Municipalities in Mexico**, from November 6 to December 8, 2017, with a duration of 70 hours, with 245 participants from 74 municipal governments and 22 state governments.
- The INMUJERES and the Ministry of Public Administration promoted the participation of the Ethics and Conflict Prevention Committees of Interest, as well as the training of the public officials in charge of dealing with sexual harassment, through online platforms.

ITC's IN THE TRAINING & CERTIFICATION OF HR

@campus mexico

**Currently @Campus is referred not only
as a computer tool**

Is a tool for training since 2006.

**Currently, it is a mechanism that includes the
set of policies, standards, training actions,
instruments, technologies, guidelines and
criteria of general nature.**

ICT's IN THE CONTROL OF HR

Executive Action Five:

“All agencies and entities of the Federal Public Administration had until April (2015) to identify and classify the level of responsibility of public servants involved in public procurement, licenses, concessions and permits.

The Ministry of Public Administration had to integrate a registry to submit public servants to certification, in order to ensure their honesty and proper performance.

ICT's IN THE CONTROL OF HR

RUSP

REGISTRO DE SERVIDORES PÚBLICOS
DEL GOBIERNO FEDERAL

The Registry of Public Servants of the Federal Government (RUSP)

- Until September 30, 2018, 290 institutions registered more than 1.3 million public servants.
- Public Servants are not included from Autonomous institutions or state owned enterprises: Federal Competition Commission, Petróleos Mexicanos, Federal Commission of Electricity, Federal Court of Fiscal and Administrative Justice.

- The RUSP, as of September 30, 2018, registers 17,820 public servants of 241 institutions that intervene in:
 - Public contracting procedures,
 - Granting of licenses, permits, concessions & authorizations,
 - Sale of assets of the FPA
 - The allocation and issuance of opinions on appraisals of rents.

ICT's IN THE CONTROL OF HR

Organizational Climate Survey of the FPA (ECCO)

It allows measuring and knowing the degree of satisfaction of public servants in their work and gathers the transformation practices aimed at improving human resources processes.

ECCO 2017 was applied in 278 institutions of the FPA and answered by 741,506 public servants.

Considering a scale from 0 to 100, the following results were obtained:

- **87 in quality of working life**
- **85 in work - family balance**
- **90 Identification of the public servants with the Institution and its values**
- **87 on perception of transparency and combating corruption**

As a result of the ECCO, institutions of the FPA reported to the Human Resources Policy Unit, more than 2,030 Transformation Practices. This shows the concern of the institutions for the human factor, given that having a favorable work environment will allow them to perform their duties more efficiency and effectively.