

## **President's Statement**

It was a great pleasure to take on the role of President of EAPM, at the end of the 20<sup>th</sup> EAPM Congress in Geneva. To preside over an organisation whose members are responsible for managing and developing people all over Europe is a great honour.

One of the things which has made a great impact on me over the last year, is the diversity of the workforces we are managing. Europe brings together people with such varied cultural backgrounds, histories and beliefs. In our profession we are leading the way in valuing those differences in the workplace to enhance individual performance and motivation which in turn increases organisational efficiency, productivity and profitability.

Our members are also responsible for raising the level of professionalism within HR. In some countries the people management profession has been developing over the last century. In others, it is a very new profession, hardly more than a decade old, but the development in the skills and capabilities of professionals in these countries has been truly impressive. One important role of the EAPM is to promote the exchange of experiences for knowledge sharing which encourages learning across our continent and supports the development of the profession.

In Paris in June 2002 we celebrated the 40<sup>th</sup> anniversary of the EAPM. The ANDCP, one of the founding members of EAPM, hosted the celebrations. Delegates had the chance to reminisce about changes in our profession over a wonderful dinner at a famous restaurant on the Champs Elysees. The next day we came together to hear different views about the meaning of social Europe and other topical issues, such as employability and age management. It was a truly fascinating insight into the many varied responses to common issues across Europe and we are very grateful to François Mancy, Armand Mella, Patricia Moillard and others from ANDCP for organising this memorable event.

Our thoughts are now focusing on Italy, as Antonio Golini and his team at the Italian association, AIDP, will be hosting the 21<sup>st</sup> EAPM Congress in Rome from 25 - 27 June next year. The theme is "The Tech-Net Age. The programme is looking very exciting, with excellent key speakers such as Romano Prodi, Eduardo Bueno Campos and Francis Fukuyama. As well as plenary sessions and round tables, there will be parallel seminars looking at topics such as diversity management, transforming behaviour, learning from peers and the relationship between education in school and work. We hope that as many of

you as possible will be able to share in this event. We are expecting many HR and business professionals from all over the Europe, and indeed the world, to attend. There will be translation facilities available in four languages to enable as many people as possible to share in the learning.

I would like to thank everyone who has made a contribution to EAPM over the past year and I look forward to working with you over the next twelve months.

Christoph Schaub.  
EAPM President

## **The European Association for Personnel Management (EAPM)**

The European Association for Personnel Management was founded in 1962 by the national associations and professional institutions of personnel management in France, Germany, Sweden, Switzerland and the United Kingdom/Eire. The Association operates under Swiss law.

The Association forms an umbrella body of national organisations which represent personnel professionals. It is purely professional and specialist in nature. It is an experience exchange organisation without profit-related objectives. It is independent of all employers, trade unions, state or political bodies.

### **1. Objectives and Activities**

The EAPM is the European representative body for personnel management and it also maintains relations with non-European countries.

The EAPM seeks to promote and develop knowledge of personnel issues and personnel activities. It seeks to highlight their importance to industry, commerce and organisations both in the public and private sector.

The EAPM provides encouragement and support to people management experts to set up and develop their own national associations in European countries which do not yet have them.

The EAPM establishes and maintains contacts with its member organisations and with other national and international organisations active in the same or similar fields.

Members of the EAPM organise congresses and exchange meetings to disseminate and share knowledge and experience. Its members also develop a continuously evolving body of knowledge which assists people management professionals to be more effective in the workplace.

### **2. Membership**

Each country is represented by its national association or professional institute of personnel management.

Its expanding membership currently includes Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, the Netherlands, Norway, Poland, Portugal, Slovak Republic, Slovenia, Spain, Sweden, Switzerland, Turkey and the United Kingdom.

Morocco and Tunisia are corresponding members.

### **3. Structure**

The Delegates' Assembly meets annually and consists of one permanent delegate and one other representative from each country. An Executive Committee of nine members meets at least twice a year. It is appointed by the Delegates' Assembly which also nominates the Association's President, Secretary General and Treasurer as well as any other officers it may wish to appoint. The Executive Committee has authority to set up sub-committees and working parties in order to carry out EAPM business. On behalf of national member associations, the EAPM co-ordinates initiatives, research work and surveys at European level, as well as identifying sources of information to assist practitioners at a local, national and/or European level. It organises meetings, conferences, seminars and the publication of information in line with the aims and objectives of the Association.

### **4. Relations with other organisations**

The EAPM is registered on the ILO-BIT non governmental organisations' list. It maintains contact with other related European level organisations. In 1976 the EAPM founded, together with ASPA (American Society for Personnel Administration – now SHRM, the Society for Human Resource Management) and FIDAP (Interamerican Federation of personnel Administration) Latin America, the WFPMA, World Federation of Personnel Management Associations. This organisation has since expanded to include APFPA (Asia Pacific Institute of Trainers and Personnel Managers, the Institute of Personnel Management (South Africa) and NAHRMA (North American Human Resource Management Association).

### **5. Further Information**

For further details on the EAPM and its activities, including application for membership, please contact the EAPM Secretariat:

EAPM Secretariat 1999-2003  
Chartered Institute of Personnel and Development (CIPD)  
CIPD House  
Camp Road  
London SW19 4UX  
Tel: + 44 020 8263 3273  
Fax: + 44 020 8263 3806  
e-mail: [f.wilson@cipd.co.uk](mailto:f.wilson@cipd.co.uk)  
website: [eapm.org](http://eapm.org)

EAPM Secretary General  
Geoff Armstrong, CIPD  
Tel: + 44 020 8263 3260  
e-mail: [g.armstr@cipd.co.uk](mailto:g.armstr@cipd.co.uk)

## **EAPM: June 2001 – June 2002**

The EAPM has been growing over the past year. At the Executive Committee Meeting in Milan in January, presentations were made by HR associations in Denmark and Malta. The Chief Executives of these organisations then attended the Delegates' Assembly in Paris in June 2002 and both associations have been accepted into the two year probationary membership of EAPM. Similarly, a later application was received from the Bulgarian Human Resource Management and Development Association in Bulgaria and following a submission at the Executive Committee and Delegates Assembly in Paris, they too have been accepted into membership for the two year probationary period. The EAPM is delighted to increase representation in different parts of Europe and to find appropriate organisations to work with in areas where we have had coverage, but for various reasons this ceased. At the end of the two year period, these associations will be asked to show how they have developed over the two years and how they have been demonstrating their commitment to the aims and objectives of the EAPM.

One organisation which has just done this is Cyprus. The Cyprus Human Resource Management Association (CyHRMA) Came to the Executive Committee and Delegates Assembly and demonstrated how they have developed their professional activities over the past two years, including increasing the numbers of members and taking steps to develop a professional qualification scheme. Cyprus has also hosted a conference for pre-EU accession countries to discuss how they are tackling key HR issues.

The Italian association, the AIDP, has also been very busy making preparations for next year's 21<sup>st</sup> EAPM Congress. They are putting together a varied and stimulating programme, with the help of a programme committee, which will be complemented by an exciting social programme. One new initiative is that two high potential professionals from each association will be invited to contribute to a joint research project to be presented at the Congress and in return they will receive a complimentary place at the Congress.

Two important papers have been prepared over the course of the year, initiated by the President. One has looked at the role and organisation of the Congress and is intended to make the Congress more effective and create a stronger brand. The other is a paper which proposes the development of a European Knowledge and Information Sharing Platform for HR which would add value to EAPM and use the networking potential and knowledge of its members. A working party has been set up to look at the possible implementation of this project.

EAPM member organisations have all been developing their professional expertise over the past year. They have been instrumental in the continuous professional development of their members in the people management profession through the myriad of events and activities available to them. Exchange meetings have been arranged across Europe to provide members with the opportunity of meeting professionals from other cultures to share knowledge of people management practices in diverse environments. The high level of professionalism of member organisations is also seen in their websites, magazines, courses, conferences, books and e-business products which associations are sharing with each other.

## EAPM: STATEMENT OF INCOME 2001

	2001	2000	Difference
Fees previous years	7,000.00	6,125.00	875.00
Fees current year	66,500.00	64,726.00	1,774.00
EAPM Congress	10,000.00	-	10,000.00
Bank Interest	226.20	242.05 -	15.85
<b>Total Revenues</b>	<b>83,726.20</b>	<b>71,093.05</b>	<b>12,633.15</b>
Secretariat expenses	45,032.80	45,000.00	32.80
WFPMA	3,300.00	3,300.00	-
Project	3,911.05	14,701.25 -	10,790.20
Travel & entertainment	1,780.00	-	1,780.00
Bank charges	302.15	479.30 -	177.15
Taxes	413.20	273.65	139.55
Other expenses	3,670.00		3,670.00
<b>Total Expenses</b>	<b>58,409.20</b>	<b>63,754.20 -</b>	<b>5,345.00</b>
<b>NET RESULT</b>	<b>25,317.00</b>	<b>7,338.85</b>	<b>17,978.15</b>

## EAPM: BUDGET 2002

	<b>Budget 2002</b>	<b>2001</b>	<b>2000</b>
Fees previous years	8,750.00	7,000.00	6,125.00
Fees current year	70,000.00	66,500.00	64,726.00
EAPM Congress	-	10,000.00	-
Bank Interest	150.00	226.20	242.05
<b>Total Revenues</b>	<b>78,900.00</b>	<b>83,726.20</b>	<b>71,093.05</b>
Secretariat expenses	45,000.00	45,032.80	45,000.00
WFPMA	3,300.00	3,300.00	3,300.00
Project	20,000.00	3,911.05	14,701.25
Travel & entertainment	2,000.00	1,780.00	-
Bank charges	500.00	302.15	479.30
Taxes	400.00	413.20	273.65
Other expenses	4,000.00	3,670.00	
<b>Total Expenses</b>	<b>75,200.00</b>	<b>58,409.20</b>	<b>63,754.20</b>
<b>NET RESULT</b>	<b>3,700.00</b>	<b>25,317.00</b>	<b>7,338.85</b>