



Draft Conclusions with regards to Governance

- 1. Integrity is first base in good governance in all economies**
- 2. The governance of a Road Administration should be tailor-made for their assigned responsibilities and circumstances**
- 3. Stronger customer/user influence is an efficient management tool**
- 4. Road Administrations should focus on interfaces in the value chain and its own position therein**

Draft Conclusions with regards to HRM

- 5. An imbalanced, aging workforce is a major threat for the continued successful operations of Road Administrations**
- 6. An innovative, coordinated approach for engaging young people has to be found in order to attract them to engineering profession particularly to the road sector**
- 7. Effective strategies for the recruitment and retention of staff, as well as maximising their productivity are the core Human Resource Management elements needed for the continued successful operation of Road Administrations**

Draft Conclusions with regards to PI's

- 8. Supervisors, clients, partners, contractors and the Road Administration should have a clear understanding of the way certain sets of performance indicators will be use**
- 9. The definition and usage of performance indicators should be aligned with the different purposes being served**
- 10. In using performance indicators, efficiency should be a factor.**

