

**GOVERNMENT OF PAKISTAN  
STATISTICS DIVISION**



**COUNTRY PAPER**

**ON**

**THE DEVELOPMENT OF  
PROFESSIONAL CAPABILITY FOR THE  
NATIONAL STATISTICAL SYSTEM**

The statistical set up of Pakistan at federal level consists of Statistics Division, its attached departments (namely Federal Bureau of Statistics (FBS), Population Census Organization (PCO) and Agricultural Census Organization (ACO) and statistical cells in different Ministries/ Divisions/ Departments to meet their specific data requirements. At provincial level, Provincial Bureau of Statistics under Development & Planning Departments and statistical cells in different departments are functioning.

2. The professional capability is pre-requisites for the success of any organization. As such, each organization, makes all out efforts to base its staff position on professionally sound and skilled personnel to ensure smooth and successful working. The same principle applies to any statistical organization. In Pakistan, official statisticians/ employees are, therefore, selected on merit on the basis of their educational qualifications, experience in the relevant field and their suitability for the jobs. Officers are inducted through the competitive selection process by the Federal Public Service Commission. The minimum educational qualification required for the officers is Master's degree in Statistics/Economics, Mathematics, Sociology and Commerce.

3. After fresh recruitment, the employees are trained on-the-job by their seniors. Specialized trainings are also arranged for the staff of the NSO. Training in the fields of statistics, computers, financial management, administration etc. are also arranged. Various agencies in public sector also arrange such trainings, which are often availed by the staff of NSO on government expenses

4. Federal Bureau of Statistics has a Training Wing for which annual Training Programmes are prepared according to the requirements concerned offices/organizations. These training programmes cover latest statistical techniques and use of statistical packages for processing/ analysis of statistical

data. Services of foreign experts, through support from donors such as UNFPA, GTZ etc., are also acquired for conduct of training courses.

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5. Foreign training opportunities offered, from time to time, to the Federal/Provincial governments by foreign countries, donor agencies and international agencies, under different technical assistance programmes are also availed. These training facilities are in the form of seminars, workshops, short, medium and long term training courses, diploma/ degree and Ph.D programmes. Considerable number of the officers of NSO have been trained abroad that has enhanced their knowledge and professional capability.

6. Study visits to the NSOs of developed countries are arranged under various Technical Assistance programmes, aimed at learning about the national statistical systems and statistical experiences of those countries. Consultancy/Advisory services are also availed under multilateral and bilateral arrangements for capacity building in different areas of statistics and development of professional skills and capability under various technical assistance programmes.

7. Statistical development projects aimed at statistical development and professional capacity building are also implemented with the technical/financial support of different national and International agencies and governments of the Foreign countries.

8. In brief, the national and provincial statistical authorities in Pakistan are fully aware of their responsibilities towards meeting the current and future statistical challenges. All necessary steps to improve the National Statistical System and national statistical services, including development of Professional capability for strengthening the National Statistical System, are being taken. Replies to questions as contained in the guidelines of SIAP are annexed herewith.

**ANSWERS TO THE QUESTIONS ABOUT  
PROFESSIONAL CAPABILITY DEVELOPMENT**

Q. No.1 & 2 Only those candidates are eligible to apply for any post in the NSO, who possess the minimum required educational qualification, professional skill/experience. Those who are selected on merit are trained on-the-job to improve their knowledge and professional skill.

Q. No.3 Universities are already producing graduates and post graduates in statistics or with major subjects as Economics with Statistics, Mathematics with Statistics, Sociology with Statistics, which meet the basic skills needed by NSO. Therefore, there exists no need to have any arrangement/collaboration between NSO and Universities in this connection.

Q. No.4 & 5 The Statistical Training Institute (now known as Training Wing of FBS) has been established to arrange trainings for official statisticians which continue through out the year. FBS Training Wing is implementing its Annual Training Programmes, which are prepared on the basis of the requirements of NSO and other statistical agencies.

Q. No.6 The Training Wing has a regular training needs assessment programme under which consultation is made with concerned agencies before finalization of the annual training programme. Trainings required for the employees, according to their nature and areas of work, are arranged from time to time and on the job training of juniors by their seniors also continue throughout their service period.

Q. No.7 On the job trainings, foreign/local trainings in different statistical disciplines/ latest techniques. Advisory services, study visits etc. are the main means used for development of professional skills of the NSO staff. The local training courses are considered more effective due to the fact that these courses provide facilities for more officers (i.e. for a group of about 20-25 officers).

Q. No.8 NSO employees are selected for training on the basis of their suitability (area of work, performance & seniority) in the light of criteria laid down by the Government and training organizers. Efforts are made to provide each employee an equal chance of selection for training.

Q. No.9 NSO is not maintaining any list (advance) of capacity building indicators for assessing the effectiveness of capacity building efforts. However, performance/ output delivered by the officers trained are the key indicators in measuring the success of capacity building initiatives.

Q. No.10 Professionals are promoted to higher posts when such posts fall vacant on the basis of seniority-cum fitness.

Q. No.11 Professionals employed in the NSO already have at their credit the minimum educational qualification i.e. Master degree in Statistics, Mathematics, Economics and Sociology. Those who possess Master's degree in Mathematics, Economics or Sociology are eligible for employment in NSO only if they have also studied "statistics" as one of the subjects during their graduation or Master's degree courses. Therefore, they already possess the knowledge and skill to work in the NSO. However, from time to time, they get opportunities, during their service for local and foreign trainings in various areas of statistics, IT and related subjects.

Q. No.12 Competencies (minimum qualification and experience) have already been spelt out for various positions in NSO and incentives do exist for staff to obtain new competencies. NSO provide them opportunities for training at its Training Wing and other trainings organized by local or foreign agencies. The employees can also get study leave for higher studies.

Q. No.13 The professionals of NSO can become members of local professional associations, as well of international associations/ institutions with no financial obligation to the NSO.

Q. No.14 Functions of the NSO are pre-determined. NSO's staff work as a team to perform NSO's functions successfully. Each employee of NSO has to perform his/her duties according to his/her job description.

Q. No.15 The range of work available in NSO do attract and retain the qualified staff.

Q. No.16 NSO's Training Wing has its own annual training programm, which is implemented to impart training to different categories and level of NSOs employees. These training programmes aim at enhancing the knowledge and skill of NSOs employees. Other local and foreign organizations also organize trainings for NSO employees in various areas of statistics Information technology, administration, budgetary and financial matters etc.

Q. No.17 Professional skills are regularly obtained/ upgraded both by contracting staff and work e.g. technical support in sampling etc. is provided to different agencies besides conduct of surveys/ studies for other organizations. Such activities certainly help in obtaining professional skills.

Q. No.18 I T developments have made the national statistical services easier and less number of employees can do now more work more fastly and accurately.

Q. No.19 The Government of Pakistan, National and Provincial Statistical Authorities acknowledge the professional requirements of NSO and allocation of the staff in NSO occurs according to the professional requirements of the NSO.

Q. No.20 Professionals engaged in National Statistical services and NSO are aware of their professional responsibilities and competent enough to deliver according to current and future challenges.

Q. No.21 NSO and other Statistical agencies are working according to their well planned and mutually coordinated strategies. Official statisticians are trained (from time to time) according to the requirements of the National Statistical Services. Study visits, consultancy/advisory services, local/foreign trainings, statistical development projects all lead to professional capabilities and statistical development. Higher studies abroad have been found more successful and effective for professional capability development.

Q. No.22 Professional capabilities in the field of National Accounts especially the UN System of National Accounts (UN SNA) are more challenging to develop and maintain, because it takes comparatively longer time and high cost.