Transforming Institutions is Transforming People:

Presented by

Dr. Javad Hosseinzadeh

Deputy Vice President for Plan and Budget

Organization &

Head, Statistical Centre of Iran

30 November and 1 December 2021 | Chiba, Japan

Statistical Centre of Iran

Statistical Centre of Iran

➢ The outbreak of the Covid-19 has created challenges to different activities of NSOs. In this connection, the Statistical Centre of Iran (SCI) was affected by this pandemic, too; however like other National Statistical Offices has tried to tackle with the challenges.

This report presents our points of view on innovating human resources management in the National Statistical System.

➢ **How to innovate human resources management in NSSs?**

➢ Skills of using administrative data and how to convert administrative data into statistical registers as well as using big data for training employees of National Statistical Systems.

➢ Developing a detailed and clear plan for training developing countries in collaboration with leading countries in the use of administrative data by International Statistical System.

➢ Using different disciplines instead of mere use of statistical expertise in the NSSs in the form of Team working

➢ Team working as an efficient method in various jobs to overcome shortcomings in the field of statistics and recognize the situation understudy clearly

➢ Enjoying the latest tools and technology as a kind of investments in employee retention and improved production.

➢ Changing the priority of using human resources just with a specialty in statistics to the use of human resources with different specialties by NSOs

➢ For example, developing the statistics production team consisting of different specialists in order to produce and analyze statistics in different areas .

- ➢ Developing and promoting different paperless-data collection methods
- ➢ Developing and promoting various types of register-based data collection(surveys)
- ➢ Developing and promoting official statistics training in Statistics Departments in universities and making them mandatory
- ➢ Developing and promoting internships in statistical institutes for university statistics students and making them mandatory
- ➢ Developing and promoting short-term on-the-job training courses for the staff of NSOs as well as other government agencies

➢ Developing and promoting various types of register-based data,

➢ Not having the same identity by the NSSs as non-statistical and executive systems have.

➢ Revising and improving the organizational structure and processes of NSSs in line with technological, economic, and social developments in communities;

➢ Making innovative changes in recruitment, staff training as well as staff's earnings.

➢ Assigning part of the applied education to universities and enhancing a close relationship between NSSs and Universities

➢ Strengthening the organizational structure and organization of the statistical unit in the government agencies and increasing the contribution of statistical graduates to these units
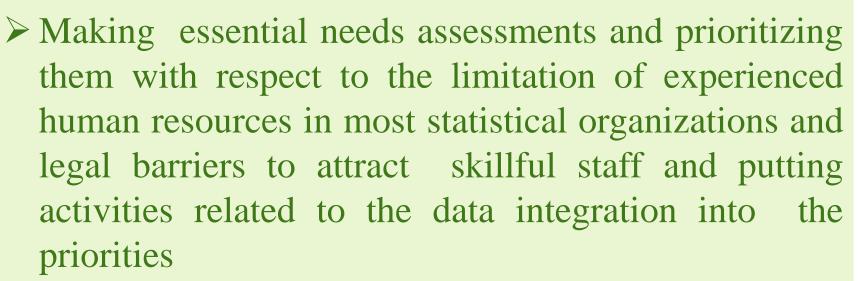
How to manage human resources in support of data integration and enhanced uptake of new data sources?

➢ Enjoying new attitudes and approaches, more expertise, and an infrastructure different from the previous approach for integrating data and attracting new resources

➢ Attracting staff with the necessary expertise (preferably experienced ones), training staff, and changing / upgrading software and hardware infrastructure as prerequisites for easier access to change the approach.

➢ Making essential needs assessments and prioritizing them with respect to the limitation of experienced human resources in most statistical organizations and legal barriers to attract skillful staff and putting activities related to the data integration into the priorities

➢ Emphasizing the need for the data integration and then providing technical and expert equipment as the most important factors

➢ Continuous evaluation of NSOs' staff for insurance of their updated knowledge and capabilities

➢ Making emphasis on the management and training of human resources in the government agencies in addition to NSOs in order to achieve the defined goals

➢ Creating a common understanding between statisticians of the NSOs and statisticians and IT experts in other government agencies

➢ Creating working teams just for employing new data sources

Expectations:

A. Recognizing the current and future socio-economic needs and stakeholders' requirements

B. Most of the talented and skillful forces with a university education would like to work in the fields of business which are money-making jobs and are not interested in working in NSOs

Expectations:

C- Recognizing the socio-economic changes of countries, conducting future studies, and creating organizational commitment to the statistical system as well as creating motivation for new phenomena and a competitive approach in human resource management as effective factors for the effective NSSs

➢ Providing effective and updated on-the-job training for all levels of NSSs' staff along with providing modern technology and equipment to them as key factors for suitable management of human resources

Thank you very much for your attention