



Sixteenth Management Seminar (Webinar) for the Heads of National Statistical Offices in Asia and the Pacific

Transforming Institutions is Transforming People

30 November and 1 December 2021, Online

PROVISIONAL CONCEPT NOTE

1. Background

Countries in Asia and the Pacific have made two umbrella commitments to transform official statistics for the 2030 Agenda for Sustainable Development: “*Advancing official statistics for the 2030 Agenda for Sustainable Development: A collective vision and framework for action by the Asia-Pacific statistical community*”¹ endorsed by the Committee on Statistics at its fifth session in 2016, which focuses on strengthening national statistical systems (NSSs), and the “*Declaration on Navigating Policy with Data to Leave No One Behind*”² endorsed by the Economic and Social Commission for Asia and the Pacific (ESCAP) at its seventy-fifth session in 2019, which focuses on whole-of-government support to NSSs.

The collective vision and framework for action includes five action areas of which Action Area E is dedicated to human resources management and skills building: which is Having requisite skills sets. Here, the statistical community of Asia-Pacific states: “*Any organization is only as good as the people who work for it.*” And, further, “*In addition to the lack of staff and the challenges to attracting and retaining talent, the need to diversify the traditional skills base in statistical organizations to include expertise on management, communication, coordination, ICT, and data mining are emphasized in the transformative 2030 Agenda. The need for multi-disciplinary expertise is added to the basket in recognition of current inability to produce statistics for integrated policy analysis.*”

In August 2020, the Committee on Statistics, ESCAP decided (decision 5) that the strengthening of national statistical offices, including the development of training and train-the-trainer programmes to address skill gaps in line with the 2030 Agenda, should be among the priorities of the Committee. The Committee also decided (decision 2) to advance the mainstreaming of gender in its work.³

¹ [https://undocs.org/en/E/ESCAP/CST\(5\)/1/REV.1](https://undocs.org/en/E/ESCAP/CST(5)/1/REV.1)

² https://www.unescap.org/sites/default/files/ESCAP_CST_2018_7_Declaration.pdf

³ ESCAP/CST/2020/6

The 2021 Management Seminar is organized to take forward these decisions as they pertain to human resources management in National Statistical Offices (NSOs). The outcomes of the Management Seminar will be reported to the Committee at its eighth session, scheduled to be held in August 2022.

Sessions of the Management Seminar will be organized with reference to the Handbook on Management and Organization of National Statistical Systems.⁴

2. Objectives

The aim is to share knowledge and identify priority actions for member States, United Nations entities and development partners to transform human resources management and skills development efforts in NSSs to build agile, resilient and responsive statistical institutions in Asia and the Pacific for the future.

Diagnostic session: What is the problem?

Agile, resilient and responsible institutions are underpinned by their staff. The session will showcase some good examples and a debate among NSOs where they are asked to highlight where they find they do well and where they need to improve in the human resources management areas: job design, recruitment, hiring and selection, diversity, training and development, compensation and benefits, promotion, performance management, managerial relations, etc.

Session A: How to innovate human resources management in NSSs?

It is prerequisite to respond more effectively and efficiently to the new policy requirements and become more flexible in addressing the challenges confronting their operations for producing statistics. Participants are expected to discuss the following topics.

- Which skills do we need now and in 2030?
- How do we attract staff with such skills, or develop those skills among existing staff?
- What can the NSO/NSS offer to staff?
- How do we communicate job opportunities internally and externally?
- How do we train staff and develop their skills?
- How do we create an attractive working environment?

Session B: How to manage human resources in support of data integration and enhanced uptake of new data sources?

NSSs need new data sources and data integration among varied data sets. Data integration and enhanced uptake of new data sources will need new capacity from universities, research institutes and private sectors. Human resources management needs to be revolutionized to employ those with new knowledge and/or to nourish/train staff to obtain them. Participants are expected to discuss the following topics.

- Are we getting people/staff who are interested in and have the required skills to work across teams and organizations?
- Are we attracting or developing knowledge and expertise related to data integration, IT systems integration/engineering/inter-operability?

⁴ Beta version 2.3 of the handbook is available at <https://unstats.un.org/capacity-development/handbook/index.cshtml>

- Are we attracting or developing expertise on conceptual and methodological aspects of integration?
- Are staff recognized by management and peers for their ability to work across teams and experiment with multi-domain statistics?
- Is recognition primarily given to staff who are doing well as “traditional” statisticians such as contributing to the “stove-pipe” business process model and survey-in to product-out?

Session C: How to ensure gender equality in NSSs?

SDG Target 5.5 is to ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. Also as per decision 2, Committee of Statistics desired to advance the mainstreaming of gender in its work. Though NSSs are promoting gender equality, the gender composition is still different among countries and gender gaps exist in opportunities of work in some levels and areas. For human resources policy to ensure diversity, strong and consistent leadership against tradition is significant. This area highlights on human resources management from the aspect of gender equality.

3. Annotated agenda

30 November 2021

Tokyo Time	Items
14:00-14:10	Opening
14:10-15:00	Diagnostic Session: Panel Discussion
15:00-15:50	Session A: Presentation and Discussion

1 December 2021

Tokyo Time	Items
14:00-14:50	Session B: Presentation and Discussion
14:50-15:40	Session C: Presentation and Discussion
15:40-16:00	Evaluation and Break
16:00-16:10	Summary, Recommendation and Closing

4. Target Participants

The seminar is designed for Heads of NSOs in the Asia-Pacific region and participants of Human Resources departments/units nominated for the event.

5. Expected Output of the Seminar

The management seminar will be to:

- Identify good practices of human resources management and skills development efforts in NSOs
- Identify future steps that should be taken to lead to innovative human resources management in NSOs