



CAPABILITY BUILDING FOR NATIONAL STATISTICAL SYSTEM INDONESIA EXPERIENCES

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Objectives

- ▶ To share Indonesia experiences in building the capability for the national statistical system, as well as challenges and prospects facing the institution at present and the future

Outlines

1. Vision and Mission,
2. National Statistical System and the Role of BPS,
3. Roadmap to Strengthen BPS,
4. Strategy in Developing and Maintaining Professional Capability,
5. Progress of Implementing the Roadmap,
6. Problems and Difficulties Remaining, and
7. Conclusions

Vision of BPS

The Agent of Trustworthy Statistical Data for All

Mission of BPS (1)

- ▶ To strengthen constitutional and operational foundation of statistical agent in conducting efficient and effective statistics.
- ▶ To create competent and professional statistics community, supported by the latest information technology for statistical advancement in Indonesia.

Mission of BPS (2)

- ▶ To increase the implementation of classification standards, concepts and definitions, measurements, and statistical codes of practice, which are universal in every statistics collection
- ▶ To increase the quality of statistical information services for all parties
- ▶ To increase coordination, integration and synchronization of statistical activities , which are collected by the Indonesian government and private institutions within the national statistical system framework of being effective and efficient

National Statistical System and The Roles of BPS (1)

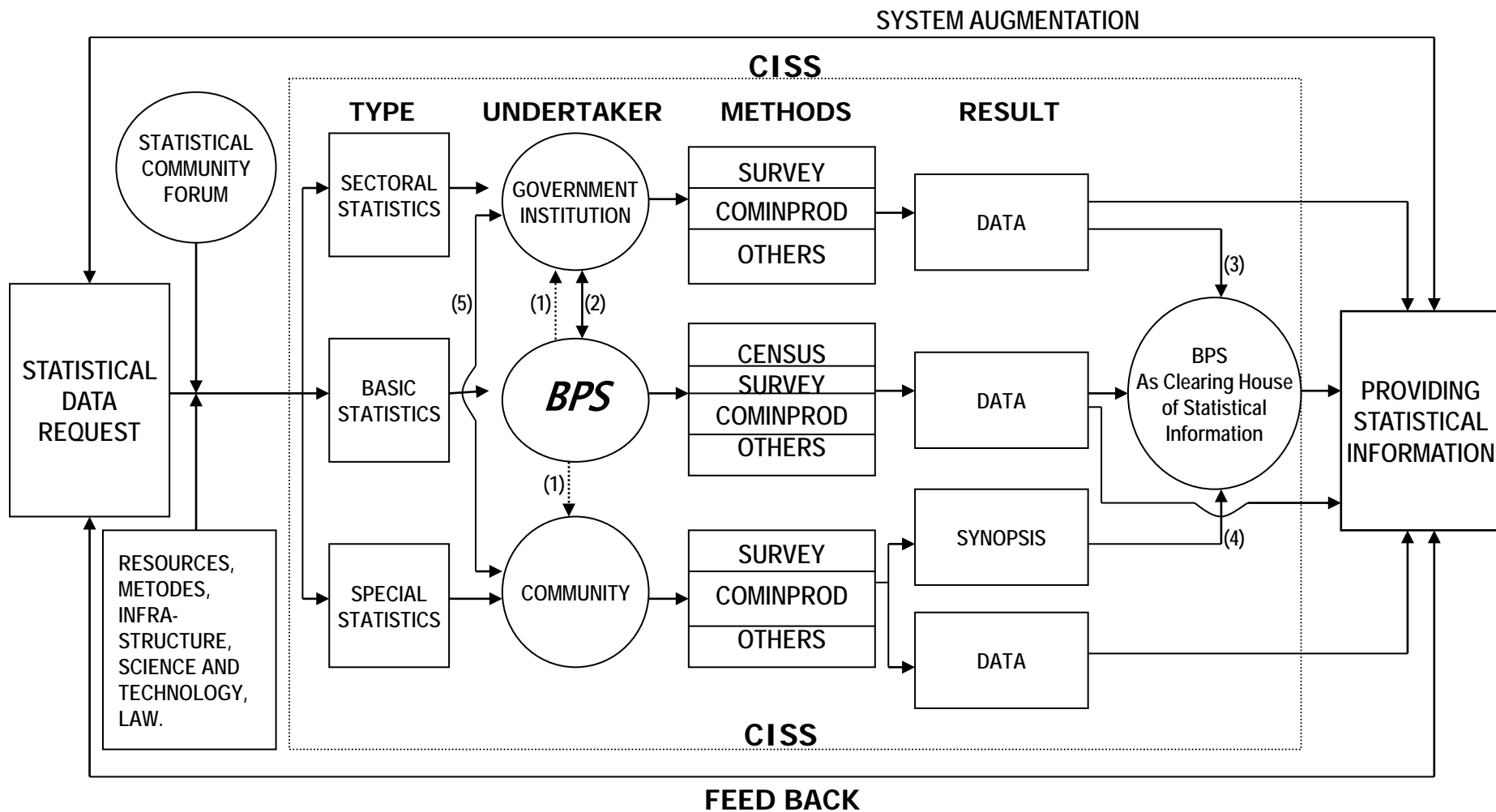
National Statistical System (NSS)

- ▶ NSS is an integrated system that supported by statistical community forum, data providers and all other resources regarding methods, infrastructure, science and technology and law providing quality data statistics.
- ▶ Data providers
 - BPS provides basic statistics utilized for a broad range of purposes both government and community
 - Government Institutions provide sectoral statistics utilized to satisfy the needs of particular institutions in an effort to perform the duties of the administration
 - Community provide special statistics utilized to fulfill specific needs of businesses, education, social, culture, and community interests.

National Statistical System and The Roles of BPS (2)

- ▶ The National Statistical System developed and carried-out by BPS Statistics Indonesia (BPS) has contributed significantly to the needs of statistical information – nation wide.
- ▶ In specific, the strategic role of BPS, as an independent institution, covers the following:
 - produce official statistics;
 - determine National Statistical System;
 - formulate national policy in the field of statistics;
 - guide and coordinate statistical activities of other government institutions;
 - act as a supervisory body on functional statisticians and IT personnel in other government institutions.

NATIONAL STATISTICAL SYSTEM (NSS)



Notes :

CISS : Coordination, Integration, Synchronization, Standardization.

COMINPROD : Compilation of Administrative Product.

(1) : BPS actives to coordinate statistical undertaking.

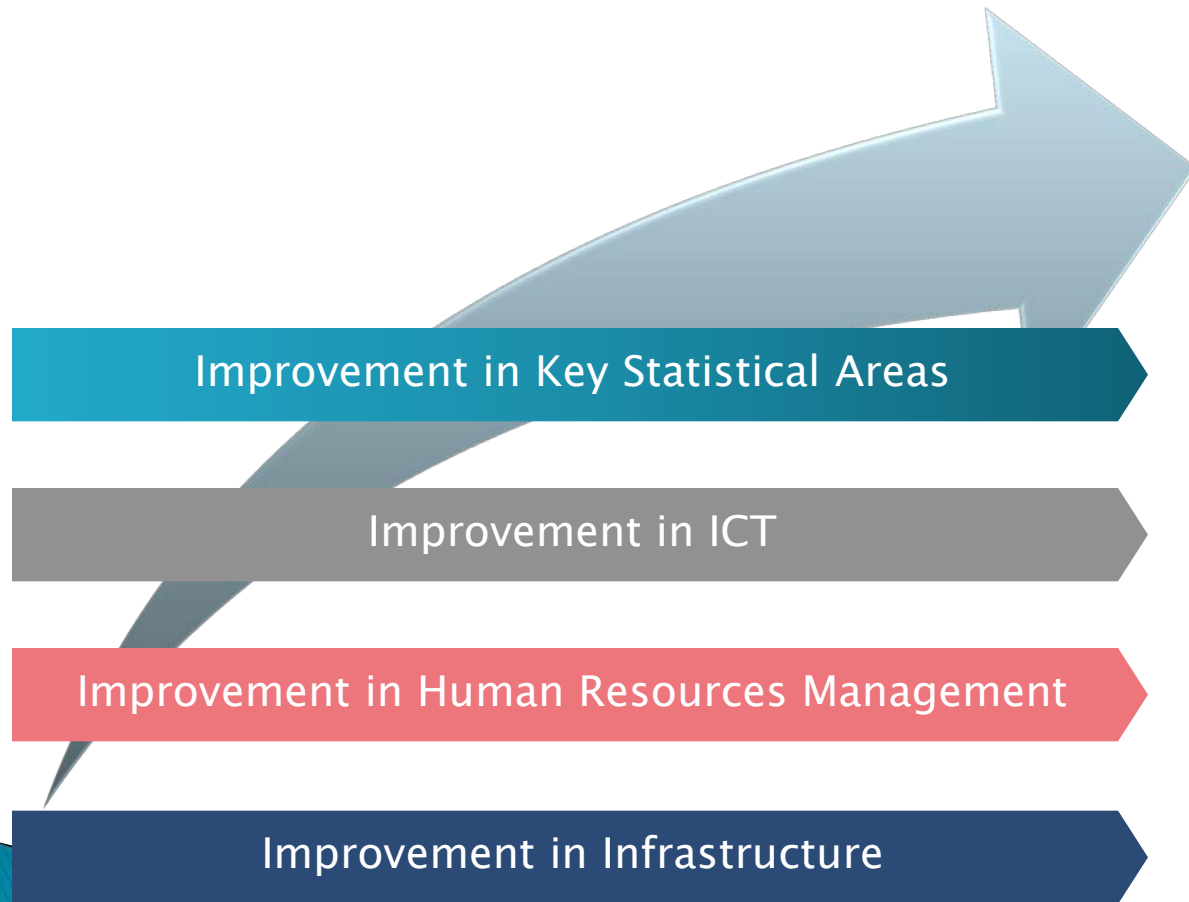
(2) : Government Institutions submit survey plan and BPS provides recommendation.

(3) Government Institutions give the result to BPS.

(4) Privates/Community submit synopsis to BPS.

(5) Government Institutions and privates/community are coordinated and cooperated together by BPS.

Roadmap to Strengthen BPS as the Producer of Quality Official Statistics



Increased users' confidence in data produced by BPS

Improved data quality in terms of accuracy, reliability, and timeliness of their availability

Advanced technology

Quality people

Modern infrastructure

Focus on

Improvement in Key Statistical Areas

- ▶ National Accounts
- ▶ International Trade Statistics
- ▶ Production Statistics
- ▶ Price Statistics
- ▶ Social Statistics

Improvement in ICT & Infrastructure

- ▶ Develop and Revitalize BPS office building (HQ and Regional) to support statistical business processes
- ▶ Develop ICT architecture and standardization
- ▶ Develop meta data and data warehouse
- ▶ Develop professional IT personnel

Improvement in Human Resources Management

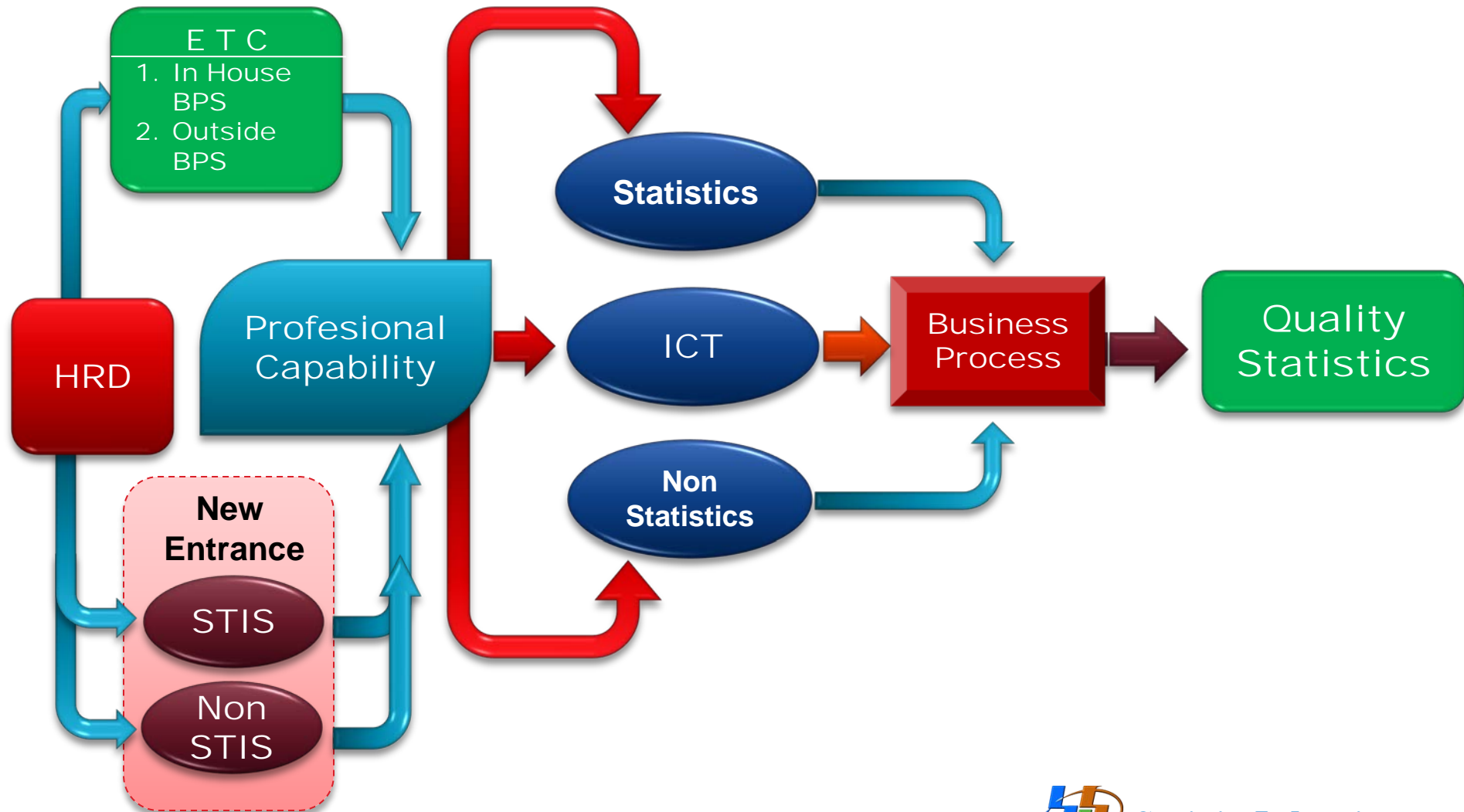
- ▶ In the past HR role focused more on doing administrative work with short term orientation; HR function acted as policy keeper.
- ▶ HR must transform its role into strategic issues, serving as change agent that helps BPS to respond people development issues.
- ▶ BPS is introducing its core values: Professionalism, Integrity, Trust.

HR Improvement areas:

- Competency modeling
- Career management
- Recruitment and placement
- Performance management
- Rotation policies
- Training curriculums and modules



Strategy in Developing and Maintaining Professional Capability



Progress of Implementing the Roadmap (1)

- ▶ Make official statistics important for all:
 - BPS becomes the main references of official statistics for line ministries, bussiness sectors and community
 - BPS Official Statistics are used in many policy/decission making process
 - BPS has been producing and disseminating more frequent strategic data to meet the data needs
 - Greater number of line ministries use standard classification and measurement in producing their sectoral statistics and providing services

Progress of Implementing the Roadmap (2)

- ▶ Provide more quality of Human Resources through Institute of Statistics:
 - Continuous supply of new statisticians mainly produced by Institute of Statistics (STIS), owned and managed by BPS
 - STIS has three major programs, namely Social and Demographic Statistics, Economics Statistics, and Computational Statistics
 - Equivalent to undergraduate program
 - STIS produces approx. 350 statistician every year that will automatically become BPS employees.
 - Most of graduates are assigned to become technical staff and deployed mostly in the regional offices
- ▶ Procure fresh graduates through tight selection policy

Progress of Implementing the Roadmap (3)

- ▶ Provide better capacity of Human Resources through in house ETC:
 - Training sessions for BPS staff are regularly conducted by ETC
 - The training consist of technical trainings focusing on statistics (general statistics, poverty, sampling design, statistical map and GIS), ICT and pre-employment trainings and leadership trainings.
 - ETC has a strategic function for staff knowledge development

Progress of Implementing the Roadmap (4)

- ▶ Provide better capacity of Human Resources through Education and Training outside BPS:
 - Post graduate and PhD program at reputable local universities
 - Statistics and Economics: IPB, ITS, UGM
 - Population and Demography: UI, UGM
 - Post graduate and PhD program at abroad universities (US, Japan, Australia, Netherlands, Germany, etc)
 - Short course at training centre in several countries (Organized by UN-SIAP, etc)

Progress of Implementing the Roadmap (5)

- ▶ Provide better quality data by supporting modern infrastructure and ICT:
 - Networking with 33 provinces and several district offices
 - Faster data flow from regional to HQ vice versa
 - Web site for dissemination available at all provinces and several district offices

Problems and Difficulties

- ▶ Standard classification could not be fully implemented by other institutions due to lack of professional staff, especially at regional level.
- ▶ Statisticians and IT personnels are not interested in dealing with statistics due to the unsatisfied reward system applied.
- ▶ Weak coordination among data providers, especially in the regional levels due to the limited number of statisticians
- ▶ Computer networks are not available in all regional offices, that will impact to the statistical business process

Problems and Difficulties

- ▶ Lack of human resources other than statisticians (management, planner, accountant, HR specialist)
- ▶ ETC program mostly on trainings required for civil servants such as pre-employment trainings and leadership training, but lack of technical trainings on statistics such as sampling design, computer programmer and analyst, data base management, statistical analysis, office management which is needed by BPS,
- ▶ Lack of ICT personells, such as programmer, system programmer, web designer, data base specialist in HQ as well as regional offices.

Conclusions (1)

- ▶ The key success factor of BPS development heavily rely on the availability of professional that facilitated by two knowledge centres, viz STIS in providing a new statistician, and ETC for maintaining the level of skill are needed by the institutions.
- ▶ Human resources are very strategic area for the development of BPS: *hard skill*, through education and training and *soft skill*, through job assignments
- ▶ ETC should develop their program to improve technical capability to strengthen BPS coordination with sectoral data providers

Conclusions (2)

- ▶ BPS need non statistical employees especially on HR development to strengthen BPS management.
- Improvement on the capacity of ICT personnels will indirectly improve most of statistical business process in producing good quality of statistics.
- Specific education and training programs on ICT personnels should be taken into accounts to support the ICT development and modernization of BPS– Statistics Indonesia.
- Having better personnels database system which support the human resources improvement and development on the institution also affect to the lack of readiness of BPS in facing the target to build better, faster, cheaper, and easier services.

THANK YOU