

Statistical Training Facilities in BPS-Statistics INDONESIA

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Brief history of BPS

- Statistical affairs were first founded in 1920
- In 1930 the law on Population Census was issued and in 1934 the law on Statistics was issued
- Law No. 7/1960 on Statistics that guarantees the formation of national statistical office named Biro Pusat Statistik or the Central Bureau of Statistics followed by Law No. 6/1961 on Population Census
- Law No. 16 of 1997 on Statistics and the office's name was changed to Badan Pusat Statistik or BPS-Statistics Indonesia (henceforth BPS).

Brief history of BPS (2)

- **Vision : *BPS as the quality statistics provider***
- **Mission:**
 - a. To provide complete, accurate, and up-to date statistical information,
 - b. To coordinate, integrate, synchronize, and standardize statistical activities to create qualified, effective, and efficient National Statistical System,
 - c. **To improve human resources capability** so as they become more professional, and capable of dealing with the latest development of science and information technology.

Objective of the Paper

- To highlight BPS' third mission which is to improve human resources capability so as they become more professional, and capable of dealing with the latest development in science and information technology.
- Focus on The Institute of Statistics and The Education and Training Center

Human Resource Development in BPS: Hiring and Selection Process

- ❑ In conducting census, which needs approx. 300 thousand enumerators as well as a large number of sample for data collection, BPS employs non-permanent worker through hiring/outsourcing .
- ❑ Non-permanent workers usually come from local residents from various backgrounds such as student, teacher, countryside/sub-district government officer, and others
- ❑ The recruitment for BPS official staff (permanent staff) is done based on the needs, job formation provided by the Government, the availability of government budget, and regulations from the Government.

Human Resource Development in BPS: Recruitment Plan

- ❑ Ideally, job formation in BPS-Headquarters as well as BPS Regional Offices as a result of regional expansion consists of 23460 personnel, 2075 personnel for BPS-Headquarters and 21385 personnel for BPS Regional Offices, consisting of 3801 for provincial, 12400 for Regency/City, and 5153 sub-districts personnel. By December 2005, the total available BPS personnel accounted to 11684 personnel; 1.486 personnel for BPS-Headquarters Office and 10198 personnel for BPS Regional Offices. BPS just have only around 49.80% of the ideal formation

Human Resource Development in BPS: **Communication Channels between Staff and Management**

- ❑ Via the provision of BPS Community Networks (email/internet) where BPS staff and management use it for intensive, effective, and efficient communication
- ❑ Via face to face meeting between staff and the management which is scheduled periodically to socialize and discuss BPS activities/programs as well as to create staff involvement for BPS statistical activities and programs
- ❑ Communication through National Day Ceremonies that the management usually delivers information and direction to staffs
- ❑ Communication via Technical Meeting which is undertaken to discuss, evaluate, and prepare BPS activities, at national or regional level, among organization units in BPS

Human Resource Development in BPS: **Staff Reward System**

- ❑ Staffs receive an award called "*Satyalencana Karya Satya*" in the form of certificate (signed by the President of the Republic Indonesia) and a "badge" according to their length of service properly, which is: 10 (ten) years of service, 20 years, and 30 years.
- ❑ For the competent, creative, and well achieved staffs, as a kind of reward, BPS provides them greater opportunity to undertake higher education/advance study, as well as training and seminar/workshop inside or outside the country
- ❑ Through career and achievement system, BPS provides a reward system in the form of promotion for staffs taking into account their devotion, faithfulness, appreciation and years of service

Human Resource Development in BPS: **Alignment of Human Resource Objectives with BPS Priorities**

- ❑ The placement of BPS personnel in subdistrict areas (Sub district Statistical Coordinator) is one of BPS priorities as their important roles on statistical data collection from the field become the back bone of BPS statistical undertakings
- ❑ In the autonomy era, to strengthen BPS Regional offices, BPS statisticians especially from Institute of Statistics graduates are assigned and employed in BPS Regional Offices throughout the country
- ❑ In the priority for strengthening BPS Regional Offices, BPS has conducted trainings regarding statistical capacity building where the training target groups who are currently covering personnel from BPS Regional Offices, policy makers, and other data users at local level

Human Resource Development in BPS: **Human Resource Conditions**

- ❑ The number personnel was 11684 persons, around 12.72 perCent of the total personnel or 1 486 persons work in BPS headquarters, while 87.28 perCent or 10198 persons in BPS Regional offices
- ❑ 26.62 perCent of the total personnel are female, and 73.38 perCent are male.
- ❑ The number of BPS personnel having senior high school (SMA) level of education was 6520 persons, the highest in the figure, followed by S1/DIV (bachelor) level of education (4012 persons), D-III (514 persons), and post graduate level (329 persons).

Topics discussed in this paper

1. The Institute of Statistics
2. The Statistical Education and Training Center

INSTITUTE OF STATISTICS (1)

- On August 11, 1958 the Prime Minister of the Republic of Indonesia at the time (ir. H. Juanda) issued decree Number 337/PM/1958 concerning the establishment of the Academy of Statistics (AIS) which was meant to produce academic level statisticians
- Its graduates were given a bachelor's degree in statistical science (a three-year diploma or D-III). Graduates of AIS are employed mostly in BPS, some in government ministries, banks, and other government institutions

INSTITUTE OF STATISTICS (2)

- Ministry of Education Decree 295/D/T/97, dated February 24, 1997 concerning the approval for the BPS to run a D-IV (four-year diploma) program.
- Presidential Decree Number 163, dated September 22, 1998, concerning the Establishment of the Institute of Statistics (STIS)
- STIS D-IV programs has 2 (two) majors, namely, Statistics (economic statistics and social-demographic statistics) and Statistical Computation

INSTITUTE OF STATISTICS FACILITIES

- 21 classes
- 1 multipurpose room
- 1 meeting room
- Library, the book collections supported by government budget.
- Computer laboratory equipped with 92 desk top computers, two laptop computers, local area network (LAN) connection, one LCD/viewer and an overhead projector.

INSTITUTE OF STATISTICS FACILITIES (1)

- ❑ Library, the book collections of which is supported by government budget



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INSTITUTE OF STATISTICS FACILITIES (2)

- ❑ Computer laboratory installed as local area network (LAN), so that all students have the same opportunity to access all information available in the system



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History of the Institute of Statistics Graduates

- Started in 1958 and up to the present produced 3765 graduates
- 621 graduates in the last three years
- In the current academic year (2005/2006), more female students have entered the Institute than ever before. In fact, the ratio of female students are higher (57.07 compared to 42.93 perCent)

Recent Graduates of the Institute of Statistics

Graduates	Years					
	2003	(%)	2003	(%)	2004	(%)
Male	167	57.6	79	42.8	76	51.7
Female	123	42.4	105	57.1	71	48.3
Total	290	100	184	100	147	100

Benefits for the Institute of Statistics Graduates

- ❑ Guarantee of employment in the BPS organization
- ❑ Opportunities for promotion in the BPS ranks
- ❑ Opportunities for training
- ❑ Opportunities for advancing to higher level degrees locally or abroad

BRIEF HISTORY OF THE EDUCATION AND TRAINING CENTER

- ❑ In 1990, BPS established a statistical training centre and computer training center
- ❑ The BPS Director General Decree Number 100/1998, the Statistical Training Center and Computer Training Center were merged into a unit called Statistics and Computer Training Center (SCTC). Later by BPS Director General Decree Number 001/2001 the name was changed into Education and Training Center (ETC).
- ❑ The center provides consultative and training services to BPS staffs and various government and private agencies

Mission of the Education and Training Center (ETC)

- To develop and prepare system, curriculum, syllabus, and training materials to meet the need of best statistical practices and information technology to serve statistical standards
- To execute training in area of statistics and computation, management, administration, and economics to BPS's staffs in the central and regional offices, and other government employees.

Number of Staffs in ETC

- 9 managers
- 31 lecturers, and
- 22 administrative staffs.

EDUCATION AND TRAINING CENTER: FACILITIES (1)

- ❑ ETC is equipped with computer laboratories with class-net system and non-class-net systems, in addition to regular class rooms which are fully air-conditioned and equipped with computer viewer systems, and modern overhead projectors
- ❑ At present, the computer center has 80 units of computers all of which are interconnected by a LAN system
- ❑ The computer center provides computer facilities to all members of the tutors and training staff, and administration division. The center is equipped with internet and e-mail facilities.
- ❑ ETC is also equipped with a conference room with the capacity of 150 persons and an executive meeting room. The conference room is equipped with audio conference system, presentation devices, and centralized audio and lighting system

EDUCATION AND TRAINING CENTER FACILITIES (2)

- ❑ Trainees are also able to utilize a library for reading or borrowing books, magazines, and other reference materials
- ❑ ETC occupied a four-story building with a dormitory which consists of 36 standard twin bed rooms and four VIP rooms for accommodating trainers and tutors.
- ❑ Normally all participants are required to stay in the center. Rooms are furnished and have adequate living and working spaces

EDUCATION AND TRAINING CENTER: **Types of Computer Training**

- Computer functional training
- Basic Computer training
- Data maintenance
- Computer hardware technician
- Database system, and
- Advance computer programming.

EDUCATION AND TRAINING CENTER: **Types of Statistical Training**

- Statistical methodology
- Social Statistics
- Economic Statistics, and
- Basic and Intermediate Statistical Training.

EDUCATION AND TRAINING CENTER: **Special Types of Training**

- Limited budget → to motivate BPS to seek additional funding from other agencies
- Some training which is significantly beneficial for both BPS and other users are :
 1. Statistical Training for Journalists is funded by BPS and UNIFEM ;
 2. Gender Statistics and Indicators Training for Women Members of NGO's is funded by BPS, JICA and UNIFEM;
 3. Statistical Clearing House Training for Ministries or Other Government Agencies is funded by BPS and JICA;
 4. Training for Statisticians and Computer Programmers is funded by BPS
 5. Training on the use of data Base System and Computation of Indicators is funded by BPS and UNFPA
 6. Regional Training (Asia-Pacific) on Poverty Measurement funded by UN-SIAP.
 7. etc.

EDUCATION AND TRAINING CENTER: **EXPECTATIONS (1)**

- Networking among statistical training organizations in the same region is the best infrastructure to share knowledge, notions and information related to statistical training activities in response to rapid changes of statistical demands by stakeholders inside and outside the country
- The roles of Asia and the Pacific network will grow increasingly important and will definitely contribute some expected benefits, such as:
 1. exchange of information to learn from others about the success of statistical development ;
 2. obtain the latest training technology of e-learning development utilizing digital network to encompass geographic boundaries in the country;

EDUCATION AND TRAINING CENTER: EXPECTATIONS (2)

3. exchange of instructors and experts to acquire real experience from first hand as an effort of knowledge and technology transfer among countries ;
4. Possibly exchange of information on the best practices of implementing statistical activities from advanced data collection techniques, statistical data processing, to statistical data dissemination technology

Concluding remarks: Institute of Statistics

- In general, the Institute of Statistics role is to support the task and function of BPS-Statistics Indonesia and to provide human resources to fill as statisticians
- Graduates from the Institute of Statistics are placed mainly as staffs in BPS regional offices (provincial or Regencies/cities)
- The Committee of the Institute of Statistics always places it in a strategic position to influence the direction of change

Concluding remarks: Education and Training Center (1)

- Institution capacity building of regional statistical offices including human resource allocation and enhancement has turned out to be a significant challenge facing today's current issues.

- Education and Training Center of BPS – Statistics Indonesia has trained employees from BPS Headquarters and 33 Provincial Statistical Offices, but is unable to invite participants from more than 400 Regencies/Cities Statistical Offices all over Indonesia

Concluding remarks: Education and Training Centre (2)

- One possible scheme of training techniques to cover the entire nation is to promote long distance learning system or e-Learning system utilizing multimedia and communication technology:
 1. The first approach is to implement interactive on-line system that requires high speed communication system as the main infrastructure;
 2. The second approach is to implement off-line computer based training system using CD-ROM with multimedia basis

- Budgetary constraint has inhibited human resource capacity building.