Economic and Social Commission for Asia and the Pacific
Committee on Statistics

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Statement provided by:
BPS – Statistics Indonesia

Agenda: Agile Statistical System That are Fit for The Future

Statement:

Indonesia strongly agrees that building agile statistical systems should be among the priorities of the work of the committee and opens for any consultation on those matters. To realize a more agile statistical system, BPS-Statistics Indonesia has taken some initiatives as follows:

1. **In the aspect of flexible strategy,** BPS-Statistics Indonesia is taking a broader role beyond an NSO's traditional business core. In 2019, through a Presidential Regulation, Indonesia launched One Data Initiative with a noble vision to establish an integrated, accurate, up-to-date, cohesive, and accountable data governance system to support the planning, implementation, evaluation, and monitoring of development initiatives. By harmonizing data across sectors and institutions through standardized data formats, metadata, and reference codes, this policy aims to enhance the efficiency, effectiveness, and transparency of government decision-making. Additionally, it facilitates data openness to foster collaboration with the public and private sectors in leveraging data for innovation and development.

   To be more client-centric and taking a bigger role in the data-driven era, BPS-Statistics Indonesia no longer merely provides data but also delivers insights to enhance government policymaking. As a government agency directly under the President, BPS regularly reports the latest official statistics along with insights derived from the data to the President, while maintaining the independence and impartiality of the National Statistics Office (NSO).
   In this data-driven era, we do realize that the role of NSO must not be limited to only providing numbers but also taking a lead as the conductor in the data governance, hence together with the lawmakers, we are working on revising Statistics Act Number 16 Year 1997 to expand the role of BPS-Statistics Indonesia for not only to provide statistics, but also as the conductor in orchestrating the national statistical system.

2. **BPS-Statistics Indonesia recognizes that empowering leadership is pivotal to embody a modern NSO.** To improve the leadership capacity of BPS employees, we are implementing several programs and activities, including:

   a. Executive Development Program (EDP): Workshops organized by BPS to enhance the competencies of BPS leaders (Directors/senior managements and middle managements). This program aims to improve managerial and leadership skills and prepare executives for strategic roles in data-based organizations.

b. Executive Leader Workshop (ELW): A special training program for top level leadership officials at BPS. This program aims to strengthen managerial and leadership abilities and decision-making based on data-driven strategies.
c. Leading in a National Statistics Office Workshop (LANSOW): Held in collaboration between the Australian Bureau of Statistics (ABS) and Statistics Indonesia (BPS). This partnership facilitates mutual respect and knowledge exchange regarding statistical organizations.
d. Inclusive and Transformative Leadership Training by PROSPERA: A program aimed at increasing the leadership capabilities and career progression of women in the public sector in Indonesia. This training targets middle-level participants in structural and functional positions to build leadership, managerial, soft skills, and career development competencies.
e. *Insan Statistik Teladan* (IST)/Exemplary Statistician: An annual award recognizing BPS employee who demonstrate core values such as character, morality, and leadership potential. This award is presented during the National Statistics Day celebration.
f. Talent Management for Building a Talent Pool: To support succession planning and leadership development, BPS includes selected employees in various talent management activities such as ASN talent academies.
g. Employee Performance Management: BPS implements performance dialogues as formal communication channels between leaders and subordinates to discuss performance, action plans, organizational strategies, competency development, and career growth.

3. **To enable the organization to be more agile and dynamic, since 2021, BPS has implemented cross-functional teams,** not only internally but also in collaboration with other agencies. To create a dynamic, agile, and professional statistical organization, simplification of the organizational structure is carried out, including the reorganization of structural positions, transition of structural positions to functional positions, and formation of cross-functional teams. In these teams, employees at all levels are encouraged to take the initiative and contribute their skills, enabling full utilization of their expertise regardless of position or rank.

4. **As we mention above, BPS-Statistics Indonesia is determined to put its client satisfaction as one of top priorities.** To enhance services to data users, BPS develops various features for easier access to data, including:

   a. Integrated Statistical Service System: A system that provides various statistical services, such as data request transactions, online library access, statistical consultations between data users and BPS operators and recommendation statistics to help ministries and agencies on implementing statistical activities. This system offers services that are easier, faster, and more accountable. Data users

can also perform statistical data request transactions or consultations without being limited by distance. BPS has also involved data users in setting the standards for its statistical services.

b. "Statistics Corner" (*Pojok Statistik*): A collaboration between BPS-Statistics Indonesia and universities to promote statistics within academic environments.
c. "Village Loves Statistics" (*Desa Cantik*): A program aimed at increasing statistical literacy among village officials, focusing on village-based data provision for local development.

To foster trust and collaboration between BPS and the public, BPS-Statistics Indonesia implements an additional mechanism to ensure the quality of socio-economic data by engaging local communities. This initiative, known as the "Public Communication Forum," involves reconfirming key data points with community input, ultimately enhancing data accuracy.

5. **We also cultivate the culture of Continuous Learning and Innovation by** improving the Civil Servant Professionalism Index (ASN IP) by focusing on qualifications, competencies, performance, and discipline, this supports a culture of innovation and continuous learning.

   BPS emphasizes the preparation of Individual Development Plans (IDP) to define competence development tracks aligned with organizational needs. Development of competence is conducted through degree and non-degree pathways based on the Human Capital Development Plan (HCDP). In line with the Civil Servant Act No. 20 Year 2023, every Civil Servant is required to complete at least 20 credit points per year.

   We also had launched BPS Corporate University (CORPU): a strategy to build collective intelligence within the organization by fostering a culture of learning through educational and training programs, both degree and non-degree tracks, to improve both hard and soft skill **and** E- Warkop LMS (*e-learning* roadside stall competence employee - *learning management system*) is a web-based learning platform designed to support employee competence development in three key areas: managerial, technical, and socio-cultural skills.

6. **In the aspect of Inclusive Human Resource (HR) Policies and Practices,** BPS strengthens its HR capacity to support the statistical sector for internal BPS and other ministries/institutions, as well as national statistical offices (NSOs) in the ASEAN region. Additionally, BPS is enhancing HR competencies to support Indonesia's accession to the OECD, aligning its workforce with international standards and best practices.

   BPS has adopted and implemented Merit-Based Talent Management by applying a merit-based system for HR management, ensuring fairness and objectivity based on employee competence, qualifications, and performance in a way fair and objective and mapping employees to *nine box matrixes* based on potential and performance. This approach

enables BPS to focus on developing talent effectively to meet the organization's evolving needs

Early this year, BPS-Statistics Indonesia opened its own assessment center as a national standard in accordance with State Civil Service Agency (BKN) Regulation Number 26 of 2019. The tagline of the Assessment Center is "Finding and Developing Talent," which is used to measure managerial and socio-cultural potential and competence based on MENPAN Regulation Number 38 of 2017. This includes indicators such as integrity, teamwork, communication, results orientation, public service, self and others' development, change management, decision-making, and national unity. The Assessment Center is used to map the potential and competencies of BPS officials who will take competency tests for position transfers and to advance in their positions.

There has been an increased focus on mental health and work-life balance. BPS established a Counseling Center, which was inaugurated in April 2024 to provide emotional, psychological, and social support that is greatly needed by employees facing emotional problems or behaviors that impact performance. The Counseling Center, with the tagline "Empowering Human Wellbeing," offers counseling sessions, guidance, and support to help BPS employees facing psychological problems, managing stress, and achieving better mental health. The center is managed by 26 BPS counselors, who provide services both online and offline through registration on the counseling website, https://counseling.web.bps.go.id/. Currently, the center has provided counseling services 156 times.

7. **In the aspect of Business Process Improvement, BPS-Statistics Indonesia is developing several new approach and method, such as:**

   a. BPS integrates surveys with **big data** to reduce excessive workloads and respondent burden:
      - Mobile Positioning Data (MPD) produce tourism statistics as one of the official statistics and improve coverage, cost efficiency (around 60%), timeliness, and granularity.
      - Web crawling data from marketplaces for price statistics.
      - Mixed-method approach that integrates Area Sampling Frame (ASF) and Earth Observation (EO) technology to modernize the food production data collection process and optimize cost-effectiveness.
      - Study on the Utilization of Automated Identification System (AIS) for Transportation and Trade Statistics: This study explores the potential use of AIS to improve the compilation and analysis of transportation and trade statistics.
      - Remote sensing for estimating poverty levels, tracking urbanization patterns, and compiling agricultural statistics.

b. Implementation of *Small Area Estimation* (SAE) for estimating extreme poverty in regencies/cities.
c. Change in the method of GDP/GRDP calculation (rebasing) to a *Chain Value Measures* (CVM)-based approach.
d. Implementation of multi-mode data collection: BPS uses CAPI (Computer-Assisted Personal Interviewing) and CATI (Computer-Assisted Telephone Interviewing) for real-time data collection, which improves speed, reduces errors, and enhances accuracy. To support this, BPS has developed a statistical infrastructure called **FASIH (Flexible Authentically Survey in Harmony)**. This infrastructure enables the use of multiple data collection modes within a single statistical activity, enhancing flexibility and efficiency in survey implementation.

To meet future demands and stay at the forefront of technological advancements, BPS-Statistics Indonesia has conducted **data science as a key subject** within the curriculum of BPS' Polytechnic of Statistics (Politeknik Statistika STIS) which also the home of the **regional hub on big data and data science for Asia and the Pacific** in Jakarta. The establishment of the regional hub in Polytechnic of Statistics is a strategic decision to bring aspiring statisticians closer to the statistical community in the region. Furthermore, we hope that the regional hub will benefit not only the students and faculty but also NSOs in Asia and the Pacific region as the platform for sharing, discussion, and the development of big data and data science for official statistics.

8. **Lastly, we recognized that a happy employee is a productive employee. We are working on implementing an agile workplace by implementing** FWA (*Flexible Working Arrangement)*. Under this approach, BPS employees can work from anywhere, without the need to be physically present in the office, without compromising the quality and productivity of their work. FWA is implemented in several work units as a pilot project, with a maximum of 8 FWA days per month.

   We also provide *Cozy Working Space, a* flexible workspace with an open room layout, without conventional partitions.

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