

Recommendations for transformation: Highlights from session 1 & 3

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Outline

- **Session 1:** Highlights that relate to the draft outcome document introduction
 - Why we need to act now? [section 1]
 - Why we need to act collectively [section 1.1]
- **Session 3:** Highlights that relate to the draft outcome document, action area E
 - Signposts
 - Collaborative activities
 - Roles and responsibilities

Why we need to Act Now?

- The motivation for action should stress:

FIRST

- Better statistics are needed to achieve development results

SECOND

- The **challenge** of 2030 Agenda is an **opportunity** for NSSs to flourish under the spotlight

Why we need to Act Now?

The motivation in the document should also emphasize:

- Rapid changes in the environment and emerging data demands
- Transformation is a journey (not a quick fix)
 - User group is becoming more and more heterogeneous and demanding too
 - Transformation will need to take place in phases
 - Need to continually adapt to emerging needs and get rid of tasks that are no more relevant now
 - New indicators will require sustained dialogue on methodology development over time
- Don't forget the basics
 - Support is still (and even more urgently) needed to improve the NSS and national priorities of statistics
 - Transformation doesn't mean changing everything

Why we need to act collectively?

- The argument for working together should include:
 - That official statistics are guided by international standards – hence working together makes sense
 - The diversity of the region allow Many forms of collaboration (like-to-like, more advanced to less advanced, etc)
 - Some countries need more support than others
 - Includes sharing of technical tools and practices
- Emphasize that collaboration involves all stakeholders, not just NSSs

Session 3: In the end it's all about the people

- Signpost2: ..skillset of staff... management & sufficiency or HR ...
 1. Skillset for transformation of O.S. should include:

Analysis and interpretation, coordination, leadership and change management, governance, communication, statistical and subject matter knowledge, Data science, literacy of citizens, ICT
 2. Training need assessment (TNA) is needed at all levels for identifying requirements and prioritizing them
 3. A human resource management strategy needed for effective recruitment and career development plan, skills frameworks, [no one size fits all]

Session 3: In the end it's all about the people

- Signpost 1: ... adequate methodological guidance material and training
 1. Capacity development in support of modernization
 2. Partnership with universities and research institutes
 3. Shared Online training and MOOC
 4. Mentoring and on the job training
 5. Exchange of statisticians , out-posting and in-posting
 6. Regional training programme
 7. Outsourcing Some of the skills development programmes specially on change management skills to private sector