

# Current Situation of Human Resource Capacity and Capability of Official Statistics in The Gambia

**CAB Meeting 7-8 September 2016**

**Ankara**

# Presentation outline

- **Background**
- **Situational Analysis**
- **Current Human Resource Capacity**
- **Capability of Official Statistics in The Gambia**

# Background

- The Gambia Bureau of Statistics (GBOS) was established under the Statistics Act, 2005.
- It is a semi-autonomous agency under the Ministry of Finance and Economic Affairs (MoFEA).
- Prior to its establishment, GBOS used to operate as a government department (Central Statistics Department) under the same ministry as it was established by the Statistics Act, 1972.
- The Bureau is the principal body responsible for collecting, analysing and disseminating statistical data; monitoring and coordinating the national statistical system; compiling and disseminating statistical estimates needed for central economic management; and carrying out central functions required for all other statistical services.

# Background cont'd

**For GBOS to fulfil its above functions the Statistics Act, 2005 specifies its mandates, among others, as**

- the principal source of high quality official statistics;
- to collect, compile, analyse and disseminate data related to economic and social sectors through census, surveys or administrative sources;
- coordinate statistical policy across government;
- the national focal point of cooperation with statistics users and providers at regional and international levels;
- focal point for all users and providers of national statistics;
- establish standards and promote the use of best practices and methods across the National Statistical System (NSS); etc.

# Background cont'd

- During the transformation process from CSD to GBoS an initial training strategy was proposed. Unfortunately it was not implemented due to the fact that the staff were not yet in their positions in GBoS and therefore the lack of capacity building fundraising.
- That strategy presented the training needs assessment as well as equipment required for GBoS and proposes a capacity building strategy in terms of training programmes and needed equipment for the staff to better perform the mandate of the Bureau.

# Situation Analysis

- The shortage of qualified statisticians in GBoS and in the statistics units of other Ministries, Departments and Agencies (MDAs) has been identified as the major handicap to the development of the Gambia National Statistics System (NSS)
- Currently, a National Strategy for the Development of Statistics (NSDS2) is being developed and at the finalization stage. This document will help us better understand the statistical capacity gaps in the country .
- Also, through support from the WB, a capacity needs assessment was conducted across the entire NSS and the results are being used for the development of a 5-year comprehensive and Sustainable Statistical Training Program (CSSTP) for the entire NSS.
- The results of the assessment is yet to be shared with us and therefore cannot be used in this presentation

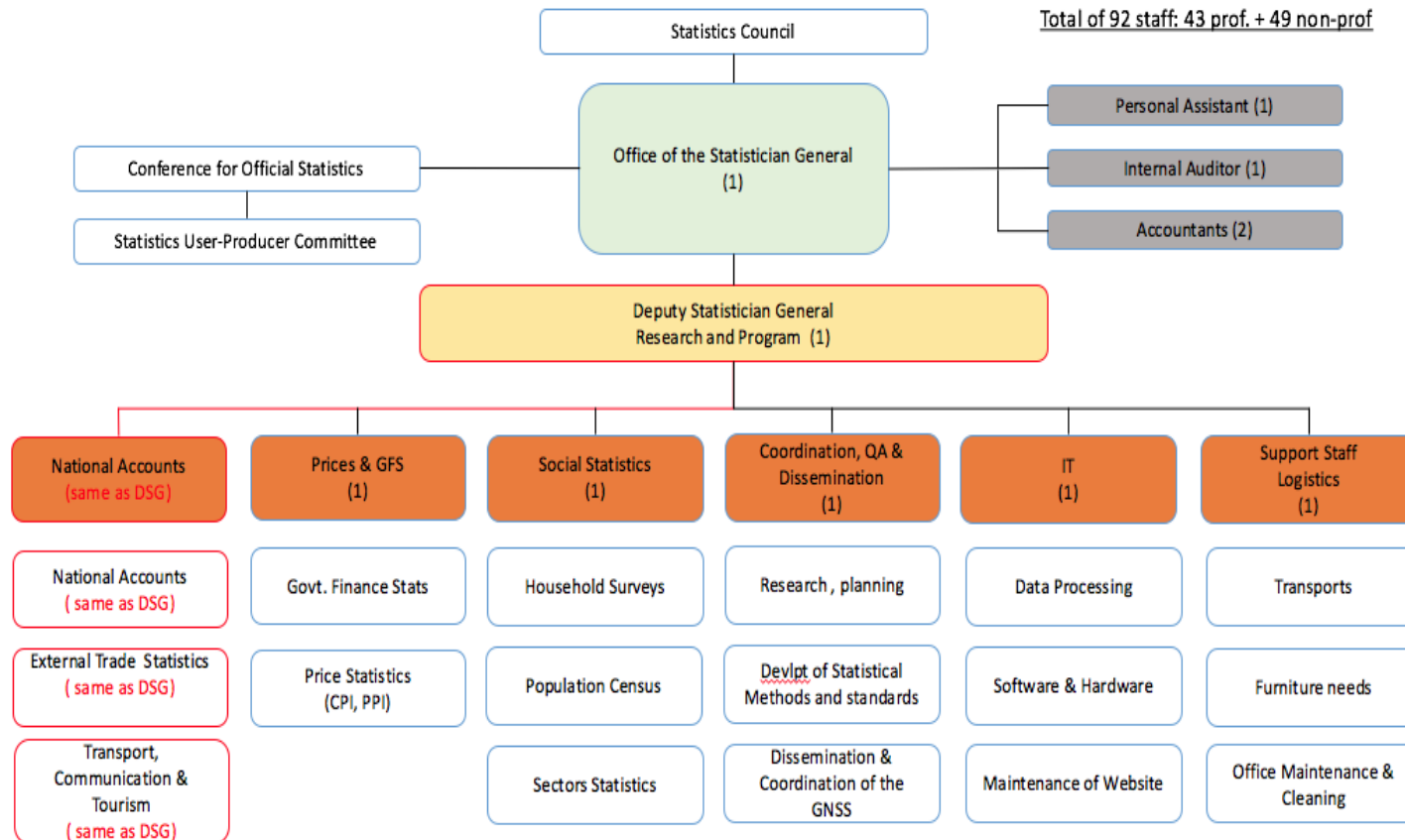
# Human Resource Capacity

# The used organizational Structure during the transformation process

- The next slide shows an organogram adopted for recruitment of staff at the GBoS during the transformation process.
- This structure deviated from the proposed one developed for the actual transformation process and therefore, to some extent responsible to the shortfalls in service delivery.
- This structure presented below was based on the motive to satisfy individuals amongst the senior cadre by giving them director positions when it was not definitely necessary



# Organizational Structure adopted during the transformation process

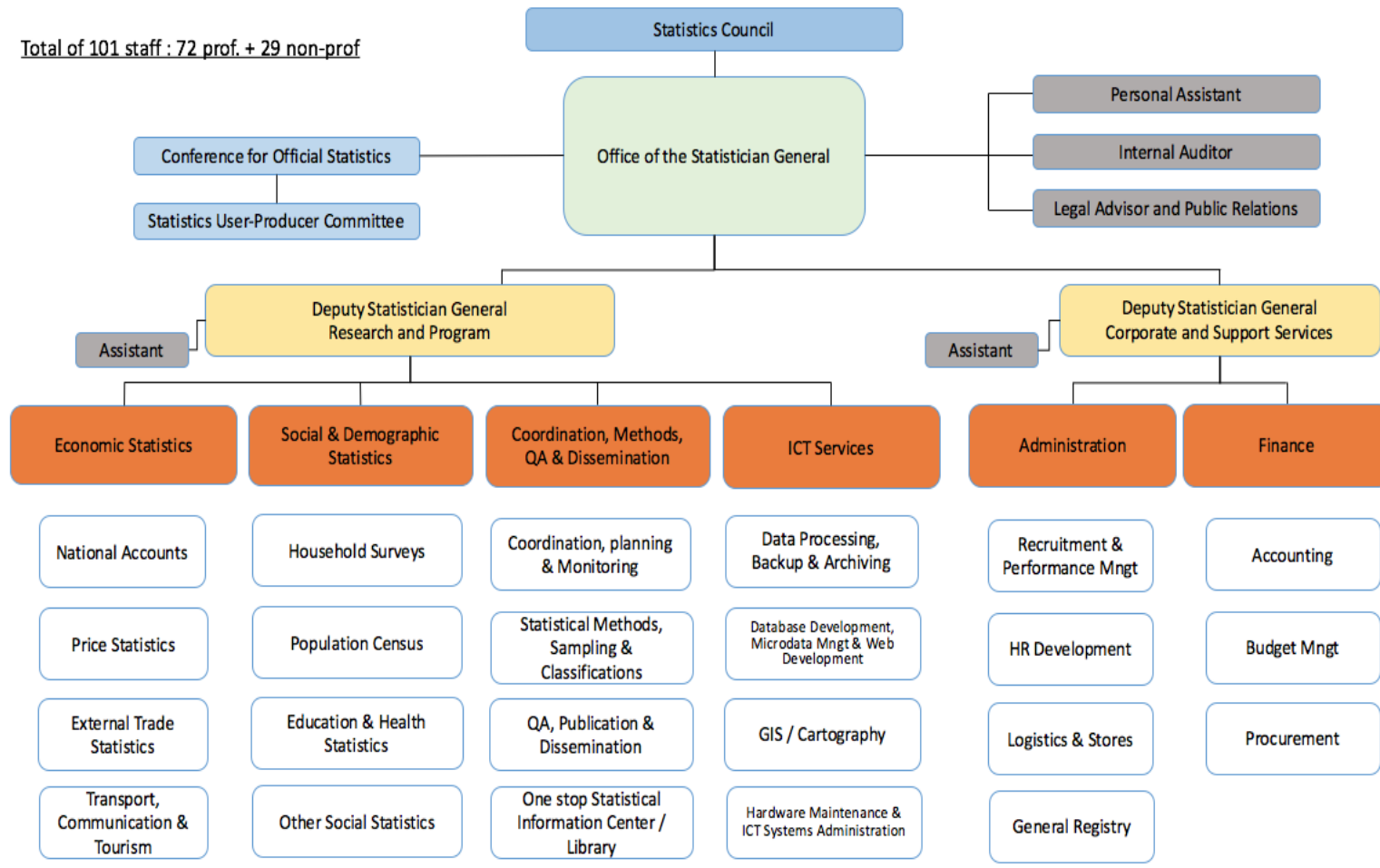


# The New Organizational Structure

- Since the structure described above was not based on key functions of GBoS as recommended during the transformation process, this called for a revision of the structure organized by functions that will help the Bureau to better fulfil its mandate
- Based on the above a revised organizational structure was developed and approved by the National Statistics Council in 2015.

# The new organizational structure

Total of 101 staff : 72 prof. + 29 non-prof



# The current staffing situation

- According to the new organizational structure, the bureau requires a minimum of 101 staff (72 professionals and 29 non-professionals);
- A preliminary analysis of staff strength by grade and academic background, shows an almost equal proportion of support staff (grade [1-5]) and professionals grade ([6-12]);
- The core statistics production staff, grade [7-10], represent only 39 % of total staff;
- In general, 30 % of GBoS total staff holds a university degree as the higher level of education;

# The current staffing situation

- Among those university graduates;
  - only 3 hold a degree in Statistics or Demography and only 3 hold a degree in IT/ GIS while the majority hold a degree in Economics.
- The core statistics production staff, excluding management staff, university graduates in Statistics or Demography represent less than 10 % of this group.

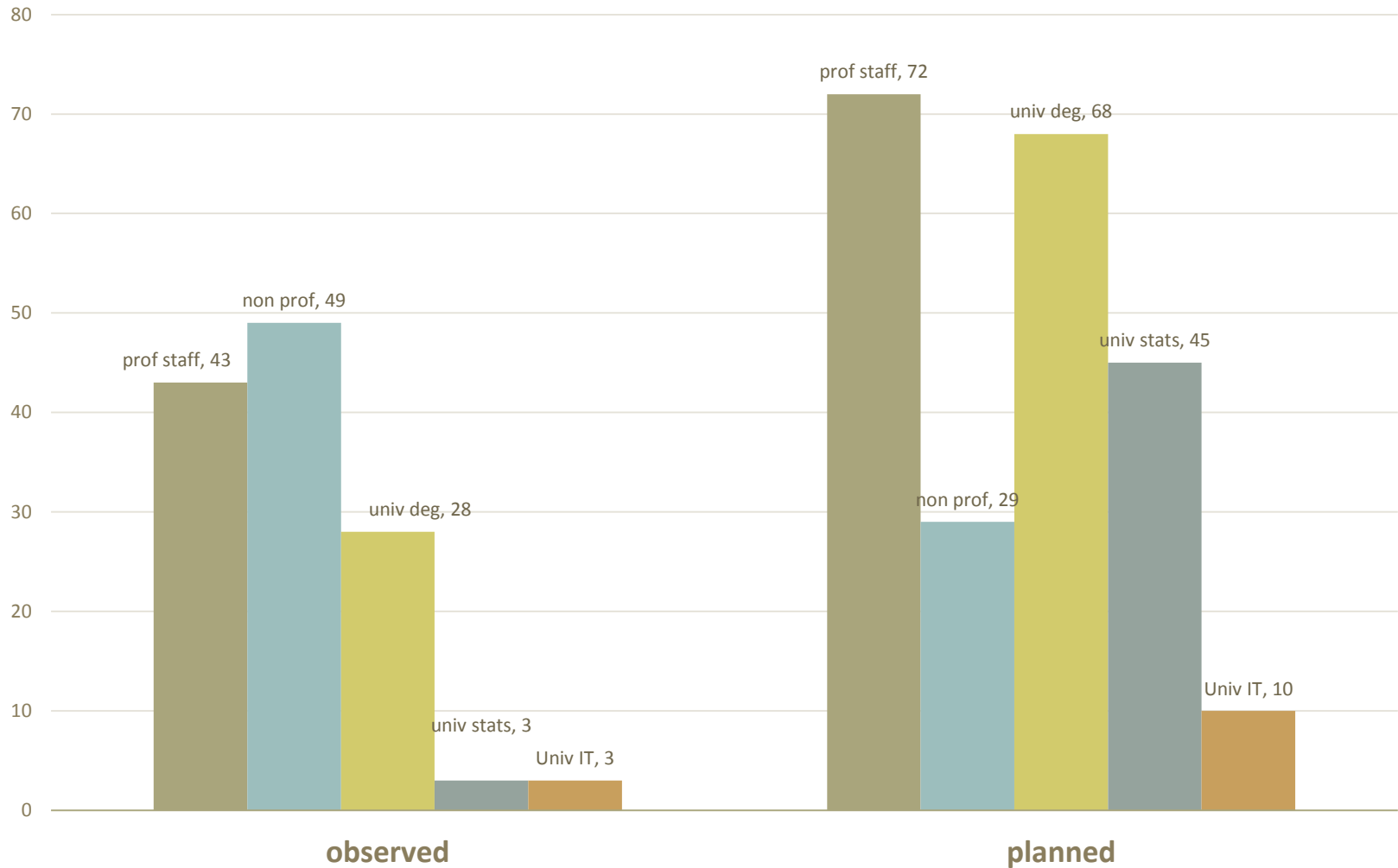
# The current staffing situation

- This situation is improving gradually as we currently have 3 staff studying economics at masters level, 2 studying official statistics (masters) and 1 studying GIS (masters). Also, 1 staff newly recruited graduated with a master of science in statistics.
- The University of The Gambia in collaboration with the Université Gaston Berger in Dakar are currently conducting a programme on Master of Science Degree in Statistics for the entirely NSS. A total of 22 staff from the various institutions are currently undergoing this programme. A number of students have started the PhD programme as well.
- Also, the on-going capacity needs assessment and capacity development strategy will assist in identifying what are capacity gaps are and the type of training needed and how these trainings can be sustainably achieved

## Distribution of GBOS staff by highest level of education and area of training, 2015

Area of training	Highest Level of Education				Total
	Master's degree	Bachelor's degree	Diploma	Certificate	
Statistics	1	1	16	0	18
Mathematics - Physics	0	3	0	0	3
Demography/Population & Health	1	0	1	0	2
Economics	5	12	1	0	18
Computer Science/ICT	1	1	3	0	5
Geography / GIS	0	1	1	0	2
Business Administration	0	1	0	0	1
ACCA / Accounting/Procurement	0	1	1	0	2
Certificate	0	0	0	13	13
<b>Total</b>	<b>9</b>	<b>21</b>	<b>23</b>	<b>13</b>	<b>64</b>

# Planned vs Observed staff strength





# **Capability of Official Statistics in The Gambia**

# The Current National Statistical System

The following institutions are the active members of the NSS and were very active in the development process of the NSDSII:

- Central Bank of The Gambia
- Ministry of Finance and Economic Affairs
- Ministry of Interior
- Ministry of Trade, Industry, Regional Integration and Employment
- Ministry of Tourism and Culture
- Ministry of Transport, Works and Infrastructure
- Ministry of Agriculture
- Ministry of Basic and Secondary Education
- Ministry of Higher Education, Research , Science and Technology
- Gambia Bureau of Statistics

# Partners in Statistics

Name	Activity supported	Recipient
AfDB	NSDS, ICP-Program	GBoS, NSS
The World Bank	Economic Statistics, Capacity building, household Survey (Integrated Household Survey, IHS)	GBoS, MoFEA
UNFPA	2013 National Census	GBoS
Paris 21	Data Dissemination	GBoS
IMF/ Afritac West	Technical assistance on Real Sector Statistics, Balance of Payment, Public Finance	GBoS, CBG, MoFEA
WFP	Food Security survey	GBoS
UNICEF	Demographic Health Survey, MICS survey, GamInfo	GBoS
UNDP	Household surveys (IHS, DHS...)	GBoS
FAO	IHS, Agricultural Statistics	GBoS, MoA

# Statistics activities conducted in The Gambia

- Despite the challenges encountered due to human resource inadequacy, most statistics required by government and development partners are being produced. Also, major statistical data collections are conducted. The Bureau in collaboration with key stakeholders do conduct the following censuses and surveys:
  - Population and Housing Census (every 10 years)
  - Agricultural Census – Every five years
  - Economic Census (not regular)
  - Livestock Census (not regular)
  - Demographic and Health Survey (first conducted in 2013)
  - Integrated Household Survey (to be conducted every 3 years)
  - Multiple Indicator Cluster Survey (MICS)
  - Establishment/Business Enterprises Survey
  - Migration Study
  - Malaria Indicator Survey (MIS) – every two years
  - Reproductive Health Commodity and Services Assessment
  - Education Survey and
  - Other household and facility based surveys

# Statistics activities conducted in The Gambia

- A user/producer forum is conducted each year to share experience and to know better the type of data collected by each sector member and the methodologies used. The forum is also conducted to raise awareness and advocate increase use of statistics;
- This forum also helps us to get feedback from the data users in terms of meeting their requirements;
- Some committees are also set to validate some key statistics before being disseminated ;
- Some memorandums of Understanding are signed among stakeholders to help easy access to data.
- A Statistical Yearbook is being produced annually with support from all key stakeholders

# Statistics produced

- **Population and demographic characteristics**
- **Income, Expenditure and Prices**
  - GDP, CPI, PPI
- **Agricultural data**
  - Crop Production, Livestock, Fisheries and horticulture
- **Banking, Insurance and Public Finance**
  - Monetary Statistics, fiscal, debt statistics,
- **Foreign Trade (trade statistics and BOP)**
- **Travel and Tourism**
- **Transport and Communication**
  - Aircraft transport, Land Transport, Sea Transport
- **Education**
- **Health and Nutrition**
- **Water and Energy Production**
- **Gender**
- **Environment**
  - Environment and Climate Change, Land and Geology and mining,

# Challenges

- Due to the inadequate manpower, the conduct of some key activities and the production of some statistics is usually done with support from consultants;
- Consultants are hired for the conduct of the PHC to support in the mapping/cartographic work, development of data entry screens, production of tables and even in the development of the census project document;
- Consultants are also hired for the poverty analysis;
- The major challenge is the absence of a statistical training centre/institute in country

# Strengths and opportunities

- Some staff of the Bureau are highly experienced in the conduct of surveys and have served in other countries as consultants mainly in the coordination of the MICS.
- Some staff are learning very fast the use of statistical softwares (STATA, SPSS and CPro);
- Through support from UNECA, the bureau has enough mobile devices that it now uses for its routine data collection and light surveys;
- The current training programme conducted by the UTG and Gaston Berger University is expected to help in providing qualified personnel with the basics to serve in the statistical.



# Strengths and opportunities

- Through support from the World Bank(TFSCB) project, we have sent some of our staff to Ghana Statistical Service and Nigeria Bureau of Statistics for hands-on training;
- Also, through funding from the above WB project, training is being organized for the entire NSS on basic statistics and application of statistical softwares
- The current capacity building development strategy will better inform us to fill the capacity gaps and hence improve productivity.

Thank you for  
your kind  
attention