Strengthening statistical intellectual and human capacity at the Kyrgyz Republic in the ISTAT and NSC KR cooperation

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Capital – Bishkek city (937,4 thsd. people);
Territory: 199,9 thsd. square km.;
Almost 90% of the territory is located at the height of 1500 meters above sea level.
The number of population as of 1\textsuperscript{st} January, 2017 is 6,2 mln. people.
Neighboring with Kazakhstan, Tajikistan, Uzbekistan and China.
Total number of nationalities in the territory of the country is more than 90.
In 2018:
- number of staff 848 people
  including 648 – public servants;
- average age 46;
- women 74%
International cooperation


National Statistical Committee of the Kyrgyz Republic
As part of the improvement and development of statistics of Kyrgyz Republic, the agreement between the National Statistical Committee of the Kyrgyz Republic and World Bank was signed in 2015 to realize the project “Implementation of the National Strategy for Development of Statistics of the Kyrgyz Republic” (KGSTAT, 2015-2018).

Within this project it was signed a contract with the Twinning Partner (on behalf of Destatis) on April 11, 2017.

The main objective of Twinning project is to strengthen the capacity of the national statistical system and corresponding ministries and agencies to produce and disseminate the reliable and timely statistical data that meet international standards and can be used for decision making, effective economic and social development, and monitoring of implementation of national development programs.
Cooperation with Italian National Institute of Statistics (ISTAT) within the Twinning project led by Destatis on Component 4 “Strengthening of statistical intellectual and human capacity” that focused on development and implementation of well functioning HRM system.
Istat's participation in the Twinning Project

- Assessment on current situation of HR management in the NSC
- Review of HR Strategy
Recommendations of ISTAT expert on HRM

- Improve the HR Strategy with an objective to use a new approach based on long term vision;
- Automation and digitalization of all the HR documents at all levels;
- Introducing of a personal identification number for each employee;
- Introducing of a new automated archive system to store HR documents with a priority on conservation and security of data;
- Implementation of a personnel accounting system and document management system to support HRM process;
- Increasing the number of employees in HRM department;
- Conducting study trainings and development of a training plan for sustainability and support innovation processes and changes;
- Involvement of mentors during the transformation process;
- Annual revision of development strategy in accordance with the general plan of modernization.
Recommendations and strategic lines of development of a sectorial training program for all levels of state statistics (by ISTAT expert)

- It is necessary to reinforce the organizational structure of training at the national level under the coordination of NSC.
- It is necessary to reorganize the Resource and Methodological Center of NSC towards a structure that centralizes and manages statistical training at the national level.
- Academic and international collaborations can be activated to reinforce the Resource and Methodological Center of NSC educational offer and to support quality and innovation.
People were actively involved into the all activities to perform an horizontal integration at central and national level:

* The NSC management and Central Office human resources officers
* Representatives of the State personnel service of the KR
* Human resources officers from the territorial statistical offices
Main results

- HRM Strategy corresponds to international standards and in line with the legislation of the Kyrgyz Republic. The Strategy is focused on:
  - formation of highly qualified and trained high-level staff to perform new and complex responsibilities;
  - for retention of well-motivated and skilled personnel in the national statistical system to ensure timely, reliable and quality data and increased productivity

- All documents related to HR, personal history and other information digitalized and scanned (in pdf., Word, Excel) for their further migration to the Unified automated personnel accounting system. Under the support of World Bank project it was hired an IT specialist to implement the personnel accounting system and document management system to support HRM process. It was launched at the beginning of September 2018. This System will be introduced both on central and on regional level;

- Study visits of NSC staff were organized to ISTAT and Federal State Statistics Service of Russian Federation (ROSSTAT). Based on results of study visit to ROSSTAT, the following activities on development of HR documents have already started:
  - Methodological recommendations for employees trial (probation) period;
  - Instruction for staff record management;
  - Provision on premiums and awards;
  - The order of organization of practice of students of higher educational establishments in the national statistical system.

- At present, NSC has started the process of reorganization the Resource and Methodological Center (RMC) subordinated to NSC KR. The experience and lessons learned in ISTAT and ROSSTAT will be used further in RMC activity after the completion of the process of its reorganization.
Thank you for your attention!

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