

**Global Strategy for Improving Statistics for Food  
Security, Sustainable Agriculture, and Rural  
Development:  
*Action Plan for Africa 2011-2015***

**Training Component**

**United Nations Economic Commission for Africa/UNECA**

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- Rationale for the training component
- Purpose
- Expected outcomes
- The three sub-components
  - The nine outputs
- Key Activities
- Coordination and implementation framework
- Monitoring and reporting
- Status of the Training Component and Immediate next steps
- The role of AGROST





- lack of a “critical mass” of trained statistical personnel in NSSs in Africa
- many agencies have reported that ***understaffing*** has a deleterious effect on their operations.
- Those that are not understaffed have reported the ***challenge of procuring*** the right mix of statistical staff.
- Lack of up-to-date ***human resource development strategy (HRDS)*** to guide the management, development, and harnessing of their human resources.





# Lack of Human Resources Development Strategy

- Staff training, career development, staff motivation and retention, etc. are handled in an ad hoc and unsatisfactory manner
- Reflected in over-employment (especially of support staff), low levels of skills, less than satisfactory empowerment and motivation of staff, high staff turnover, etc.





# Issues in Statistical Training

- a need to develop new courses and to modify the curricula that are already offered in Africa that lead to first and postgraduate degrees in statistics and related topics.
- many of the existing academic courses in statistics are too mathematically oriented
- The capacity of the existing regional Statistical Training Centers already offering courses in agricultural statistics should be strengthened.
- Expanding on the experiences and expertise of these centers





## Issues in Statistical Training Contd...

- Good courses available BUT entry is difficult because students lack the required qualifications, especially in mathematics.
- Not enough short, in-service training courses available to enable staff to upgrade their skills and knowledge, especially in new and emerging areas such as :
  - remote sensing,
  - geographic information systems (GIS),
  - management of agricultural surveys and censuses.





## Issues in Statistical Training Contd...

- Insufficient funds to meet the costs of both short- and long-term training.
  - While the total amount of aid for statistics has increased in recent years, the resources allocated to training and human resource development has not kept pace.
- Lack of information on the training market
  - training providers find it difficult to identify and hence respond to new opportunities.
  - AGROST has a strong role to bridge this gap in information





- To strengthen the capacity of agencies engaged in collection, compilation and use of agricultural statistics
  - ***Producers/Users***: by increasing the knowledge, skills and competencies of their staff
  - ***STCs***: by strengthening and sustaining their capacity to develop and deliver good quality training in agricultural statistics and statistics-related subjects







## Expected Outcomes

- Agencies responsible for the collection, compilation, dissemination, and use of agricultural statistics will ***be in a better position to identify and prioritize their training needs and to make more effective use of skilled personnel.***





## Expected Outcomes contd...

- The ***capacity of training centers in Africa to supply effective and high-quality education and training*** in priority subjects of concern to agricultural statistics will be increased and sustained.





## Expected Outcomes contd...

- The ***knowledge, skills, and competencies of the people working in organizations*** concerned with the collection, compilation, and use of agricultural statistics will increase, leading to improved data coverage, quality, and use.





# The Training Component

## 3 sub-components, 9 Outputs

### **Subcomponent 1: Identify training needs and management of human resources**

- technical assistance will be provided to countries to enable agricultural statistics organizations to identify their priority needs for training and to improve the management of their human resources;





## Three sub-components contd...

### **Subcomponent 2: Increasing the capacity of African training centers**

- to strengthen the capacity of regional and national training agencies to design and deliver effective training courses in line with needs





## Three sub-components contd...

### **Subcomponent 3: Strengthening the demand for training from agricultural statistics agencies in Africa**

- by increasing the knowledge, skills, competencies of people working in agricultural statistical agencies.





## Sub-Component 1: identification of training needs and the management of human resources

- **Output 1.1:** People working in and on agricultural statistics trained in a coordinated manner and aligned with the training of people working in other parts of national statistical systems
- **Output 1.2:** Knowledge and skills of human resource (HR) managers responsible for organizations working in agricultural statistics upgraded so that they can develop and implement effective training and human resource development policies
- **Output 1.3:** Assessment and analysis of training needs undertaken in all the main agricultural statistics agencies in African countries





## Sub-Component 2: increasing the capacity of existing African training centres

- **Output 2.1:** Skills and knowledge of the staff responsible for the development and presentation of both academic and in-service training courses strengthened and upgraded
- **Output 2.2:** Capacity of African training centres upgraded through twinning arrangements with selected African and foreign universities or training institutions as appropriate
- **Output 2.3:** Review and development of syllabuses and the production of relevant teaching materials supported







## Sub-Component 2: increasing the capacity of existing African training centres (Cont'd)

- **Output 2.4:** Preparation and delivery of seminars, workshops and short courses in priority areas of applied agricultural statistics supported
- **Output 2.5:** Upgrading to a limited extent, the training infrastructure of centres, including the provision of some equipment such as computer hardware and software, audio-visual equipment and associated items
- **Output 2.6:** Curricula for the different courses and qualifications are harmonized and synchronized between centres and countries.





## Sub-Component 3: strengthen the demand for training

- ***Output 3.1:*** Scholarship fund
- ***Output 3.2:*** Participation of nominated staff from agricultural statistics agencies in approved short courses supported
- ***Output 3.3:*** will establish, where possible, a mechanism for accrediting qualifications for different courses





## Key activities

- Integrating training needs in ***agricultural statistics with other elements of national statistical systems***.
- Providing ***training and support to the managers of human resources*** in agricultural statistics offices.
- Helping countries to ***conduct detailed training needs analyses***
- TOT: Strengthening the skills and ***knowledge of the staff responsible for the development and presentation*** of both academic and in-service training courses.





## Key activities (contd.)

- Strengthening the ***capacity of training centers through twinning arrangements.***
- ***Reviewing, developing and producing of syllabuses and relevant teaching materials.***
- ***Financing*** the preparation and delivery of seminars, ***workshops and short courses in priority areas,*** including ***the promotion of distance and e-learning.***
- ***Upgrading training facilities*** and improving ***access to relevant books and journals***





## Key activities (contd.)

- ***Harmonizing and synchronizing curricula and qualifications*** between training centers and countries.
- ***Financing participation in approved courses*** up to master's degree level in Africa.
- Financing participation in approved short courses and other training opportunities.
- Establishing a process for ***accrediting courses and qualifications*** where relevant.





# Implementation Management Unit/ IMU

## Training Component

- ▶ To be implemented by UNECA with technical support from FAO
- ▶ IMU to
  - to prepare annual work plan and budgets and progress reports
  - allocate and distribute scholarships
  - seek and review proposals from training centers, twinning arrangements; allocate and distribute funds
  - seek requests from countries on TA and follow up
  - commission work on guidance and good practice materials, supervise and disseminate
  - arrange regional and sub-regional meetings
  - support AGROST meetings





# Monitoring and reporting

- ▶ Implementation to be monitored and supervised by AGROST
- ▶ AGROST to meet at least once to review the progress and identify priorities for future activities
- ▶ Regular monitoring may have to be done by a sub-committee at the working level
- ▶ A quarterly report to be prepared
- ▶ Action Plan website to be hosted by UNECA
- ▶ All training centres and agencies implementing the plan will sign contract and submit reports
- ▶ Indicators at Outcome and Output level as have been identified for monitoring progress





## Next Steps: Implementing the Training Component

- The Annual work plan integrated within the Statistical Training Programme for Africa/STPA.
- Integrated and streamlined with the Strategy for the Harmonization of Statistics in Africa SHaSA.
- An annual activity plan prioritized focusing implementing multipliers activities







## Some of the Modules with ISI

- Economics of the food chain
- Food prices, agricultural income and governmental influence
- Employment and gender issues in agriculture, forestry and fisheries
- Forestry statistics
- Data Fusion for official statistics
- Conceptual framework
- Governance
- The statistics of famines





## STATUS and Immediate Next Steps

- Agricultural Statistics Modules being adopted and drafted in collaboration with ISI
- These modules from ISI to be piloted with EASTC, ISSEA, and ENE
- Awaiting support from FAO on the following matters
  - Additional and supporting modules on Agricultural Statistics
  - Release of budget for the training component





**AGROST**

# **African Group on Statistical Training and Human Resources Development**

- AGROST was established in 2009 under the aegis of the Statistical Commission for Africa (StatCom-Africa) to coordinate various initiatives on statistical training in Africa
- Established in response to the mushrooming of groups and initiatives on statistical training in Africa that was leading to an inefficient use of scarce resources and duplication of efforts





- to ensure the ***coordination of activities and initiatives in support of statistical training and human resources development*** in Africa.





# Composition of AGROST

- Countries/NSOs – 8
  - (3 Francophone, 3 Anglophone, 1 Lusophone, 1 Arab)
- Training Centers -9
  - (2 Francophone, 2 Anglophone, 1 Lusophone, 2 Arab and 2 national centers (based in NSOs))
- Regional Economic Commissions 6
- Technical and Financial partners
  - ACBF, AFRISAT, AfDB, AUC, UNECA, World Bank, French Cooperation, European Commission/Eurostat, PARIS 21, DfID, IDB, Statistics Norway, GIZ





## Ground work UNECA/AGROST

- Compendium of African STCs;
- Review of statistical curricula of existing STCs;
- Strategy for the Harmonization and standardization of statistical curricula and qualifications;
- Statistical training needs and capacity assessment.





Thank you for listening!!!  
I will be Glad to Answer  
your Questions?

