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DISSEMINATION OF INFORMATION
ON STATISTICAL TRAINING ACTIVITIES AND RELATED INQUIRIES

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I. INTRODUCTION

1. It follows from all the recommendations made at meetings organized at both the international and regional levels on statistical training that the question of disseminating information on Statistical Training Activities is, of great interest to all the parties concerned, with a view to strengthening international co-operation between the different Training Centres, in this important field.

2. One objective of the Statistical Training Programme for Africa (STPA) is to lay a foundation on which current Training Institutions will be able to work together to improve their efficiency and thus participate effectively in development efforts.
3. To attain this objective, it will be necessary to find out how we can secure a joint approach to and draw some lessons from results obtained without prior registration, for the benefit of all, of Statistical Training Centres likely to embody their action within a common plan and without being able at any time, to rely on their duly up-dated survey.
4. The report of consultants on Statistical Training Needs in Africa indicates that a certain number of Centres open their doors to students beyond national frontiers but that the participation of these students in the activities of these Centres is minimal. The main reasons advanced to explain this state of affairs are as follows:
 - (i) the lack of knowledge about the existence and the nature of some training facilities provided;
 - (ii) inadequate specific information on entry requirements;
 - (iii) fixed quotas for foreign students;
 - (iv) the absence of scholarship awards.
5. These problems require deliberate co-ordination of statistical training activities within the region. This co-ordination could focus on the periodic dissemination of information detailing all available facilities.
6. It is within this context of the absence of appropriate dissemination of information on statistical training activities that the secretariat decided to carry out two general studies. The first study deals with the compilation of an information repertory for centres participating in the activities of STPA. The second is the report of a survey dealing with the collection of information from national Bureaux of Statistics of all member States of ECA.

Repertory of Statistical Training Centres

A. Preliminary remarks

7. The aim assigned to the Repertory links up with the views mentioned above. It is a new work which completes the existing reports published every two years on Statistical Training Centres which have provided an international service to Africa. Like "Notice sur la formation" ("Report on Training Methods") published quarterly by the Public Administration, Management and Manpower Division, the Repertory aims at encouraging member States to take advantage of existing facilities and to use them for training statistical personnel needed for the implementation of national development plans.

8. The Repertory will be sent to the appropriate authorities of member States responsible for statistical problems, and to donor governments and agencies concerned. It is hoped that it will be updated and published every two years. However, short information items will be included in "Notice sur la formation".

9. In preparing the work, information available to the Statistics Division was used. This information was gathered either during discussions in which consultants participated while on mission, or through answers to old survey questionnaires (CESD or ECA surveys). To this material were added data provided by the 1979 survey. It is admitted that these information items are as serious as possible and correspond to the current situation. However, information is sometimes lacking, whereas elsewhere, information defies quantification on account of its number.

10. For each Centre participating in the activities of STPA, the Repertory itemizes data under the following headings:

- (i) official title of institution
- (ii) name of attached institution
- (iii) full address of institution, with post office box number if necessary, telegraphic code, telephone number
- (iv) name of head of institution
- (v) objectives setting out in detail expected results in verifiable terms
- (vi) brief history of institution with date of establishment and source of financing
- (vii) teaching staff
- (viii) educational programme provided with duration of training, statutes, summary of courses pursued
- (ix) entry requirements and student intake according to various levels of study
- (x) fees
- (xi) procedures for the award of scholarships
- (xii) boarding conditions.

Although more detailed information could be found in the Repertory, we set out below, a brief insight into the objectives and prospects of each Centre.

B. French-speaking Centres

11. The Rabat National Institute of Statistics and Applied Economics (INSEA) offers five training programmes in the fields of statistics, applied economics and data processing:

- (i) Training Programme for Statistical Technical Assistants ("le Cycle des Adjoints Techniques de la Statistique") (AD)
- (ii) Training Programme for Statistical Application Engineers (le Cycle des Ingénieurs d'Application de la Statistique (IAS))

- (iii) Training Programme for Engineering Statistical Economists ("le Cycle des Ingénieurs Statisticiens Economistes") (ISE)
- (iv) Training Programme for Systems Analysts ("le Cycle des Ingénieurs Analystes Informaticiens") (IAI)
- (v) Training Programme for Assistant Technical Programmers ("le Cycle des Adjoints Techniques Programmeurs") (ATP).

Facilities at INSEA permit a student intake capacity of 1 200. Also, there are 40 offices for administrative personnel and nearly the same number of individual offices for teachers. The students are housed in a boarding premises of about 500 individual rooms.

It is worth noting that but for the problem of space, it would have been possible for INSEA to immediately triple its student intake capacity. But due to educational reasons, intake will be increased gradually.

Moreover, attention is being given to the running of a Training Programme for Technical Statisticians which will especially address itself to young students who have completed the first stage of their secondary education. This new additional wing of the Institute will probably be set up in an economic province other than Rabat.

Efforts are being made particularly to develop research activities. An option for a course in the profession of actuary was introduced in 1973 in the third year of the IAS programme. It is also being planned to add this option to the current options of Statistics and Applied Economics. The Department of Statistics has also suggested that a Demographic Division be opened at this level to offer courses in demography.

The Institute plans to open its doors to the Arab World. One solution to language problems in the medium of instruction would be to establish two Departments, one for Arabic-speaking people and the other for African students who do not speak Arabic.

12. The School of Statistics, Abidjan (ESA) offers a training programme at three levels:

- (i) "Le Cycle des Agents Techniques de la Statistique" (AT) ("Training Programme for Technical Statisticians")
- (ii) "Le Cycle des Adjoints Techniques de la Statistique" (AD) - ("Training Programme for Assistant Technical Statisticians")
- (iii) "Le Cycle des Ingénieurs des Travaux Statistiques" (ITS) - ("Training Programme for Engineering Statisticians").

The intake capacity of the School is 150 students. A preparatory year of study for those admitted to the ITS programme can absorb ten students.

Following the increasing need for Statisticians, ESA is looking for funds to finance the construction of new facilities which could enable the Centre to accommodate about 250 students.

The Board of Administration has just recommended that a Training Programme for Engineering Statistical Economists be offered.

13. The European Training Centre for Statistical Economists of Developing Countries, CESD, in Paris, trains for each developing country Top Level Personnel, who will be called upon in their respective countries to prepare, manage and use statistical information for making economic or social decisions concerning the nation or any business firm.

A plan for educational programme reform has been worked out with emphasis on three aspects:

- (i) running of a two and a half month compulsory practical training course in Africa
- (ii) intensification of specific courses at the Centre the teaching of which is provided in close collaboration with "Ecole Nationale de la Statistique et de l'Administration Economique" (ENSAE)
- (iii) sharpening the awareness of third-year working groups on Third World problems.

The Centre also assists the three African Institutes in Kigali, Yaounde and Abidjan in organizing an open competitive entrance examination; the deliberations of the selection board are held in Paris. It also maintains very close working relationships with these Centres with a great advantage to the development of Statistical Training.

14. The "Institut de Statistique, de Planification et d'Economie Appliquée" (ISPEA) in Yaounde mainly offers training at three levels needed by government statistical services:

- (i) "Agents Techniques de la Statistique" (AT)
- (ii) "Adjoints Techniques de la Statistique" (AD)
- (iii) "Ingénieurs d'Application de la Statistique" (IAS)

The Cameroonian Government recently took measures to provide the Institute with new facilities to enable it to increase its intake from 150 to 270 students.

The appropriate authorities plan to develop the Institute by creating an Agricultural Statistical Centre for the training of top-level specialists. They have also expressed their desire to have established in the near future the division of "Ingénieurs Statisticiens-Economistes".

15. The "Institut Africain et Mauricien de Statistique et d'Economie Appliquée" (IAMSEFA) of Kigali was established in November 1976 in response to the OCAM Council of Ministers resolution on the transfer to Kigali of the second Division of CESD.

The Centre prepares students for the "Diplôme d'Ingénieur des Travaux Statistiques" (ITS) at the end of a period of studies during which greater emphasis is laid on technical application.

The Rwandan Government has temporarily placed the facilities of the Kigali Official College at the disposal of the Institute till the time when the building of its own premises will be completed.

There are at present no courses for "Adjoints Techniques" and "Agents Techniques" but measures have been approved for the running of these courses.

In order to widen its scope, IAMSEA plans to set up:

- (i) a Statistical Methodology Research Centre
- (ii) an Audio-Visual Laboratory; and
- (iii) a Data Processing Unit.

16. The "Institut des Techniques de Planification et d'Economie Appliquée" (ITPEA) (Institute of Planning Techniques and Applied Economics) in Algiers aims at training in four years Economic Analysts and "Ingénieurs d'Application de la Statistique" (IAS). Specialization takes place in the third year when students have to choose between two options. The fourth year is devoted to practical work at the end of which students have to present a thesis and a report on their activities.

C. English-speaking Centres

17. The Institute of Statistics and Applied Economics (ISAE), Makerere University, in Kampala, introduced in 1975 an advanced course leading to the Batchelor of Statistics. The Institute organizes a 9-month post-graduate professional programme leading to a Diploma in Statistics for the re-training and training of officials in the region. Under this programme those who attain a higher class at the first degree may be admitted to the Master of Statistics degree course at Makerere University. The Institute also runs a three-year course leading to the B.Sc. degree in Statistics and Economics mainly for local students.

ISAE was planned as a national project offering regional services under the auspices of UNDP with the help of regional funds. When UNDP applied its regional funding policy more rigorously, the project had to be financed on an Indicative Figure for Planning (IFP) and the Ugandan national budget. Efforts have been made to institute a regionalization programme under STPA. It has been recommended to the Institute to train more than 600 top-level statistical personnel from 17 African countries during the period 1978-1988.

18. The Department of Statistics, University of Ibadan, runs three training programmes covering all the countries in the region:

- (i) M.Sc. (Statistics)
- (ii) B.Sc. (Statistics)
- (iii) Post-graduate Diploma (Statistics).

The Centre is currently drawing up a practical programme. The Nigerian Government has now fully taken over the running of the Centre.

19. The Eastern Africa Statistical Training Centre (EASTC) in Dar-es-Salaam, was another UNDP regional project offering training at certificate and diploma levels. When UNDP withdrew its assistance, the Centre was taken over by the East African Community. The Tanzanian Government took over the running of the Centre when the Community broke up in 1977 and now efforts have been made to regionalize the Institution under STPA.

To promote the expansion of the Centre several governments using it have endorsed a request for financing addressed to the European Communities Commission for the construction of new installations. Its intake will be increased from 80 to 150 students.

20. The Department of Statistics, University of Botswana, was part of the UNESCO regional statistical training project set up at the University of Botswana, Lesotho and Swaziland (UBLS). Initially, it aimed at providing training at the certificate level. It appears that it now also provides training leading to the diploma and a higher level degree course in addition to the certificate course.

It should be noted that there is another Statistical Training Centre at the sister University of Swaziland which offers certificate level courses only. However, the best candidates of this course may pursue their studies at the University of Botswana.

21. The Department of Statistics, National University of Lesotho.

The courses of the UNESCO regional project leading to a Diploma or a Degree were provided at the present National University of Lesotho (NUL), and this Centre was the administrative headquarters of the project. This Centre also provides training leading to the certificate level. Courses with a practical bias continue to be provided. Plans are currently being formulated in particular for a five to six-week training programme in a government statistical service during the long vacations preceding the last year of the course for the award of a degree.

22. The Institute of Statistics, Social and Economic Research (ISSER) and the Department of Statistics are both under the University of Ghana.

ISSER has absorbed a UNDP funded Centre which provided training for intermediate level personnel. It is an Institute funded by the State which provides training for intermediate-level statistical personnel. The Department of Statistics, in collaboration with ISSER, offers statistical courses leading to the degree or post-graduate diploma level.

The courses have a practical bias with a compulsory training programme during the long vacation after the last year of the course leading to a degree.

It is mainly Ghanaians who benefit from the Institute although it is open to nationals of other countries. It seems that the entry requirements are rather high for foreign candidates.

A draft document is being studied and will be subsequently submitted to a donor agency (probably the Federal German Government) for possible financing of the improvement and development of the Centre under STPA.

Regional survey on organization and statistical services personnel, 1979.

A. Preliminary remarks

23. Participants at the fifth Conference of African Statisticians felt that development in the field of statistics should be considered as a co-operative effort of the countries concerned since countries with organizational problems should be in a position to derive greater benefit from the experience and techniques of other countries which have overcome similar problems.

24. The ECA secretariat feels that there are two principal means of meeting the demands put forward by the fifth Conference. The first, which is perhaps the most important, is the follow-up of operations on methodology in specific fields including a detailed study of the practices in force in various countries and the making of recommendations considered appropriate for the region. The second means consists of following the developments of various statistical services much more closely than has been possible so far.

25. It is for this reason that the secretariat conducted its first regional survey on statistical organisation in 1968. The preliminary report of this study was submitted to the sixth session of the Conference of African Statisticians in 1969 for its opinion.

26. The participants felt that wherever located, a statistical bureau should have a reasonable degree of autonomy and that satisfactory budgetary measures were indispensable for the effective implementation of all types of operations.

27. In 1973, the Conference of African Statisticians meeting in Addis Ababa for its eighth session observed that although the regional statistical training programme had catered for more than 5 000 men/year of training, there was still a shortage of qualified personnel in many African Bureaux of Statistics. The participants suggested right then that plans for staff training should be formulated to solve problems such as those of loss of staff.

28. Consequently, the secretariat decided to conduct another survey on statistical organization in the African region particularly as regards staff problems.

29. The 1979 survey is a follow-up of those of 1974 and 1976 with emphasis on priority considerations such as loss of officials, persons undertaking full-time studies and future manpower requirements.

30. The previous surveys served as a basis for the drawing up of a project to examine statistical training needs in Africa which led to the adoption of the Statistical Training Programme for Africa (STPA) by the tenth session of the Conference of African Statisticians.

31. The 1979 survey, conducted at the time of the inauguration of STPA, will also be a reference for future evaluation of the programme and will provide ECA with information on statistical development in Africa.

32. The final report will present in an accessible form relevant information on the number of top-level and intermediate-level personnel and administrative officers in statistical bureaux as well as future needs in the various categories. The report will therefore up-date available information on these problems which is often unreliable.

B. Answers to questionnaires

33. The alarm raised by African statisticians during the meetings of the second session of their Conference in 1961 and the subsequent meetings on problems relating to the recruitment and training of various statistical personnel would have made one believe that a regional survey on organization and statistical services personnel, as a basis for an integrated development policy on statistical services in Africa, would be enthusiastically welcomed by the Member States and would give rise to numerous replies to questionnaires on the survey.

34. But an analysis of the replies reveals quite a different attitude of national statistical services: only half of them replied to questionnaires sent to them in 1968/69 and 1974; on the whole there were 17 replies from one survey to another. In 1979, at the time we are writing, 12 questionnaires have been returned, duly replied, to the secretariat. The following table shows the participation of these countries in different surveys of this nature:

Sub-regions/countries	Years of organization		
	1968/69	1974	1979
NORTH AFRICA (6)			
Morocco	x		x
WEST AFRICA (16)			
Benin			x
Gambia	x	x	x
Guinea			x
CENTRAL AFRICA (11)			
Cameroon			x
Zaire		x	x
EAST AFRICA (16)			
Botswana		x	x
Ethiopia	x	x	x
Madagascar	x		x
Mauritius	x		x
Swaziland	x		x
Tanzania	x	x	x

Note: - The figures in brackets indicate the number of Member States per sub-regions of the Economic Commission for Africa

- The x's indicate replies to questionnaires.

35. The number of replies received does not therefore enable us at this stage to make a very detailed analysis of the results for the whole region. We quite well imagine the advantages which a comparative study of the results would in time bring about for a better understanding of the problems of interest such as the development of statistical services, the recruitment or loss of personnel, training needs, etc. We will be content with a partial reflection which demands a careful analysis of the extrapolations. It will be noted, in particular, that only three countries (Gambia, Ethiopia, Tanzania) out of the 12 concerned have regularly replied to all questionnaires on the survey; to these may be added four names for the 1968/69 survey and two names for that of 1974. Three new replies that were recently received are in the archives. It goes without saying that some silences are sometimes due to the loss of questionnaires sent by post or to the fact that they are received late. But on the whole the proportion of such cases is very low.

C. Position of statistics within the Administration

36. With the exception of Swaziland whose National Bureau of Statistics has always been under the Prime Minister's Office, it is observed that the bureau of statistics is generally attached to the Ministry responsible for planning. It is either a body under the Ministry of Finance and Planning as in Tanzania, Madagascar, Botswana or under the Ministry of Planning and Industrial Development as in Gambia and Cameroon or else an institution solely responsible for planning problems as in Morocco, Mauritius, Zaire, Benin, Guinea and Ethiopia.

37. This partial result confirms the trend already observed in previous surveys with regard to the position of National Bureau of Statistics in the administrative organization of member States. It is recalled that 23 out of the 24 countries which participated in the 1974 survey had their Bureau of Statistics attached to the Ministry responsible for planning.

38. This situation makes one think of the need to bring further closer statistical services and actual planning services. It will be recalled that the statistician is the producer, from the conception to the interpretation, through the collection and processing of socio-economic data needed for the drawing up of economic and social development plan.

39. On the question: which is the ideal place for a government statistical service, the answer seems rather delicate and would depend on conditions peculiar to each country. But let us say that the service is gradually being given a fairly high place in the administrative hierarchy to play its role fully and acquire the means needed to accomplish its mission.

D. Internal organization of the Bureau of Statistics

40. The replies received confirm that all the National Bureaux of Statistics concerned have organized their work on the basis of various statistical fields of operation. The basic unit, often the Bureau or the Section, is responsible for all the operations concerning the field of specialization by subject: economic accounts, general statistics, population, etc.

41. In the national bureaux which have seen their staff grow considerably during the decade (Morocco, Cameroon, Zaire, Madagascar) there appears to be an organization which at the same time takes into account specializations by subject and by functions. That is why there are independent units responsible for data processing, general administration and documentation or statistical surveys.

42. The establishment of regional offices has been necessary in the course of time with the development of information collecting activities. It will be noted, however, that countries like Ethiopia, Mauritius, Swaziland and Botswana have not always carried out a geographical deconcentration. It may be supposed that certain limiting criteria come in here, in considering, for example, the size of the territory (small area), the staff at post (limited number) or the definition of tasks to be carried out (in conflict with the work of the Central Bureau).

43. Statistical units are increasingly being set up in other ministerial departments and this may create problems of supervision and coordination in spite of obvious advantages for the development of statistics. As M.A. Vanoli, Administrator of INSEE (France) says in his paper entitled "Degree of centralization of a national statistical system", centralization may lead to a concentration of scarce resources: through "economies of scale", it may lead, particularly in a small country or in a country where the statistical system is being developed, to the attainment of a minimum size needed for a satisfactory operation and the enhancement of the service's reputation outside; it leads to a coherent policy on the development of statistics.

44. And Mr. Vanoli emphasizes, further on, the criterion of the size of the country and the development of the statistical machinery which seems to be a determining factor in decentralization: a machinery with fewer responsibilities stands to gain when centralized and a machinery with heavier responsibilities stands to gain when decentralized. On the other hand, a high quality of administrative services is indispensable for the success of a decentralization.

E. Staff situation in the Central Bureau of Statistics

45. It should be recalled that the existence of good infrastructures for conducting surveys and processing data, a good distribution of responsibilities, an adequate capacity for research and analysis are important factors for the smooth functioning of a bureau of statistics.

But the determining factor is undoubtedly the possibility of utilizing sufficiently qualified personnel whose level, scope and diversity of knowledge facilitate the proper utilization of available resources.

46. Let us examine the development of the national statistical staff situation in certain countries in the region.

(i) Gambia

47. The Gambia represents what is sometimes called "a miniature national bureau of statistics" both by the geographical size of the country and the staff responsible for carrying out the tasks of a limited magnitude. However, substantial effort was made between 1974 and 1979 to recruit at least one top-level official per year, raising the number of national officials from 1 to 5. This recruitment effort was made during the same period for the category of clerks and enumerators whose number has more than tripled in five years. Let us note that already, without being really operational, the electronic data processing unit includes two operators and five administrative clerks.

(ii) Ethiopia

Whereas the number of top-level personnel tripled in ten years that of intermediate-level personnel decreased by almost one-half during the same period. There was a general increase in statistical staff as a whole between 1968/69 and 1974. After this period a decrease in staff was recorded with the exception of a slight increase in the number of clerks and enumerators.

(iii) Tanzania

With a phenomenon very similar to that of Ethiopia, 1968/69-79 would have seen a considerable expansion in the Central Bureau of Statistics with the doubling in number of top-level and middle-level personnel and the tripling in number of clerks and enumerators. It was at that time that six regional offices of the Central Bureau were opened with a view to following up the questionnaires sent by post. Whereas between 1974 and 1979 there was a ratio of one top-level to one intermediate-level official, the number of officials from the lower echelons decreased considerably with few changes which brought the situation close to the 1968/69 one.

(iv) Morocco

Surely, there is no universal solution to the problem of how to train and retain the personnel of the Central Bureau of Statistics. But the Moroccan example can provide some interesting information. For, how does one explain this remarkable development in the Bureau of Statistics in terms of staff recruitment at all the echelons, except that here one knows, for example, how to solve the problem of internal promotions. It is true that there is in Rabat a training school for statisticians and computer experts, but the development in ten years is such that provincial statistical services have also been

strengthened. The Bureau of Statistics recruited per year an average of six top-level officials, 13 intermediate-level officials, seven clerks and enumerators, and five general service clerks. The last category was recruited for the only Central Bureau.

(v) Madagascar

For one reason or another Malagasy statisticians are deserting statistics. In 1968/69, the number of top-level personnel decreased from 41 to 25 in 1979. Technical Assistants and Statistical Technicians saw their number decrease by one-third from 21 in 1968/69 to 14 in 1979. However, let us note the importance given to the data processing unit with 113 clerks supervised by two top-level officials, that is a staff strength for greater than that of all the other statistical services (84 clerks of all grades put together).

(vi) Mauritius

One would think that Mauritius is a "small island with a small statistical service", but it is rather the contrary when one considers the fact that there are at present (1979) ten top-level statisticians whereas there were only four ten years earlier. There have been the same intermediate-level officials or they have been replaced, but there has never been more than six for ten years.

(vii) Swaziland

The size of the country certainly does not call for the establishment of a "big" national bureau of statistics. It is also not surprising that two top-level officials are appointed for every seven intermediate-level officials to supervise the work of 30 general service clerks. This is an appreciable development since in 1968/69 there was only one national intermediate-level official and seven general service clerks.

(viii) Zaire

The available data on Zaire deal with 1974 and 1979 surveys. The development of the national bureau of statistics during the period is due to:

- an accelerated recruitment of top-level officials (7 per year on the average)
- a decrease by half of statistical technical assistants and clerks bringing the ratio to approximately 1 intermediate-level official to 4 top-level officials
- an addition of approximately 31 clerks and enumerators per year
- the strengthening of provincial services staff.

(ix) Botswana

The Central Bureau of Statistics now has four top-level officials instead of two in 1974 but sees the number of its intermediate-level officials decreased from seven to three while the number of clerks and enumerators has doubled from 23 in 1974 to 45 in 1979.

NATIONAL BUREAU OF STATISTICS

National staff situation ^{1/}

Countries	Years of reference	Categories of staff	Gambia	Ethiopia	Tanzania	Morocco	Mada-gascar	Mauri-tius	Swazi-land	Zaire	Botswana	Be-nin	Gul-na	Came-ron
	1968		174	179	179	179	179	179	179	179	179	179	179	179
	1969		169	169	169	169	169	169	169	169	169	169	169	169
I. HEAD OFFICE														
Top-level personnel			1	5	8	26	23	7	18	21	22	85	41	25
Intermediate-level personnel			1	6	1	27	37	15	19	35	21	10	141	21
Statistical clerks and enumerators			2	15	49	196	61	68	24	76	11	67	133	10
EDP personnel			2	1	7	16	20	6	1	10	1	-	135	14
General Services			3	2	1	60	92	11	14	53	19	27	78	2
II. REGIONAL CENTRES														
Top-level personnel			-	-	-	-	-	-	-	-	8	14	8	1
Intermediate-level personnel			-	-	-	-	-	-	-	-	3	17	16	58
Statistical clerks and enumerators			-	-	-	-	-	-	-	-	3	4	67	92
EDP personnel			-	-	-	-	-	-	-	-	-	-	-	-
General Services			-	-	-	-	-	-	-	-	120	6	34	-

Notes: 1/ Excluding officials on study leave.
 2/ EDP = Electronic Data Processing
 3/ Low-level officials employed to carry out tasks not directly related to statistics, for example in administrative services and typing pool.

48. These partial results definitely had a reality which will not fail to be discovered in the final report, namely the problem of internal promotions in most statistical services, especially in French-speaking Africa, which would explain the numerous desertions both among the top-level and intermediate-level personnel. As Mr. Szameitat of the Stuttgart (Germany) Bureau of Statistics emphasized during the Seminar on the Organization of a Statistical Service held in Munich from 3 to 24 July, 1978, this problem of internal promotions is basically due to the rather rigid civil service statutes, often poorly adapted to the present situation of the country. Mr. Szameitat notes that the barriers between the various statistical bodies are too rigid both for intermediate-level and top-level personnel. Some officials who have greater experience and longer service cannot often move into the higher body which would correspond better to the work they do than taking competitive examinations, which most often have a theoretical and university programme quite removed from the actual activities of the candidates; quite often, candidates who are admitted have to go back to school to be given formal education which will not offer them much for their subsequent professional activity.

F. Loss of trained statisticians

49. The regional survey report on organization and personnel of statistical services reveals that of the 24 countries in the region 45 p. 100 of qualified statisticians were working in national bureaux of statistics. It is too early to draw conclusions on the reversal of the trend in 1979, but one can see the following concentration in the national bureaux of statistics of the seven countries that have replied to our questionnaire:

- Gambia: 91 p. 100
- Guinea: 55 p. 100
- Cameroon: 67 p. 100
- Botswana: 59 p. 100
- Madagascar: 73 p. 100
- Mauritius: 56 p. 100
- Tanzania: 83 p. 100.

50. The following table gives, for some countries, the number of national officials who have left the National Bureau of Statistics per level and destination (excluding officials on study leave):

Destination	Gambia		Guinea		Cameroon		Zaire		Botswana		Madagascar		Mauritius		Swaziland		Tanzania		
	TL	IL	TL	IL	TL	IL	TL	IL	TL	IL	TL	IL	TL	IL	TL	IL	TL	IL	
Industrial and commercial enterprises	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!
International Organizations	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!
Other govern. stat. serv.	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!
Fin. Instit.	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!
Universities	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!
Other Gov. Serv.	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!
Total	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!	!

Note: TL = Top-level personnel
 IL = Intermediate-level personnel

51. Indeed, the figures on the exodus of trained statisticians to industrial and commercial enterprises, international organizations and other sectors take into account both statisticians who work effectively in national bureaux of statistics and have left, and a certain number of statisticians who, on obtaining their qualification, decided to enter these bureaux of statistics.

52. One can see in the above table a tendency on the part of statisticians to move to sectors which offer the best conditions of service (industrial and commercial enterprises, international organizations).

53. The loss of intermediate-level personnel seems to be less serious than that of top-level personnel. However, this is only generally true and sometimes these losses may be seriously felt.

54. It will be noted, however, that the exodus of statisticians to the rest of the public sector is really not a loss, especially if they go to take up important posts in other sectors.

IV. Conclusion

55. If one takes into account the fact that most of these centres were established recently, one has reasons to be satisfied with the progress made. However, the continue to experience certain difficulties especially where the host government is solely responsible for the financing of these centres. These difficulties also include:

- the drawing up of an appropriate programme
- the provision of national teaching staff
- the admission of foreign students.

56. All these questions will be the subject of more detailed discussions in the context of other items on the agenda. Let us emphasize that as regards the dissemination of information on training activities, the dissemination could be satisfactory and ensured without too much difficulty on condition that each of these centres will undertake to send background documents through ECA. Plans are under way for the publication in the near future of an information circular on STPA which will give, in a brief and easily understood form, information on the implementation of the programme in the interest of all the parties concerned.

57. The Working Group of Munich responsible for examining the Consultants' Report on Statistical Training Needs in Africa noted that the reasons why statistical services are short of staff are, among other things:

- (i) unsatisfactory working conditions which make statistical studies less attractive;
- (ii) lack of financial resources for statistical training;
- (iii) the low esteem in which statisticians are held as compared with other professions;
- (iv) drift of statisticians to other professions that have better remuneration prospects.

58. The Group agreed with the Consultants in admitting that the loss of top-level statistical personnel was inevitable in view of the fact they are staff who hold qualifications needed in several fields of activity. Furthermore, it should not be forgotten that changes to other posts in the public or private sector in a same country are not, as noted further above, a loss to the country. However, no less efforts should be made to keep the number of these changes at a minimum level.

59. To make it possible to take into account transfers and the opportunity of filling the vacant posts in the staff of national statistical services, the Working Group felt that in taking measures with a view to expanding statistical training facilities, one should reckon on the global needs of the country considered in statistical personnel. By so doing it should be seen to it that both the private and public sector obtain a reasonable share of the trained personnel.

60. STPA is concerned of as a decennial programme to ensure Africa's self-reliance:

- (i) thanks to the increase in statistical personnel
- (ii) thanks to the improvement and to the maintenance of the quality of statisticians at post.

61. It is therefore desirable that the 12 Statistical Training Centres participating in STPA be used in the most effective manner as possible to attain these objectives.

62. Generally, the national bureaux of statistics need three levels of statistical training: intermediate-level and top-level personnel and specialized training. The estimates of the needs and problems relating to the training of this personnel will be brought up under other items of the agenda.