VOLUNTARY NATIONAL REVIEW(VNR)

SDG Indicator 16.7.1

16.7.1: Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions.

Lead Ministry

MINISTRY OF PUBLIC ADMINISTRATION

Associate Ministries:
Cabinet Division, Election Commission, Information Commission, Local Government Division, Legislative and Parliamentary affairs Division, Ministry of Foreign Affairs and Ministry of Social Welfare.

SDG Indicator 16.7.1: Ministry of Public Administration's Progress

1. Introduction

Ministry of Public Administration (MoPA) has been designated as the 'Lead Ministry' for SDG target number 16.7 under goal 16 aimed to 'Ensure responsive, inclusive, participatory and representative decision making at all levels' for achieving indicator 16.7.1. This indicator deals with **'proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions.** Data of national legislature, local government and judiciary are assigned to be provided by Legislative and Parliamentary affairs Division (LPAD), Local Government Division (LGD) and Law and Justice Division (LJD) respectively. Moreover, seven ministries and commissions are designated as associate ministries for achieving indicator 16.7.1: Cabinet Division, Election Commission, Information Commission, Local Government Division, Legislative and Parliamentary affairs Division, Ministry of Foreign Affairs and Ministry of Social Welfare.

2. Context

Since SDG target 16.7 is about ensuring responsive, inclusive, participatory and representative decision-making at all levels, significant efforts of all stakeholders from legislative bodies, public service, judiciary, development partners and civil society organizations are required to achieve this target. Hence MoPA is developing plans for engaging all stakeholders and target groups. As there is no baseline data, MoPA has prepared a draft chart for collecting required data from all government organizations as its first line of action. Grade-based and occupation-based formats were presented in a workshop held on November 04, 2019 and participants provided their valuable inputs and thoughts to improve the format. Secondly, as collecting data of nearly 1.5 million (1,500,000) public sector employees is a big task, participants during that workshop also provided opinion for undertaking a project by MoPA to create a dynamic database for public sector. Other than indicator 16.7.1, MoPA is colead ministry in SDG indicator 16 a: strengthen relevant national institutions, including through international cooperation, for building capacities at all levels, in particular in developing countries, for preventing violence and combating terrorism and crime. Ministry of Home Affairs is the lead ministry of this indicator. MoPA will provide the lead ministry necessary assistance in this regard.
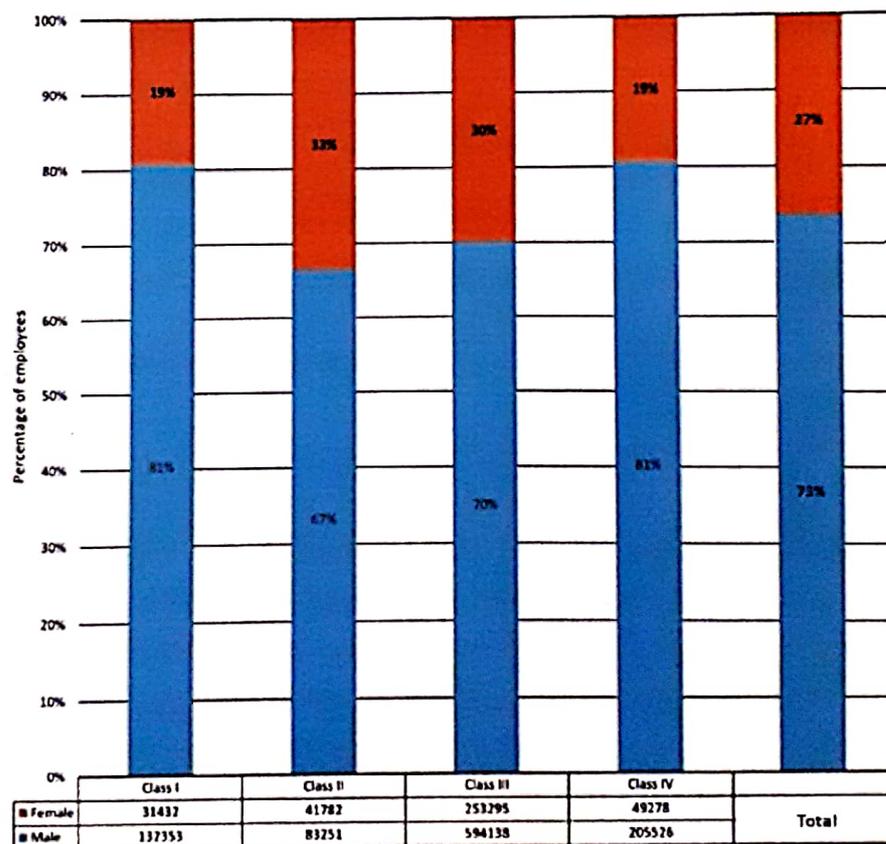
3. Progress

To facilitate the implementation of the global indicator framework, all indicators are classified by the Inter-Agency and Expert Group (IAEG-SDGs) into three tiers based on their

level of methodological development and the availability of data at the global level. According to the latest update of December 11, 2019, indicator 16.7.1is upgraded to Tier 2 i.e. the indicator is conceptually clear, has an internationally established methodology and standards are available, but data are not regularly produced by countries. Indicator 16.7.1 requires data regarding the age, sex, persons with disabilities, ethnic groups and religious groups of the public servants.Like most of the other countries, these data are not produced in Bangladesh. However, Statistics and Research Cell of Ministry of Public Administration has the data of male-female proportion among civil employees. **The percentage of male-female civil employees of 2017** is as follows:

Class	Male	Female	Total	Male (%)	Female (%)
Class -I	132353	31432	163785	81%	19%
Class-II	83251	41782	125033	67%	33%
Class-III	594138	253295	847433	70%	30%
Class -IV	205526	49278	254804	81%	19%
Total	**1015268**	**375787**	**1391055**	**73%**	**27%**

Source: Statistics of Civil Officers and Staffs, 2018, Ministry of Public Administration,https://mopa.gov.bd/site/view/mopa_report_publication/Books%20and%20Manuals/ page 167

	Class I	Class II	Class III	Class IV	
Female	31432	41782	253295	49278	Total
Male	132353	83251	594138	205526	

Figure: 100% stacked column graphically showing the percentage of male-female civil employees of Bangladesh in 2017

MoPASDGFP 2020 Page 2 of 6

3.1 Data Chart for Indicator 16.7.1

MoPA has drafted formats for collecting data related to public servants: grade-based and occupation-based format. The grade based format would be more convenient while the occupation based format have some challenges because, in our public service, occupations, for example, managers, professionals, technicians etc. prescribed by ILO are officially not recognised, and thus concerned stakeholders are not well aware of these categorization of occupations. However, occupation based data of the public servants potentially have a great advantage in human resource planning, along with SDG purposes etc.
(Data chart: Annexure A)

3.2 Project for comprehensive data base of public sector employees

Career Planning and Training (CPT) wing of MoPA in the purview of its expanding role in public administration and MoPA mandate in regard to SDGs propose a project titled – "Strengthening CPT wing of MoPA in the context of SDGs" with the following components:

I.   Creation of Management Information System with a comprehensive and dynamic data base of public sector employees. This will be administered by MoPA for various decisions related to public administration and policy.

II.   Strengthening HRD capacity of the training centers under MoPA. This will be particularly targeted in creating courses that will empower public administration officials with the skills required to achieve SDGs.

III.   To create a system to ensure best HRM and utilization in public administration.

(Proposals related to SDG Project: Annexure B)

4. Challenges

Defining occupation remains as a challenge, as there is a gap in the jargon of UN bureaucracy and that of Bangladesh. While the occupation-based format can be effective in policymaking, the grade-based format could give an idea of employees of different levels. In addition to target 16.7, this indicator has to monitor other targets i.e. 5.5 (women's full and effective participation) and 10.2 (political inclusion). Finally, the initiatives of other relevant ministries for example Ministry of Law and Justice, Cabinet Division, Legislative and Parliamentary Affairs Division, Local Government Division and Ministry of Social Affairs will determine the attainment of this indicator.

5. Way Forward

For data accumulation, the available data sources will be consulted: reliability, validity and accessibility of data will remain as prime concerns in this regard. Special emphasis will be on the data of iBAS++ as the data is accurate, updated and free of double counting error.

A seminar will be organized with speakers from General Economic Division (GED), Bangladesh Bureau of Statistics (BBS), Governance Innovation Unit, PMO (GIU), UNDP, SDG Tracker and Access to Information (a2i) to have their opinion on indicator 16.7.1. This will be helpful to plan for future. A meeting can be held with iBAS++ authority as well to explore the avenues and challenges of data collection.

Considering overall progress and limitations related to SDG target of MoPA the following strategy seems appropriate.

a. To recast the content of MoPA objective (SDG 16.7.1) from the perspective of MoPA jurisdiction and mandate in public sector. In this perspective national context will be consulted.

b. Consultation with stakeholders, GED, UNDP, PMO and Cabinet division in seminars as well as at the bilateral level.

c. Once above mentioned step (a) is attained MoPA will commence work on existing data set that is available at MoPA (Public Administration Computer Centre PACC and Research cell), iBAS++ and BBS.

d. After an initial analysis of the existing data – data collection, processing and analytics will be finalized. At this stage, MoPA will commence its full-fledged work with the assistance of the proposed project. It may be noted here that with the existing workforce at MoPA it is an extremely difficult task to work on a database of approximately 1.5 million public sector employee.

e. After data collection and analysis as mentioned in step (c), MoPA will commence its task of addressing the policy framework related to target 16.7.1. Should it be required MoPA will suggest amendment in existing policies or formulation of policies.

f. Further to the tasks mentioned at (d) MoPA will launch final action plan for achieving specific targets by 2030.

✎ In brief, MoPA way forward to SDG target 16.7.1 may be portrayed in the following diagram:

- **Analysis of existing database**
- By 30 June, 2020

- **Finalizing data collection process and analytics**
- By 30 July, 2020

- **Analysis of data collected in the approved format**
- By 30 December, 2020

- **Analysis of collected data and target fixing for achievement by 2030**
- By 30 June, 2021

- **Input for the policy framework**
- TBA

- **Policy implementation**
- if required

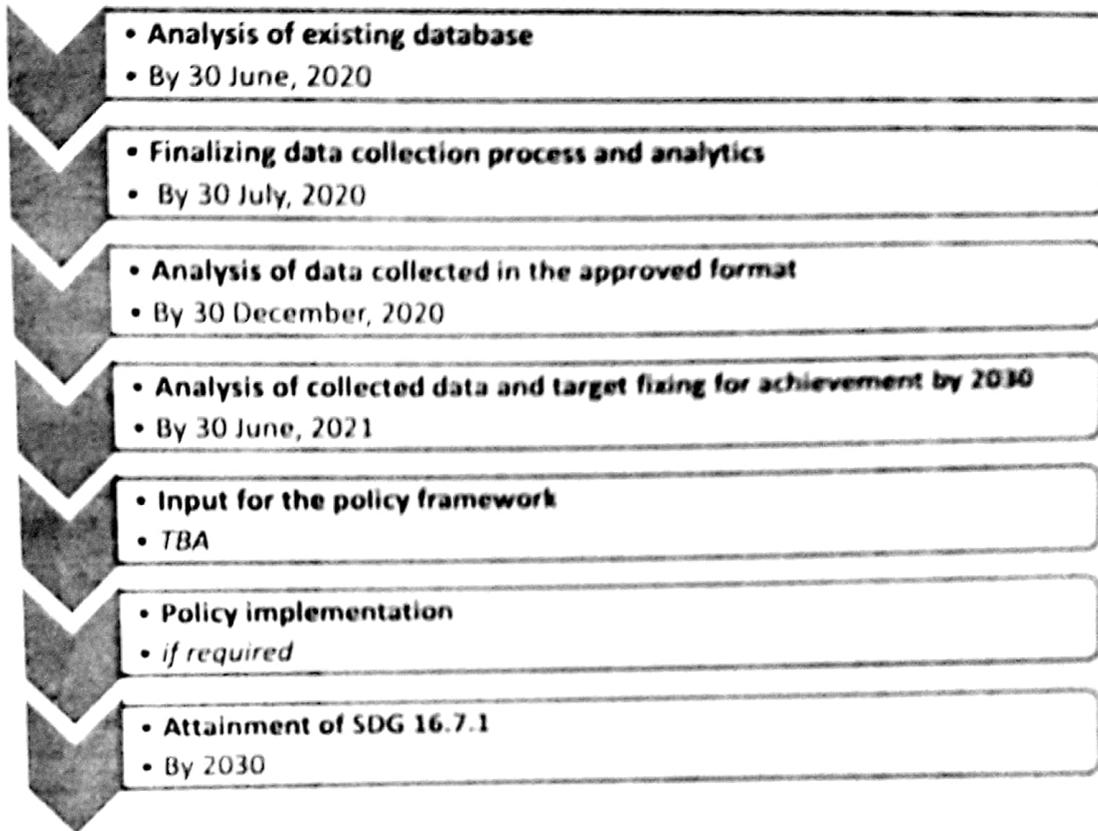- **Attainment of SDG 16.7.1**
- By 2030

Diagram: SDG Target 16.7.1 Process

6. **Best Practices / Best Cases**

   N/A

7. **Innovative Cases**

   N/A

8. **Business Cases**

   N/A

9. **Collaborative Cases**

   N/A

10. Leaving No One Behind (LNOB)

Indicator 16.7.1 focuses on representative aspect of the target. As a result MoPA aims to adopt appropriate plan, program and project with the assistance of all the stakeholders to empower target groups and ensure inclusiveness. MoPA is required to ensure participation of all the segments of the society in public administration. This is strongly related to the SDG vision of leaving no one behind: inclusiveness in the decision making and dissemination of public service. For this, MoPA is planning to develop a comprehensive data base on the public sector employees.

11. Annexture

Annexure A: Format of Data chart

Annexure B: Proposals related to MoPA's SDG Project

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People's Republic of Bangladesh

Government of the People's Republic of Bangladesh

Name of the office: *For example, Department of Social Services*

www:..

FORMAT 1: Statistics of government employees (excluding project employees) as on **31/12/2019**

A. Total employees based on age group

Occupational category	Grade	Designation	Age group												Total	
			Below 25 Years		25-34 Years		35-44 Years		45-54 Years		55-64 Years		65 and above			
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Managers	For example, G1	For example, Secretary														
	....	....														
	....	....														
Sub-total	....	....														
Professionals	....	....														
	....	....														
Sub-total	....	....														
Technicians and Associate Professionals	....	....														
	....	....														
Sub-total	....	....														
Clerical Support Workers	....	....														
	....	....														
Sub-total	....	....														
Total	....	....														

B. Total employees based on religion

Occupational category	Grade	Designation	Religion					Total
			Islam	Hindu	Buddhist	Christian	Others	
Managers	For example, G1	For example, Secretary						
	....	....						
Sub-total	....	....						
Professionals	....	....						
	....	....						
Sub-total	....	....						
Technicians and Associate Professionals	....	....						
	....	....						
Sub-total	....	....						
Clerical Support Workers	....	....						
	....	....						
Sub-total	....	....						
Total								

C. Employees based on only ethnicity and disability

Occupational category	Grade	Designation	Ethnic minority			Disabled		Total
			Male	Female	Total	Male	female	
Managers	*For example, G1*	*For example, Secretary*						
	....	....						
Sub-total	....	....						
Professionals	....	....						
	....	....						
Sub-total	....	....						
Technicians and Associate Professionals	....	....						
	....	....						
Sub-total	....	....						
Clerical Support Workers	....	....						
	....	....						
Sub-total	....	....						
Total								

Notes:

a. Ethnic group includes different types of tribes, such as Chakma, Garo, Murong, Hajong etc.

b. Disabled group includes different types of disabled people, such as people with hearing disability, people with visual impairments etc.

Annexure B

B.1 Data that can be included during collection:

    B.1.1 Age group 55-64 can be changed to 55-60, as retirement age is 59 (and 60 for Freedom Fighters) in Bangladesh.

    B.1.2 An age group of '61 and above' can also be included in the table to include employees serving on contractual basis.

    B.1.3 Data of employees' religious belief can be collected. It can be collected for official use of MoPA.

    B.1.4 For ethnic minority, individual ethnic identity can be considered for collection as well.

    B.1.5 Educational qualification of the employees can also be collected as data. In the initial stage, the highest educational qualification of employees can be collected.

B.2 Probable Sources of existing data/information:

    B.2.1 The existing data of NID, iBAS++, PMIS and BBS can be very helpful and accessible sources of data. Making the best use of existing database of the government should be considered.

    B.2.2 Data stored in iBAS++ can be adopted and integrated in MoPA database first, and then other data could be accumulated while fixation of salary increment. This will be time-efficient as well.

B.3 Database

    B.3.1 If data is collected systematically, information can be extracted on the basis of changing needs.

    B.3.2 As MoPA is designated with the business of human resource management, training and career planning of government officials, it is recommended that MoPA should have its own database.

B.3.3   An online system can be developed to collect the data to accommodate its dynamic nature.

B.3.4   Both primary and secondary data can be collected through project.

B.4 Project

B.4.1   A project can be taken to collect the data. As a huge amount of data is to be collected and there is a lack of relevant manpower, a project can be taken on to accomplish the task of data collection and creation of Management Information System (MIS).

B.4.2   The title of the project can be 'Achieving SDGs for MoPA by enhancing capacity of CPT wing'

B.4.3   The project should be time-based. If the project can be completed by June 2022, there will be enough time to make step by step planning based on the data.

B.4.4   New data can be collected online. In that case, inputs need to be verified by controlling authority of each employee.