Workshop on

Achieving SDGs: Role of Ministry of Public Administration

Organizer	Ministry of Public Administration (MoPA) Government of the People's Republic of Bangladesh
Venue	Conference Room Ministry of Public Administration Bangladesh Secretariat, Dhaka
Date	04 November 2019 Monday 0900 – 1400 hrs
Moderator	Mr Md Mofidur Rahman Joint Secretary Ministry of Public Administration
Speakers	Dr Md Humayun Kabir Additional Secretary Ministry of Public Administration Dr M Ziaul Haque Joint Secretary Ministry of Public Administration Dr Mohammad Hossain Deputy Secretary Ministry of Public Administration
Participants	Officers of Ministry of Public Administration and Subordinate Offices
Repporteurs	Mr Abu Kaisar Khan Deputy Secretary Ministry of Public Administration Mr Shahriar Al-Kabir Siddiqui Senior Assistant Secretary Ministry of Public Administration

Abstract

In Bangladesh, Ministry of Public Administration (MoPA) has been designated as the 'Lead Ministry' 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'. 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. Two formats, namely grade-based and occupation-based format, were presented in the workshop and participants provided their valuable inputs and thoughts to improve the formats. Secondly, as collecting data of nearly 1.5 million (1,500,000) government employees is a big task, the participants also provided opinion for undertaking a project by MoPA to create a dynamic database for government employees.

1. Discussion and Presentations by the Speakers

The session was moderated by Mr Md Mofidur Rahman, Joint Secretary, Ministry of Public Administration. Three speakers elaborated on the role of MoPA for achieving indicator 16.7.1 and challenges of data collection:

1.1   Dr Md Humayun Kabir, Additional Secretary, Ministry of Public Administration

Dr Kabir started the discussion by putting up the rationale of holding this workshop. He illustrated the need of relevant data collection and the versatile usage of collected data. He also shared his experience about the database of Public Administration Computer Centre (PACC) of MoPA.

1.2   Dr M Ziaul Haque, Joint Secretary, Ministry of Public Administration

Dr Haque made a presentation on SDG Goal 16, its relevance with MoPA and challenges of data collection. He elaborated the need for undertaking a project for data collection and maintenance.

1.3   Dr Mohammad Hossain, Deputy Secretary, Ministry of Public Administration

Dr Hossain's presentation was mainly on showing two 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 in Bangladesh, and thus concerned stakeholders are not well aware of this categories of occupations. However, occupation based data of the public servants potentially have a great advantage in human resource planning, along with SDG purposes etc. Considering the use of the data to be collected by using the formats, he also highlighted the reporting procedure suggested by SDGs authority. The reporting included different aspects of indicator 16.7.1. The indicator 16.7.1 specifically includes age, group, sex, persons with disabilities and other population groups such as ethnic minority and religious groups of the public servants.

2. Observations of the Participants

Participants were divided into four groups for examining the plausible sources of data and overall procedure of data collection. They were also requested to present their view on two data collection formats and structure of project to be undertaken by MoPA. The summary of the observations is as follows:

2.1 Data that can be included during collection:

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

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

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

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

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

2.2 Probable Sources of existing data/information:

2.2.1　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.

2.2.2　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.

2.3 Database

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

2.3.2　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.

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

2.3.4　Both primary and secondary data can be collected through project.

2.4 Project

2.4.1　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).

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

2.4.3　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.

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

3. Comments

A number of perspectives emerged in the general discussion. One participant highlighted that the most important issue is to finalise the data collection format: what information is necessary and could be necessary. He added that one of the challenges for data collection and consequent computation is to reach in consensus on the definition of the UN jargons in context of Bangladesh. Another participant opined to consider whether the project should also include Enterprise Resource Planning (ERP) to ensure an integrated approach. One participant argued that the 'Creation of Policy and Innovation Centre' should not be a part of the SDGs project as it could divert the focus of the project.

4. Conclusion

The session ended with three observations:

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

4.2   However, defining the occupations will remain a challenge, as there is a gap in the jargon of UN and Bangladesh. While the occupation-based format can be effective in policymaking, the grade-based format could give an idea of employees of different levels.

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

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02.01. 2020

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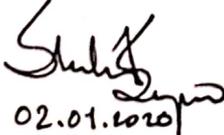
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Appendix

Goal 16
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Target 16.7
Ensure responsive, inclusive, participatory and representative decision-making at all levels

Indicator 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