



Principles of Organization and Reorganization of NSOs:

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Organizational Theories

- Principles to structure organizations:
 - By knowledge/skills
 - By work process
 - By place
 - Hierarchical vs. network
 - etc. (see Handbook)

Trends in Organization

- Increased need for flexibility
- Fewer levels/flatter hierarchies
- More responsibility given to staff
- Cross-unit team structures
- Downsizing (e.g. through ICT)
- Outsourcing (e.g. printing shops)

For NSOs that usually means:

- Hierarchical structure
- By subject matter: trade statistics, etc.
- By function:
 - questionnaire design (corporate identity)
 - sample design
 - dissemination/publication
 - analysis
 - IT
 - legal matters

Additional driving forces:

- Need to improve timeliness
- Need to reduce reporting burden
 - Organize data collection and data processing as efficient as possible
- Increased demand by different users
 - Organize data dissemination user-oriented

To re-organize or not to re-organize?

- The grass on the other side ...
- But there is no such thing as perfect efficiency
- Budget cuts as a trigger to seek more efficient use of funds (case study: The Netherlands)
- A new chief statistician takes office

A few guiding principles and questions

- What structure serves your purposes best?
- Who has the authority to reorganize?
- What will you gain by reorganizing?
- What will you lose by reorganizing?
- How much will the reorganization cost you?
- Keep the organization simple!

For discussion - Sharing experiences:

The past:

- When was the last time you reorganized?
- What was the purpose/goal?
- Was it achieved? If no, why not?
- If you have not reorganized in the recent past: Why not?

The future:

- Are you planning a major reorganization?
- Why?/What do you want to achieve?

