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**VIETNAM STATISTICS:
HUMAN RESOURCE DEVELOPMENT**

**Statement
by the General Statistics Office of Vietnam**

The National Statistical Service of Vietnam has undergone fundamental changes during the last some years. The changes in organization, operation and output are to be seen as response to the changing conditions of the Vietnam economy and society. The changes have been seen as a results of the comprehensive reform agenda in 1986, which recognized the essential role of a multi-ownership structure of the economy; introduced free market prices for commodities and private property rights on enterprises; and supported macroeconomic stabilization and external liberalization.

During the last some years, the GSO has taken significant steps towards becoming a modern and internationally recognized statistical institution. Yet there is need to reform and improve the GSO institutions on all levels, both to adapt to new conditions created by administrative reforms of the Government and a new Statistical Law and to improve capabilities needed for analysis of statistical data for monitoring poverty reduction and national development.

The administrative reform, which is currently in its second phase, will simplify the rules of government, clarify roles of government bodies and decentralize powers to provinces and districts. A new Statistical Law, in line with the reform, went into effect by 2004, giving GSO a more precise role and vast powers concerning all statistics collected by government. The reforms affect GSO, both by changed and more diversified needs of statistics from other government bodies, and by underlining the needs to become a cost efficient independent service institution for government on all levels and also other users.

In the process of the reform, The Government of Vietnam has approved Strategic Program for Development of Vietnam Statistics to 2010. One of the development objectives of the strategy is to transform GSO from a centrally run institution under the Government to become a more cost efficient independent service institution for the Government on all levels (central, provincial and district) and all other users of official statistics, universities, business, media and public.

This paper presents policy of Vietnam Statistics in human resource development of Vietnam Statistics and implementation of training strategy in this matter.

Development strategy and training activities.

GSO has the ambition to adapt an overall more service-oriented role. If an organisation is challenged with new tasks and new responsibilities, some times new leaders who have more experience regarding the new situation, are recruited. A more common way to handle such situations is to reorganise, to introduce a new management style and to acquire new management skills or rather a mix of all these three alternatives. The latter approach is to be preferred, and necessary, if the changes, as in this case, will affect almost the whole

organisation. Needed management skills differ over time and depend on the maturity and ambitions of an organisation. Appropriate management skills are needed in areas such as: strategy management, change management, human resources management, quality management, modernization management process, motivation, etc. It should also be kept in mind that management styles differ considerably from country to country – as being part of the culture.

GSO has already established in-house training activities, which have been used in different undertakings during the last years. However, there is still a need to further develop the schemes and the areas of training in order i.e. to fill gaps of knowledge, e.g. more advanced sampling skills, survey and questionnaire design, etc.

But there are also needs to launch more general training programs for different staff categories. To achieve this there might be a need to more precisely classify the staff into different categories and also to look into some principles regarding the manning of the units within GSO.

In the Educational system of Vietnam, Statistics Departments of Hanoi and Ho Chi Minh Economic Universities provides annually a large number of bachelors of statistics for the country statistical system. Moreover, the GSO recruits also graduates from economic faculties of different universities. In the system of GSO, there is also Statistical College, where educates hundreds bachelors of Statistics every year. The GSO has also Statistical Professional School providing statisticians of intermediate level for the society, most of graduates from the school could find a job in the country statistical system as well as in enterprises.

Totally, in the system of GSO both in central and local levels there is more than 5,000 staff and training program for all of them must be established.

Training Program of the GSO includes:

- Pre-service training;
- Training for new appointed managers;
- Training for different types of staff;
- Training on special topics (IT, management skill, quality control, subject matter issues);

(i) **Pre-service training:**

The training is conducted for newly recruited staff. The training is conducted at the National Academy of Public Administration and at the GSO. Topics for training are:

- Organization of the Government;
- Key issues of Public Administration
- Organization of GSO and position in the Government system;
- Fundamental principles of official statistics;
- Mandate and Responsibilities of an official in GSO system;

- Function, responsibility and collaboration principles among GSO's departments.
- System of Statistical censuses and surveys;

(ii) Training for new appointed managers

The training is conducted for new appointed managers of departments of the GSO and provincial statistics offices twice per year. Topics for training are:

- Management skills;
- Principles of long-term and short-term planning;
- Quality management;
- Principles of service coordination;
- Psychology and service behavior;

(iii) Training for different types of staff

To be able to make the training as efficient as possible it is important to know to whom the training should be addressed. In order to lay the basis for efficient training the staff should be classified into different categories, which is a good help when launching different training programmes. When initiating the staff category system it might also be useful to look into the principles regarding the manning of the different units at GSO.

Different courses are conducted for senior and junior officials depends on their position and place of work.

(iv) Training on special topics

Short term courses (1-2 days) regularly conducted on special topics like IT (basic and advanced, new software applied,...); quality control; methodological issues by statistical subject matters (questionnaire design techniques, application of ISIC; ...).

For the last 2 years, within the GSO system 58 directors and deputy directors of department of GSO and provincial statistics office have been appointed(17 in 2006 and 41 in 2007). The GSO also has recruited 900 new staff replacing retired officials, of which 104 for the GSO Headquarter Office in Hanoi and 896 for provincial statistics offices (51 and 530 in 2006, 53 and 366 in 2007 respectively) . For all of them appropriate training courses have been conducted.

5. Conclusion

Currently the General Statistics Office of Vietnam makes a great effort for meeting rapid changes that directly affect to activities of the GSO. To meet increasing demand on statistics it needs to improve all operations from coordination of works, statistical methodology and standards to data production and dissemination. In this connection, strengthening capacity in both term of

human resource development and applying modern ICT and statistical methods is the way for the GSO to build up a cost efficient statistical organization able to meet increasingly changing demand of users on statistics. In this long way for reaching the goals, international assistance plays very important role in development of Vietnam Statistics and SIAP will plays important role in our strategy for human resource development.