CAPACITY DEVELOPMENT 4.0

A systems-approach to resilient data ecosystems

Final stakeholder workshop PSA PSRTI – 27 January 2021

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AGENDA

• Capacity Development 4.0 – What does it mean?
• How CD4.0 evolved and why it matters
• Understanding capacity assessments
• How does it work in practice?
Rethinking Capacity Development

- Country-ownership
- Holistic approach that leaves no one behind
- Sustainability
“The process through which a country’s national statistical system, its organisations and individuals obtain, strengthen and maintain their abilities to collect, produce, analyze and disseminate high quality and reliable data to meet users’ needs.” (PARIS21, 2020)
1) Inclusion of new data stakeholders
The need to integrate new data sources and non-traditional data actors

2) A stronger user integration
A change to service-oriented data delivery

3) Holistic approach to statistical capacity development
A need to integrate management and leadership beyond technical skills
The CD4.0 Matrix

**Targets**
- Resources
- Skills and Knowledge
- Management
- Politics and power
- Incentives

**Levels**
- Individual
- Organisation
- System

## Operationalising the CD4.0 matrix

<table>
<thead>
<tr>
<th>Target/Level</th>
<th>Individual</th>
<th>Organisational</th>
<th>System</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Resources</strong></td>
<td>• Professional background</td>
<td>• Human resources</td>
<td>• Legislation, principles and institutional setting</td>
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<td></td>
<td>• Budget</td>
<td>• Infrastructure</td>
<td>• Funds infrastructure</td>
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<td></td>
<td></td>
<td></td>
<td>• Plans (NSDS, sectoral...)</td>
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<td></td>
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<td></td>
<td>• Existing data</td>
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<tr>
<td><strong>Skills and knowledge</strong></td>
<td>• Technical skills</td>
<td>• Statistical production processes</td>
<td>• Data literacy</td>
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<td></td>
<td>• Work know-how</td>
<td>• Quality assurance and codes of conduct</td>
<td>• Knowledge sharing</td>
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<td></td>
<td>• Problem solving and creative thinking</td>
<td>• Innovation</td>
<td></td>
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<td>• Communication</td>
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<tr>
<td><strong>Management</strong></td>
<td>• Time management and prioritisation</td>
<td>• Strategic planning and monitoring and evaluation</td>
<td>• NSS co-ordination mechanisms</td>
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<td></td>
<td>• Leadership</td>
<td>• Organisational design</td>
<td>• Data ecosystem co-ordination</td>
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<td></td>
<td>• HR management</td>
<td>• Advocacy strategy</td>
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<td>• Change management</td>
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<td></td>
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<td>• Fundraising strategies</td>
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# The CD4.0 value added

<table>
<thead>
<tr>
<th></th>
<th>Holistic approach to capacity development of statistical systems: Digitalization, improved data access and use, administrative data</th>
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<tbody>
<tr>
<td>2</td>
<td>Empower NSO as the national data steward: coordination with other govt agencies, and partnerships with private data agencies, modern governance mechanisms</td>
</tr>
<tr>
<td>3</td>
<td>Increase financing to statistics: More and better funding for development data from domestic and external sources</td>
</tr>
</tbody>
</table>
The CD4.0 capacity assessment

- A holistic questionnaire taking into account the targets/levels of the CD4.0 matrix
- A set of 100 questions that **need to be** customized to the country context
- Objective: define the **key priority areas** that require short/medium and long-term capacity development
The structure of the questionnaire

Resources
Legal frameworks, strategic planning and funding plans, allocated budget, coordination, technical resources

Skills & Knowledge
Production & dissemination processes, communication policy, innovation, training

Management
Skills gaps, HR strategies

Politics & Power
Political support, independence, relationship with policy makers

Incentives
Financial rewards, career development, work culture
The process

• Desk research on existing legal frameworks, data mappings, analyses of the statistical system
• Extensive discussions with the NSO and then with the wider stakeholder group
• Individual follow-up sessions (and at times bilateral technical discussions)
• Synthesized results of the assessment presented to NSO leadership and relevant policy makers
Objectives

• enhance sub-national gender statistics production in line with SDG monitoring practices
• empowering communities to participate in the process

Outcomes

• Capacity assessment and training needs assessment
• Virtual three day training tracks in collaboration with PSRTI
Designing a holistic programme

Capacity Assessment

System/organisational level:
- Resources, Skills & Knowledge, Management
  - Magna Charta for Women
  - Legal Framework
  - Existing Resources
  - SDG Assessment

Training Needs Assessment

Individual: Skills & Knowledge, Management, Incentives
  - Existing CBMS Trainings
  - Different target groups in the LGU
  - Organisational structures in the LGU

Virtual Training Sessions

System-level: Gender Statistics for Policy Making
  - Individual: Data production and Management
  - Individual: Data Visualization

Individual: Data production and Management
  - Organisational structures in the LGU

Making
Philippines – Outcomes

- Assessment report on sub-national capacity and training needs related to gender statistics in the Philippines on sub-national level
- Three final (remote) training modules on gender statistics including syllabus and training material
- A final evaluation report illustrating lessons learned from one pilot trainings conducted (1 target area)
- Improving co-ordination between the national and sub-national levels