

New Trends of Japanese HRD

JICA's Case

- **Challenges of New JICA**
- **HRD for Developing Countries**
- **Securing and Training Human Resources
in Japan**
- **Conclusion**

March 10, 2010

S.Yoshiura, First Class of IDEAS(1990-1991)

Director General,

JICA Yokohama International Center



. Challenges of New JICA

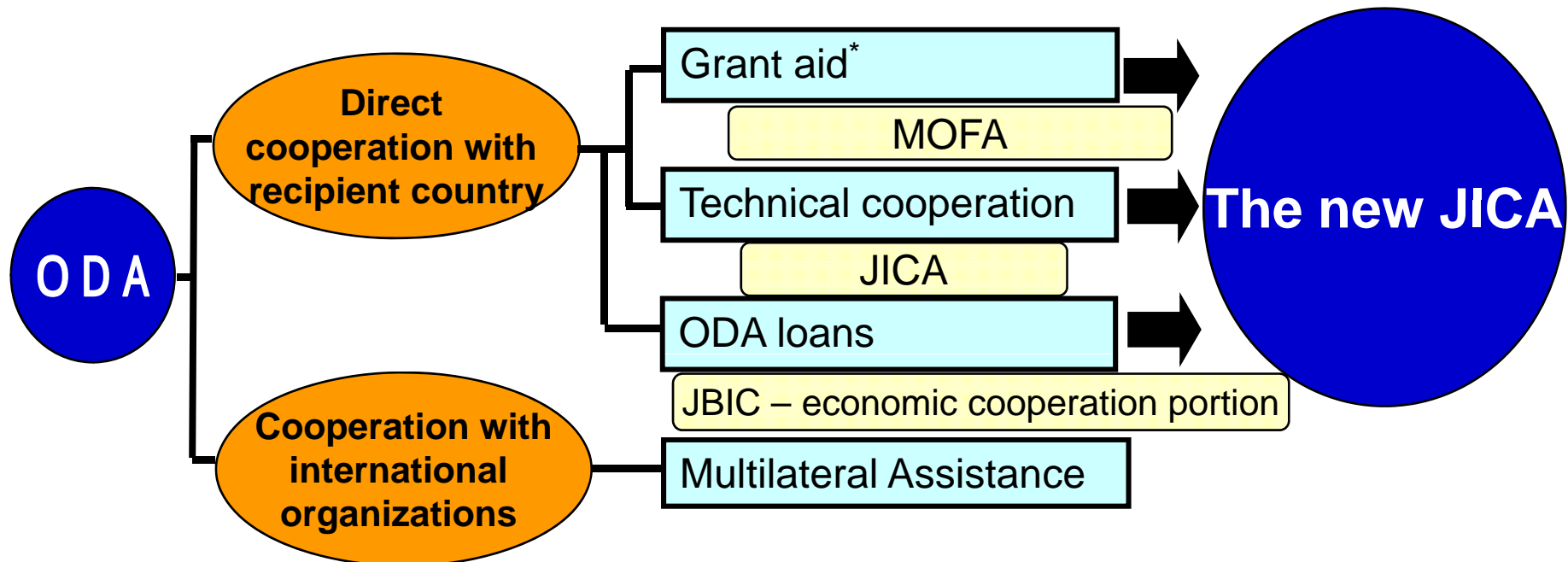
ACTIVITY GUIDING PRINCIPLES

- **Synergies of the merger**
- **Tackling complex, difficult issues flexibly with the field-based approach**
- **Fostering expertise for providing professional solutions**
- **Efficient and transparent operations**

Key Points of the Revised JICA Law

Consolidation of ODA implementation tools for the new JICA

1. The new JICA assumes JBIC's operations covering Japanese ODA loans and overseas investment, and partial oversight of MOFA's grants
2. The new JICA provides more strategic and effective ODA as a single agency centrally managing technical cooperation, loans and grant aid



* Except for certain items retained by MOFA required for policy commitments



Overview of JICA's New Organizational Structure

Organization

Headquarters 32 departments and offices
two additional offices for special directives

Number of overseas bureaus 96 total

Number of domestic offices in Japan 17 total

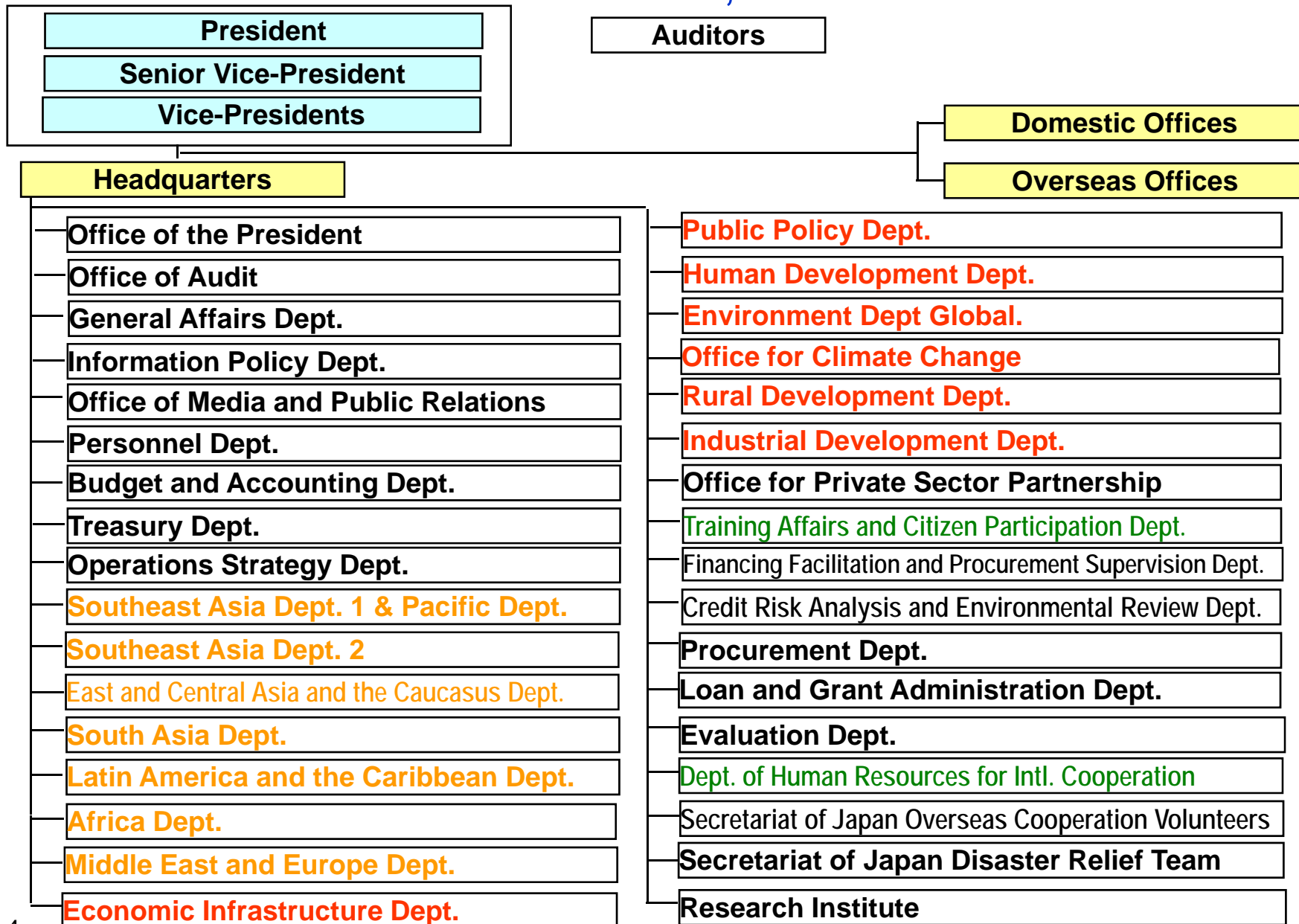
Number of officers and staff

Officers **President, senior vice-president,
eight vice-presidents, three auditors**

Number of full-time staff 1,664

Reorganized JICA Organization Chart

- October 1, 2008 -



Vision of the New JICA

Inclusive and Dynamic Development

MISSIONS

- 1. Addressing the global agenda
- 2. Reducing poverty through equitable growth
- 3. Improving governance
- 4. Achieving human security

STRATEGIES

- 1. Integrated assistance
- 2. Seamless assistance
- 3. Promoting development partnerships
- 4. Enhancing research and knowledge-sharing

ACTIVITY GUIDING PRINCIPLES

- 1. Achieving synergies of the merger
- 2. Tackling complex, difficult issues flexibly with the field-based approach
- 3. Fostering expertise for providing professional solutions
- 4. Efficient and transparent operations



JICA's Path for Development Activities

Responding to Global Financial and Economic Crisis

<Macroeconomic stability, Social safety net, Private sector promotion, HRD improvement, CD for fiscal and Monetary policy... >

Efforts toward Climate Change

<Assistance for adaptation & access to clean energy, Mitigate effects of climate change, CDM formulation for Cool Earth Partners>

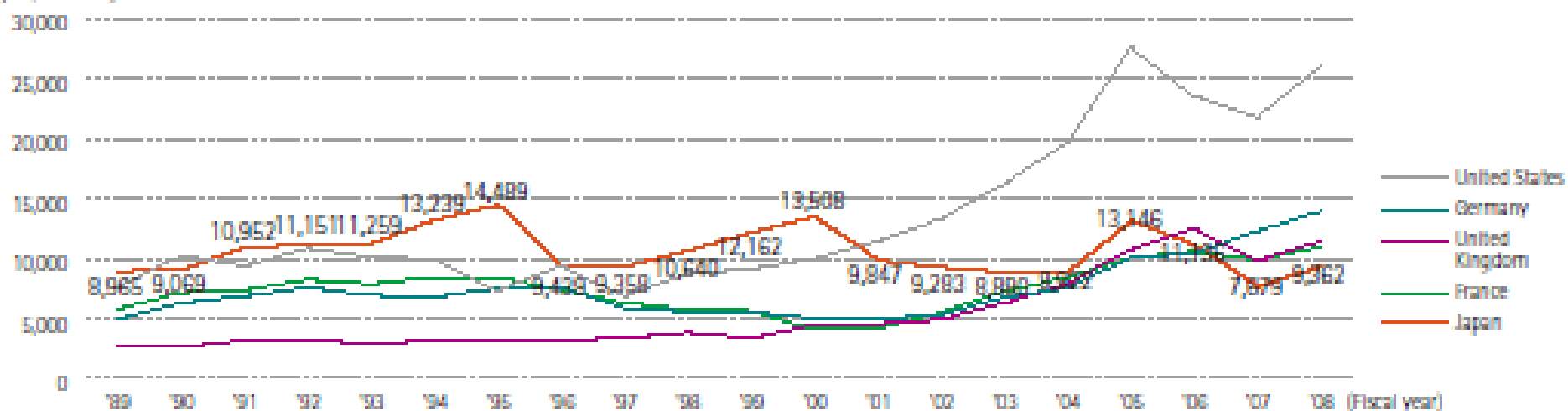
Peace Building & Reconstruction Assistance
<Afghanistan, Pakistan,... Economic Stabilization>

Assistance to Africa
<Boosting Economic Growth, Human Security, Sustainable Use of Water Resources, Rice Production, Japan's science and Technology, Double ODA by 2012>

Procession of Major DAC Countries' ODA (Net Disbursement) :1989-2008

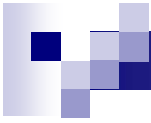
Table 3 Procession of Major DAC Countries' ODA (Net Disbursement)

(US\$1 million)

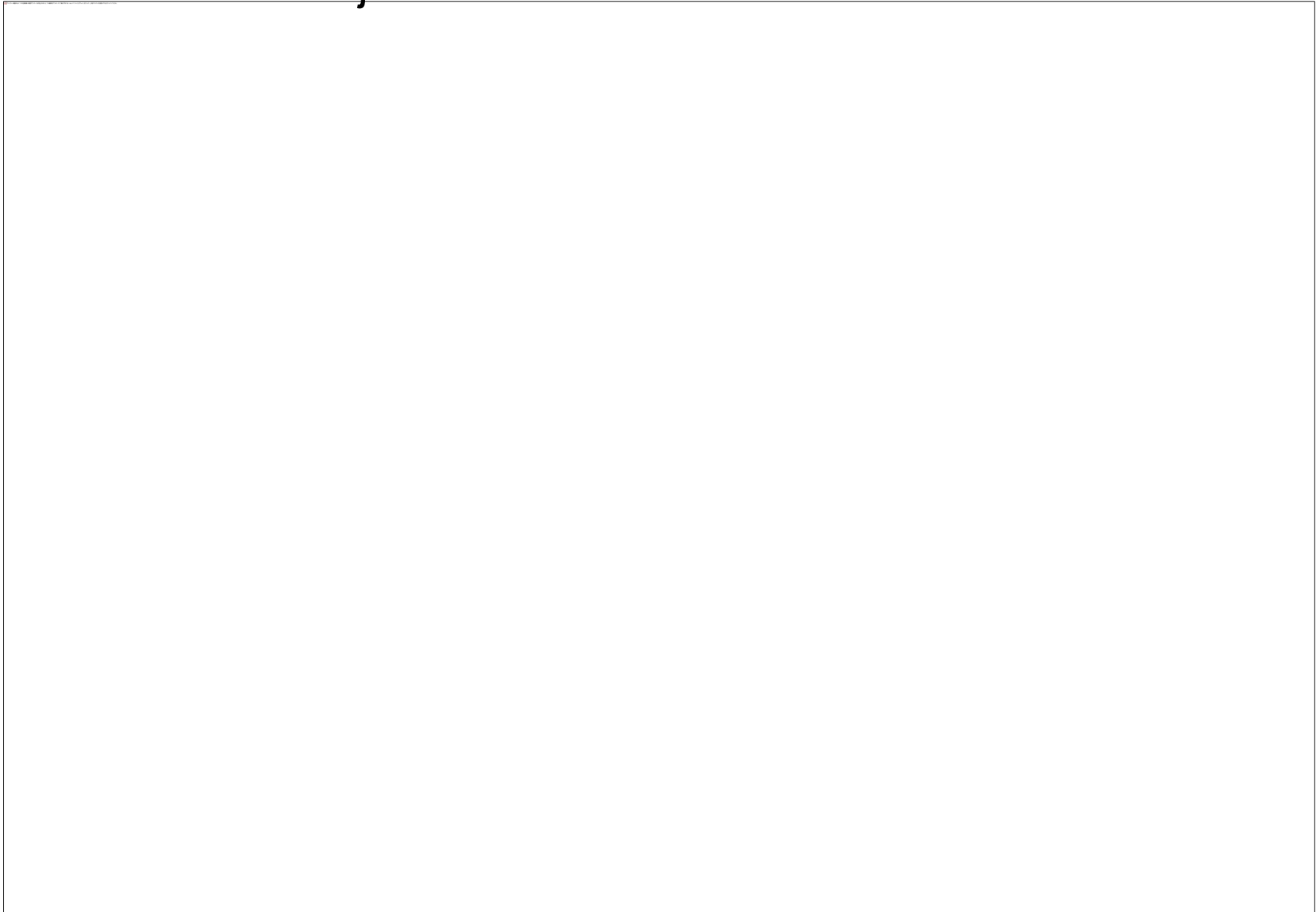


Sources: OECD; DAC

1. Excluding aid for Eastern Europe and graduate countries.
2. Figures for the United States from 1990 to 1992 exclude military-related debt relief.
3. With the exception of Japan, figures for 2008 are provisional.



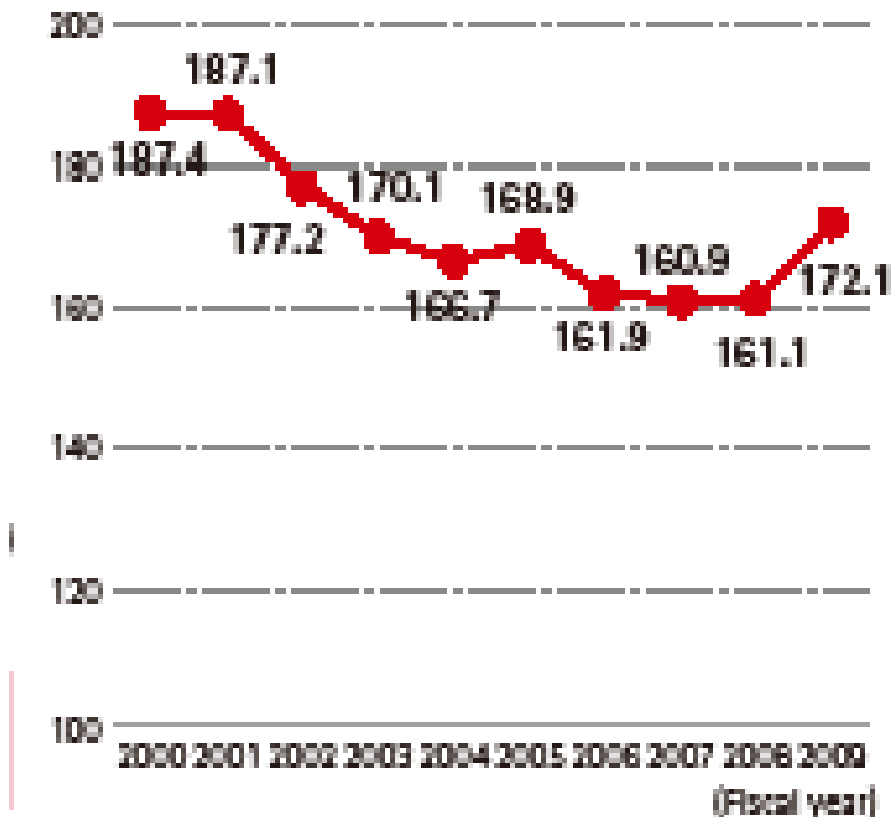
Procession of Major DAC Countries' ODA :1999-2008



JICA's Budget over the Previous 10 Fiscal Years

Table 8 JICA's Budget over the Previous 10 Fiscal Years

(¥1 billion)



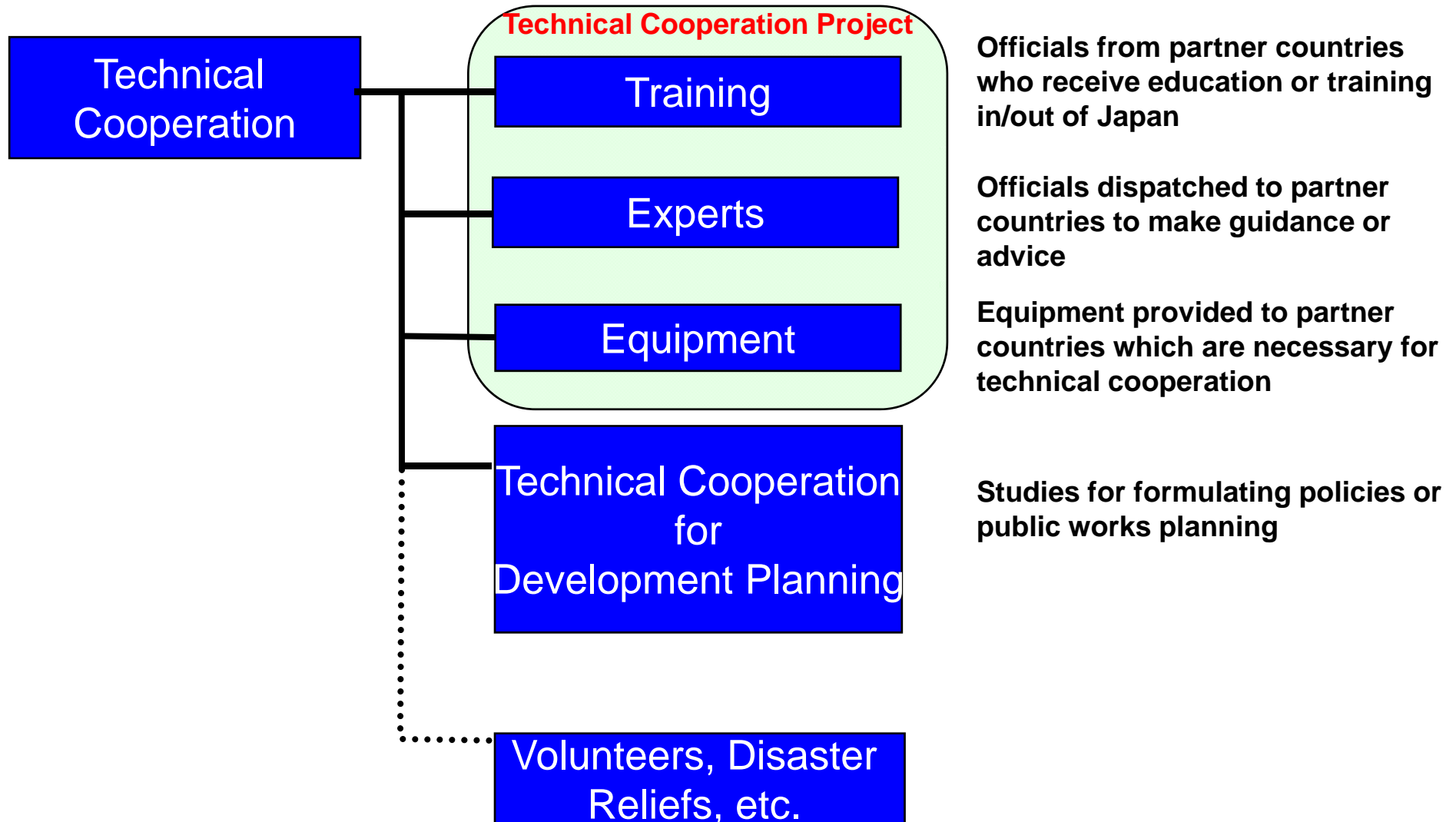
Figures for fiscal 2009 are a part of the General Account. Fiscal 2009 budget plans for the Loan Account, income and expenditure estimates and other items are not included.



. HRD for Developing Countries

From “training” , “scholarship”
to **“Training and Dialogue Program”**

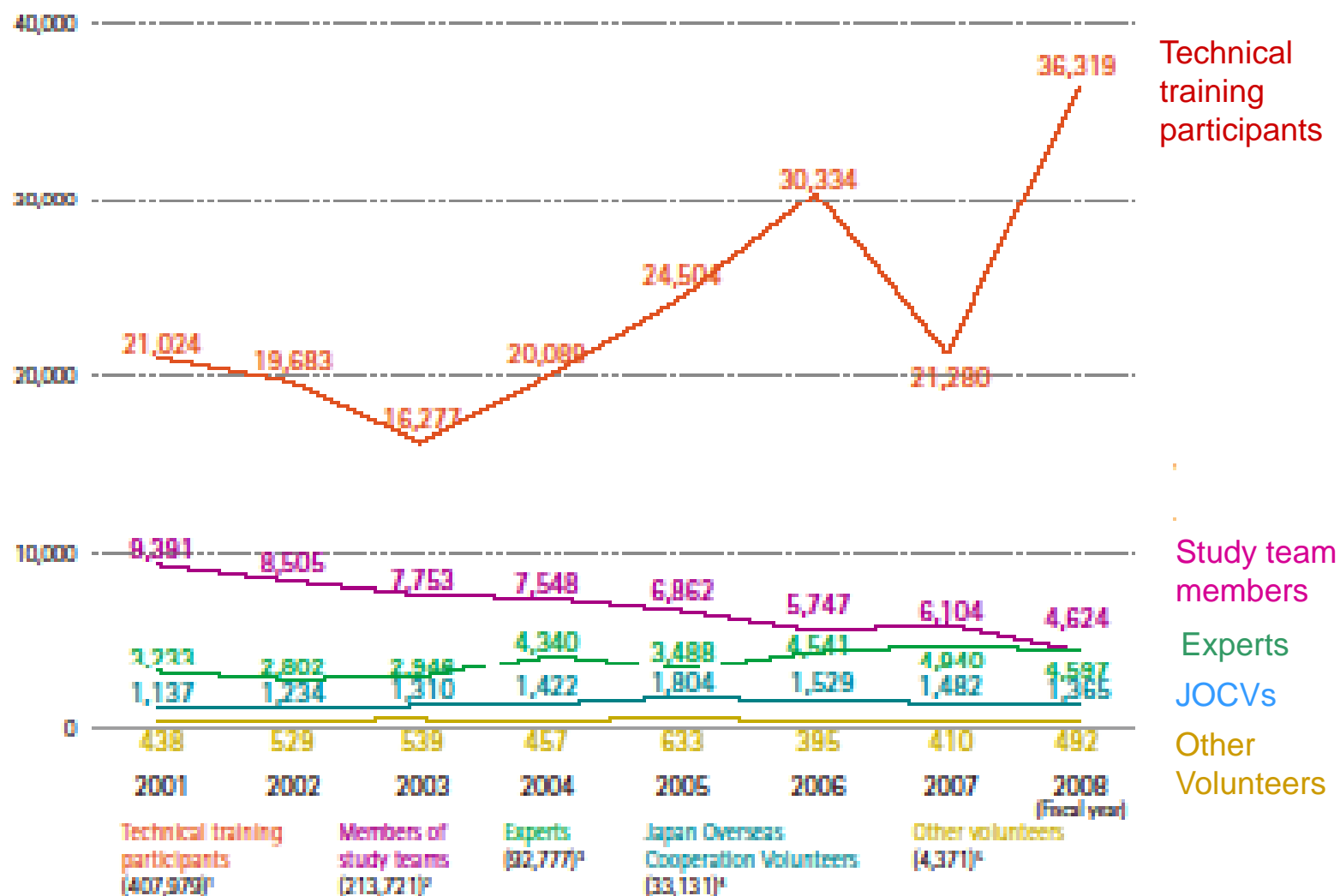
CLASSIFICATION OF TECHNICAL COOPERATION (TC)



Number of Personnel by Type of Cooperation

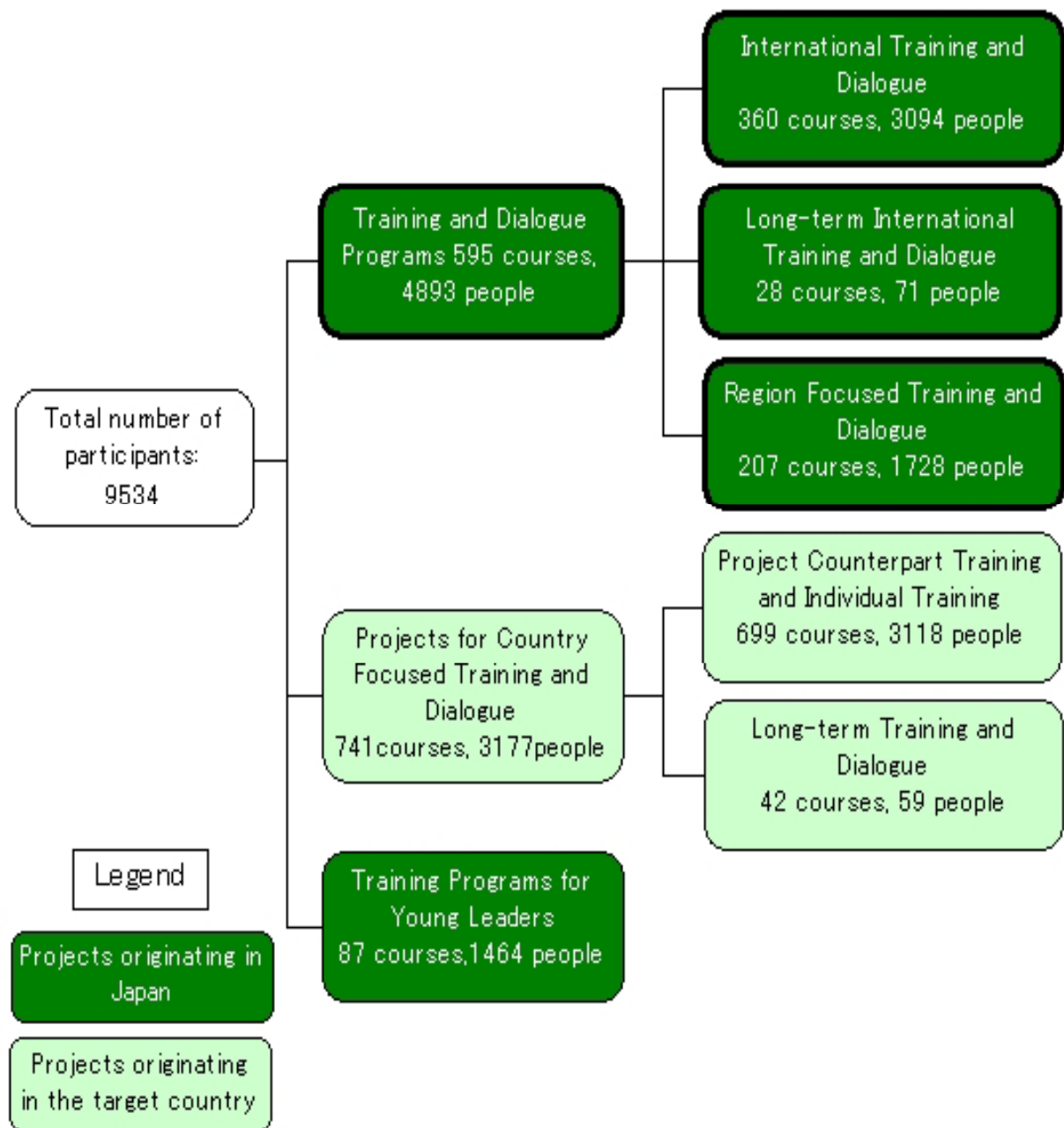
Table 9 Number of Personnel by Type of Cooperation

(People)



Breakdown of JICA's Training and Dialogue Programs by Form

Number of Courses and Number of Participants, JFY 2008



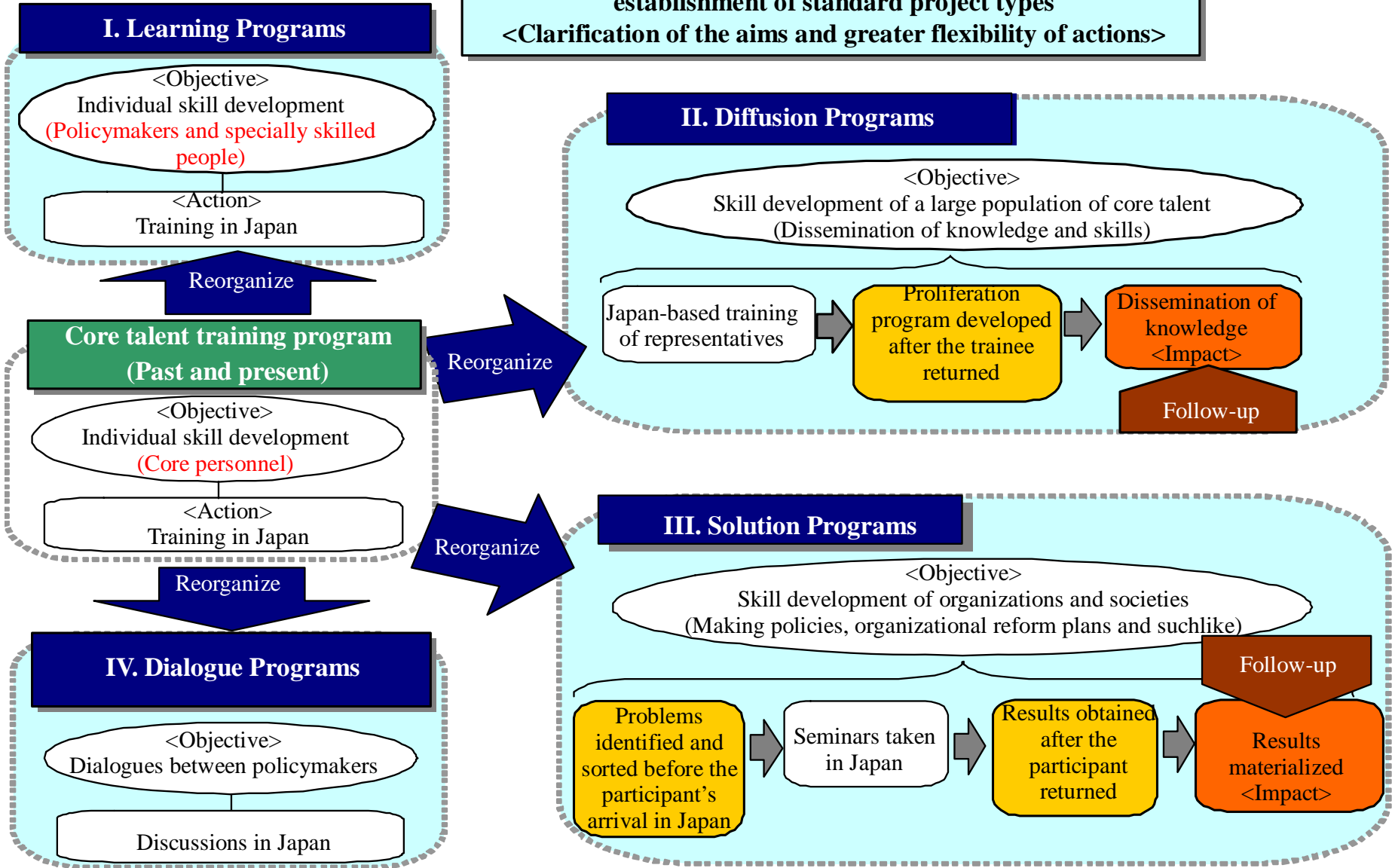


Four categories of Training and Dialogue Programs

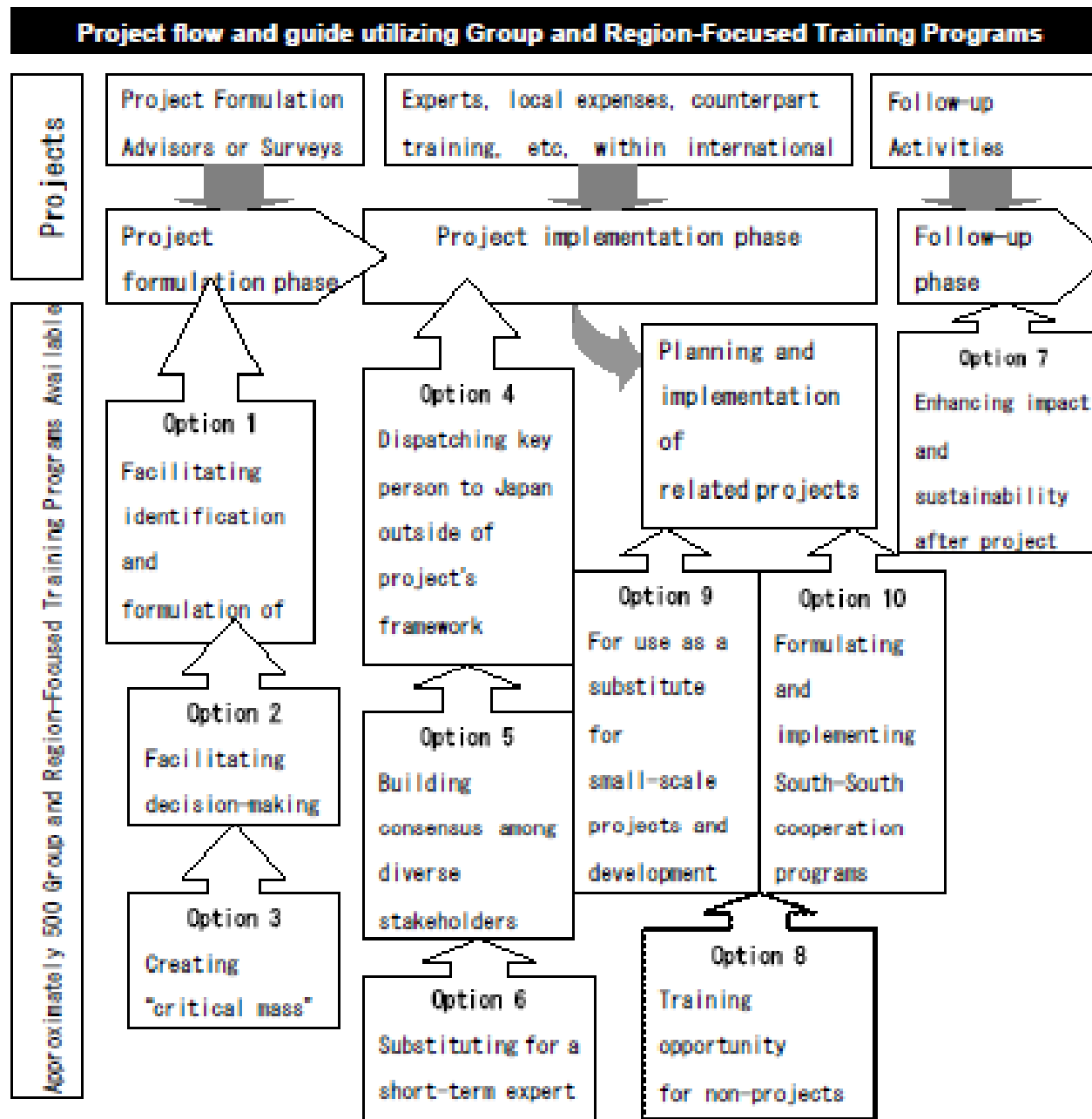
Category	Concept
Leaders Training Programs	To enhance the capacity of the personnel that is involved in important decision makings in organizations or who is engaged in highly specialized areas.
Trainers Training Programs	To disseminate the kinds of knowledge and skills which become significant with wide acquisition among groups.
Solution Creation Programs	To facilitate problem solving in organizations or societies such as making improvements in the operation of organizations or the creation of political measures and the establishment of systems.
International Dialogue Programs	To share experience related to regional or global problems and to develop new knowledge.

Reorganization of Group Training programs, Setting Clear Objective to each

Reorganization of training programs by subject and the establishment of standard project types
 <Clarification of the aims and greater flexibility of actions>



Training and Dialogue Programs in Project Flow



Number of Training and Dialogue Programs by Field, (JFY 2008)

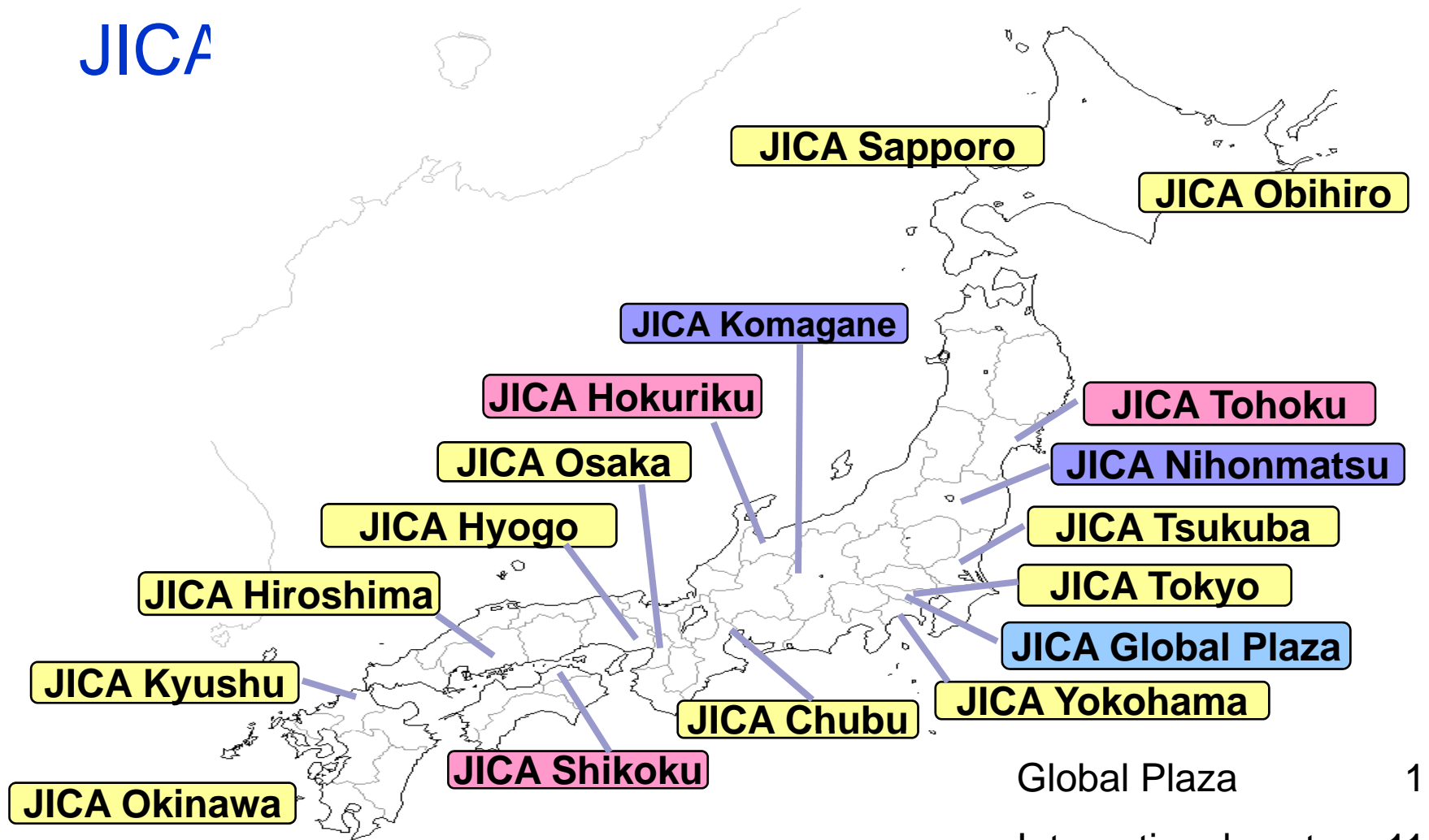
Subject area	No. of projects	Subject area	No. of projects
Aid Approach	6	Natural Resources and Energy	19
Evaluations	1	Economic Policy	13
Education	44	Private Sector Development	59
Health	81	Agricultural/Rural Development	68
Water Resources/Disaster Management	42	Natural Environment Conservation	24
Governance	50	Fisheries	9
Peace-building	1	Gender and Development	12
Social Security	18	Urban/Regional Development	29
Transportation	26	Environmental Management	60
Information and Communication Technology	33	Total	595



Share of our domestic partners in Training and Dialogue Programs (JFY 2008)

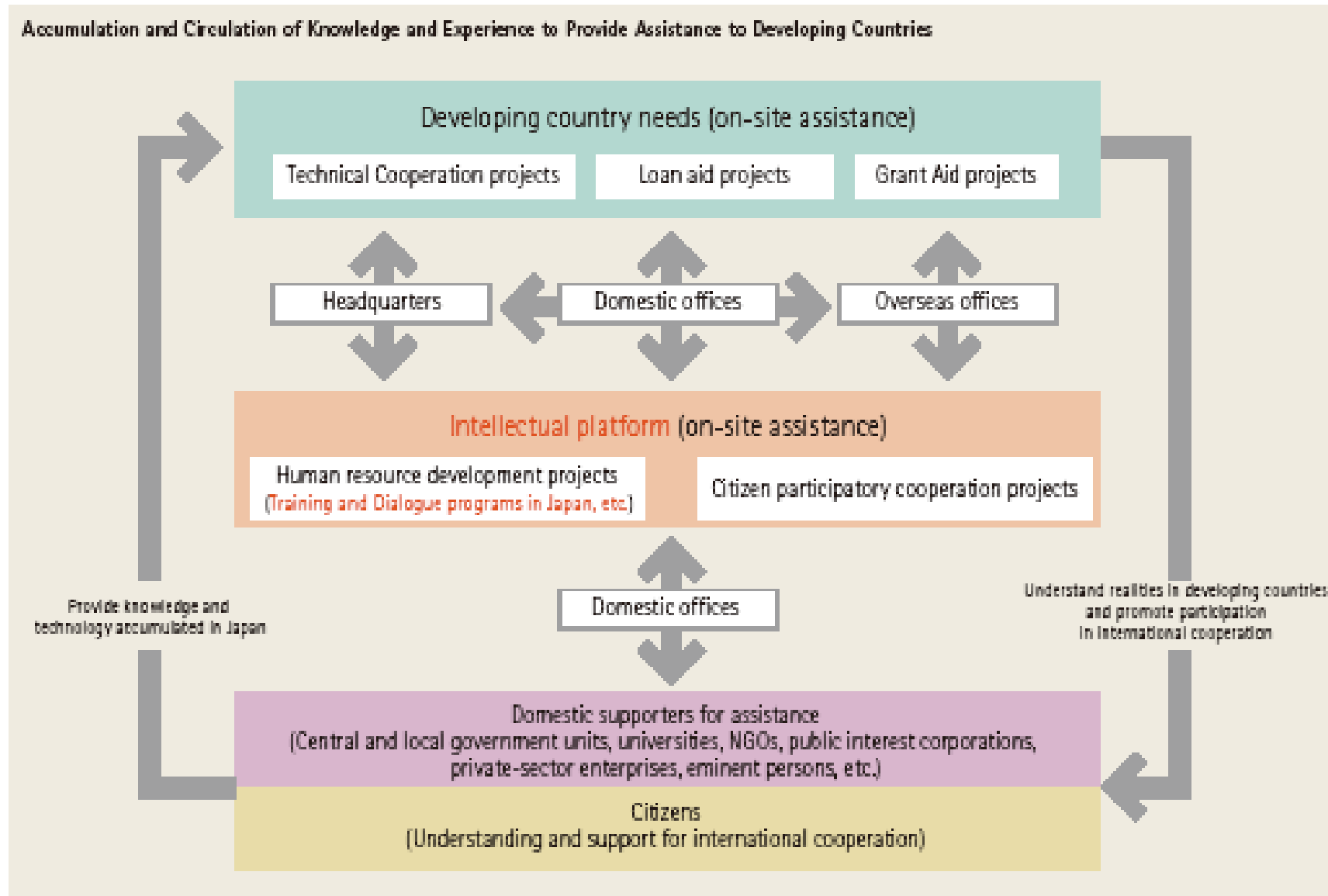
Public -service corporations	43%
Governmental agencies	30%
Private sector	10%
JI CA direct implementation	9%
Local public bodies	6%
International organizations	2%
TOTAL	100%

JICA



Global Plaza	1
International centers	11
Training centers	2
Branch offices	3

Accumulation and Circulation of Knowledge and Experience





Increasing Role of JICA International Center

Example:

Executive Forum for Enhancing Sustainability of Urban Water Service in the Asian Region

January 20 to 22, 2010 , At Yokohama

Organized: JICA, City of Yokohama

Participants: Executive Leaders of Water Operators in Asian 9 countries, Bangladesh, Cambodia, India, Indonesia, Pakistan, Philippines, Sri Lanka, Thailand and Viet Nam,

Japanese side; Academic Institutes, Water-related organizations both Public and Private, Central and Local governments, and JICA

Increasing Role of JICA International Center

Example:

Executive Forum for Enhancing Sustainability of Urban Water Service in the Asian Region

“Yokohama Forum Statement”:... 9. It is reconfirmed that an action for **human resource development** is the most indispensable to be taken for any of the issues we are facing....



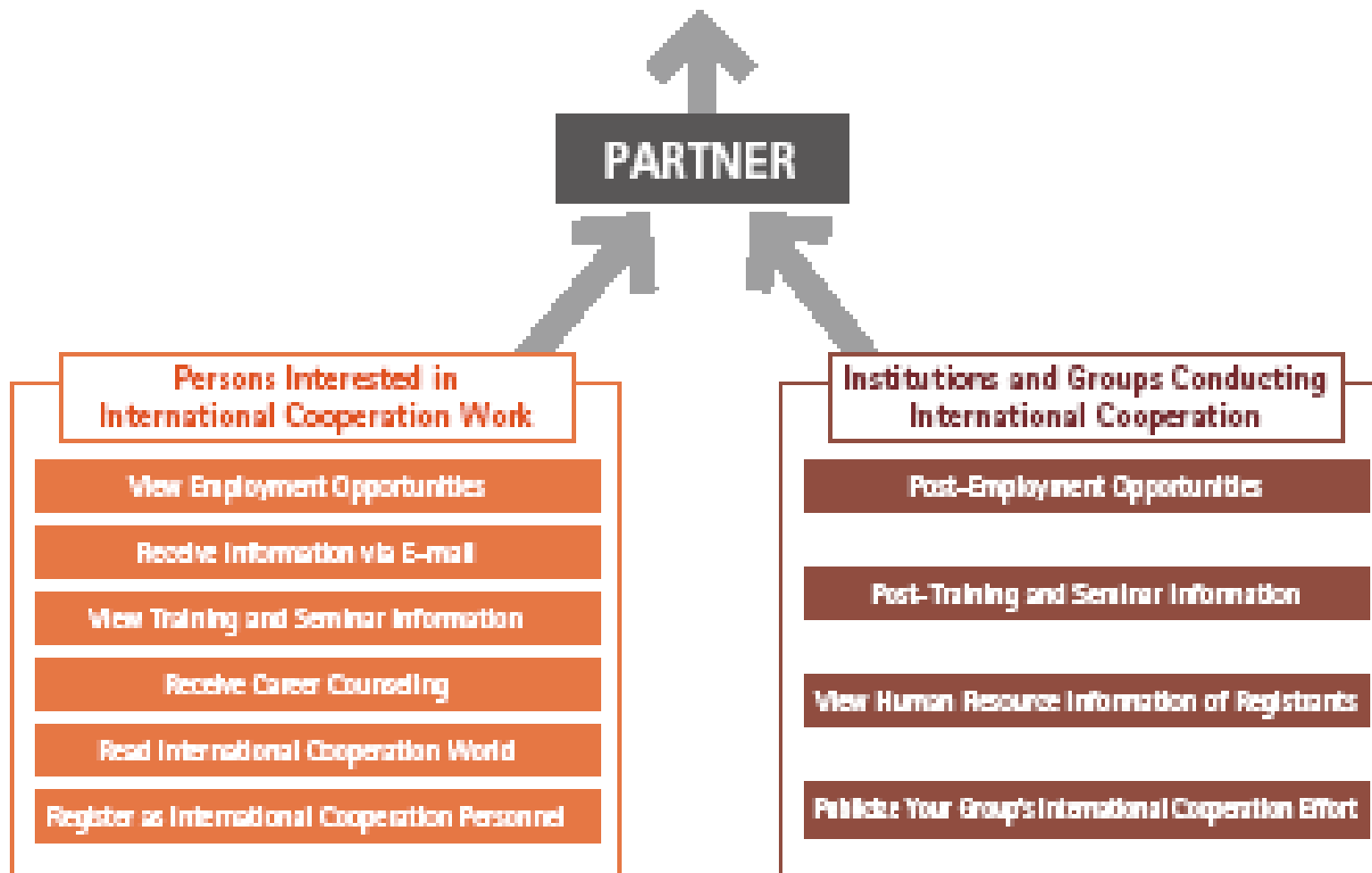


. Securing and Training Human Resources in Japan

Recruiting Human Resources in Japan

Overview of PARTNER

PARTNER provides opportunities to individuals, and enhances development of international cooperation projects.





Number of Registrants by Field

Number of Registrants by Field

Field	No. of registrants	%
Aid Approach, Strategy and Method	3,119	16.7
Education	2,848	15.2
Private-Sector Development	1,740	9.3
Healthcare and Population	1,655	8.9
Agricultural Development	1,639	8.8
The Environment (Conservation or Pollution Control)	1,476	7.9
Telecommunications	911	4.9
Urban and Regional Development	777	4.2
Peacebuilding	565	3.0
Corporate Governance	551	2.9
Water Resources Contingency Planning	529	2.8
Market Economy Development	503	2.7
Poverty Reduction	444	2.4
Transportation and Logistics	395	2.1
Gender Issues / WID	348	1.9
Energy and Mining	346	1.9
Fisheries Development	261	1.4



Securing and Training Human Resources in Japan

➤➤ Systems to secure Human Resources

JICA Senior Advisors

Special Advisors

➤➤ Cultivating Human Resource for the Future

Associate Expert Program

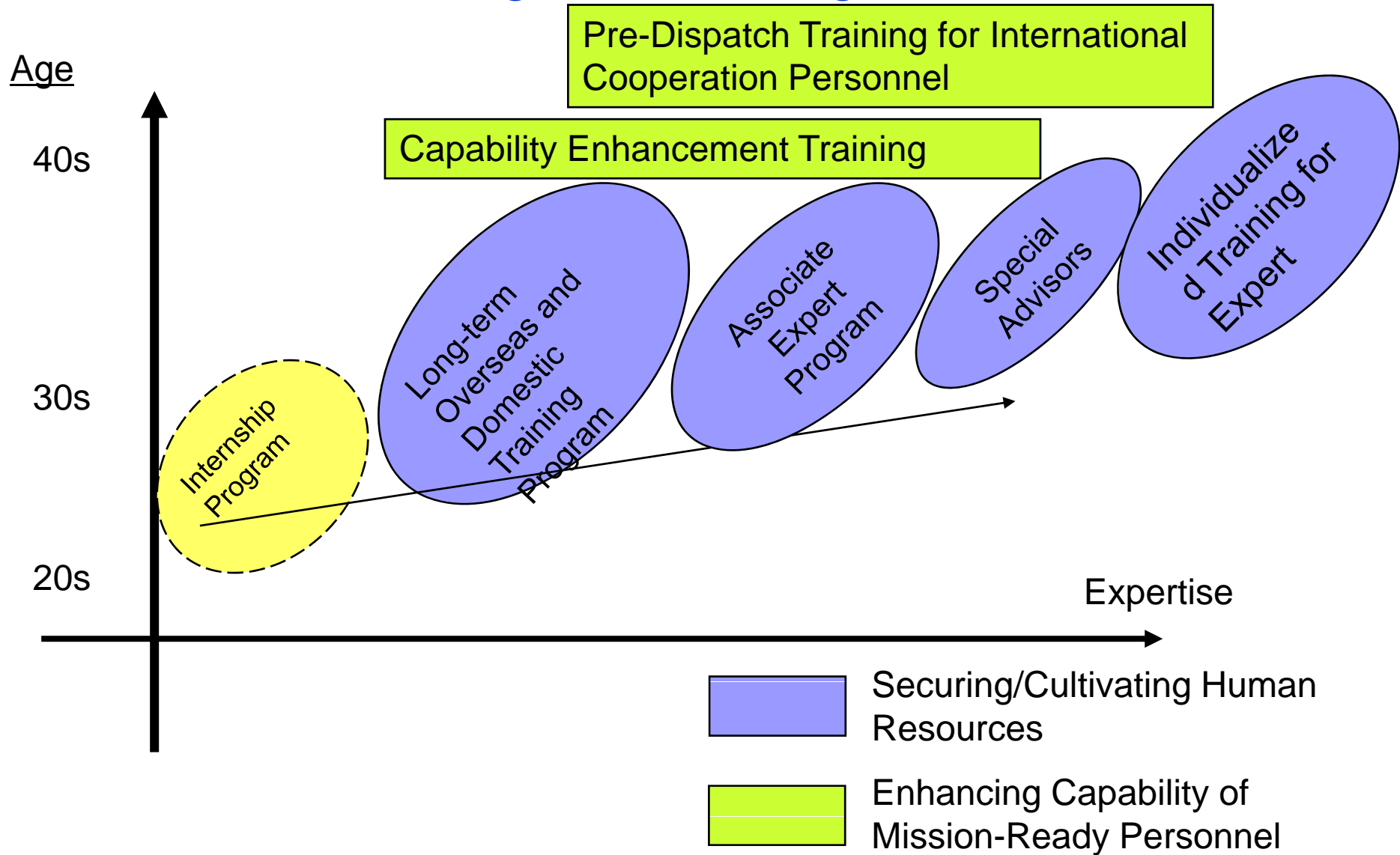
Long-term Overseas and Domestic Training Program

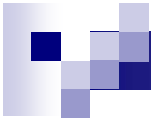
Individualized Training for Expert Development

JICA Internship Program

➤➤ Enhancing the Capabilities of Mission-Ready Personnel

Recruiting and Training Human Resources



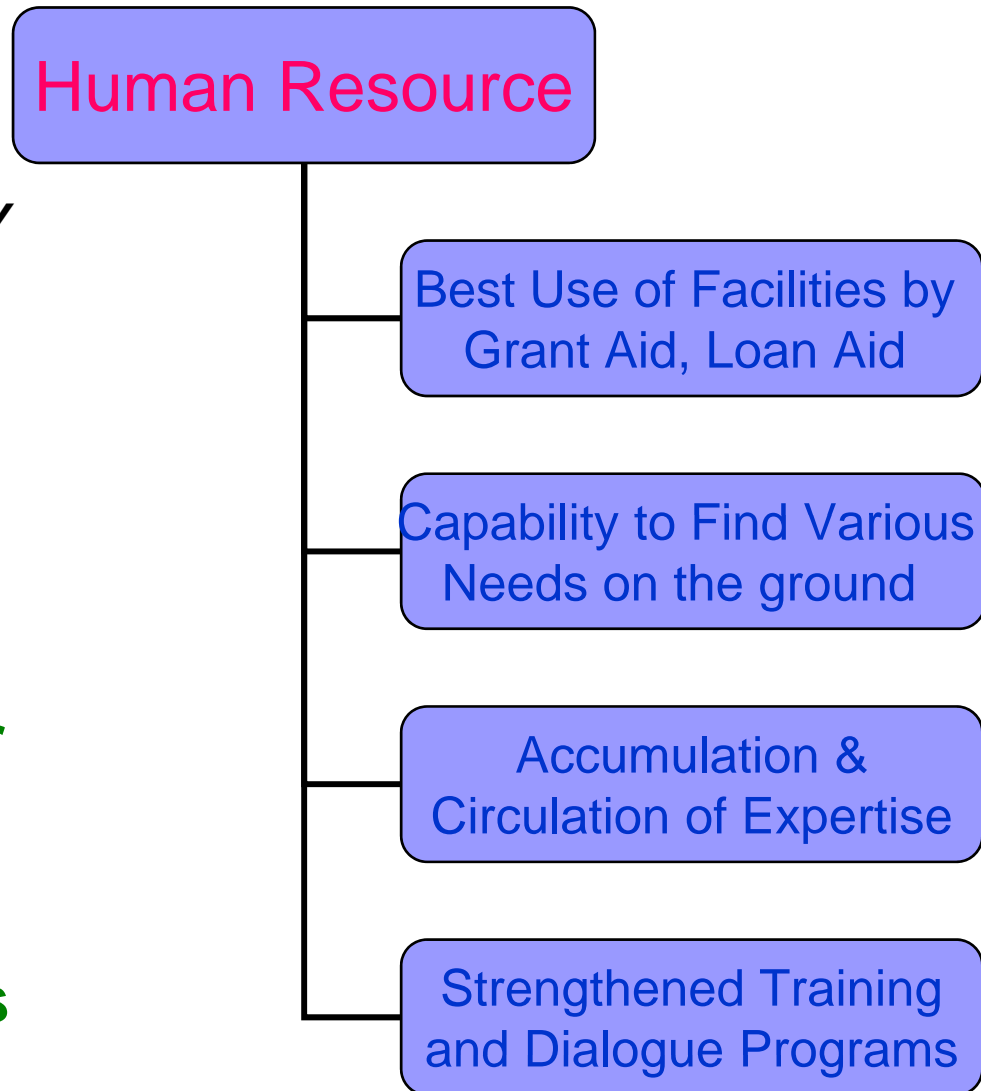


. Conclusion

Summing up....

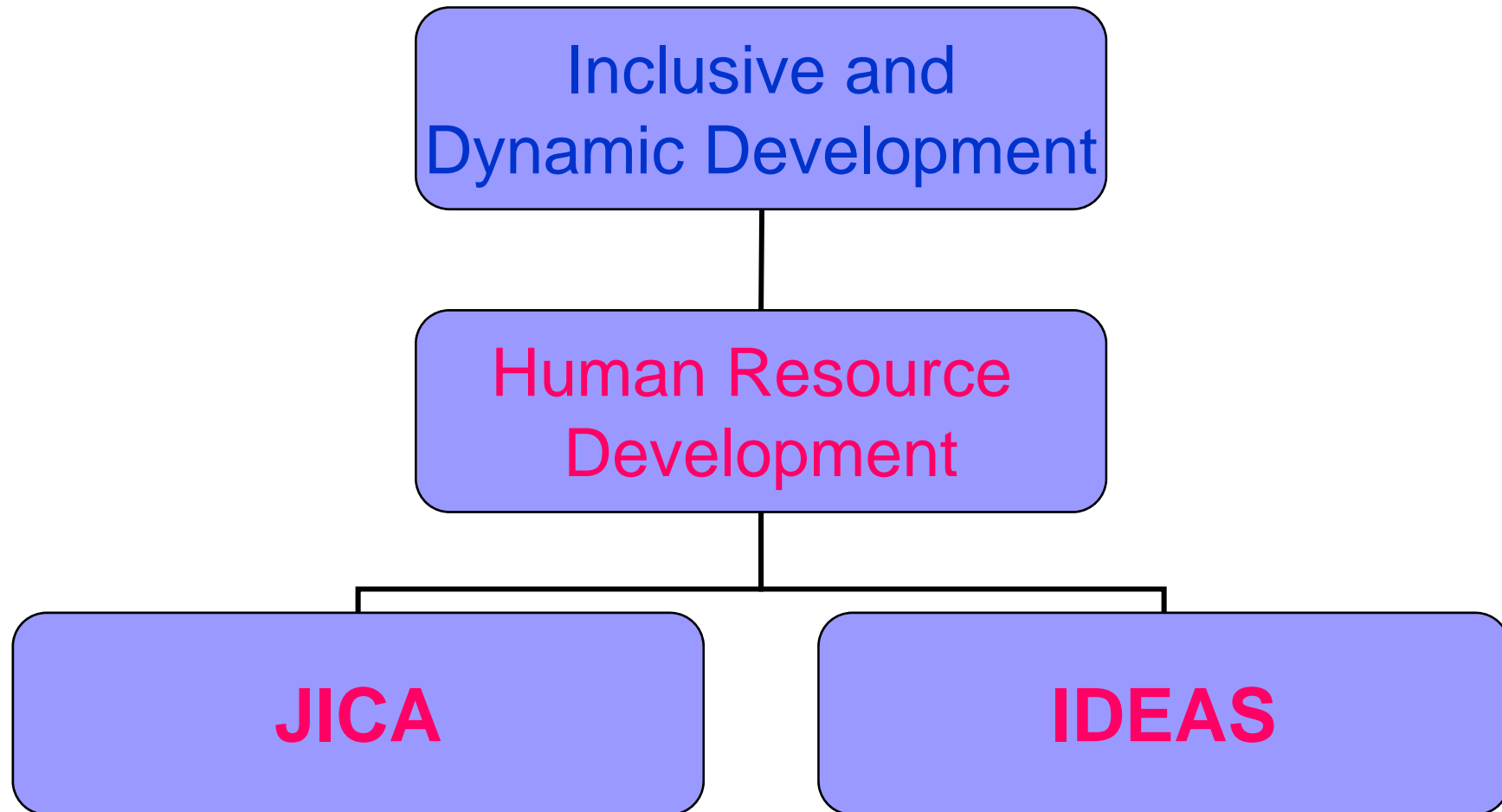
JICA's Challenge... ACTIVITY
GUIDING PRINCIPLES

- **Synergies of the merger**
- **Tackling complex, difficult issues flexibly with the field-based approach**
- **Fostering expertise for providing professional solutions**
- **Efficient and transparent operations**





Summing up....



Thank you.



Group Photo of Yokohama Forum (http://www.jica.go.jp/english/news/field/2009/20100210_01.html)

Many slides by courtesy of Training Program Planning Division, JICA and

“JICA Annual Report 2009” (<http://www.jica.go.jp/english/publications/reports/annual/2009/>)