

Human Resource Development (HRD) Assistance in Nepal

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JICA's Water Supply and Sanitation Sector Training Programme

(1) Philosophy of JICA Assistance

Japan has a philosophy of "self –help efforts" to support developing countries. Following this philosophy and the Japan's Official Development (ODA) Assistance Charter principles, JICA has been intensifying its activities to the cause of nation building endeavour of Nepal with the strategy of “Contributing to human- resources and socio-economic development for autonomous, sustainable development”.

(2) Importance

“Human Resources Development” through Training program is regarded as JICA’s one of the fundamental and vital co-operation programme. Trainees are accepted in Japan from the developing countries in the various fields to enhance the power of Nepalese people to develop the nation, and for Nepal's self-reliance technical capacity building effort.

Importance is attached to such training not only to transfer technical knowledge to participants but also equally importance to deepen mutual understanding and enhancement of friendship between the people of Japan and the with third world. JICA trainees have to be nominated by HMG/N.

(3) Types of Trainings Conducted by JICA

Different types of training are categorized below:

- ❖ Group Training Courses
- ❖ Counterpart Training Courses
- ❖ Third Country Training Courses
- ❖ Country Focused Training course
- ❖ Long Term Training (Graduate Programme)
- ❖ Youth Invitation Program

(4) Current Status of Trainings for Nepal by JICA

In Nepal, a total of 2973 Nepalese participants have participated in JICA training programme back from 1954 to the end of March 2002. In the year 2003, 97 types of courses are allocated to the Government of Nepal in different fields. The topics of these training are prioritised and selected by the HMG/N according to their need. Every year around 140 to 150 participants participate in JICA training from Nepal.

In the field of Water Supply and Sanitation, a total of 27 numbers of Engineers, Managers, and other related Experts got the opportunity to participate in the training programmes conducted by JICA. The list of the training is given in Annex- 1.

(5) National Strategy for Human Resource Development

To develop the water supply and sanitation sector field, the Water Resource Strategy 2002 and Rural Water Supply and Sanitation National Policy and Strategy has already been prepared and the Policy for the Urban sub- sector is under preparation, the Water Supply Sector Policy 1998 described to develop the human resources through various trainings and the strategy is as following:

- ❖ Institutionalising and developing CHRDU (centre for human resource development unit to an autonomous organisation capable to deal with development of manpower planning and conducting training activities for the sector as a whole.
- ❖ Training and orienting staff of Department of Water Supply and Sewerage (DWSS), Nepal Water Supply Corporation (NWSC) and other WSSS related agencies in subjects like community based programme/approach, social mobilization/communication, managerial skill in addition to technical know how.
- ❖ Organizing adequate training programme of WUC members to enhance their basic knowledge about administrative and management of wasps so as to enable them to take up the role of managers of the system.
- ❖ Undertaking basic training for craftsmen, VMWs, plumbers, water supply and sanitation technicians and other junior technical personnel.
- ❖ Mobilizing health institutions such as National Health Education, Information and Communication Centre (NHEICC) of Ministry of Health and NGOs for organizing training in health education, hygiene and sanitation programme in WSP areas.

In order to implement the policy and strategy effectively, Nepal will have to depend upon and strengthen the capacity of its human resources in central level and local government, the private sector, academic research institutions, user groups, municipalities and NGOs, hence strengthening the capacity of human resource is vital.

Human resources needs in the government sector in planning, implementation, operation and maintenance, data collection, research and regulation activities.

(6) Future Program by JICA

The following future program will be conducted by JICA for the training programme.

A. Supporting JICA Training Course

The JICA is expecting to arrange the training in Japan for the Counterpart and related officials involving in the water supply sector in Nepal to exchange the knowledge in the field of water supply and sanitation in Japan.

B. Supporting Training Centre

The JICA Expert on Water Supply Management discussed with the staff of Human Resource Development Unit (HRDU) of DWSS and provided the necessary advice to improve and expand the activities. The JICA is expecting to support and assist the training centre.