

The Seminar on Human Resources Development in Public Health

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INTRODUCTION

The standard of health in Japan has risen remarkably since the end of the Second World War. The life expectancy at birth for example was 50.06 years for male and 53.96 years for female immediately after the war in 1947. By 1991 these figures jumped to 76.11 and 82.11 years, respectively. Likewise, the infant mortality rate per 1,000 live births dropped drastically from 76.7 to 4.4 during the same period.

Japan owes this success of health standard, ap-

proaching the highest in the world by these health indices, to the development of health administration systems and human resources for them.

Human resources development is indispensable for developing any administration system. Thus, the Japanese Government and the Institute of Public Health, the Ministry of Health and Welfare, have decided to assist developing countries in human resources development in public health, making good use of Japanese experiences and knowledge during the past four decades.

Table 1. Participants by Country

Country	Number			
	FY1990	FY1991	FY1992	Total
China	0	1	1	2
Mongolia	0	0	1	1
Indonesia	1	2	1	4
Malaysia	0	0	1	1
Philippines	0	2	(1)	4 (1)
Singapore	1	0	0	1
Thailand	2 (1)	3 (2)	1	6 (3)
India	1	0	0	1
Bangladesh	0	1	1	2
Pakistan	1	1	0	2
Vietnam	1	0	0	1
Cambodia	0	1 (1)	0	1 (1)
Sri Lanka	0	1	0	1
Fiji	0	0	1	1
Papua New Guinea	0	2 (1)	0	2 (1)
Solomon Islands	0	0	1	1
Yemen	0	0	1	1
Sudan	0	1	0	1
Uruguay	0	1	0	1
Peru	0	1	0	1
Chile	0	0	1	1
Total	7 (1)	17 (4)	12	36 (5)

() : individual / counterpart training

The Seminar on Human Resources Development in Public Health began in FY 1990 for the purpose of increasing the ability of the participants from developing countries to formulate and evaluate a national and local programs for human resources development in public health.

PARTICIPANTS AND QUALIFICATION

Participants of last three seminars are listed in Table 1. The total of 36 participants from 20 different countries attended to this seminar. The qualification for participants are (1) nomination by their governments, (2) any one of the following ; a) director or dean of a school of public health, b) chief of the educational courses / programs at a school of public health, c) governmental officials who have responsibility for human resources development in public health, (3) person of having sufficient com-

mand of spoken and written English, (4) not less than 35 years of age, and (5) in good health.

Some participants for the individual and counterpart training courses conducted by Japan International Cooperation Agency (JICA) joined to this seminar independently.

Affiliation of these participants is listed in Table 2. The administrators who have responsibility over human resources development in the Ministry of Health outnumbered other categories.

CURRICULUM

The duration of this seminar is about 20 days each year including the general orientation and begins at mid-January. The seminar program consists of three major parts ; (1) lectures on health administration and human resources development in Japan, (2) field study, and (3) group work. For last three years



Lecture



Group Work

Table 2. Affiliation of Participants

Affiliation	FY1990	FY1991	FY1992
Administrator (General)	2	6 (1)	1
Administrator (Specific)	3	2 (1)	6 (1)
Governmental Training Institute	0	3	2 (1)
Research Institute	0	3	2 (1)
University	2	2 (2)	1 (1)
Hospital	0	1	0
Total	7	17 (4)	12 (4)

() : Female

curriculum has been carefully modified to meet the needs of participants based on the evaluation and continuous discussion of the contents.

The seminar utilizes "Safety Water Supply and Sanitation" as the case study of human resources development. The rationale behind this case study is that the importance of "Safety Water Supply and Sanitation" has been well recognized as the fundamental element of Primary Health Care by health professionals, however, in health administration and human resources development, it has been neglected more or less as the responsibility of department of public works or sanitary engineers. In Japan, the ministry of health and welfare takes the responsibility over "Safety Water Supply and Sanitation". It is one of the major public health activities conducted by health centers. In addition, "Safety Water Supply and Sanitation" deals with every aspect of human activities in community and various sectors. Thus, it was chosen as the appropriate case study to enlarge the scope of public health and human resources



Closing Ceremony

development within traditional context together with the administrative reason to start this seminar out of many other topics.

The other characteristics of this seminar is the introduction of ZOPP method in order to analyze the problems and cause-effect relations in human resources development. ZOPP method developed by GTZ of Germany is the objective oriented problem-solving method to formulate the plan of projects,

Table 3. Schedule of the Seminar in FY1992

Jan	18 (Mon)	1. Opening Ceremony
		2. Country Report Presentation
	19 (Tue)	1. Health Administration in Japan
		2. History of Public Health in Japan
		3. Health System and Personnel in Japan
	20 (Wed)	1. Development of Safety Water Supply in Japan
		2. Women in Human Resources Development
		3. Health Administration and Resources Allocation in Local Autonomy
	21 (Thu)	1. Global Trend of Water Supply and Sanitation and Related Human Resources Development
		2. Field Study Orientation
	22 (Fri)	
	23 (Sat)	
	24 (Sun)	
	25 (Mon)	Study Tour to Shiga Prefecture
	26 (Tue)	
	27 (Wed)	
	28 (Thu)	Group Work
	29 (Fri)	1. Presentation of Group Work
		2. Evaluation
		3. Closing Ceremony

which is widely used by international agencies and bilateral agencies in international cooperation.

Group work is conducted based on the facts and ideas introduced in lectures and field study to simulate the real problems, formulation, evaluation of the human resources development plan in public health by using ZOPP method.

The schedule of seminar in FY 1992 is listed in Table 3.

EVALUATION

In principle every year the seminar has been evaluated on to what extent it has been organized to satisfy aims and objectives, and those aims and objectives have accommodated the requirements in home countries. Although majority of participants indicated favorable evaluation on the lectures, intensity, duration, facility, administration, fulfillment of expectations, and applicability of learned skill and knowledge, some lectures were regarded poor in presentation due to unsystematic contents and inadequate answer to questions. Some also pointed out that the duration of the seminar was too short.

At this moment, a complete textbook for the seminar is not compiled yet, however, course materials such as handout sheets, booklets, guidebook are well documented and prepared to provide necessary information to each participants.

DISCUSSIONS

Although the case study of "Safety Water Supply and Sanitation" has been used to explore the scope of human resources development in public health, it

has a little difficulty to make participants realized the importance of water and sanitation and its relation to human resources development. Most of participants tend to regard water and sanitation are nothing to with human resources development in public health in the beginning. At the end through the group work based on ZOPP, they realize its meaning in the context of human resources development in public health. The conceptual gap in this case study may be difficult to overcome for some participants in the limited time of the program so that in the near future the topic of case study may be shifted to one of more directly related to human resources development with more emphasis on the function and role of educational institutions and curriculum development.

It is also necessary to integrate this international seminar with short-/long-term regular courses conducted by the Institute to establish the more sound basis for human resources development.

As for the follow-up of participants, it is not carried out yet. The Institute recognizes that it is essential to investigate ex-participants' current activities and utilization of gained knowledge and skill after their return for the improvement of the curriculum. It is of importance to keep the human network among ex-participants.

The Institute also expects to exchange ideas and experiences in human resource development in public health with other relevant institutions and responsible personnel. We convince that human resources development is the key to achieve "HEALTH FOR ALL BY THE YEAR 2,000 AND BEYOND."