



The 9th ASEAN and Japan High Level Officials
Meeting on Caring Societies

Enhancing the capacity of human resources in social welfare sector

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Outline



1. Why do we focus on human resources?
2. JICA' s work for enhancing human resource capacity: To whom, what and how?
3. Moving forward



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Social Welfare Sector here

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- Public assistance
 - Poverty alleviation through government-funded programs; cash transfer, in-kind benefits



- Social insurance
 - Contributory public insurance scheme for medical services, medical expenditure, old-age pension, disability pension, unemployment benefit, etc.



- Social welfare services
 - Support services for elderly persons, persons with disabilities, children in need, etc.



- Empowerment of persons with disabilities and mainstreaming of disability issues in society



Special Feature of Social Welfare Sector

- Institutional arrangements (policies, rules, standards, etc.)
 - In each society, social welfare policies have been formulated based on their own value system.
 - Social welfare is formulated in relation to other policies such as labor policy, health policy, industrial policy, etc.
 - Policies, rules and standards must be continuously reviewed and revised in ever changing socio-economic situation.
 - For the mainstreaming of disability issues in the society, persons with disabilities can become “agents of change” .



- Service delivery
 - Most welfare services are directly delivered by persons (such as in consultation services, care services, medical services).
 - Services have to be delivered in close cooperation with the people concerned.





Special Feature of Social Welfare Sector

➤ Financing

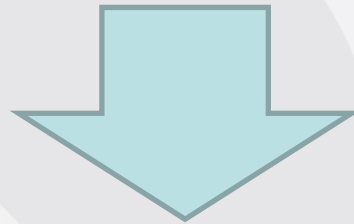
- Social welfare financing is one of the redistribution systems in the society; from the rich to the poor, from the young to the old, from urban to rural, from the healthy to the sick, etc. Therefore, financing mechanism varies depending on the choice of each country.
- Financing mechanism must be continuously reviewed and revised in accordance to the change of socio-economic situation and future prospects.
- Size of social welfare (especially medical insurance and pension insurance) can grow so big that it can have an enormous influence on national economy.





Special Feature of Social Welfare Sector

- Institutional arrangements and financing mechanisms are created, reviewed and revised by persons, based on the choice by the people in each country.
- Social welfare services are delivered by persons.
- Coordination among different service delivery systems has to be done by the people concerned.
- For mainstreaming disability issues in the society, persons with disabilities can become “agents of change” .



- ▶ Capacity of human resources is of prime importance.



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JICA' s work to enhance human resource capacity

➤ Targets

- Policy planners and administrators including central and local government officials
- Service providers (social workers, OT, PT, etc.)
- Wider stakeholders (NGO, private enterprises, etc.)
- Persons with disabilities

➤ Issues

- Social welfare policies
- Social insurance policies
- Social welfare for elderly persons
- Empowerment and social participation of persons with disabilities

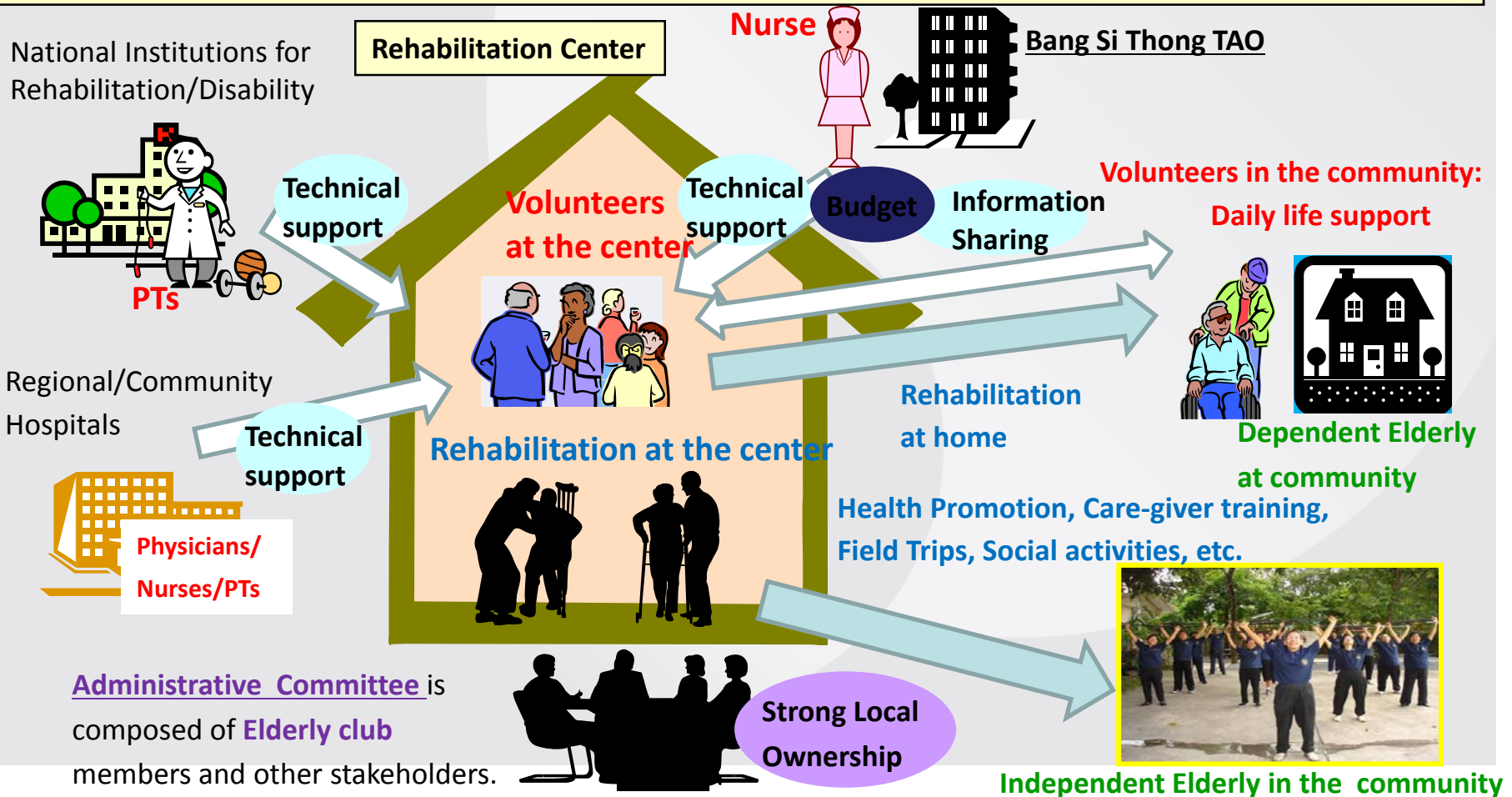
➤ Methods

- Training program in Japan and other countries
- Project (Combination of expert, training and equipment)
- Long- and short-term expert
- Japan overseas cooperation volunteer (JOCV) and senior volunteer
- Partnership program with Japanese NGOs, local governments and universities supporting developing countries



Thailand CTOP Project -Practice in Bangsithong

Rehabilitation center is a kind of multi-purpose center which provides **various services** for **elderly with different needs & conditions**. **Volunteer workers** at the center are technically **supported by a network of high skill professions**. Center is operated by **Administrative Committee where elderly club members play important roles**, that's why the operation of the center is based on **real local ownership**.





Laos-Capacity development of ministry officials by experts

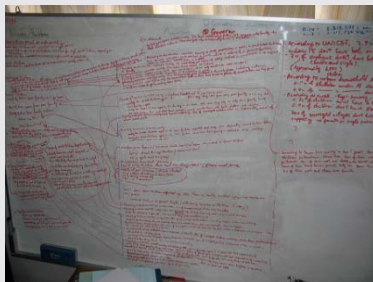
- Developed the capacity of the officials of Ministry of Labor and Social Welfare of Lao PDR.
- Ministry established “Core Group” which consisted of middle management officials to develop a long-term plan on the ministry’s agenda.



Ministry of Labour and Social Welfare of Lao PDR



Discussion with stakeholders in Southern provinces



Using a whiteboard for discussion among Core Group members

- A long-term plan was drafted through comprehensive situation analysis based on surveys and interviews with local people. Many meetings were organized to discuss with officials and stakeholders at local and central levels as well as representatives of development partners.

The 4th meeting to discuss draft plan, inviting stakeholders at central level as well as representatives of development partners





Study Program for Senior Social Welfare Administrators

- Originally started by Ministry of Health and Welfare in 1983, and was transferred to JICA in 2004.
- This year' s 4 week program included;
 - Lectures from relevant sections of MHLW and professors on the development of social welfare with its contexts, community welfare, employment and welfare supports for persons with disabilities, child welfare
 - Observation visits to local governments, social welfare facilities and rehabilitation centers
 - Discussion and workshop
- Since 2004, more than 50 administrators participated.



Study Program for Senior Social Insurance Administrators

- Originally started by Ministry of Health and Welfare in 1991, and was transferred to JICA in 2004.
- This year' s 3 week program included;
 - Lectures from relevant sections of MHLW and professors on the development of social medical and pension insurance with its contexts as well as on the development of medical service provision
 - Observation visits to local governments, medical institutions and community health insurance organization
 - Discussion and workshop
- Since 2004, more than 50 administrators participated.



Malaysia: Collaboration with Private Companies Capacity Building on Social Welfare Services for Persons with Disabilities

- Promoting employment of persons with persons with disabilities in cooperation with private companies through;
 - Disability equality training (DET) for company employees
 - “Job coach” (supported employment) program in an enterprise



Training for Air
Asia employees



“Job Coach” program in
Giant (a supermarket
chain)





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Direction of JICA's Cooperation in Social Security in Asia

JICA's Vision and Missions

Vision: Inclusive and Dynamic Development

Missions: 'Reducing poverty through equitable growth' and 'Achieving human security'

Current situations of Asian countries

- While the economies grow steadily, benefits of the economic growth are not widely shared among the respective citizens.
- The current social security systems do not sufficiently cover the extensive informal sectors.
- Rapid aging of population is expected in some countries in the near future.
- Fast industrialization and urbanization may erode informal, mutual support networks existing in traditional communities.

Necessary measures to be taken

- Widely share the growth-induced benefits among the citizens by improving social security. For instance, the expansion of medical coverage to the informal sector could contribute to realizing this.
- Improve income security and social services for elderly persons.
- Establish financially viable social security systems that can address the aging population issues.
- Take country-specific diversities into consideration.

Realizing stable and sustainable societies in Asia

Shared situations:

- Extensive informal sector at the early stage of economic development.
- Rapidly aging population.

How JICA can support the process

1. Sharing Japan's experience.
2. Providing technical support for establishing and operating social security systems.
3. Providing technical support in expanding and diversifying social services.
4. Promoting initiatives by the local governments and NGOs etc.

Japan's experience and challenges

· Japan can be regarded as 'the leading country' in social security challenges as it has abundant precedents useful for Asian countries; simultaneously, Asian experiences could provide useful insights for Japan to deal with the present challenges faced in the country.

Experience:

- Expanded the social security coverage to the informal sector by realizing the universal coverage of health insurance and pension insurance.
- Diversified social services in response to the fast aging population.
- Due to 'financial misapprehension' during the rapid economic growth period, slowed to deal with financial burdens of the aging population.

Current challenges in Japan:

- Informal, mutual support networks in communities have been weakened.
- It is imminent to establish a sustainable social security system which can sufficiently address the issues arising from the rapid aging population.



Thank you very much for your
attention!