



Knowledge Co-Creation Program (Group & Region Focus)

Participation in this program requires the presence of a JICA staffer

GENERAL INFORMATION ON

ORGANIZATION MANAGEMENT FOR SENIOR POLICE OFFICERS

課題別研修「警察幹部組織運営」 *(Revised)*

JFY 2021

NO. 202003037J001

Course Period: (Group 1) December 6, 2021 to December 9, 2021
(Group 2) December 14, 2021 to December 15, 2021

※Depending on the COVID-19 situation,
the course may be rescheduled, shortened, or cancelled.

This information pertains to one of the JICA Knowledge Co-Creation Program (Group & Region Focus) of the Japan International Cooperation Agency (JICA), which shall be implemented as part of the Official Development Assistance of the Government of Japan based on bilateral agreement between both Governments.

‘JICA Knowledge Co-Creation (KCC) Program’ as a New Start

In the Development Cooperation Charter which is released from the Japanese Cabinet on February 2015, it is clearly pointed out that *“In its development cooperation, Japan has maintained the spirit of jointly creating things that suit partner countries while respecting ownership, intentions and intrinsic characteristics of the country concerned based on a field-oriented approach through dialogue and collaboration. It has also maintained the approach of building reciprocal relationships with developing countries in which both sides learn from each other and grow and develop together.”* We believe that this ‘Knowledge Co-Creation Program’ will serve as a center of mutual learning process.

I. Concept

Background

The information and transportation technologies have made remarkable development recently, which brought rapid acceleration of the globalization of society and economy by transferring people, goods, money and information across borders. In consequence, mutual dependence among nations has turned more intensified than before. By this, people received a wide variety of benefits in their daily lives, but at the same time, it brought the global issues such as transnational migration of criminals, human trafficking, illegal products smuggling, criminal profits concealing, and the ties strengthened among international criminal organizations and terrorism, which as a result have drastically changed the global security conditions and damaged stability and growth of the international society.

Under these circumstances, all the nations in the world are required to make an urgent cooperation by holding capabilities to secure the safety (“human rights security”) for all the people in the world to tackle various issues such as organized crimes and international terrorism committed by international criminal organizations. JICA implements this program in response to those requests and needs.

For what?

This program is aimed at identifying the challenges on overall management of the central police organizations of the participating countries and formulating concrete plans for countermeasures against these challenges.

For whom?

This program is offered to the central police organization of participating countries, especially for directors of divisions or individuals in higher positions, who are expected to become senior executives in the police organization in the future.

How?

This course will be held online. The program is a newly-arranged derivative version of the original two week program which should have been taken place in Japan in the year of 2021. The contents of this online program has been carefully selected to convey the elements of the original program.

II. Description

1. Title(J-No.) : Organization Management for Senior Police Officers (202003037J001)

2. Course Period ONLINE

Group 1 (Asia and Africa): December 6 to 9, 2021 18:00-20:00 (JST)

Group 2 (Oceania & Latin America): December, 14 to 15, 2021 8:00-10:00 (JST)

3. Target Regions or Countries

Group 1 Indonesia, Philippines, Bangladesh, Pakistan, Sri Lanka, Ethiopia, Ghana, Malawi, Nigeria, South Africa, Zambia, Cote d'Ivoire, Niger, South Sudan,

Group 2 Uruguay, Jamaica, Ecuador

* Time differences between Japan and each country

Group 1	Time difference	Start at:	End at:
Japan	-	18:00	20:00
Philippines	-1	17:00	19:00
Indonesia	-2	16:00	18:00
Bangladesh	-3	15:00	17:00
Sri Lanka	-3.5	14:30	16:30
Pakistan	-4	14:00	16:00
Ethiopia	-6	12:00	14:00
Malawi	-7	11:00	13:00
South Sudan	-7	11:00	13:00
Zambia	-7	11:00	13:00
Democratic Republic of the Congo	-8	10:00	12:00
Niger	-8	10:00	12:00
Nigeria	-8	10:00	12:00
Cote d'Ivoire	-9	09:00	11:00
Ghana	-9	09:00	11:00

Group 2	Time difference	Start at:	End at:
Japan	-	08:00	10:00
Uruguay	-12	20:00	22:00
Jamaica	-14	18:00	20:00
Ecuador	-14	18:00	20:00

4. Eligible / Target Organization

Central police agency

5. Course Capacity (Upper limit of Participants)

20 participants

6. Language to be used in this program

English

7. Course Objective:

Participants are expected to identify the management problems faced by their police agencies and present the countermeasures against them, referring to the democratic police of Japan.

8. Expected Module Output and Contents:

This program consists of the following components.
Details on each component are given below:

(1) Preliminary Phase (November thru December, 2021)	
Expected Module Output	Activities
To better understand the lectures given during the "Core Phase"	Reading assignment: "Police of Japan" ※"POLICE OF JAPAN" is posted to the following URL. https://www.npa.go.jp/english/publication/index.html In order to better understand the content of the lectures, you are required to read "POLICE OF JAPAN" in advance.

(2) Core Phase (Online Delivery) (Group 1 / December 6 to 9, 2021 Group 2 / December 14 to 15, 2021)		
Expected Module Output	Subjects/Agendas	Methodology
1. To understand and explain the system and activities of Japanese police.	Lectures : - Over view of Japanese police - Community policing in Japan - Training and education (or Public relations activities) in Japanese police	Lectures

2. To share information about the police system in the participating countries	Country Report presentation and discussion	Presentation Discussion
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Note: This schedule is subject to change.

<Structure of the program>

1. Preliminary phase (Reading assignment: "Police of Japan")

2. Core Phase (Online)

(1) Group 1

Day 1 Program orientation / Self-introduction

Lecture: Overview of Japanese police

Day 2 Lecture: Community policing in Japan

Oral presentation by participants (1)

Day 3 Lecture: Training and education in Japanese police

Oral Presentation by participants (2)

Day 4 Oral presentation by participants (3)

Wrap-up session

(2) Group 2

Day 1 Program orientation / Self-introduction

Lecture: Overview of Japanese police

Lecture: Community policing in Japan

Day 2 Lecture: Training and education in Japanese police

Oral presentation by participants

Wrap-up session

III. Conditions and Procedures for Application

1. Expectations for the Participating Organizations:

- (1) This program is designed primarily for organizations that intend to address specific issues or problems identified in their operations. Applying organizations are expected to use the program for those specific purposes.
- (2) In this connection, applying organizations are expected to nominate the most qualified candidates to address the said issues or problems, carefully referring to the qualifications described in section III-2 below.
- (3) Applying organizations are also expected to be prepared to make use of knowledge acquired by the nominees for the said purpose.
- (4) JICA is promoting gender equality. Women are encouraged to apply for this program while selection shall be made according to the qualifications mentioned in 2. of each nominee.

2. Nominee Qualifications:

Applying Organizations are expected to select nominees who meet the following essential qualifications.

Essential Qualifications

- (1) Current Duties:
 - **Be a director of division in a central police agency or in a higher position.**
 - **Be a superintendent (equivalent to lieutenant colonel) or in a higher position.**
- (2) **Experience in the relevant field: have police career for more than 10 years, be aged 40's in principle.**
- (3) Be nominated by their government.
- (4) **Not have participated in the same kind of seminar/ course hosted by either National Police Agency of Japan or JICA in the past.**
- (5) **Language: have a sufficient command of English.**

3. Required Documents for Application

- (1) **Application Form:** The Application Form is available at the JICA office (or the Embassy of Japan).
- (2) **ANNEX:** Attach ANNEX which specifies your police rank (if not, military rank) and your position (including bureau, department and section in your organization). Both should be typewritten, and your position and responsibility must be clearly described.
- (3) **Organization Chart and Rank System Chart:** Attach the organization chart and the rank system chart of your organization.

Note: (2) (3) should be attached to the application form. All the documents are

subject to be considered for the selection.

4. Procedure for Application and Selection :

(1) Submitting the Application Documents:

Closing date for applications: **Please inquire to the JICA office (or the Embassy of Japan).**

(After receiving applications, the JICA office (or the Embassy of Japan) will send them to **JICA Tokyo in JAPAN by October 15th, 2021.**

(2) Selection:

After receiving the documents through proper channels from your government, the JICA office (or the Embassy of Japan) shall conduct screenings, and forward the documents to JICA Tokyo, which organizes this program. Selection shall be made by JICA Tokyo in consultation with the organizations concerned in Japan.

Qualifications of applicants who belong to the military or other military-related organizations and/or who are enlisted in the military will be examined by the Government of Japan on a case-by-case basis, consistent with the Development Cooperation Charter of Japan, taking into consideration their duties, positions in the organization, and other relevant information in a comprehensive manner.

(3) Notice of Acceptance

Notification of results shall be made by the JICA office (or the Embassy of Japan) **not later than November 5th, 2021.**

5. Document(s) to be submitted by accepted candidates:

Country Report -- to be submitted by **November 26th, 2021**

Accepted participants are required to prepare "Country Report" based on latest information on the police organization, its systems and especially the problems/challenges which the police of participating countries confront. A format for "Country Report" and an instruction about the report formulation will be sent to the accepted candidates at the same time with the acceptance letter.

6. Conditions for Attendance:

(1) The participants must attend all the sessions.

(2) Due to information security reasons, each online lecture must be delivered (at the place designated by JICA) in the presence of at least one JICA staff member.

(3) Participants are not allowed to record and / or take photos of any contents of the above sessions (video, image, audio, or other copyrighted materials).

IV. Administrative Arrangements

1. Organizer:

(1) **Name:** JICA Tokyo

(2) **Contact:** Mr. Ishida Shoji (tictip@jica.go.jp)

✂Please include the course number “202003037J001” in the subject line of your e-mail.

2. Implementing Partners:

(1) Research and Training Center for International Criminal Investigation and Police Cooperation, National Police Academy (CICP)

Address: 3-12-1 Asahi-cho, Fuchu, Tokyo, 183-0003

TEL: 81-42-354-3550 (ex.3313) FAX: 81-42-330-1307

(81: country code for Japan, 42: area code)

National Police Academy, which is attached to National Police Agency, is responsible for education and training for senior police administrators. CICP, which is affiliated with National Police Academy, is responsible for the study and investigation about the international activities of police.

(2) Policy Planning Division, Commissioner General's Secretariat, National Police Agency (NPA)

Address: 1-2 Kasumigaseki 2-chome, Chiyoda-ku, Tokyo, 100-8974

TEL: 81-3-3581-0141 (ex.2952) FAX: 81-3-3580-5092

(81: country code for Japan, 3: area code)

National Police Agency (NPA) is the competent authority to supervise and coordinate Prefectural Police activities. In Japan, each prefecture has its own police force and takes charge of maintaining its public peace and order, such as prevention, suppression, and investigation of crimes.

V. Other Information

1. The participants are requested to read thoroughly the brochure entitled "POLICE OF JAPAN" as the preliminary assignment. The Police of Japan gives a general overview of the policing activities in Japan. For obtaining the Police of Japan in electronic form, the participants are requested to access the following URL (Police of Japan [Full TEXT]) : <https://www.npa.go.jp/english/publication/index.html>
2. Participants who have successfully completed the seminar will be awarded certificates by JICA and National Police Academy (CICP).
3. Textbooks (including PowerPoints and handouts) containing "classified information" may not be distributed to participants in any form.

VI. ANNEX:

ANNEX

Organization Management for Senior Police Officers (JFY 2021)

Country: _____

NAME	RANK	TITLE OF JOB	NAME OF ORGANIZATION THE APPLICANT BELONGS TO (IN DETAIL)
(example) Mr. John Smith	SENIOR SUPERINTENDENT	Director	Metropolitan Police Department Criminal Investigation Bureau International Criminal Investigation Division

**Please attach*

(1) your organization chart

(2) the rank system chart

In which please circle or highlight your position to specify your bureau, department, and division as in detail as possible.

For Your Reference

JICA and Capacity Development

The key concept underpinning JICA operations since its establishment in 1974 has been the conviction that “capacity development” is central to the socioeconomic development of any country, regardless of the specific operational scheme one may be undertaking, i.e. expert assignments, development projects, development study projects, training programs, JOCV programs, etc.

Within this wide range of programs, Training Programs have long occupied an important place in JICA operations. Conducted in Japan, they provide partner countries with opportunities to acquire practical knowledge accumulated in Japanese society. Participants dispatched by partner countries might find useful knowledge and re-create their own knowledge for enhancement of their own capacity or that of the organization and society to which they belong.

About 460 pre-organized programs cover a wide range of professional fields, ranging from education, health, infrastructure, energy, trade and finance, to agriculture, rural development, gender mainstreaming, and environmental protection. A variety of programs are being customized to address the specific needs of different target organizations, such as policy-making organizations, service provision organizations, as well as research and academic institutions. Some programs are organized to target a certain group of countries with similar developmental challenges.

Japanese Development Experience

Japan was the first non-Western country to successfully modernize its society and industrialize its economy. At the core of this process, which started more than 140 years ago, was the “*adopt and adapt*” concept by which a wide range of appropriate skills and knowledge have been imported from developed countries; these skills and knowledge have been adapted and/or improved using local skills, knowledge and initiatives. They finally became internalized in Japanese society to suit its local needs and conditions.

From engineering technology to production management methods, most of the know-how that has enabled Japan to become what it is today has emanated from this “*adoption and adaptation*” process, which, of course, has been accompanied by countless failures and errors behind the success stories. We presume that such experiences, both successful and unsuccessful, will be useful to our partners who are trying to address the challenges currently faced by developing countries.

However, it is rather challenging to share with our partners this whole body of Japan’s developmental experience. This difficulty has to do, in part, with the challenge of explaining a body of “tacit knowledge,” a type of knowledge that cannot fully be expressed in words or numbers. Adding to this difficulty are the social and cultural systems of Japan that vastly differ from those of other Western industrialized countries, and hence still remain unfamiliar to many partner countries. Simply stated, coming to Japan might be one way of overcoming such a cultural gap.

JICA, therefore, would like to invite as many leaders of partner countries as possible to come and visit us, to mingle with the Japanese people, and witness the advantages as well as the disadvantages of Japanese systems, so that integration of their findings might help them reach their developmental objectives.



CORRESPONDENCE

For enquiries and further information, please contact the JICA office or the Embassy of Japan. Further, address correspondence to:

JICA Tokyo Center (JICA TOKYO)

Address: 2-49-5 Nishihara, Shibuya-ku, Tokyo 151-0066, Japan

TEL: +81-3-3485-7051 FAX: +81-3-3485-9655