Humanitarian Work Psychology: Addressing a Need

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TRINITY COLLEGE DUBLIN
COLÁISTE NA TRÍONÓIDE, BAILE ÁTHA CLIATH

THE UNIVERSITY OF DUBLIN

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TRINITY INTERNATIONAL DEVELOPMENT INITIATIVE

Building Human Capabilities
For Global Development

"People are the real wealth of nations. Development is thus about expanding the choices people have to lead lives that they value. Fundamental to enlarging these choices is **building human capabilities** —the range of things that people can do or be in life."

United Nations Development Programme (UNDP)

The Millennium Development Goals

1. Eradicate Extreme Poverty and Hunger
2. Achieve Universal Primary Education
3. Promote Gender Equality and Empower Women
4. Reduce Child Mortality
5. Improve Maternal Health
6. Combat HIV/AIDS, Malaria and Other Diseases
7. Ensure Environmental Sustainability
8. Develop a Global Partnership for Development

Suas
Educational Development

Suas Educational Development

- Founded in 2002, Suas Educational Development is a Irish non-governmental organisation dedicated to supporting high quality education in targeted under-resourced communities, with programmes in India, Ireland and Kenya.

- Suas Volunteer Programme – Service learning programme which aims to
    - Support education overseas (service)
    - Inspire a network of young people to make a difference in the longer term (learning)

- 120 young Irish volunteers work with partners in India and Kenya each Summer

I/O Psychology Challenges

– How do you attract and select effective individuals and teams to deliver the best possible service to partners in India and Kenya?

– What motivates volunteers to engage with this type of work?

– How do you measure the impact of the programme on the volunteers?

– How do you define, capture and replicate the strengths in Suas' leadership development model?

– How do you build a sustainable organisation and overcome issues such as high turnover, burnout, lack of experience in the structure?

Trinity International Development Initiative (TIDI)

- TCD Global Development Audit, 2008
  - 100+ staff members with an active research interest
  - 70 research projects
  - 40 courses with some development content
- TIDI's purpose is to maximise Trinity College Dublin's contribution to understanding and addressing the major global development challenges of our time through research, teaching and outreach activities
- TIDI is supported by the university and by the Irish government's Overseas Development Assistance Programme

Trinity International Development Initiative

I/O Psychology Challenges

- How do you build effective, equal partnerships between TCD and universities in developing countries?

- What motivates researchers and students to engage with global development? What kinds of structures and processes are required to encourage this engagement?

- How do you negotiate power relations, politics and ownership issues within the university and in dealing with external partners?

- How do you encourage collaboration across disciplines (rather than competition) among researchers?

Why take on this type of work?

– **There is a need for your skills**

– **Many challenges**

– **Opportunities to learn through research and practice**

– **Personally rewarding - individual motivation to make a social contribution, interest in the bigger picture**

– **Work with like-minded peers**

– **Help improve understanding of the skills and expertise offered by I/O Psychologists**

"Capacity development starts from the principle that people are best empowered to **realize their full potential** when the means of development are sustainable – home-grown, long-term, and generated and managed collectively by those who stand to benefit."

United Nations Development Programme (UNDP)

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References

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– Suas Educational Development, http://www.suas.ie/

– The Millennium Development Goals, http://www.un.org/millenniumgoals/

– The Trinity International Development Initiative, http://www.tcd.ie/tidi/

– Trinity College Dublin, http://www.tcd.ie/

– The Universal Declaration of Human Rights, http://www.un.org/en/documents/udhr/

– The United Nations Development Programme, http://www.undp.org/

Thank you for listening

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for further information