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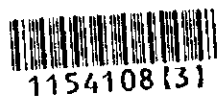
## *THE EVALUATION STUDY*

*ON THE YOUTH INVITATION PROGRAM IN SIX ASEAN COUNTRIES*

# INDONESIA

**JICA-KAPPIJA-21**

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# CHAPTER I





☑ I.1. BACKGROUND

The Friendship Program for the 21st Century was commenced in 1984, starting with 6 ASEAN countries as means to deepen mutual trust and friendship between ASEAN and Japan. Until now, more than 9000 youth from those 6 ASEAN countries have participated in the program. In Indonesia alone, we have calculated around 1650 alumni of this program since its commencement.

After 13 years since this program began, the Japan International Cooperation Agency (JICA) as the implementing institution feel the need for an overall evaluation of the Friendship Program for the 21st Century. This evaluation is meant to further improve the quality of the program, especially in anticipating the upcoming 21st century.

In Indonesia, KAPPIJA-21 (*Keluarga Alumni Program Persahabatan Indonesia Jepang Abad 21*) was called on by JICA to collaborate in conducting this evaluation study. As the alumni association in Indonesia, KAPPIJA-21 has access to most of the ex-participants, making it easier in conducting a questionnaire survey as the main information source for this evaluation. In addition, KAPPIJA-21 has the first-hand information on the past and current alumni activities in Indonesia. Through the funding support from JICA, this

evaluation study can be conducted and will be useful in promoting alumni activities.

### ☑ I.2 OBJECTIVES OF THE STUDY

The objectives of this study are the following:

- To evaluate achievements and impacts of the Youth Invitation Program in 6 (six) ASEAN countries, namely Brunei, Indonesia, Malaysia, the Philippines, Singapore and Thailand.
- To make suggestions for the program content.
- To make suggestions for the alumni activities and JICA's support system.
- To guide the general direction of the program in the future.
- Through this study, KAPPIJA-21 as the alumni association in Indonesia has also utilized this opportunity to upgrade our alumni database.

### ☑ I.3. THE METHOD OF DATA COLLECTING

The data and information collected in this study are gathered by using the *multi usage technique*. The data were collected through literature or documentation study and questionnaire. Several interviews with relevant sources were

also conducted, such as from respected senior alumni, newly returned alumni, pre-departure program committee and also officials at the Cabinet Secretariat Republic of Indonesia, as the authority for participants selection in Indonesia. The questions that were focused in the interview are namely open questions that are relevant with the friendship program.

As input for primary data, questionnaires were sent to all of the alumni as sample population of this study. The questions in the questionnaire are in *Bahasa Indonesia*, the official language in Indonesia. The total alumni according to the latest calculation totals up to 1650 alumni that are distributed widely in term of geographical locations in almost the 27 provinces of Indonesia. Due to the alumni database that was not regularly updated, only 1200 questionnaires were sent to the respective alumni. Through the assistance of a JICE coordinator in Tokyo, the present committee of the alumni association has obtained the complete alumni databases though most of the addresses are not up-to-date. The media for questionnaire distribution are mainly by the postal services and a small portion of it directly sent by hand.

From all the questionnaires sent, 531 questionnaires were returned with the following statistics:

- 380 questionnaires were completely filled-out.
- 151 questionnaires were sent back due to change of address.
- 669 questionnaires were not returned within the deadline date.

Due to the limited time given to conduct this study and the large number of population, the evaluation study team has decided to apply the *Proportional Sample Method*. As the consequence, among the returned questionnaires, 200 were chosen randomly as the sample. Then the samples were divided into 5 (five) categories of respondent, differentiated by their year of participation in the friendship program, namely samples that participated in the program:

- Before 1994            (Category 1)
- In 1994                (Category 2)
- In 1995                (Category 3)
- In 1996                (Category 4)
- In 1997                (Category 5)

The numbers of proportional samples in each category are 40 respondents. To analyze the data, we utilize the *Statistical Program for Social Sciences (SPSS)* in the Microsoft Windows 95 format. This program is a specific and efficient program in analyzing quantitative data.

The samples in this study are described more clearly in the following table.

**Table I.1**  
**Proportional Sample Description**

| YEAR   | 1994 | 1994 | 1995 | 1996 | 1997 | TOTAL |
|--------|------|------|------|------|------|-------|
| SAMPLE | 40   | 40   | 40   | 40   | 40   | 200   |

**✓ I.4. WORK SCHEDULE**

The Evaluation Study on the Youth Invitation Program in Six ASEAN Countries Project in Indonesia was conducted during the time frame between January 13 until February 15 1998. This project takes approximately 4 weeks to complete, the detailed activities and work schedule can be observed in the following table.

**Table I.2**

**Activity and Work-Schedule Table On The Evaluation Study on the Youth Invitation Program in Six ASEAN Countries Project in Indonesia**

| NO | ACTIVITIES  | PCD    | WEEK I<br>13-20 | WEEK II<br>21-28 | WEEK III<br>29-05 | WEEK IV<br>06-13 |
|----|---|--------|-----------------|------------------|-------------------|------------------|
| I. | Survey Activities :                               | ARIEF  |                 |                  |                   |                  |
| 01 | Up grading alumni data base                       | ARIEF  | 13-18           |                  |                   |                  |
| 02 | Translate, modify and duplicate of questionnaires | AZWAR  | 13-18           |                  |                   |                  |
| 03 | Introduction letter                               | LEONAS | 13-18           |                  |                   |                  |
| 04 | Postal questionnaires                             | TEAM   | 19              |                  |                   |                  |
| 05 | Questionnaires returned                           | ARIEF  |                 | 24-28            |                   |                  |
| 06 | Data tabulation                                   | TEAM   |                 |                  | 02-05             |                  |
| 07 | Data analysis                                     | TEAM   |                 |                  |                   | 06-09            |

The samples in this study are described more clearly in the following table.

Table I.1

Proportional Sample Description

| YEAR   | < 1994 | 1994 | 1995 | 1996 | 1997 | TOTAL |
|--------|--------|------|------|------|------|-------|
| SAMPLE | 40     | 40   | 40   | 40   | 40   | 200   |

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| 03 | Introduction letter                               | LEONAS | 13 - 18           |                    |                     |                  |
| 04 | Postal questionnaires                             | TEAM   | 19                |                    |                     |                  |
| 05 | Questionnaires returned                           | ARIEF  |                   | 24-28              |                     |                  |
| 06 | Data tabulation                                   | TEAM   |                   |                    | 02-05               |                  |
| 07 | Data analysis                                     | TEAM   |                   |                    |                     | 06-09            |

|  |   |                |         |  |         |         |
|--|---|----------------|---------|--|---------|---------|
| <b>II. Description of the process of the project :</b> |   | <b>AZWAR</b>   |         |  |         |         |
| 01   | List of the evaluation committee member' Records of Meetings                              | AZWAR          |         |  | 29 - 03 |         |
| 02   | List of collected data and information  | AZWAR          |         |  | 29 - 03 |         |
| 03   | Daily activity report of the committee  | AZWAR          | 13 - 18 |  |         |         |
| <b>III. Country specific information :</b>             |   | <b>RIFO</b>    |         |  |         |         |
| 01   | Overview of the international youth exchange program in Indonesia                         | ARIEF          | 21 - 28 |  |         |         |
| 02   | Description of the history, organization and activities of KAPPIJA-21                     | ARIEF          | 21 - 28 |  |         |         |
| 03   | Procedure for nomination of participants in Indonesia                                     | RIFO           | 21 - 28 |  |         |         |
| 04   | Organization of the pre-departure training in Indonesia                                   | RIFO           | 21 - 28 |  |         |         |
| <b>IV. Analysis of impact of the program :</b>         |   | <b>LEONAS</b>  |         |  |         |         |
| 01   | Inter'l understanding and promoting friendship between ASEAN and Japan                    | LEONAS         |         |  | 29 - 04 |         |
| 02   | Inter'l understanding and promoting friendship among ASEAN countries                      | LEONAS         |         |  | 29 - 04 |         |
| 03   | Participant's professional growth   | RIFO           |         |  | 29 - 04 |         |
| 04   | Participant's individual growth   | RIFO           |         |  | 29 - 04 |         |
| 05   | Other any positive impact information   | TEAM           |         |  | 29 - 04 |         |
| <b>V. Evaluation and suggestions :</b>                 |   | <b>NURHADI</b> |         |  |         |         |
| 01   | Procedures for nomination of participants   | NURHADI        |         |  |         | 03 - 04 |
| 02   | Preparation for participation of the program (Pre-departure training)                     | NURHADI        |         |  |         | 03 - 08 |
| 03   | Duration and content of each sub-program in Japan (lectures, visits, home stay, seminars) | NURHADI        |         |  |         | 03 - 08 |
| 04   | Cost effectiveness of the program   | NURHADI        |         |  |         | 03 - 08 |
| 05   | Alumni activities and JICA's after care for ex-participants                               | ARIEF          |         |  |         | 03 - 08 |
| 06   | General suggestions   | TEAM           |         |  |         | 03 - 08 |
| 07   | Draft report translation  | TEAM           |         |  |         | 08 - 13 |
| 08   | Printing and Duplication  | TEAM           |         |  |         | 14      |

## **I.5. ORGANIZATION OF THE PROJECT**

The implementation of the Evaluation Study on the Youth Invitation Program in Six ASEAN Countries Project in Indonesia was conducted by KAPPIJA-21 (Keluarga Alumni

|  |   |         |       |       |       |       |
|--|---|---------|-------|-------|-------|-------|
| <b>II. Description of the process of the project :</b> |   |         |       |       |       |       |
| 01   | List of the evaluation committee member' Records of Meetings                              | AZWAR   |       |       | 29-05 |       |
| 02   | List of collected data and information  | AZWAR   |       |       | 29-05 |       |
| 03   | Daily activity report of the committee  | AZWAR   | 13-18 |       |       |       |
| <b>III. Country specific information :</b>             |   |         |       |       |       |       |
| 01   | Overview of the international youth exchange program in Indonesia                         | RIFO    |       | 21-28 |       |       |
| 02   | Description of the history, organization and activities of KAPPIJA-21                     | ARIEF   |       | 21-28 |       |       |
| 03   | Procedure for nomination of participants in Indonesia                                     | RIFO    |       | 21-28 |       |       |
| 04   | Organization of the pre-departure training in Indonesia                                   | RIFO    |       | 21-28 |       |       |
| <b>IV. Analysis of impact of the program :</b>         |   |         |       |       |       |       |
| 01   | Inter'l understanding and promoting friendship between ASEAN and Japan                    | LEONAS  |       |       | 29-04 |       |
| 02   | Inter'l understanding and promoting friendship among ASEAN countries                      | LEONAS  |       |       | 29-04 |       |
| 03   | Participant's professional growth   | RIFO    |       |       | 29-04 |       |
| 04   | Participant's individual growth   | RIFO    |       |       | 29-04 |       |
| 05   | Other any positive impact information   | TEAM    |       |       | 29-04 |       |
| <b>V. Evaluation and suggestions :</b>                 |   |         |       |       |       |       |
| 01   | Procedures for nomination of participants   | NURHADI |       |       |       | 05-08 |
| 02   | Preparation for participation of the program (Pre-departure training)                     | NURHADI |       |       |       | 05-08 |
| 03   | Duration and content of each sub-program in Japan (lectures, visits; home stay, seminars) | NURHADI |       |       |       | 05-08 |
| 04   | Cost effectiveness of the program   | NURHADI |       |       |       | 05-08 |
| 05   | Alumni activities and JICA's after care for ex-participants                               | ARIEF   |       |       |       | 05-08 |
| 06   | General suggestions   | TEAM    |       |       |       | 05-08 |
| 07   | Draft report translation  | TEAM    |       |       |       | 08-13 |
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## I.5. ORGANIZATION OF THE PROJECT

The implementation of the Evaluation Study on the Youth Invitation Program in Six ASEAN Countries Project in Indonesia was conducted by KAPPIJA-21 (Keluarga Alumni



*Program Persahabatan Indonesia-Jepang Abad 21*) as the official alumni association under the coordination and collaboration with Japan International Cooperation Agency (JICA). The members of the evaluation study team are the following:

1. Rifeldo Meisa Arifin (Project Officer)
2. Mohamad Al-Arief (Member)
3. Azwar Hasan (Member)
4. Leonas Chatim (Member)
5. Nurhadi (Member)

#### ☑ I.6. LIMITATION OF THE STUDY

This study evaluation project was conducted in a relatively limited time of less than 1 (one) month, from January 13-February 15, 1998. Due to time constraints, the distribution of questionnaire was quite difficult, especially with the coming of the *Idul Fitri Season*, when most Moslems migrate to their parents' hometown during the holiday. Most of the questionnaires were mailed to their respective domicile according to the available address database. Therefore most of the respondents received their questionnaire upon their arrival to their respective domicile, resulting to the lateness of the received feedback from them. The returned questionnaires within the deadline date were then processed to base this study on.

# CHAPTER II

**II.1. ANALYSIS OF THE STATISTICS**

**A. RESPONDENT IDENTITY**

The respondents identity in this study can be observed from several variables, namely the domicile of the respondent, sex, profession, year of participation and the group they participated in during the friendship Program.

*Table 2.1*  
**The Respondents Distribution by Domicile**

| No | Category                  | Frequency | Percentage |
|----|---------------------------|-----------|------------|
| 1  | DKI Jakarta               | 92        | 46 %       |
| 2  | Java except DKI Jakarta   | 66        | 33 %       |
| 3  | Sumatera                  | 19        | 9.5 %      |
| 4  | Kalimantan                | 9         | 4.5 %      |
| 5  | Sulawesi and Maluku       | 7         | 3.5 %      |
| 6  | Bali and Nusa Tenggara    | 4         | 2.0 %      |
| 7  | Irian Jaya and East Timor | 3         | 1.5 %      |

In terms of the respondents' domicile, results shows that a large percentage lives in the surrounding Jakarta and also other areas in Java expect Jakarta, respectively each with the percentage of 46% and 33%. Meanwhile the

**II.1. ANALYSIS OF THE STATISTICS**

**A. RESPONDENT IDENTITY**

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| 7   | Irian Jaya and East Timor | 3         | 1.5 %      |

In terms of the respondents' domicile, results shows that a large percentage lives in the surrounding Jakarta and also other areas in Java except Jakarta, respectively each with the percentage of 46% and 33%. Meanwhile the

respondents that domiciled in Irian Jaya and East Timor has the least percentage of 1.5%. Bali and Nusa Tenggara have the second least percentage of 2%. The more complete data can be observed in Table 2.1.

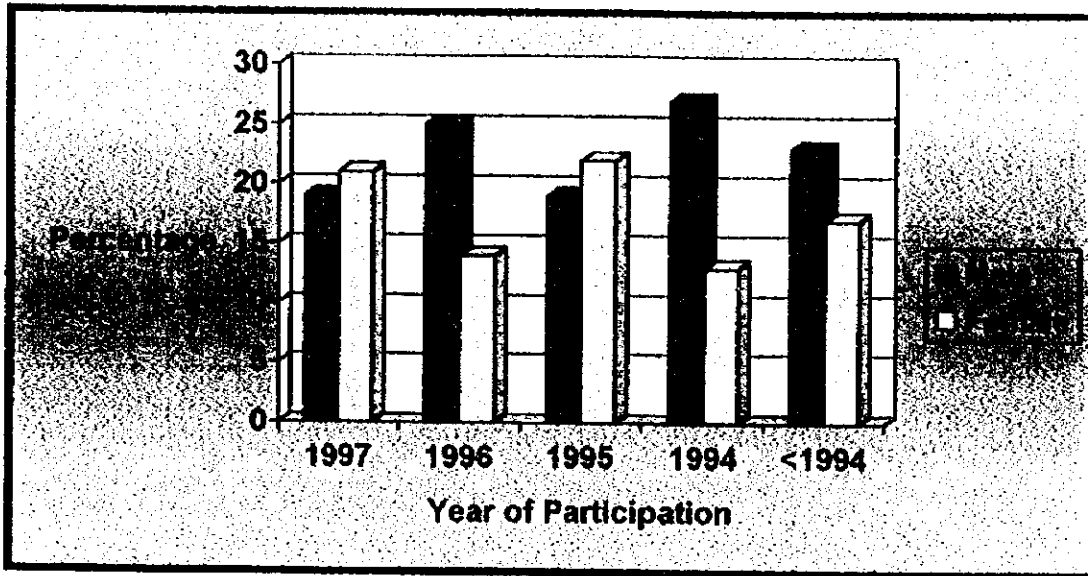
In term of sex and year of participation during the Friendship Programme for the 21st Century, a large percentage of the male respondent participated in the program in 1994, amounting to 27 respondents (23.9%). While 25 male respondents participated in 1996 (22.4%); 23 male respondents participated before 1994; and the least percentage of the male respondents participated in 1995 and 1997, each amounting to 19 respondents (25.3%).

As for the female group, a large portion of the female respondents participated in 1995, amounting to 22 respondents (25.3%) and the smallest portion of the female respondents participated in 1994, amounting to 13 respondents (14.9%).

The number of male respondents are slightly more than the female respondents, each by the percentage of 56.5% and 43.5%. The identity of the respondents in terms of their sex and year of participation can be observed in Graph 2.1 below.

Graph 2.1

The Respondents by their Sex and Year of Participation in the Program

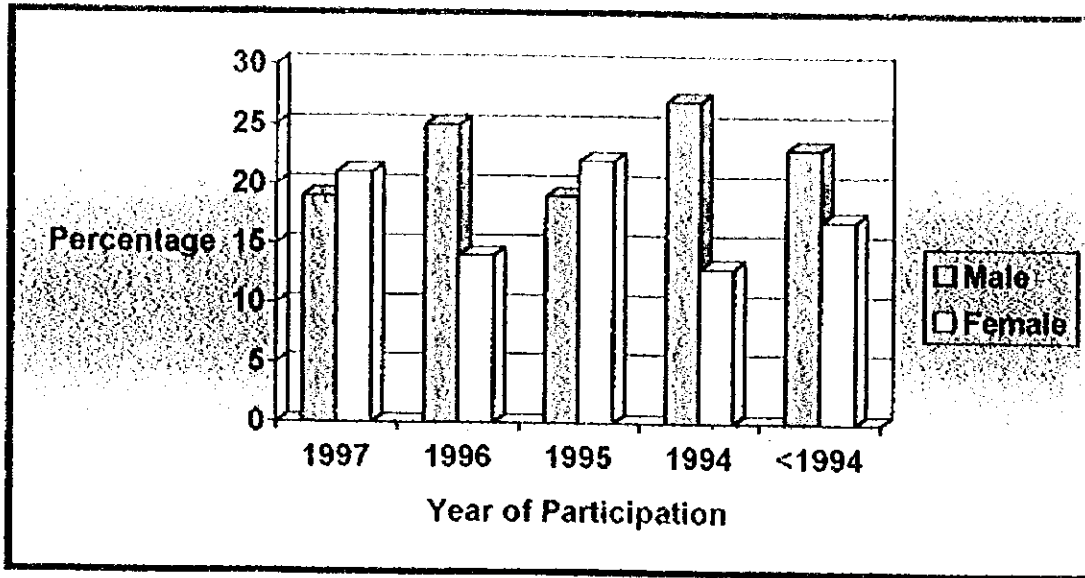


In terms of the respondents' profession, most of the respondents are government employee, at a large percentage of 47.7%. The second largest are private employee or entrepreneur, at a percentage of 31%. Meanwhile, university students total to 15.2% and respondents from the non-governmental organizations (NGOs) have the least percentage of 2.5%.

The three biggest group by looking at the percentage of the respondents that participated in this program are those that participated in; Single Country Economy Group (21.9%), Single Country Education Group (20.4%) and Single Country Social Development Group (19,4%). Meanwhile the

Graph 2.1

The Respondents by their Sex and Year of Participation in the Program



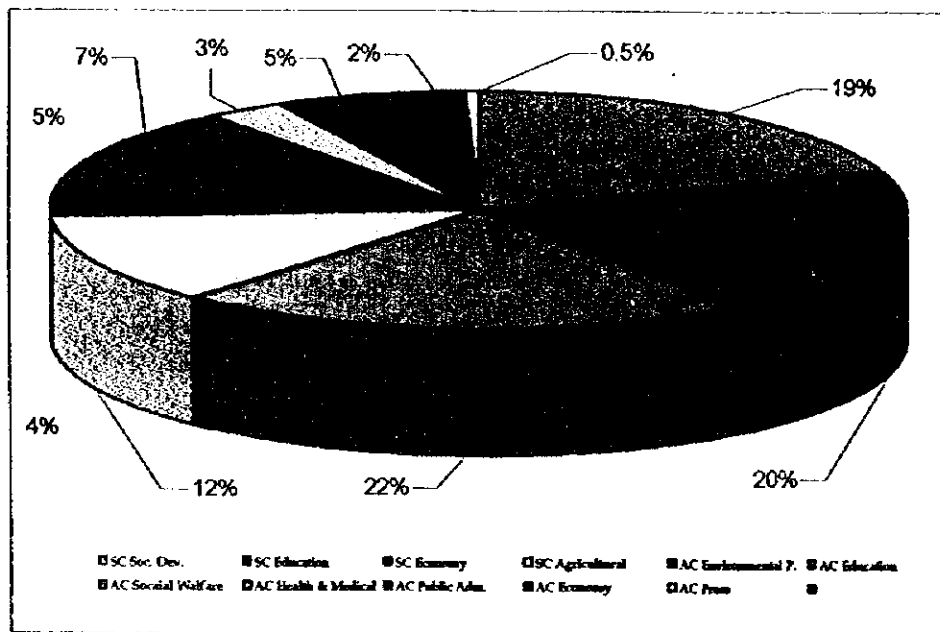
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The three biggest group by looking at the percentage of the respondents that participated in this program are those that participated in; Single Country Economy Group (21.9%), Single Country Education Group (20.4%) and Single Country Social Development Group (19,4%). Meanwhile the

group that has the least percentage as our respondent are from the ASEAN Component Press Group, at only 0.5% from the 200 sample. For a more detailed description on this matter can be observed in the following pie graph.

Graph 2.2.

The Respondents by their Group Participation In the Program





**B. ANALYSIS OF EACH QUESTIONS**

**B.1. How the respondents learn of the program (Q.1)**

The Friendship Program for the 21st Century between Indonesia and Japan started in 1984, under the joint coordination of JICA and the Cabinet Secretariat Republic of Indonesia. The information distribution mechanism follows the directed bylaws. The Cabinet Secretariat has distributed the necessary information to every relevant institution according to the program group.

From the gathered data, 35.4 % of the respondents learned of the program through alumni of the program, showing the fact that person-to-person information distribution are more widespread. Usually the alumni will tell all the experiences from the program to family members and friends in their respective surrounding. This created a fast chain of information distribution and does not have to be through the bureaucracy of the government offices. Meanwhile 56 respondents (28%) learned of the program from government offices. The Cabinet Secretariat formally dispatches all the necessary information about the program to the relevant governmental institutions. Then this information is forwarded to sections in each institution that has relevance with the program group being offered.

Meanwhile, 22.7% of the respondents received the information from their respective workplace and most are in the private sector. In the past, the Cabinet Secretariat as the selecting committee does not directly dispatch the information to the private entities. These private entities tend to receive the information from other sources, but presently the information are dispatched to the Indonesian Chamber of Commerce and Industry (KADIN) to be forwarded to private companies.

One other source of information is through the JICA Representative Office in Jakarta, Indonesia and 2.5% of the respondents claim to learn about the program through this channel. The remaining 1% of the respondents learns about the program through the mass media. For further detail on this data can be observed on Table 2.2 below.

Table 2.2.

How the Respondents learn about the Program

| Medium            | Freq. | Percentage | Valid Percentage |
|-------------------|-------|------------|------------------|
| Through the Press | 2     | 1.0        | 1.0              |
| Gov. Offices      | 56    | 28.0       | 28.3             |
| JICA Rep. Office  | 5     | 2.5        | 2.5              |
| Work Place        | 45    | 22.5       | 22.7             |
| Ex-Participant    | 70    | 35.0       | 35.4             |
| Others            | 20    | 10.0       | 10.1             |
| Missing           | 2     | 1.0        | -                |

If we correlate the relationship between the medium of information in knowing about the program with their profession, it can be concluded that most of the respondent working in governmental sector received their information from government offices or their workplace, at the percentage of 15.9%. On the other hand, the respondents working in the private sector mostly obtain their information from ex-participants of the program or colleagues at work, at the percentage of 15.4%. As for students, most of them receive the information from

## ☺☺ CHAPTER II

government offices, JICA Representative Office, their respective university or ex-participants of the program. Meanwhile respondents working in NGOs obtain their information about the program through government office or their respective workplace.

The majority of the respondents did not obtain the information from the mass media, this is due to the fact that almost not any respondent claim to obtain the information from this source, except for several government and private employees that only totals to 0.5%. This means that information about this program are rarely publicized through the mass media, whether newspaper, radio or other media. The medium respondents obtain their information about this program according to their respective profession can be observed in Table 2.3 provided below.

Table 2.3

The Medium Respondents Obtain Information  
About the Program  
(Breakdown According to Profession)  
-In Percentage-

| Profession \ Medium | Gov. Employee | Private Employee | Student | NGO | Others | Total |
|---------------------|---------------|------------------|---------|-----|--------|-------|
| Through the Press   | 0.5           | 0.5              | 0       | 0   | 0      | 1     |
| Gov. Offices        | 15.9          | 7.8              | 4.1     | 0.5 | 0.5    | 28.2  |
| JICA Rep. Office    | 0.5           | 1.5              | 0.5     | 0   | 0      | 2.6   |
| Work Place          | 15.9          | 4.6              | 1.0     | 1.5 | 1.5    | 23.1  |
| Ex-Participant      | 10.8          | 15.4             | 6.7     | 0   | 0      | 34.9  |
| Others              | 3.6           | 2.1              | 3.1     | 0.5 | 0.5    | 10.3  |
| Total               | 47.2          | 31.3             | 15.4    | 2.6 | 3.6    | 100   |

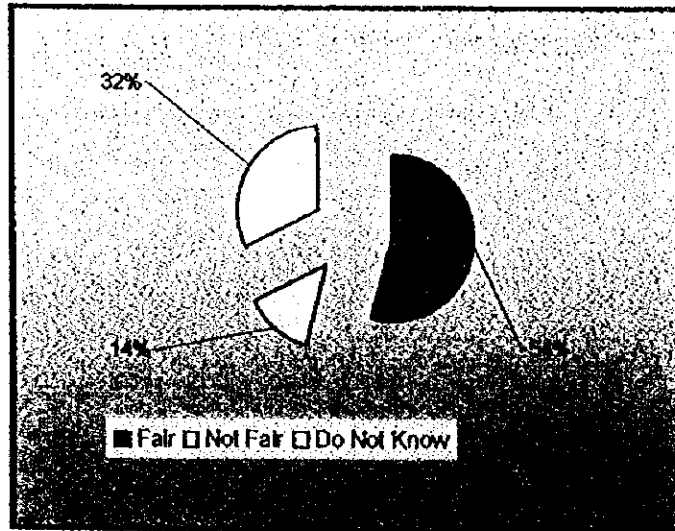
B.2. The selection process of the participants

(Q.2 + Q.2.1)

The majority of the respondents, around 53.8% claimed that the selection process of the participants was conducted fairly, while 32.5% claimed that they do not have any knowledge to comment on the matter and 13.7% claimed that the selection process was unfair.

Graph 2.3

The Respondents' Opinion about the Selection Process of Participants

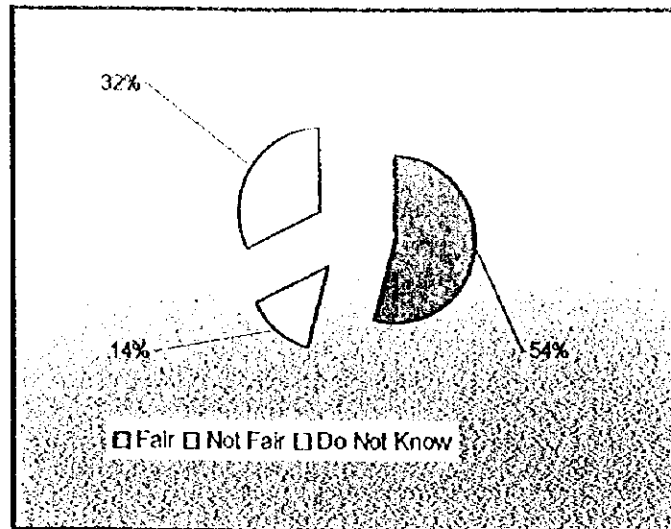


The respondents that stated the selection process was fair are mostly government employees at a percentage of 28.4%, followed by private employees (17.8%) and students (5.1%). On the other hand, the respondents that stated the selection process was unfair are government employees (6.6%), private employees (3.0%) and students (3.0%). As for the respondent that claimed to have no knowledge to comment on the matter are government employees at 2.7%. The detailed data on this matter can be observed in table depicted below.



Graph 2.3

The Respondents' Opinion about the Selection Process of Participants



The respondents that stated the selection process was fair are mostly government employees at a percentage of 28.4%, followed by private employees (17.8%) and students (5.1%). On the other hand, the respondents that stated the selection process was unfair are government employees (6.6%), private employees (3.0%) and students (3.0%). As for the respondent that claimed to have no knowledge to comment on the matter are government employees at 2.7%. The detailed data on this matter can be observed in table depicted below.

Table 2.4

**The Respondents' Opinion about  
the Selection Process of Participants  
(Breakdown According to Profession)  
- In Percentage -**

| Count (1)<br>Row Tot (2)<br>Col. Per (3)<br>Tot. Per (4) | Gov.<br>Employee                           | Private<br>Employee        | Student                   | NGO                     | Others                  | Row<br>Total |
|--|--|----------------------------|---------------------------|-------------------------|-------------------------|--------------|
| Fair   | (1) 56<br>(2) 52.8<br>(3) 59.6<br>(4) 28.4 | 35<br>33.0<br>57.4<br>17.8 | 10<br>9.4<br>33.3<br>5.1  | 2<br>1.9<br>40.0<br>1.0 | 3<br>2.8<br>42.9<br>1.5 | 106<br>53.8  |
| Not Fair   | 13<br>48.1<br>13.8<br>6.6                  | 6<br>22.2<br>9.8<br>3.0    | 6<br>22.2<br>20.0<br>3.0  | 1<br>3.7<br>20.0<br>0.5 | 1<br>3.7<br>14.3<br>0.5 | 27<br>13.7   |
| Do not know  | 25<br>39.1<br>26.6<br>12.7                 | 20<br>31.3<br>32.8<br>10.2 | 14<br>21.9<br>46.7<br>7.1 | 2<br>3.1<br>40.0<br>1.0 | 3<br>4.7<br>42.9<br>1.5 | 64<br>32.5   |
| Column<br>Total  | 94<br>47.7                                 | 61<br>31.0                 | 30<br>15.2                | 5<br>2.5                | 7<br>3.6                | 197<br>100   |

In relevance with the selection process of participants, the respondents also extended several suggestions concerning the betterment of the selection process. The majority of the respondents (35.8%) suggested that the selection process should be more transparent. The definition to this transparent process is by conducting a fully competitive selection process in order to select the most qualified participants. In addition, this process could provide clear reasons in cases where candidates



Table 2.4

The Respondents' Opinion about  
the Selection Process of Participants  
(Breakdown According to Profession)  
- In Percentage -

| Count (1)<br>Row Pct (2)<br>Col. Pct (3)<br>Tot. Pct (4) | Gov.<br>Employee                           | Private<br>Employee        | Student                   | NGO                     | Others                  | Row<br>Total |
|--|--|----------------------------|---------------------------|-------------------------|-------------------------|--------------|
| Fair   | (1) 56<br>(2) 52.8<br>(3) 59.6<br>(4) 28.4 | 35<br>33.0<br>57.4<br>17.8 | 10<br>9.4<br>33.3<br>5.1  | 2<br>1.9<br>40.0<br>1.0 | 3<br>2.8<br>42.9<br>1.5 | 106<br>53.8  |
| Not Fair   | 13<br>48.1<br>13.8<br>6.6                  | 6<br>22.2<br>9.8<br>3.0    | 6<br>22.2<br>20.0<br>3.0  | 1<br>3.7<br>20.0<br>0.5 | 1<br>3.7<br>14.3<br>0.5 | 27<br>13.7   |
| Do not know  | 25<br>39.1<br>26.6<br>12.7                 | 20<br>31.3<br>32.8<br>10.2 | 14<br>21.9<br>46.7<br>7.1 | 2<br>3.1<br>40.0<br>1.0 | 3<br>4.7<br>42.9<br>1.5 | 64<br>32.5   |
| Column<br>Total  | 94<br>47.7                                 | 61<br>31.0                 | 30<br>15.2                | 5<br>2.5                | 7<br>3.6                | 197<br>100   |

In relevance with the selection process of participants, the respondents also extended several suggestions concerning the betterment of the selection process. The majority of the respondents (35.8%) suggested that the selection process should be more transparent. The definition to this transparent process is by conducting a fully competitive selection process in order to select the most qualified participants. In addition, this process could provide clear reasons in cases where candidates

failed the selection process. This way, the failed candidates could make better preparations for the next opportunity in the selection process.

About 19.4% of the respondents suggested that the selection process should include a written and interview test. From the interview test, it is hoped that the selection team could know the real motivation of the candidates in joining this program. The interview could also be useful in knowing the language capability of the candidates, especially in English and Japanese. The character and maturity of the candidate could also be graded during the interview. Several respondents also suggested that the written test should include general knowledge or specialized knowledge about the Japanese culture. The respondents feel that by conducting this, the selection process could be more fair comparing to the present selection process that is only based on grading resume or curriculum vitae.

Meanwhile 14.9% of the respondents suggested that relevant officers from the JICA Representative Office in Jakarta and representative of the alumni organization (KAPPIJA-21) should be involved in the selection process. Besides the above mentioned matter, the respondents also suggested that the distribution of information about the

programme should be more widespread to all the provinces in Indonesia (11.9%) and as 9.0% of the respondent suggested that the criteria of the participants should be more specific. They also hoped that the participants should be more evenly distributed geographically, not dominated by participants from Jakarta or Java, but also the 27 provinces in Indonesia. This data can be completely observed in Table 2.5 below.

*Table 2.5*

**The Respondents' Suggestion for the Selection Process of Participants**

| No. | Category   | Frequency | Percentage |
|-----|--|-----------|------------|
| 1   | The information of program to all the provinces should be more even            | 8         | 11,9 %     |
| 2   | The selection criteria should be more specific                                 | 6         | 9,0 %      |
| 3   | The selection process should be more open                                      | 24        | 35,8 %     |
| 4   | Written and interview should be conducted                                      | 13        | 19,4 %     |
| 5   | JICA/Alumni Assoc. should be involved in the selection process of participants | 10        | 14,9 %     |
| 6   | The participants should be come from 27 provinces                              | 6         | 9,0 %      |

B.3. The reason for participating in the program (Q.3)

This survey study can conclude several motivations of the respondents in joining the friendship program. The given alternatives for those motivational reasons are as follows:

- To visit Japan
- To make friends with someone from Japan
- To make friends with someone from one's own country or region
- Interested in international exchange programs
- To improve one's professional knowledge
- Advised by one's organization
- To win honor

From the given alternatives, about 96.9% of the respondents agreed that they participated in the program because they wanted to visit Japan, while 2.6% disagreed and claimed that it was not the reason. About 96.5% of the respondents agreed that they participated in the program to make friends with someone from Japan, especially the youth, while 3% disagreed and 0.5% did not answer. And then 86.4% of the respondents agreed to participate in the program to make friends with someone from their own country or the

region, while 6.5% partly agreed, 3.5% disagreed and 2.0% did not answer.

About 97.5% of the respondents agreed that they participated in the program because they were interested in international exchange programs, while 2.0% partly agreed and 0.5% disagreed. About 84.9% of the respondents agreed that they participated in order to improve their professional knowledge, meanwhile 11.6% partly agreed, 2.5% disagreed and 1% did not answer.

From the gathered respondents, 45.2% agreed that they participated in the program because they were advised by their respective organization, while 26.9% disagreed with this reason and 0.5% did not answer. About 59.7% of the respondents agreed that they participated in the program in order to win honor, while 13.6% partly agreed, 17.3% disagreed and 9.4% did not answer. The more detailed data on this matter can be observed in the table below.

Table 2.6

**The Respondents' Reason in Participating  
In the Program**

| Reason \ Opinion                        | Agree | Partly Agree | Disagree | No Answer | Total |
|---|-------|--------------|----------|-----------|-------|
| To visit Japan                          | 96.9  | 2.6          | 0.5      | 2.0       | 100   |
| To make friends with someone from Japan | 96.5  | 3.0          | 0.5      | 0.0       | 100   |

region, while 6.5% partly agreed, 3.5% disagreed and 2.0% did not answer.

About 97.5% of the respondents agreed that they participated in the program because they were interested in international exchange programs, while 2.0% partly agreed and 0.5% disagreed. About 84.9% of the respondents agreed that they participated in order to improve their professional knowledge, meanwhile 11.6% partly agreed, 2.5% disagreed and 1% did not answer.

From the gathered respondents, 45.2% agreed that they participated in the program because they were advised by their respective organization, while 26.9% disagreed with this reason and 0.5% did not answer. About 59.7% of the respondents agreed that they participated in the program in order to win honor, while 13.6% partly agreed, 17.3% disagreed and 9.4% did not answer. The more detailed data on this matter can be observed in the table below.

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**The Respondents' Reason in Participating  
In the Program**

| Reason \ Opinion                        | Agree | Partly Agree | Disagree | No Answer | Total |
|---|-------|--------------|----------|-----------|-------|
| To visit Japan                          | 96.9  | 2.6          | 0.5      | 2.0       | 100   |
| To make friends with someone from Japan | 96.5  | 3.0          | 0.5      | 0.0       | 100   |

|  |      |      |      |      |     |
|--|------|------|------|------|-----|
| To make friends with someone from your own country or region | 86.4 | 6.5  | 3.5  | 1.0  | 100 |
| Interested in international exchange programs                | 97.5 | 2.0  | 0.5  | 0.0  | 100 |
| To improve professional knowledge                            | 84.9 | 11.6 | 2.5  | 1.0  | 100 |
| Advised by organization                                      | 45.5 | 15.2 | 26.9 | 12.4 | 100 |
| To win honor   | 59.7 | 13.6 | 17.3 | 9.4  | 100 |

From the respondents' answers above, it can be concluded that in general as motivational reason; 96.9% agreed that they participated in the program in order to visit Japan. While 96.5% agreed they were interested to make friends with someone from Japan, 97.5% agreed they were interested in international exchange program. Also 86.4% agreed they wanted to make friends with someone from their own country or the region and 84.9% agreed that they participated in order to improve their professional knowledge.

**B.4. Benefit from the program (Q.4)**

The benefit from participating in the Friendship Program for the 21<sup>st</sup> Century, between Indonesia and Japan, are categorized into the following several categories, namely they benefited because they:

- Could learn about the society of Japan
- Could learn professional knowledge in their field
- Could promote mutual understanding with Japanese
- Could deepen interest in international issues
- Could be proud of their own country
- Could understand the importance of international exchange
- Could change their way of thinking
- Could learn how to communicate with people from a different culture
- Could learn how to act in good order as a group member
- Could advance their career

This program has brought benefit in giving the accurate impression to the participants about the Japanese work ethos. About 98.5% of the respondents stated that through this program they could directly witness the work ethos of the Japanese people. From this observation, it is hoped they would apply it in their daily activities. This is in line with learning about the society of Japan.

The other benefits from this program are that they could increase their knowledge in their respective profession. About 77.4% of the respondents stated that they have choose the right program group while participating in



the friendship programme so it could increase their capability in their respective profession. This friendship programme also has a beneficial impact in increasing mutual understanding between the youth of Indonesia and Japan. The participants from Indonesia also have the opportunity to meet their counterparts from other ASEAN countries during their stay in Japan. This brought direct impact to strengthening their friendship as suggested in the study that 90.9% agreed the program could promote mutual understanding, especially with Japanese.

With the variation of programs conducted in Japan, such as the in-house seminars, discussion with Japanese youth and general lectures gave the opportunity for the participants to discuss the different issues, 93.5% of the respondents agreed that the program brought understanding to them about the importance of international exchange.

Besides the fact that their global horizon increases, 85.4% of the respondents also agreed that the program brings pride of their respective country, in this case Indonesia, and they feel they have the obligation to develop their country through the knowledge they have gathered in Japan. The detailed data can be observed in the following table.

Table 2.7

The Benefits from the Program  
According to the Respondents  
-In Percentage-

| Benefit \ Opinion   | Agree | Partly Agree | Disagree | No Answer | Total |
|---|-------|--------------|----------|-----------|-------|
| Could learn about the society of Japan                            | 98.5  | 1.0          | 0.0      | 0.5       | 100   |
| Could learn professional knowledge in respondent certain          | 77.4  | 19.6         | 2.5      | 0.5       | 100   |
| Could promote mutual understanding with Japanese                  | 90.9  | 6.1          | 1.0      | 1.5       | 100   |
| Could be proud of respondent country                              | 85.4  | 6.5          | 1.5      | 6.5       | 100   |
| Could understand the importance of international exchange         | 93.5  | 5.5          | 0.5      | 0.5       | 100   |
| Has changed respondent way of thinking                            | 71.9  | 18.1         | 7.0      | 3.0       | 100   |
| Could learn how to communicate with people from different culture | 95.0  | 3.5          | 0.5      | 1.5       | 100   |
| Could learn how to act in good order as a group member            | 89.0  | 5.5          | 2.5      | 2.5       | 100   |
| Could advance respondent career                                   | 52.0  | 29.8         | 7.1      | 11.1      | 100   |

The majority of the respondents also agreed that the program is very essential in changing their way of thinking (71.9%), especially when it concerns their global thinking. The program also gives the opportunity to learn how to communicate with people from different culture, 95% of the respondents agreed with this statement.

Because this program are conducted in groups, about 89% of the respondent also agreed that they program could

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|---|-------|--------------|----------|-----------|-------|
| Could learn about the society of Japan                            | 98.5  | 1.0          | 0.0      | 0.5       | 100   |
| Could learn professional knowledge in respondent certain          | 77.4  | 19.6         | 2.5      | 0.5       | 100   |
| Could promote mutual understanding with Japanese                  | 90.9  | 6.1          | 1.0      | 1.5       | 100   |
| Could be proud of respondent country                              | 85.4  | 6.5          | 1.5      | 6.5       | 100   |
| Could understand the importance of international exchange         | 93.5  | 5.5          | 0.5      | 0.5       | 100   |
| Has changed respondent way of thinking                            | 71.9  | 18.1         | 7.0      | 3.0       | 100   |
| Could learn how to communicate with people from different culture | 95.0  | 3.5          | 0.5      | 1.5       | 100   |
| Could learn how to act in good order as a group member            | 89.0  | 5.5          | 2.5      | 2.5       | 100   |
| Could advance respondent career                                   | 52.0  | 29.8         | 7.1      | 11.1      | 100   |

The majority of the respondents also agreed that the program is very essential in changing their way of thinking (71.9%), especially when it concerns their global thinking. The program also gives the opportunity to learn how to communicate with people from different culture, 95% of the respondents agreed with this statement.

Because this program are conducted in groups, about 89% of the respondent also agreed that they program could

give them the opportunity to act in good order as a group member. In relevance with career advancement, 52% of the respondent agreed that the program has brought benefit to their respective career advancement.

**B.5. The most beneficial activities (Q.5)**

During the whole duration of the Friendship Program for the 21<sup>st</sup> Century, several activities are carried out during the one-month stay in Japan, namely:

- Lectures on Japan
- Lectures on the respective professional field
- Japanese language lessons
- Visits to the related professional fields
- Observation tour to understand Japan
- In-house seminars with Japanese youths
- Homestay

In this evaluation study, the respondents are given the freedom to choose 3 most beneficial activities. From the data tabulation, it can be concluded that 20% of the respondent stated that the most beneficial program were; the lectures on Japan, Japanese language lessons, observation tour and the homestay program.

As previously explained, most participants wanted to learn about the Japanese culture that they have observed every day during their stay. Besides that, the homestay program was one of the most favored programs in addition to the Japanese language lessons. About 21% of the respondent favored the homestay program as the most beneficial program. Meanwhile 20% of the respondents stated that the in-house seminar with Japanese Youth was the most beneficial program, 18.5% favored the visits related to their professional fields and 11.5% favored the observation tours to understand Japan. The detailed data can be observed in the following table.

*Table 2.8*

**The Most Beneficial Activities during the Program  
(N=200)**

| No. | Most Beneficial Activities                 | Frequency | Percent |
|-----|--|-----------|---------|
| 1   | Lecturers on Japan                         | 21        | 10.5 %  |
| 2   | Lecturers on their professional field      | 19        | 9.5 %   |
| 3   | Japanese language lessons                  | 18        | 9.0 %   |
| 4   | Visits related to their professional field | 37        | 18.5 %  |
| 5   | Observation tour to understand Japan       | 23        | 11.5 %  |
| 6   | In-house seminars with Japanese youths     | 40        | 20.0 %  |
| 7   | Home stay                                  | 42        | 21.0 %  |
|     | Total                                      | 200       | 100 %   |

From the data and description above, it can be concluded that the majority of the respondents used the opportunity during their participation in this program to increase their global exposure, knowledge and learn about the Japanese culture as one of the most developed societies in the world.

**B.6. POST-PROGRAM IMPRESSION CHANGE (Q.6)**

As much as 50.8% of the respondents claimed that their impression of Japan have changed much better after participating in the program, while 43.7% claimed that their impression changed considerably better. On the other hand, a very small portion of the respondents has a negative impression of Japan after the program (0.5%) or equal to just 1 respondent. For the detailed data can be observed in the following table.

Table 2.9

**The Degree of Post-Program Impression Change  
Of the Participants**

| Change of<br>Impression | Frequency | Percent |
|-------------------------|-----------|---------|
| Much better             | 100       | 50.8 %  |
| Better                  | 86        | 43.7 %  |
| Worse                   | 1         | 0.5 %   |
| No change               | 5         | 2.5 %   |
| Don't know              | 4         | 2.0 %   |
| No answer               | 1         | 0.5 %   |

When asked to verify in what way the impression change occurs, as an open question the respondents provided many kinds of answers. To ease the analyzing process, the answers are further categorized into 3 most widely given answers. The three most stated answers in the post-program impression change are in connection with; the Japanese culture, the Japanese economy and the overall perception towards Japan. In terms of the Japanese culture, the discipline, work ethos and modesty of the Japanese people positively impress the respondents. The change of impression concerning the Japanese economy derives from their direct observation about the economic development and living condition in Japan as a wealthy nation. As for the impression change of the overall perception towards Japan concerns the Japanese society, the character of the Japanese people and the condition of the country. It is also important to note that most of the impression changes were heading to a positive direction.

The post-program impression changes about Japan are mostly in the perception towards Japan category, which reaches 40.4%. Followed after the impression change in the Japanese culture category (38.6%). As for the smallest percentage was for the Japanese Economy category (21%). This can be observed in the following table.

Table 2.10

**The Change of Impression  
After Participating in the Program**

| No. | Change of Impression        | Frequency | Percentage |
|-----|-----------------------------|-----------|------------|
| 01  | The Japanese Culture        | 68        | 38.6 %     |
| 02  | The Japanese Economy        | 37        | 21.0 %     |
| 03  | The Perception toward Japan | 71        | 40.4 %     |

**B.7. Post-program interaction (Q.7)**

When asked what kind of people the respondents are still in touch with, several alternative answers were given and the respondents are to choose as many as they feel among any alternatives. The alternatives given in the questionnaire was:

1. Not in touch with any
2. Participants of one's own country
3. Japanese participants of the seminar
4. Participants of the other countries
5. Host family
6. Japanese the one has met in the visit
7. Program staff in charge or coordinator



Respondents were asked concerning post-program interactions, as representation of the ex-participants of this program. As the result, majority of the respondents interacts with the participants from their own country (28.6%) and followed by interactions with their respective host families (21.1%). On the other hand, the least frequent post-program interaction was with staff in charge of the program or coordinators (9.0%). The second least frequent post-program interaction was with Japanese people who they met during their visits (11.0%). Meanwhile as much as 6.0% of the total respondents were not in touch with anybody. The complete data can be observed in the following table.

*Table 2.11*

**Post-program Interactions Conducted  
By the Ex-Participants of the Program**

| No. | Kinds of Interaction  | Frequency | Percent |
|-----|---|-----------|---------|
| 01  | Not in touch with anybody   | 12        | 6.0 %   |
| 02  | Participants of their own country   | 57        | 28.6 %  |
| 03  | Japanese participants in the seminar  | 25        | 12.5 %  |
| 04  | Participants of others countries  | 23        | 11.5 %  |
| 05  | Host family   | 42        | 21.1 %  |
| 06  | Japanese who they met during their visits (other than the seminar and homestay) | 22        | 11.0 %  |
| 07  | Program staff in charge   | 18        | 9.0 %   |

By correlating the kinds of post-program interaction carried out by respondents with their respective year of participation can draw several conclusions. The newer generation of ex-participants tends to engage in many kinds of post-program interactions and with higher frequency. This could be concluded by the fact that respondents who were ex-participants of 1997 program year has the highest number of interactions, as much as 15 respondents claimed to interact with the Program Staff in charge. The complete data can be observed in the following table.

*Table 2.12*

**The Kinds of Post-Program Interactions Conducted by Ex-participants and their year of Participation**

| No. | Year of Participation<br>The person respondents still keep in touch with | 1997 | 1996 | 1995 | 1994 | <1994 |
|-----|--|------|------|------|------|-------|
|     |  | 1    | 8    | 5    | 6    | 3     |
| 2   | Participants of their own country  | 7    | 9    | 10   | 12   | 13    |
| 3   | Japanese participants of the seminar                                     | 5    | 6    | 2    | 5    | 3     |
| 4   | Participants of other countries  | 7    | 4    | 4    | 2    | 3     |
| 5   | Host family  | 4    | 8    | 9    | 11   | 9     |
| 6   | Japanese who they met during the visits                                  | 6    | 3    | 3    | 3    | 4     |
| 7   | Program staff in charge  | 15   | 5    | 6    | 3    | 3     |

B.8. More important or preferred aspects from the programs

(Q.8)

The activities in general in the Friendship Program for the 21<sup>st</sup> Century are hoped to provide professional knowledge in the participants' respective field, meanwhile keeping its mission to promote international exchange. The respondents are asked among these 2 aspects, which is more important about the program.

The survey that was conducted among Indonesian respondents shows that 59.3% claimed that the aspect to promote international exchange is more important than the aspect in providing professional knowledge in their respective field (40.7%).

From the 59.3% of the respondents who claimed that promoting international exchange is more important, the breakdown of the percentage according to their profession is as follow; 25.5% are government employees, 19.8% are private employees, 11.5% are students, 1.6% are member of NGOs and 1% has other professions.

Meanwhile among the 40.7% who claimed that promoting professional knowledge to the participants' field is a more important aspect, 21.9% are government employees, 11.5% are private employees, 4.2% are students, 0.5% are member of NGOs and 2.6% has other professions.

Table 2.13

**Correlation between the Choice of more Important Aspect  
Of the Program with Respondents' Profession (In %)**

| Occupation                        | Government Employee | Private Employee | Students | Member of NGOs | Others |
|-----------------------------------|---------------------|------------------|----------|----------------|--------|
| Providing Professional Background | 21.9                | 11.5             | 4.2      | 0.5            | 2.6    |
| Promoting International Exchange  | 25.5                | 19.8             | 11.5     | 1.6            | 1.0    |

The preference of respondents about the activities conducted while in Japan according to the regional venues were also analyzed in this study evaluation. The respondents were asked about their preference between:

- Maintaining the current balance of the programs in Tokyo and local areas in Japan, with;
- Increasing the programs in local areas and regional cities in Japan.

The result shows that 66.5% of the respondents preferred to maintain the current balance of the programs in Tokyo and local areas in Japan. Meanwhile 33.5% of the respondents preferred that the programs in local areas and regional cities in Japan should be increased.

By correlating the professions of the respondents with the two preferences above, it can be concluded that among the 66.5% of the respondents who preferred to maintain the

current balance; 29.3% are government employees. While 22.3% are private employees, 11.2% are students, 1.1% are member of NGOs and 2.7% has other professions. Meanwhile among the 33.5% of the respondents that preferred to increase the programs in local areas and regional cities in Japan; 17.6% are government employees, 9.0% are private employees, 4.8% are students, 1.1% are member of NGOs and the additional 1.1% has other professions.

Table 2.14

**Correlation between Program Preferences  
With Respondents' Profession  
-In Percentage-**

| Occupation  | Government Employee | Private Employee | Students | Member of NGOs | Others |
|---|---------------------|------------------|----------|----------------|--------|
| Maintaining current balance of Tokyo programs and local areas | 29.3                | 22.3             | 11.2     | 1.1            | 2.7    |
| Increasing the programs in local areas and regional cities    | 17.6                | 9.0              | 4.8      | 1.1            | 1.1    |

**B.9. "Dear friends" and article suggestions (Q.9 + Q.9.1)**

Based on the survey, currently among the respondents, 65.2% received their regular issue of "Dear friends" bulletin, while the rest did not receive it. From the 65.2% of the respondents who receives their regular issue of "Dear friends", not even one respondent are from the 1997

program year. Assumable that JICA has not sent them an issue until the coming year.

From the 65.2% of the respondents who receives their "Dear friends" issue, 41.5% did not contribute any input for the improvement of "Dear friends" which concludes that they are quite satisfied with the current format. Meanwhile the rest of the "Dear friends" receiver gave several opinions as input for the betterment of the bulletin.

Among the "Dear friends" receiver who gave their opinion, 21.4% hoped that the alumni would further cover the alumni activities from all the ex-participants worldwide. This shows their willingness to create further cooperation with their ASEAN counterparts and Japan. About 18.8% are expecting more information in the "Friendship Corner" column, which includes articles about homestay families' impression and other friendship exchange program information.

Meanwhile about 5.1% hoped that articles that concerns participants' issues would be included, this issue could give a chance for any ex-participants to write any article about a relevant topic. This will also bring pride to the contributor of the article and also their friends in the respective country.

It is also commonly stated that the respondents are willing to consistently correspond with other participants from other ASEAN countries and their counterparts in Japan. The following table shows the expectations of the "Dear friends" readers on the articles or columns that should be included in the bulletin.

Table 2.15

Articles that should be included in  
"Dear friends" Bulletin  
(N=200)

| Most Beneficial Activities                | Frequency | Percent |
|---|-----------|---------|
| Activities of Alumni                      | 25        | 21.4 %  |
| Friendship corner                         | 22        | 18.8 %  |
| Cultural corner                           | 29        | 24.8 %  |
| Participant issues                        | 6         | 5.1 %   |
| Technology news                           | 5         | 4.3 %   |
| Correspondence                            | 4         | 3.4 %   |
| JICA Program (training, scholarship, etc) | 10        | 8.5 %   |
| The Magazine has already fixed            | 16        | 13.7 %  |

Several newly proposed articles to be included in "Dear friends" were also stated by a number of respondents. Namely "technology news" that covers any technological advancement in Japan, "scholarship info" that provides

information on scholarship opportunities in Japan and also the "Correspondence" column where the ex-participants could write to any friends they wished through the "Dear friends" media.

**B.10. Participation in alumni activities (Q.10 + Q.10.1)**

The alumni association in Indonesia for the ex-participants of the Friendship Program for the 21<sup>st</sup> Century is called the KAPPIJA-21 (*Keluarga Alumni Program Persahabatan Indonesia-Jepang Abad 21*). This alumni associated have just conducted the general assembly meeting on September 1997, attended by representation of alumni from many parts of Indonesia. During that general assembly was also appointed a president and the national committee format of the association. Previously the association has been vacuum, therefore the alumni from the 1994 program year and up did not realize about the existence of the association. But measures of reformation have been done and presently some positive results can be directly felt.

This fact shows the background to the survey result where merely 12.5% of the respondents currently active in the alumni activities. Meanwhile 36.5% are sometimes involved with alumni activities, whereas up to 50% was not active at all.



This is also due to the fact that the newly formed committees of the alumni association have just set up one national committee in Jakarta and one regional committee in West Java. So the programs are mainly conducted in the surrounding Jakarta area and also West Java.

In the near future, it is expected that 7 other regional committees are going to be set up to accommodate the need of alumni in other provinces of Indonesia. The geographical characteristic of Indonesia where the country is divided into many island enclaves makes it hard for all the alumni to gather in one venue and conduct an activity. Therefore the establishment of regional committees are considered imperative. For the complete data on the degree of participation in alumni activities can be observed in a more detailed format in the following table.

*Table 2.16*  
**The Degree of Participation in Alumni Activities**  
*(N=200)*

| <b>Respondent Answers</b> | <b>Frequency</b> | <b>Percentage</b> |
|---------------------------|------------------|-------------------|
| <b>Yes, actively</b>      | 25               | 12.5 %            |
| <b>Yes, sometimes</b>     | 73               | 36.5 %            |
| <b>No</b>                 | 100              | 50.0 %            |
| <b>No answer</b>          | 2                | 1.0 %             |
| <b>Total</b>              | 200              | 100 %             |

For the respondents who are inactive in the alumni activities are then given an additional question on the reason behind their low involvement in alumni activities. The result of the survey shows that among the inactive respondents was because there are no information about the alumni association (33.8%). Another reason is because they do not live in the capital city (29.2%), as many KAPPIJA-21 activities are concentrated in Jakarta. Supporting this claim is the fact that the present committees are quite newly established, but efforts in creating an internal bulletin and yearbook are being processed.

Meanwhile 19.2% of the respondents considered themselves too busy to be actively involved in alumni activities. And among the other reasons behind the low involvement were; because the alumni activities are not interesting (10.8%) and because the alumni association is closed to new participants (6.9%). The more detailed data on this matter is prepared in the following table.

Table 2.17

The reasons behind the low-involvement in the Alumni Association

| No | Reason   | Frequency | Percent |
|----|--|-----------|---------|
| 1  | Because they are too busy  | 25        | 19.2 %  |
| 2  | Because they do not live in the capital city                         | 38        | 29.2 %  |
| 3  | Because there is no info. About the Alumni Association               | 44        | 33.8 %  |
| 4  | Because the activities of the Alumni Association are not interesting | 14        | 10.8 %  |
| 5  | Because the Alumni Association is closed to new participants         | 9         | 6.9 %   |

From the result of this evaluation study, the respondents extended their wishes for the future development of the alumni association in Indonesia (KAPPIJA-21). As much as 35.2% of the respondents stated that KAPPIJA-21 should establish a network among the members for possible cooperation and opportunity distribution. They feel that this effort could further strengthen the alumni association. By building the trust from the alumni members, KAPPIJA-21 could then intensify and further extend the alumni activities in Indonesia.

From these answers, it was apparent that the respondents would like to take part and make a contribution to the national development process in this country. The table below shows a more comprehensive data.

*Table 2.18*  
**Respondents' Proposed Activities**  
**To be conducted by the Alumni Association**

| No | Activity   | Frequency | Percent |
|----|--|-----------|---------|
| 1  | Activities to establish a network among the members              | 70        | 35.2 %  |
| 2  | Orientations for new participants of the program                 | 21        | 10.6 %  |
| 3  | International exchange activity with Japan                       | 20        | 10.1%   |
| 4  | International exchange activity with other Alumni Assc. In ASEAN | 23        | 11.6 %  |
| 5  | Activities for the development of respondent countries           | 18        | 9.0 %   |
| 6  | Activities for world peace                                       | 14        | 7.0 %   |
| 7  | Activities for environmental issues                              | 19        | 9.5 %   |
| 8  | Activities to support people who need help                       | 14        | 7.0 %   |

Several respondents also hoped that KAPPIJA-21 could further assist the pre-departure committee in preparing the new participants of the program and also conduct friendship mission program with other alumni organization in ASEAN.

B.12. The support of JICA for the alumni association (Q.12)

According to the analysis conducted in this evaluation study for the open question number 12, as much as 64.7% of the respondents feel that JICA should further financially support the alumni association. Specifically JICA could support all the activities conducted by KAPPIJA-21 and other activities in relevance with the friendship program. Meanwhile 12.6% of the respondents stated that JICA should also conduct post-program by arranging the counter visit of the Japanese friends, with the assistance of the program coordinators in Japan. A number of respondents also expresses their wished for JICA to provide scholarship opportunities in Japan to the alumni of the program, both in form of formal education or informal short courses conducted in Japan and also in Indonesia. Through this scholarship, it is hoped that the alumni could further excel in developing their skills in their respective fields. Other respondents also suggested the possibility to establish a section in JICA to function as the alumni activities information center (5.3%) and also to function as advisor to the alumni activities (6.8%).

**B.13. Suggestions for future programs (Q.13)**

The result to this open question showed that the majority of the respondents hoped the Friendship Program for the 21<sup>st</sup> Century would be continued in the future, with some improvements. Namely by paying more attention to the post-program (14.4%), by conducting more variations in the program (17.1%), with a more open selection process/competitive (13.8%) and with a more widespread information distribution (10.5%).

From the above-mentioned suggestions, it was quite apparent that the respondents expect for the continuation of this friendship programme, because nearly all qualified youths in Indonesia should have the access and the opportunity to join this program. The respondents basically stated that this program promotes friendship among the participants, in their respective country or with their counterparts in Japan and other ASEAN nations.

Table 2.19  
Suggestions for future program

| No | Reason   | Frequency | Percent |
|----|--|-----------|---------|
| 1  | The program should be continue                             | 30        | 16.6 %  |
| 2  | The types of programs should be more variative             | 13        | 7.2 %   |
| 3  | Add. Programs for other professions                        | 5         | 2.8 %   |
| 4  | The publication should be more open                        | 19        | 10.5 %  |
| 5  | The selection process should be more competitive           | 25        | 13.8 %  |
| 6  | Standard of behavior for participants should be introduced | 3         | 1.7 %   |
| 7  | Special programs for alumni                                | 31        | 17.1 %  |
| 8  | The program should be extended                             | 23        | 12.7 %  |
| 9  | Deleting not relevant programs                             | 2         | 1.1 %   |
| 10 | Pasca programs activities                                  | 26        | 14.4 %  |
| 11 | Training orientation should be extended                    | 4         | 2.2 %   |

B.14. The influence of the program to career development

(Q.14)

This open question was added by the alumni association to be an integral part of the questionnaire. The result shows that as much as 44.9% of the respondents felt a positive influence from this program to their respective career.

This is due to the fact that many positive knowledge, skills and experience were transferred during their visit to Japan. Namely the visits to relevant institutions and by observing the culture could change the respondents way of thinking in a positive way. This further resulted to the increasing degree of self-confidence and adds the positive characters, as stated by 26.5% of the respondents. On the other hand, the opportunity to witness Japan as one of the leading civilization in the world was quite an extraordinary opportunity. Through the observation during the visit could create new ideas to be adapted in their respective home country (18.4%). For the detail explanation, see follow table.

*Table 2.20*  
The impacts of the program in respondents' career

| No | Impact                        | Frequency | Percent |
|----|-------------------------------|-----------|---------|
| 1  | Not significant               | 15        | 10.2 %  |
| 2  | Personality/self confidence   | 39        | 26.5 %  |
| 3  | Career in organization        | 66        | 44.9 %  |
| 4  | Increase human relation skill | 27        | 18.4 %  |



B.15. The influence of the program to respondents' life

(Q.15)

As much as 39.7 % of the respondents stated that the program has added their global exposure, because during the duration of the program they had the opportunity to interact with people from different nations, specifically Japan. From those interactions, they have received beneficial information for their personal advancement. This program also created the increasing work ethos through the observation while in Japan, as stated by 30.7 % of the respondents. Also by the broadened horizon, some respondents felt that it has positively changed their character (29.6%). This totals up to creating a global way of thinking in the respondents. This can be more elaborately observed in the following table that specifies the impacts of the program in the respondents' life.

Table 2.21  
The impacts of the program in respondents' life

| No | Reason                 | Frequency | Percent |
|----|------------------------|-----------|---------|
| 1  | Up grading work ethos  | 55        | 30.7 %  |
| 2  | Improving personality  | 53        | 29.6 %  |
| 3  | Adding global exposure | 71        | 39.7 %  |

✓ II.2. COUNTRY SPECIFIC INFORMATION

A. OVERVIEW OF THE INTERNATIONAL EXCHANGE PROGRAM  
IN INDONESIA

*Youths of today are leaders of tomorrow.* This simple but meaningful statement became the core reason for the initiation of the Friendship Program for the 21<sup>st</sup> Century. During the administration of Prime Minister Nakasone of Japan, the program started with the ASEAN countries in 1984, including in Indonesia. This program has strategic importance because through the participation, young people from the participating countries could broaden their horizon in perceiving the world. They do not only see the world with their own perspectives, but also from others.

The Japanese Government with the Japan International Cooperation Agency (JICA) as its implementation agent sponsors the Friendship Program for the 21st Century. JICA has set up its bureaus in all the ASEAN countries, including Indonesia.

Through the coordination of JICA with the relevant government institution in Indonesia, every year since 1984 around 150 youths represents Indonesia in this friendship program. Indonesia is one of the first countries to be involved with this program.

Especially with the rapid advancement of communication and transportation technologies, the world has become smaller and integrated. This fact spurs the dawn of the globalization era where the world becomes more and more borderless. The implementation of this friendship programme can be taken as an anticipative measure to enhance solidarity, increase cooperation, and nurture mutual understanding among the youths of all nations. By taking account the opening statement mentioned in this overview where *the youth of today are leaders of tomorrow*, surely we are looking at a better tomorrow, a brighter 21<sup>st</sup> century.

Looking at a more specific scope, this program has created heart-to-heart communication among the youth of Japan and Indonesia. The future leaders of tomorrow could set aside the dark history of the colonialism era and look forward to increase closer ties among the two great nation, propelled by the spirit of friendship that has been laid out as the foundation through this program.

## **B. DESCRIPTION OF THE HISTORY, ORGANIZATION AND ACTIVITIES OF KAPPIJA-21**

KAPPIJA-21 (*Keluarga Alumni Program Persahabatan Indonesia-Jepang Abad 21*) as the official alumni association of the Friendship Program for the 21<sup>st</sup> Century

in Indonesia was established in Jakarta, Indonesia on March 18, 1988. Pursuant to its name, the members of KAPPIJA-21 are the alumni of the Friendship Program for the 21<sup>st</sup> Century, comprising of youth from various background and professions, which comes from the 27 provinces of Indonesia. Presently the members of KAPPIJA-21 are totaling to around 1650 alumni, since Indonesia first participation in the program in 1984 until 1997 last year. Some of our senior members are stepping to a higher ladder in the society, with strategic positions in their respective fields and workplaces.

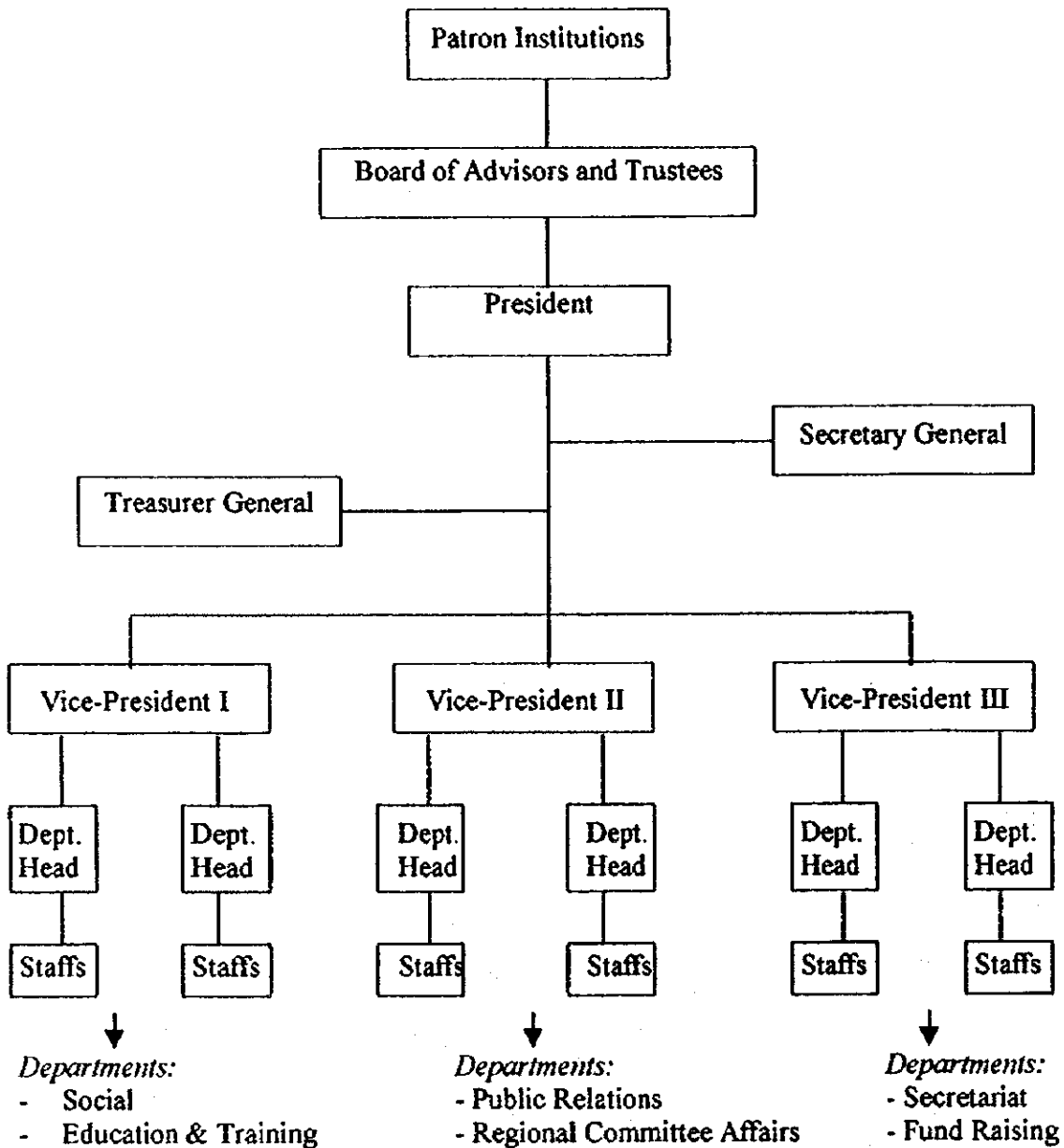
The present National Committee President of KAPPIJA-21 was elected in the Members' General Assembly in September 1997 last year. The national committee was then set up a month later, consisting of around 30 members to organize the activities of KAPPIJA-21. The organization structure of KAPPIJA-21 National Committee consists of the following:

- One President, elected by the Members' General Assembly
- One Secretary General, appointed by the President
- Three Vice-President, appointed by the President
- Treasurer General, appointed by the President
- Six Department Heads, appointed by the Vice-Presidents
- Departments Staff, each appointed by the Department Heads

The detailed organization structure of the present KAPPIJA-21 National Committee can be observed in the following chart.

Chart 2.1

Organization Structure of the KAPPIJA-21 National Committee



The result of the September 1997 Members' General Assembly was quite overwhelming as it was more than previously expected. Around 100 alumni representing KAPPIJA-21 members from the different provinces in Indonesia attended the assembly at the Hotel Sentral in Jakarta. The assembly was also witnessed by officials from the Cabinet Secretariat Office Republic of Indonesia and the JICA Representative Office in Jakarta. The result of the assembly has laid out the core foundation for the reformation of KAPPIJA-21, namely:

- The forum has officially constituted a set of bylaws of the organization.
- The forum has agreed upon a mechanism system for presidential election for the regeneration process of the organization.
- The forum has drawn a program proposal for the whole fiscal year to be conducted by the President-elect and his/her committee.
- The forum has put upon the basic mission and vision of KAPPIJA-21 as a trigger to create reformation of the organization and be at a par with its ASEAN counterparts in the AJAFA-21 scope.

The complete structure of the KAPPIJA-21 National Committee members can be observed in the following list:

**Patron Institutions :**

- Cabinet Secretariat  
Republic of Indonesia
- Ministry of Youth and Sports  
Republic of Indonesia
- Japanese Embassy in Indonesia
- JICA Representative Office  
in Indonesia

**Board of Advisors :**

1. Mr. Husein Adiwisastra
2. Mr. Nasrun Azhar
3. Mr. Ota Makoto
4. Mr. Adik Bantarso

**Board of Trustees :**

1. Mr. Syahbani Hamid
2. Mr. Garrybaldi Sujatmiko
3. Mr. Airlangga Hartarto
4. Mr. Dr. Bambang Hadibowo
5. Mr. Joko Purwongemoro
6. Mr. Saptoto Astokusumo
7. Mr. Razali Hamzah
8. Mr. Ismail
9. Mrs. Anastassia SHP.

**President :** Rifeldo Meisa Arifin  
**Secretary General :** Mohamad Al-Arief  
**Vice-President I :** Leonas Chatim  
**Vice-President II :** Muhammad Iqbal Latief  
**Vice-President III :** Abdillah Karyadi  
**Treasurer General :** Christine Batubara

**Head of Departments;**

**Social :** Bachtar Muhamad Tigor  
**Education & Training:** Budi N.P.  
**Public Relations :** Nur Azizah  
**Regional Committee-  
Affairs :** Muhammad Yunus  
**Secretariat :** Sigit Wahyu Wijayanto  
**Fund Raising :** Nurhadi

**Staff list :** *See country report.*



The present national committees have conducted several key events in this fiscal year, namely:

- September 1997 : The Members' General Assembly,  
Held at the Hotel Sentral in Jakarta.
- October 1997 : Executive Meeting and Inauguration  
Of the Newly Appointed Committees,  
Held in Cipanas, West Java.
- November 1997 : Alumni Reunion Gathering,  
Held at the Ministry of Youth-  
Building, Jakarta.
- December 1998 : - After-care Team Visit  
- KAPPIJA-21 Tea Walk Gathering,  
Gunung Mas Tea Plantation,  
West Java.  
- The establishment of West Java  
Regional Committee.
- January 1998 : - Friendship Mission from Yamagata  
- Internal Bulletin Project
- February 1998 : - Evaluation Study of the Friendship  
Program Project
- March 1998 : - Planned participation in the 11<sup>th</sup>  
AJAFA-21 Executive Council Meeting  
- Planned Committee Members Gathering

The detailed program plan for this fiscal year can be observed in the following table.

Table 2.22

**KAPPIJA-21 Departmental Program Plan**

| <b>No</b> | <b>DEPARTMENT</b>      | <b>PROGRAM NAME</b>                      | <b>TIME/FREQ/STATUS</b>   |
|-----------|------------------------|--|---------------------------|
| 1         | Social                 | Alumni Gathering                         | Nov.97-Once/Year          |
| 2         | Social                 | National Day Celebration                 | Aug.98-Once/Year          |
| 3         | Social                 | Kodomonohi Children Festival             | May 98-Once/Year          |
| 4         | Social                 | Homestay Program Arrangement             | By need.                  |
| 5         | Education & Training   | Pre-Departure Training Assistance        | 3 Times/Year              |
| 6         | Education & Training   | Workshop on Skills Development           | Apr.98-Twice/Year         |
| 7         | Education & Training   | Workshop of Entrepreneurship             | Tentative-Once/Year       |
| 8         | Education & Training   | Scholarship Information Distribution     | By need.                  |
| 9         | Public Relations       | Periodical Bulletin Project              | Mar.98-Twice/Year         |
| 10        | Public Relations       | Year Book Project                        | Dec.98-Once/Year          |
| 11        | Public Relations       | KAPPIJA-21 Meeting Club                  | Apr.98-4 Times/Year       |
| 12        | Public Relations       | International Correspondence Club        | Tentative.                |
| 13        | Regional Comm. Affairs | Regional Alumni Consolidation            | In process.               |
| 14        | Regional Comm. Affairs | Regional Committee Establishment         | In process.               |
| 15        | Regional Comm. Affairs | Regional Committee Assistance            | By need.                  |
| 16        | Secretariat            | Alumni Database Update Project           | Nearing completion.       |
| 17        | Secretariat            | Establishment of National Secretariat    | In process.               |
| 18        | Secretariat            | Administration - Members Card, etc.      | Await funding allocation. |
| 19        | Secretariat            | Auditing Process of Organization Assets. | In process.               |
| 20        | Secretariat            | Regional Committee Link (Internet)       | By need.                  |
| 21        | Fund Raising           | Internal Trading Information             | In process, by need.      |
| 22        | Fund Raising           | Small Industry Trade Show                | Once/Year                 |
| 23        | Fund Raising           | Donation Week                            | 3 Times/Year              |
| 24        | Fund Raising           | Manpower Distribution                    | In process.               |
| 25        | Fund Raising           | Exhibition and Tournament                | In process.               |

**C. PROCEDURE FOR NOMINATION OF PARTICIPANTS IN  
INDONESIA**

The process to participate in the Friendship Programme for the 21st Century starts from the information access at the Cabinet Secretariat Office, Republic of Indonesia, specifically through the Technical Cooperation Bureau. The Cabinet Secretariat Office then conducts several phase of the selection process for the prospective participant of this friendship programme. This process consists of the following:

1. Program offering
2. Nomination through the Cabinet Secretariat
3. The selection
4. Proposing the prospective participants to JICA
5. The announcement

**1. Program Offering**

The offering phase is considered the beginning phase of information distribution for the friendship programme to all the youths of Indonesia. During this process, the Cabinet Secretariat distributes formal letters that are extended to:

- Relevant departments and governmental institutions.
- Non-governmental organizations (NGOs).

- Private organizations.
- Professional organizations.
- The Chamber of commerce and industry.
- Universities, colleges and academies.
- Youth organizations.
- Interest groups and other institutions.

These letters are given to institutions and departments in the national level, as for universities are given directly to the respective university throughout Indonesia. The content of the letter consists of the list of requirements and the necessary forms to be filled out which are to be submitted along with the proper attachments, such as a health certificate and proof of English mastery. This information is then widely distributed by the Technical Cooperation Section of each respective institution to all the staffs. As for universities, the information is distributed through the Assistant Rector in charge of Student Affairs to all the students in order to be able to join this program. The information distribution process is not as complex as it seemed from the illustration above, because the prospective participants could also obtain the information from other media and then confirm the information through their respective organization or workplace.

**2. Nomination through the Cabinet Secretariat**

After having fulfilled all the requirements in order to join this program, each prospective participant then submit their application forms to the section in charge for handling this friendship programme in each institution. They could also send it directly to the Cabinet Secretariat Office, Republic of Indonesia, whether by postal service or directly by hand.

**3. The selection**

After all the application forms are submitted to the Cabinet Secretariat Office, then the committee from the office conducts the selection process to all the application forms. This selection process are conducted fairly by the committee by creating a matrix for all the subjects being directly selected complete with the scoring and the percentage of the total score. The respective field of the candidate has to be in line with the program group being offered. This is an important factor in the selection process. The English language ability of the candidate should also be sufficient, with TOEFL prediction of minimum 400.

4. Proposing the prospective participants to JICA

To the candidates with the best scores will be proposed to JICA for the possibility of their participation in the friendship program through the JICA Representative Office in Jakarta. And then JICA will validate their participation in the program. The committee also prepares several additional names for substitutes in case some of the elected participants have to cancel their participation, whether by choice or due to disobedience.

5. The announcement

After having the validation from the JICA Office in Jakarta, the committee at the Cabinet Secretariat then announces to all the elected participants. The announcement will be sent by an official letter. This letter could also function as a permission to take the necessary leave in order to join this program and also to complete the necessary travel documents, such as passports and others. To all the selected participants that have been officially announced are then obliged to follow the pre-departure program organized by the committee in Jakarta. The pre-departure program is usually conducted about 3 days before the commencement of the program and then they will directly leave Indonesia for Japan.

**D. ORGANIZATION OF THE PRE-DEPARTURE TRAINING  
IN INDONESIA**

The description about this topic will be divided into several sub-topics as follows:

**1. Committee and their duties**

The committee of the pre-departure training program for the participants of the Friendship Program for the 21<sup>st</sup> Century are coordinated by the Technical Cooperation Bureau, the Cabinet Secretariat, Republic of Indonesia. The pre-departure training committee has the following duties:

- Give the necessary information and understanding about the whole program.
- Coordinate the program activity schedule and inform it to all the participants to be conducted in an orderly manner.
- Conduct the necessary duties concerning the preparation of the pre-departure training program, such as accommodation, transportation and health services preparation.
- Supervise the discipline of all the participants and give the necessary sanctions to any participant who have violated the regulations. The hardest form of sanction,

which could be given to any participant, is the cancellation of their participation.

## **2. Training program**

In Indonesia, the pre-departure training program are conducted in 3 days, with the following objectives:

- To build a positive mentality and discipline among the participants, also by strengthening their national pride and aspects of the national development.
- Provide the necessary information to all the participants about the activities in Japan and as an introductory session to the social and cultural condition in Japan.
- Creating a good teamwork within the participants.

The pre-departure training program consists of several sessions which deals with:

- Lecture on the national policy (GBHN) that concerns the national development process in general and about youth in particular. The lecturers are from the related departments.
- Lectures on the activities during the program in Japan, introduction to the social aspects of the Japanese community and others.



- Group discussion about relevant topics with the participants respective profession which will be useful during the friendship discussion in Japan.
- Japanese language lessons as a basic communication tool in Japan that contains simple and useful sentences most often used in Japan.
- Art performance practice that will be performed in Japan.
- Morning aerobic sessions to maintain the participants' personal health condition.
- The election of the delegation leaders, namely consists of: One National Leader, several Group Leaders and several Coordinators in charge of different tasks.

▣ II.3. ANALYSIS OF IMPACT OF THE PROGRAMME

A. UNDERSTANDING AND INTERNATIONAL PROMOTING

FRIENDSHIP BETWEEN ASEAN AND JAPAN

The Friendship Program for the 21<sup>st</sup> Century are held in order to achieve mutual understanding between the ASEAN nations and Japan. This program gives the opportunity to all qualified youths in the ASEAN countries to interact and promote friendship.

Besides promoting mutual understanding, this program also provides the opportunity to gather new experience during the whole duration of the program. The experience gathered in Japan, whether directly or indirectly are felt in the daily lives of the participants and also in their professional careers.

The participants of the program has the opportunity to experience Japan for one month and conduct a series of activities, namely discussions, attend lectures and dialogues with their counterpart in Japan. Other beneficial activities are in form of observation tour, visits to relevant places and homestay program. Especially for the homestay program, the participants have the opportunity to live in a Japanese family with their host parents. This activity is truly beneficial in promoting heart-to-heart

communication among the people of different cultures, even oftentimes there are language barrier amongst them. This proves that language barrier can not get in the way of making friendship.

For the ASEAN nations, the positive impact from this program can be classified into several sectors, namely:

**1. Culture**

One of the most interesting activities in this program is the homestay program, where the participants will have the chance to learn about the culture and living conditions of the Japanese people. From this program, understanding among the differences and familiarity among the similarity are mutually transferred, creating a deep understanding amongst the participants and their counterparts in Japan. The difference in culture then will not be an excuse for not conducting future cooperation and lasting friendship that is based on that heart-to-heart communication. The participants also learn the universal family values that exist not only in their home country, also in their Japanese host families. This creates further understanding about the basic creed of humankind; to love and to be loved. This will create the right impression about a nation and the people in it.

## 2. Technology

Japan is one of the most advance nations in the world in terms of their technological development. Japan has attained superiority in the fields of electronics, agriculture, health, telecommunications, automotive, computer science and consumer goods development that has been marketed widely throughout the world, including the ASEAN countries.

Through this Japan, the youth of the ASEAN nation could have the opportunity to witness first-hand the background behind this great achievement. This will create understanding and different impression, from the negative impression of Japan as a capitalist nation to a nation of high-productivity which the deserves its current status as a result of their long time strive to move onward from the ruins of World War II. From this, the participants could understand the core morale of the visit, that hard work does bear fruit.

## 3. Cooperation

One of the positive impact from this program is the possible cooperation, in the present or future, among the participants with their counterparts in Japan.

The youth of today are leaders of tomorrow, with the core foundation of friendship and mutual understanding among nation, ASEAN and Japan in particular, a better 21<sup>st</sup> century lies ahead. In relevance with the basic opinion commonly found today, the 21<sup>st</sup> century is the time when we move ahead from the age of confrontation to the age of cooperation.

**B. INTERNATIONAL UNDERSTANDING AND PROMOTING  
FRIENDSHIP AMONG ASEAN COUNTRIES**

The impact of this program in the scope of ASEAN region can be felt namely the following:

**1. Friendship**

Among the participants in ASEAN are in touch during their visit to Japan. These interactions are then continued after the program. The ASEAN nations are known for their strong commitment to cooperation. In the framework of the Friendship Program for the 21<sup>st</sup> Century, the alumni associations of the 6 ASEAN nations have collaborated in several friendship projects by using the AJAFA-21 banner. This organization is quite fruitful in accommodating ideas that concerns friendship and cooperation among the alumni of the friendship program in the 6 ASEAN nations.

## **2. Solidarity**

The existence of mutual understanding, not only among the youth of the participating countries with Japan but also among the ASEAN nation will create a sense of solidarity that could be the basic framework for maintaining regional stability, whether in terms of economy, politics, regional defense and more. In the time of the 21<sup>st</sup> century, when the alumni of this program are among the elite decision-makers of the ASEAN nations, this region could fully achieve the summit of success with solidarity as its core.

### **C. PARTICIPANTS' PROFESSIONAL GROWTH**

This program also has an impact in terms of professional growth in each participant's respective workplace. This statement was concluded based on the general answers given to the open question regarding this issue. In elaborating specifically about the impact of this program, the participants were divided into 3 (three) main professions, as follows:

1. Government employees
2. Private employees
3. Students

1. Government employees

For the ex-participants who work in the government sector, in general they have claimed the positive impact of this program to their professional career. By adding English capability as one of the requirements in joining this program, it adds personal confidence. Moreover the Japanese lessons conducted prior and during this program can be proof that they could communicate with foreigners. Specifically the positive impact of this program can be elaborated that with strong self-confidence in communicating with foreigners gives an opportunity for them to develop in their respective workplace. Interactions with foreigners during the program could open new horizons and they automatically develop new skills to be implemented in their professional life. As a result, they play a more significant role in their respective governmental offices and therefore they are more acknowledged by their peers. As end-result, this has a positive impact in their respective career development and credit point acquisition. Not to mention the positive culture that they have brought back from Japan and being implemented in their respective working life, namely the discipline, work-ethos and respect for others.

2. Private employees

For the ex-participants who work in the private sector, most of them felt the most beneficial impact from the program was the establishment of network channels from the many people they interact with during the program, especially with the Japanese community. For instance, some of the homestay parents are involved in business of different fields, this brought a chance for possible business ties and exchange of expertise. This program also sends aftercare missions, as counter visit and follow-up supervision of the post-program impact. These aftercare missions, observing first-hand the work places and businesses of the ex-participants of this program visited several cities in Indonesia. Some of the team members were also given a chance for a home visit or a homestay arrangement, this indirectly create possible future ties, whether personally or business wise. Several alumni have successfully establish and maintain these business ties until presently. Another positive impact of this program was the knowledge gathered during the observation in relevant institutions, namely business entities in Japan. The ex-participants carefully records their findings and to try to the best of their ability to implement it, especially in increasing productivity.



**3. Students**

For the ex-participants who are still students, this program has increased their self-confidence in their daily interactions with their peers. Especially in terms of their studying habits, it has increased their motivation to study more seriously. They have gained many new findings through their discussions with Japanese youth during the program. It has also motivated them in continuing to further studies, especially in exploring for the possible scholarship opportunities abroad, preferably in Japan. Several ex-participants have made positive steps by venturing to several scholarship offers provided from several Japanese institutions in Indonesia. This program has brought further interest to continue their study in Japan, some ex-participants claimed to have had contacted the educational section in the Japanese Embassy in Indonesia or exploring the vast educational opportunities offered by the Education Ministry of Japan. Several ex-participants who happened to be students also claimed that they fell in love with the Japanese culture and language. After participating in the program, they joined Japanese language courses to complement the knowledge they acquire in their respective university. This program has also contributed towards their organizational skills, because

the program has broaden their horizon in bringing new creative ideas towards the betterment of their respective in-campus or off-campus organizations.

#### **D. PARTICIPANTS' PERSONAL GROWTH**

The majority of the respondents as ex-participants of this program mainly claimed that this program has directly contributed to the upgrading of self-confidence and self-esteem in conducting their daily life. The one-month exposure of Japan has added intercultural understanding, moreover during the homestay program. The ex-participants have the opportunity to observe directly a culture that is quite different than their own. This has added and created a positive impression towards the culture and will positively change their way of perception, namely in terms of:

##### **1. Work ethos**

Despite the limited natural resources in Japan, the Japanese people have created a great economic miracle due to their great work ethos. This norm has been part of the Japanese people and has contributed to the development of other aspects of life, especially that deals with economic achievements. With this great work ethos, the Japanese people have one of the highest productivity level in the

world and this has contributed to creating a developed Japan that plays an important role in the global economic constellation. Through the observation of this work ethos, the ex-participants have seen directly the best recipe for a great economic development. This has contributed to their perception concerning their work or profession, the fact that being professional in their respective field could yield a positive impact towards the Indonesian economy. As a nation that is blessed with bountiful natural resources and strategic geographical characteristic, Indonesia could create more economic achievements with the availability of professional and productive human resources.

## **2. Discipline**

Discipline in all aspects of life has been one of the main characteristics of the Japanese people. Through this program, the ex-participants could witness this fact with their own eyes. Furthermore, the impact to the character of the ex-participants after joining this program was quite apparent. They regard time as an important asset, become more punctual than before and could upgrade their time management skill. They also regard the discipline in public place could create a more peaceful and environmental-friendly surroundings.

### 3. Creativity

Most of the ex-participants of this program were also amazed by the aesthetic values of the Japanese people. This was evident in the many traditional and contemporary artworks that could be observed during their stay in Japan. They also found out that these aesthetic values were developed in the earliest stage during the primary education, so these values are deeply rooted in the character of the Japanese people. This aesthetic values and sense of creativity has created a worldwide acknowledgment for the Japanese people as "great innovators". Several ex-participants also mentioned their total amazement on how these creative ideas could be transformed into products or services that could be mass-produced and sold commercially. As the result, in the various sectors of industry, many Japanese companies have been global players in the world's economy. The respondents as ex-participants of this program could directly witness this fact in their daily life back home. Most of them drive a Japanese car, watch a TV program on a Japanese-made television set, jog on Sundays while listening music on a Japanese-made mini disc player, and more. They have experienced how Japanese innovations have touched their lives and through this program they have the chance to see the kitchen that produces it all.