

FINAL REPORT
ON
PREPARATORY SURVEY
REGARDING
JAPANESE GRANT AID FOR HUMAN RESOURCE
DEVELOPMENT SCHOLARSHIP (JDS)
IN
THE REPUBLIC OF TAJIKISTAN

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1 Background of the Japanese Grant Aid for Human Resource Development Scholarship (JDS)

The purpose of the Japanese Grant Aid for Human Resource Development Scholarship Program¹ (hereinafter referred to as the “JDS Program”) is “to support human resources development, such as highly capable, young government officials and others who are expected to engage in formulating and implementing social and economic development plans and to become leaders in their countries in the 21st century, so that participants in this program shall contribute to an expanded and enhanced foundation for bilateral relations between their countries and Japan as persons having a well-rounded knowledge of Japan”² in developing countries that have demand for human resource development in the legislation, economics, business administration and other areas essential for the transition to market economy. The JDS Program covers the Asian countries in transition to market economy, such as Indochina countries and Central Asian countries. It started in the Republic of Uzbekistan (hereinafter referred to as Uzbekistan) and Laos in FY1999 and expanded to ten countries in FY2002. After that one country was added in FY2006, and the JDS Program covers 11 countries as of FY2008. The cumulative total of fellows whom Japan accepted from the countries is about 1,800. The Republic of Tajikistan (hereinafter referred to as Tajikistan) was newly added to the target countries of the survey in FY2008.

1-1. Background to the survey in Tajikistan

Although Tajikistan has been endeavoring to create a system for transition to market economy and to develop its economy, institutional frameworks formed in the former-Soviet era have still remained. Therefore, it is urgently necessary to strengthen the functions of the government agencies from a long-term viewpoint. To strengthen the national infrastructure, Tajikistan needs to establish a human resource development plan for government officials who lead the development of the country. That is why Tajikistan made request on JDS Program to the Government of Japan, and was added as one of the target countries of the survey.

1-2. Background and purpose of review of JDS Program

The recipient governments of the countries where JDS Program was carried out have highly evaluated the Programs for these nine years, stating that “JDS fellows have utilized their outcome of study in Japan variously in our country and have contributed to the development of our country.” However, they have recognized the following issues:

- Uneven understanding of the purpose of the JDS Program
- Expansion and diffusion of fields of study
- Fixed fields of study and the number of accepted fellows
- Lack of candidates suitable for the purpose of the JDS Program
- Lack of follow-up activities to JDS fellows after returning to their own country

On the other hand, the Japanese Government has greatly reduced the ODA budget due to prolonged economic stagnation and worsening financial conditions. As a result, to use limited ODA budget more effectively, it has become necessary to clarify the Japanese ODA policy and strategy further. Under such circumstances, in order to make ODA more strategic, mobile and effective, the Ministry of Foreign Affairs was reorganized and the Japan International Cooperation Agency (JICA) and the Department of Economic Cooperation of the Japan Bank for International Cooperation (JBIC) were integrated in October 2008, and since then, JDS Program has been directly handled by JICA. To concentrate on priority and development issues for the expansion of the project impact with limited budget and personnel, JICA has introduced the concept of “JICA cooperation program,” by which

¹ Japanese Grant Aid for Human Resource Development Scholarship (JDS) Program: human resource development (studying abroad) scheme that covers 11 countries at present and is carried out with Japanese grant aid

² “Operating Guidelines of the Japanese Grant Aid for Human Resource Development Scholarship”

projects are organically combined from the planning stage, and facilitated the idea of “selection and concentration” of fields of study..

This review³ of the JDS Program was carried out to solve the above-mentioned issues and to realize the following points;

- Clarification of the JDS Program in the bilateral ODA programs

To clarify the JDS Program, by grasping the recipient government’s needs through field surveys and considering collaboration with the target country’s development issues, the JICA cooperation program, Japan’s bilateral ODA projects, etc in order to achieve better results of the Program

- Clarification of the JDS Program as studying in Japan under ODA project

To clarify differences with the Japanese Government Scholarship Program by the Ministry of Education, Culture, Sports, Science and Technology (MONBUKAGAKUSHO), which supports study in Japan for individuals, the JDS Program was designed as an ODA project that can be clearly expected to contribute to solving the target country’s development issues.

1-3. Outline of the survey

(1) Details of the whole survey

The survey was conducted concerning the number of potential candidates as well as Tajikistan’s target areas and issues under which study in Japan is considered to be required. Based on the results of the survey, a program plan and Basic Design (B/D) were made for the next four years program. The survey was conducted as shown in the flowchart attached as Annex 1. The followings are main survey items:

- 1) Establishment of sub-programs/components⁴
- 2) Selection of target organizations related with each sub-program/component
- 3) Selection of Ministries (managing organizations) in charge of each sub-program/component
- 4) Selection of candidates for the 1st batch⁵
- 5) Establishment of Basic Plan for Sub-Programs for each sub-program/component
- 6) Decision of the Program scale
- 7) Estimation of the Program cost for the next four years

³ The review of the JDS Program is conducted step by step. Concretely, of the existing target countries, two or three countries are covered by the “new system” (Note 6) every fiscal year. As a result, the new system will be introduced to all the target countries in four years. In FY2008, the new system was applied to Laos, Uzbekistan and Mongolia (abstracted from “Review of the Japanese Grant Aid for Human Resource Development Scholarship (JDS) Program” published by JICA Domestic Partnership and Training Department in February 2008). The Survey for planning related to the review of the JDS Program covers Tajikistan in addition to the above-mentioned three countries.

⁴ Sub-programs/components: “Sub-programs” are established based on Japanese ODA policy and Tajikistan’s development issues. If a sub-program contains two or more development issues or fields of study, two or more “components” are established in the sub-program. JDS fellows set a research theme for their own graduate school based on the sub-programs/components.

⁵ Batch: The dispatch of fellows in each year is called a “batch.” In this four-year program, the dispatch in the first year is called the “1st batch.”

(2) Contents of the survey

In Tajikistan, the survey was conducted as follows:

1) 1st field survey

- Explanation and confirmation of the new framework of the JDS Program to the persons concerned (including explanation of the inception report)
- Confirmation of the program implementation system
- Support of discussion and survey concerning sub-programs/components
- Survey, examination and selection of target organizations on sub-programs/ components
- Consideration and explanation of the Basic Plan for Sub-Programs (1st draft)
- Preparations for the 2nd field survey (request to the target organizations for selection of candidates for the next four years, and explanatory meetings, etc.)

2) 2nd field survey

- Explanation and confirmation of the interim report, describing progress in the survey and a draft of accepting university plan
- Provision of information on Japanese accepting universities that can deal with sub-programs/components
- Consultation with the target organizations on confirmation of the submitted candidate lists, assumed research themes, and how to utilize JDS fellows after returning to the country, etc.
- Selection of candidates through examination of application documents, language/mathematics examinations, interviews by accepting universities' faculty members and Operating Committee members, etc.
- Discussion between faculty members from accepting universities and those concerned from target organizations (mainly the managing organizations)
- Setting the program scale of the next four years
- Establishment of a Basic Plan for Sub-Programs for each sub-program (second draft)

3) 3rd field survey

- Discussion and agreement on the program plan (sub-programs, the number of JDS fellows, the accepting university plan for each sub-program, etc.)

The survey was conducted in Japan as follows:

1) Preparations in Japan

- Collection and analysis of materials (request documents, related documents, reports)
- Establishment of the policy, plan and implementation method of the whole survey
- Preparations for the 1st field survey (preliminary study meetings, advance meeting before 1st field survey, preparation of materials, etc.)

2) 1st analysis in Japan

- Compilation and report of the results of the 1st field survey including preparation of a progress report
- Survey on Japanese accepting universities suitable for sub-programs/components and support for establishment of an accepting university plan to be implemented by JICA
- Estimation of program cost for the next four years
- Preparation of an interim report based on the results of the 1st field survey and its analysis

- Preparations for the 2nd field survey (explanation of the JDS Program to the target organizations and support for selection of candidates by a local staff during the 1st analysis in Japan)
- 3) 2nd analysis in Japan
- Support for the establishment of the final draft of the accepting university plan based on the result of the selection carried out during the 2nd field survey
 - Estimation of program cost for the next four years
 - Preparation and explanation of a draft final report to the persons concerned, including the results of the procedures from the 1st field survey to the program cost estimation
- 4) 3rd analysis in Japan (planned to be carried out after 3rd field survey)
- Various coordination with Japanese accepting universities (receipt of accepting universities' approval for accepting the 1st batch candidates, application procedures, entrance procedures, etc.)
 - Preparation of the progress report 2 concerning progress in various coordination and procedures
 - Preparation of a final report based on the results of the procedures from the 1st field survey to the 3rd analysis in Japan, and explanation of the report to the persons concerned

With regard to the implementation of this survey, the JICA missions explained the background of the review of the JDS Program, the purpose of the Program by the new system⁶ and the framework of implementation to the recipient government (Operating Committee) during the 1st field survey. In addition, they explained that JICA would conduct a survey to establish a four-year program plan and received consent from the recipient government.

⁶ New system: Under the new system, sub-programs are established for each target country based on Japanese ODA policy (target priority areas, etc.) and the target country's issues and needs, target organizations (central government agencies, etc.) suitable for the efforts for the sub-programs and Japanese accepting universities are selected, and fellows are dispatched to the universities. Four years are regarded as one package. JDS fellows will be dispatched under the same sub-programs, target organization and accepting university for the next four years. This results in improvement in the core human resources' abilities to make policies and manage projects, which leads to improvement in the target organization's ability to policy-making. In addition, accepting universities can provide education programs suitable for target countries through the acceptance of JDS fellows from the same country and target organization for four years.

2 Confirmation of the implementation system

With regard to the program implementation system, the JICA mission explained the system, function and role of the Operating Committee,⁷ and the liabilities based on Annex 2 to the recipient government during the 1st field survey, and received consent from the recipient government.

With regard to the Operating Committee, it was agreed that it should consist of Tajikistan members (the Civil Service Department under the President, the Executive Office of the President, the Ministry of Foreign Affairs and the Ministry of Education) and Japanese members (the Embassy of Japan in Tajikistan and the JICA Tajikistan Office) and have discussions on the implementation and management of the JDS Program.

With regard to the liabilities for Tajikistan, as it has been decided to abolish the preliminary language training provided before coming to Japan by Japan under this existing JDS Program, the Tajik Government has agreed that it will provide such training if necessary.

⁷ Operating Committee: The Operating Committee takes charge of the decision on the policy for managing the JDS Program and the selection of fellows in Tajikistan. The Committee consists of Tajikistan's Civil Service Department under the President (chairperson), Executive Office of the President, Ministry of Foreign Affairs, Ministry of Education, as well as Embassy of Japan in Republic of Tajikistan (vice-chairperson) and JICA Tajikistan Office.

3 Selection of sub-programs in Tajikistan

3-1. Tajikistan's development plan and strategy

Tajikistan is promoting development under the leadership of government agencies according to the following plan and strategy:

(1) NDS⁸ 2015

NDS is a national strategy paper that specifies the long-term objectives, the order of priority and the direction of social and economic development from 2006 to 2015. NDS specifies three development issues: “establishment of domestic administrative systems and organizations suitable for market economy,” “promotion of private economic activities and investments – especially, support for sustainable economic growth and economic diversification through agricultural production and through strengthening of energy and transportation infrastructures” and “improvement of basic social services for the people and development of human resources.”

(2) PRS⁹ 2007-2009

Poverty reduction is the central issue of the national policies. PRS was adopted in June 2007 as a successor to the Poverty Reduction Strategic Paper (PRSP), which was completed in December 2002. PRS is a means to realize NDS and, based on the principles of market economy and from a medium-term viewpoint, specifies measures for the three years for ensuring stability, developing economy and properly distributing social services from 2007 to 2009 to enjoy economic and social prosperity.

3-2. Japanese ODA policy for Tajikistan

Based on Tajikistan's development plan and strategy (NDS and PRS), Japan's Country Assistance Program for Tajikistan, which is now in preparation, places priority on the following:

The following are the target priority areas for Tajikistan based on the above directions.

Priority areas in “Japan’s Country Assistance Program for Tajikistan” now in preparation	
1.	Development of rural villages and promotion of industries
2.	Transportation and traffic (road development and maintenance)
3.	Management of national borders
4.	Development of basic social services

Table 1 shows results of Japan's ODA to Tajikistan. The above-mentioned Country Assistance Program for Tajikistan specifies the basic policy of assistance to Tajikistan as follows: “As income growth is essential for the economic development of Tajikistan, which is regarded as the poorest country in the former Soviet Union countries, Japan will provide support for nation building and poverty reduction to make possible sustainable economic development based on market-oriented economic reform.”

⁸ NDS: National Development Strategy 2015

⁹ PRS: Poverty Reduction Strategy 2007-2009

Table 1: Japan's ODA disbursements to Tajikistan

(Net disbursements, Unit: \$ million)

CY	Loan aid	Grant aid	Technical cooperation	Total
2002	—	25.17	1.79	26.96
2003	—	2.33	2.43	4.77
2004	—	1.36	5.21	6.58
2005	—	7.43	2.50	9.93
2006	—	3.12	4.92	8.04

Source: OECD/DAC

Table 2: Japan and other countries' ODA disbursements to Tajikistan

(Net disbursements, Unit: \$ million)

CY	1st	2nd	3rd	4th	5th	Total	Percentage of Japan
2001	USA 40.41	Switzerland 6.97	Germany 4.74	Japan 4.61	Sweden 0.97	63.46	7.3%
2002	USA 75.88	Japan 26.96	Germany 10.16	Switzerland 5.23	UK 3.27	128.79	20.9%
2003	USA 47.10	Switzerland 13.41	Japan 4.77	Germany 4.67	Canada 2.46	80.26	5.9%
2004	USA 47.50	Switzerland 17.04	Canada 6.93	Japan 6.58	Germany 5.42	91.87	7.2%
2005	USA 57.55	Switzerland 9.95	Japan 9.93	Germany 8.33	Canada 6.51	105.90	9.4%

Source: OECD/DAC

3-3. Selection of sub-programs

According to Tajikistan's development plan and strategy described in 3-1 and Japanese ODA policy for Tajikistan described in 3-2, and based on the result of the JICA missions' preliminary survey conducted in March this year, discussion with Operating Committee members was held during the 1st field survey concerning the sub-programs/components of the JDS Program.

The JICA missions presented three sub-programs supposed by JICA (international relations, finance and macroeconomic policy). As a result of consultation with the Ministry of Finance (target organization of the finance sub-program) and the Ministry of Economic Development and Trade (target organization of macroeconomic policy sub-program), however, it was considered to be difficult for each Ministry to continue to nominate candidates, and it was decided that the sub-programs/components should be unified into one for both target organizations.

With regard to Sub-Program 2 "finance and macroeconomic policy" established during the 1st field survey, "institutional building and economic development for market economy," one of the target priority areas for Tajikistan, was established as a new sub-program. (Table 4)

Table 3: JDS target priority area at the 1st field survey (sub-programs/components)

Target priority area/ Development Issue (Sub-programs/components)	
1.	International relations
2.	Finance and macroeconomic policy

Table 4: List of sub-programs/components of the JDS Program in Tajikistan

Sub-programs/components	Managing organization	Target organization
Sub-Program 1: International relations	Ministry of Foreign Affairs	Ministry of Foreign Affairs
Sub-Program 2: Institutional building for a transition to a market economy and economic development	Ministry of Finance, Ministry of Economic Development and Trade	Ministry of Finance, Ministry of Economic Development and Trade

3-4. Determination of the managing organization and target organizations

(1) Determination of target organizations

Under the new JDS system, target organizations are selected to recommend or recruit applicants for the sub-program/component. A certain number of persons are committed to those organizations closely related to development issues to improve the effect of the JDS Program.

In a consultation with the JICA mission, the Tajik Government stated the opinion that the officials of the Executive Office of the President can participate in the JDS Program because the Executive Office takes role as a target organization in that it is in charge of the affairs related to the sub-programs/components. However, the JICA missions expressed the Japanese Government's opinion that the Executive Office should participate in the JDS Program not as an agency that recommends candidates but as a government agency with an important role that approves candidates recommended by target organizations. Ultimately, both agreed that the target organizations that deal with each sub-program/component should be as shown in Table 4 (for details, see Annex 3 "Minutes of the First Meeting of the Operating Committee").

(2) Determination of the managing organization

During the 1st field survey, as a result of the consultation, the JICA missions and the Tajik Government agreed that, because the number of target organizations is small, all the target organizations should be the managing organizations for each sub-program/component. Table 4 shows the managing organizations for each sub-program/component.

3-5. Confirmation of JICA's draft accepting university plan

(1) Confirmation of universities' interest in accepting JDS fellows

Because the main purpose of the review of the JDS Program is to concentrate fellows from the same country or target priority area in a certain university and give guidance that meet needs, universities were asked about from which country or about which development issue they wanted to accept fellows positively and about the guidance policy when accepting fellows. Concretely, JICA presented the issues in the target areas¹⁰ of four target countries¹¹ to universities that had experience in accepting JDS fellows or were connected with JICA concerning various projects. After that, JICA requested them to submit letters of interest that specify about which target area they wanted to accept fellows positively. A total of 122 requests of interest were submitted by 33 graduate schools of 22 universities. Each of the requests of interest showed 1) the acceptable number of fellows, 2) the basic policy for dealing with the issues in the target area, 3) details of the program and 4) the status of acceptance of fellows

¹⁰ A list of backgrounds of issues, related JICA programs and needs assumed for the JDS Program was prepared concerning Tajikistan's issues in the target priority areas determined as a result of the consultation between JICA and the target countries' government officers concerned.

¹¹ The target counties for 2008 are Mongolia, Laos, Uzbekistan and Tajikistan.

other than JDS fellows.

With regard to the submitted requests of interest, JICE analyzed the entire trend, collected information on new accepting universities (connection with JICA programs, acceptance of fellows under other programs, the status of guidance in English, etc.) and, in the case of universities that had experience in accepting fellows under the JDS Program, arranged issues concerning curriculums and accepting systems so far. In addition, during the 1st field survey, JICE translated the requests of interest to hold consultations in Tajikistan concerning the accepting universities.

1) Status of submission

Requests of interest were submitted for the five issues as shown in Table 5.

Table 5: Status of submission of requests of interest in Tajikistan's target areas

Expected target area		Number of universities/graduate schools that submitted requests of interest (new universities)
1	Rural village development	6 (1)
2	Water supply administration	3 (1)
3	Health/medical systems development	1
4	Road administration and technology	2 (1)
5	Functional strengthening of core government agencies	5 (1)

Five universities (seven graduate schools) are interested in two or more target areas. This indicates that universities/graduate schools able to deal with a wide range of areas are highly interested in the JDS Program. On the other hand, to provide proper education through Tajikistan's settlement of the issues, it is important to promote research activities that meet the country's needs suggested by the universities. In terms of target areas, many of the submitted requests of interest concern the issues related to agriculture and administration, while the number of universities interested in issues specialized in special areas, such as "water supply administration" and "road administration and technology," is limited. In addition, with regard to the issues related to "health," a request of interest was submitted only by a university that has experience in accepting fellows concerning "health administration" under other country's JDS program.

2) Characteristics of new accepting universities

Most of the universities that submitted requests of interest in the JDS Program for the first time have experience in participating in JICA programs, such as technical cooperation projects and acceptance of training participants, and made expression of interest by the use of local networks and experience based on these achievements.

When accepting JDS fellows, it is necessary for universities not only to understand the purpose of the JDS Program but also to satisfy the following conditions:

- JDS fellows should be able to acquire master's degrees based on classes, thesis and study guidance in English.
- In principle, JDS fellows should enter the university in autumn (September or October) and study for two years.
- The university should have an English system for accepting fellows.

- The university should be able to accommodate itself to the schedule of the JDS Program, such as selection, application and admission procedures.

From this viewpoint, JICE collected information.

3) Issues for universities that have accepted JDS fellows before

With regard to the universities/graduate schools that showed interest and had accepted fellows in similar areas before, JICE extracted and arranged information on curriculums and acceptance systems to grasp issues concerning acceptance. The arranged issues, such as a shortage of English documents necessary for research, are as shown in Annex 4 (“Improvements suggested to universities”). JICE will request the universities to consider appropriately dealing with acceptance.

(2) Preparation of accepting university plan

Through the consultation during the 1st field survey, two new sub-programs were established from the viewpoint of strengthening the core administration function: “international relations” and “finance and macroeconomic policy.” Because they were not supposed originally, examination of accepting universities was carried out during the 1st analysis in Japan. The following viewpoints were used for the examination:

- The university has experience in accepting fellows in an area related to “international relations” or “economics” under a past JDS program.
- Past JDS fellows highly evaluate curriculums and professors, and curriculums and study guidance are stably provided in English.
- The university has experience in accepting students from many foreign countries, including Central Asian countries, and a system for accepting foreign students has been established, including not only support for study but also support for everyday life.

As a result, the Graduate School of International Relations at International University of Japan was selected as the planned accepting university for “international relations,” and the Graduate School of Asia Pacific Studies at Ritsumeikan Asia Pacific University was selected as the planned accepting university for “finance and macroeconomic policy.” Consent was gained from both universities. In addition, the Ministry of Foreign Affairs of Japan approved this allocation plan during the 1st analysis in Japan.

JICE notified the planned accepting universities of the prepared plan and requested the universities to submit proposals according to Annex 5. At the same time, JICE confirmed whether each university has issues concerning the acceptance of JDS fellows, checked submitted proposals¹² and, if necessary, coordinated with universities.

Because the planned accepting universities/graduate schools have accepted JDS fellows before, there is no problem about acceptance. However, when they actually accept fellows next year and thereafter, it is necessary to receive understanding and cooperation and make explanation and adjustment concerning the following differences with the past JDS programs:

- Doing away with language training prior to coming to Japan and entering school
- Changes in the period for arriving in Japan
- The fact that even though the candidates for the 1st batch have been selected through this survey, whether or not the JDS Program is conducted (whether international students are

¹² JICE requested the planned accepting universities to make proposals about their guidance policies, ordinary curriculums and the curriculums, guidance and activities carried out specially to meet the target country’s needs.

dispatched from Tajikistan) will not be settled until the provision of grant aid¹³ for FY 2009 has been determined.

- The fact that changes in business procedures accompanying the aforementioned items are anticipated.

(3) Proposals from universities

The purpose of proposals that universities were requested to submit is to collect proposals as to how they can provide fellows with education that contributes to the specific country's specific themes (sub-programs/ components), which have continued for four years.

The two planned accepting universities/graduate schools submitted proposals, in which suggestions were made concerning the following: necessary studies and researches before entering the university, such as guidance before visiting Japan through provision of information on references and dissertations related to the sub-programs; special lectures during studying in Japan and workshops in Tajikistan for deepening the understanding of the sub-programs; what the universities carry out as curriculum, such as follows-up for the graduates after return to Tajikistan; and guidance and activities helpful for settling important issues of the sub-programs/components. In addition, what were submitted through the proposals – especially, the universities' principles of guidance and suggestions on the above-mentioned activities helpful for the settlement of issues – were used as material for the consultation between university faculty members and the managing organizations to draft the Basic Plan for the Sub-Programs.

¹³ A decision on provision of a grant aid is made after cabinet approval of Exchange of Notes (E/N) and signing of E/N. E/N is an agreement between governments that consists of Japan's notes and the other country's notes.

4 Basic Plan for Sub-Programs

4-1. Formulation for the Basic Plan for Sub-programs

4-1-1. Method to examine the Basic Plan for Sub-programs

To confirm the appropriateness of the target organizations for each sub-program/component selected as in 3-4, JICE surveyed the target organizations during the 1st field survey. Based on the results, JICE prepared a draft of the four-year program plan (first draft) for each sub-program. The Operating Committee held a consultation and approved the first draft. In the 2nd field survey, the accepting universities' faculty members selected the 1st batch fellows, interviewed the 2nd batch candidates and held consultations with the target organizations in Tajikistan to grasp the target organizations' needs, issues and the applicants' capacity levels. Based on the results, JICE prepared a draft of the four-year basic program plan for each sub-program (second draft) .

One of the main purposes of the new system is to develop the acceptance system and guidance contents suitable for the target country's issues through the accepting universities' positive participation from the planning and survey stages and thereby improve the quality of studies and promote the emergence of the effect of the program. In the 2nd field survey, JICE dispatched the faculty members recommended by each accepting university to Tajikistan and prepared the opportunity for direct discussions with the member of Operating Committee and the target organizations to promote the establishment of the Basic Plan for Sub-Program (second draft) in cooperation with the accepting universities.

With regard to the basic plan for the Sub-Program (the 2nd draft) for each sub-program, after examinations by the Ministry of Foreign Affairs of Japan and JICA, the JICA mission and the Operating Committee held a discussion during the 3rd field survey to explain the contents of the revised draft (in particular, that the project's objective and the objective's indicators would be reflected on the evaluation at the end of this program). After having obtained the Tajik Government's approval, the final four-year basic plan for each sub-program (Annex 6) was formulated.

4-1-2. Survey for each sub-program

(1) Confirmation of the appropriateness of the target organizations for each sub-program/component

JICE carried out the following surveys during the 1st field survey to confirm the appropriateness of the target organizations for each sub-program/component selected as in 3-4:

a) Survey method

Visiting to the target organizations and interviewed about b)

b) Contents of survey

- 1) Each organization's role, issues and study needs
- 2) Existence of potential candidates (the number of employees, the number of employees in the target age group, the ratio of employees who have a bachelor's degree, etc.)
- 3) Linguistic ability
- 4) Possibility of reinstatement after returning their country
- 5) Request for response and collection of answers to questionnaires
- 6) Request for preparation and collection of a short list (hereinafter referred to as "S/L")¹⁴

¹⁴ Short list: List of first-year candidates (1st batch) prepared by each target organization. In principle, the candidates in the list become the first-year candidates. Each target organization prepared a list of second-year candidates (2nd batch) so that university faculty members could interview candidates. This list is called the "2nd batch short list."

and a long list (hereinafter referred to as “L/L”)¹⁵

- 7) Request for arrangement of application documents and confirmation of submission status

c) Organization surveyed

During the survey period, including the JICA missions' survey, visits were made to three target organizations and answers to questionnaires were collected. (See Annex 7 “List of visited target organizations” and Annex 8 “List of survey results of target organizations.”)

(2) Confirmation of appropriateness by university faculty members from the specialists' point of view

In the 2nd field survey, selection of the 1st batch candidates from the target organizations (examination of the application documents, university faculty members' interviews and the Operating Committee's interviews; see Annex 9 for concrete methods and results), university faculty members' interviews with the 2nd batch candidates and consultations between university faculty members and officials of the target organizations were carried out to grasp the applicants' capacity levels and the target organizations' needs from the academic viewpoint.

The accepting universities made suggestions concerning promotion of research activities based on the discussion with officials concerned with the target organizations, which were incorporated into the Basic Plan for Sub-programs. Concerning the contents of those suggestions, during the 3rd field survey, the JICA mission explained to and reached agreement with the Government of Tajikistan about the purposes of the activities and the necessary budget measures to be taken based on Annex 10 “Activities proposed by the accepting universities (Model Plan)”. In particular, it has been agreed that a suggestion from the Government of Tajikistan concerning the activities shall be discussed during the first meeting of the Operating Committee after the JDS program in FY 2009 is officially notified. It has been also agreed that the Japanese side shall request accepting universities to consider implementation of the suggestions when they are regarded as appropriate in terms of the purpose of the activities.

4-2. Formulation of the draft number of fellows to be accepted for the next four years

4-2-1. Examination of the draft number of fellows to be accepted for the next four years

Based on the results of the 1st and 2nd field surveys described in 4-2, consideration was given to the number of fellows to be accepted in the four years for each sub-program/component as follows:

- (1) Based on the survey on the target organizations during the 1st field survey, confirmation was made of their needs for the JDS Program and for issues and studies concerning each sub-program/component.
- (2) Based on the survey on the target organizations during the 1st field survey, confirmation was made of the number of the target organizations' officials who met the age and academic qualification, and the existence of a population of potential candidates.
- (3) Confirmation was made of S/L of the names and divisions of the 2nd batch candidates who are engaged in jobs related to the issues and have awareness of the issues and abilities enough to make application one year after. L/L was checked to grasp problems in the target organizations' human resource development plan and organization and the number of human resources who can become candidates two or three years after. Moreover, confirmation was made of the existence and number of candidates for the 2nd batch and thereafter.

¹⁵ Long list: List of second- to fourth-year candidates (2nd to 4th batches) prepared by each target organization or list specifying the name of the division where each target organization wants to develop human resources, the number of human resources whom each target organization wants to develop, and others. The short list and the long list constitute the four-year human resource development list for JDS.

- (4) 1st batch candidates were recruited from the target organizations, and final candidates were selected through the planned accepting universities' examination of the application documents and interviews and the Operating Committee's interviews.
- (5) The accepting universities' faculty members interviewed the 2nd batch candidates listed in S/L to check their levels of awareness of the issues, expertise, linguistic ability and others from the academic viewpoint.
- (6) Based on the results of (3) to (5), assumption was made of the number of those who can study abroad among the target organizations' candidates (2nd batch candidates and those listed in L/L).
- (7) The total number of fellows to be accepted was considered based on the Japanese Government's upper limit of the number of fellows to be accepted in the four years in May, 2008, the order of priority of each sub-program/component, the conditions of applicants (degree of needs, ability, etc.), the planned accepting universities' capacities, etc.
- (8) The total number of fellows to be accepted for the following four years (draft) was confirmed in the discussion between the JICA mission and the Government of Tajikistan during the 3rd field survey.

4-2-2. The number of fellows to be accepted for the following four years (draft)

The JICA mission explained to the Government of Tajikistan in the 3rd field survey, based on the "JDS Program Plan" described in Annex 11 and the "Examination on JDS Program Scale" in Annex 12, about the number of fellows to be accepted for the total four batches from FY2009 to FY2012 (draft) and the computation process of the number and obtained the Tajik Government's approval. The numbers of fellows to be accepted for each sub-program/component in these tables were decided by comprehensively taking into account the following points; the maximum number of fellows to be accepted according to the official message issued by the Ministry of Foreign Affairs of Japan, the result of the selection of the first batch, the number of applicants to be expected for the second batch and subsequent batches, and the highest possible number of fellows that the accepting universities are capable of accepting.

The JICA mission and the Government of Tajikistan discussed measures to deal with a case in which an applicant declined to accept the fellowship, and agreed to the following principles.

- To select the reserved candidate in the same component as the person who has declined.
- In case when there is no reserved candidate in the same component, it will not be possible to select one from other components. However, even if there is a less number of fellows in one batch due to the lack of reserved candidates, it will be possible to adjust the number of fellows in the next batch and subsequent batches within the upper limit of the number of fellows to be accepted for the four batches, when a qualified applicant has been confirmed in the selection process.

The detailed result of survey for each sub-program and component will be described in the next section.

4-3. Sub-Program 1: International relations

(1) Main study issues which should be targeted

Because Tajikistan lies at the node of the Middle East, South Asia and Central Asia, and shares borders with China and Afghanistan, it geopolitically occupies an important position. Therefore, Tajikistan's political and economic stability is important for not only Central Asia but also international society.

Japan has so far tried to contribute to the stabilization of Tajikistan and neighboring countries. For example, Japan established the "Central Asia plus Japan" dialogue, a framework for dialogue and cooperation with all the Central Asian countries in 2004 and set forth the objective of reconstructing the "region that has factors of instability" from Pakistan and Afghanistan to Central Asia into a "peaceful and stable corridor" in 2006. However, Tajikistan still has social and economic frameworks formed during the former Soviet era even after the independence in 1991.

At present, there are the following issues concerning Tajikistan's international relations:

- Getting out of restrictions as an inland state
- Elimination of political instability in international society

During the survey, the Ministry of Foreign Affairs, a target organization, pointed out the following issues: a shortage in the number of officials who can deal with the issues for the target organization; insufficient capacity and knowledge of existing officials; and lack of budget for training of officials. Coping with the lack of budget for training of officials depends on foreign donors' assistance, a part of which is the development of human resources under donors' studying-abroad programs.

Table 6 shows the concrete issues and expected study themes mentioned by the target organization:

Table 6: Main target organizations' issues concerning Sub-Program 1

Target organization	Issues	Expected themes
Ministry of Foreign Affairs	<ul style="list-style-type: none">• Insufficient knowledge and capacity of staff of assistance-accepting organizations• Shortage in the number of staff members• Lack of human resources who have English language ability	Economic diplomacy, diplomacy concerning energy security (for hydraulic power generation, etc.), dispute study, analysis and forecast concerning current international relations

The issues pointed out by the target organization concern the capacity building of the whole staff. Given the expected study themes and the target organization's role in Tajikistan, it seems especially important to develop the diplomatic ability of human resources so that they can negotiate with donor and other countries on an equal basis.

Because of this, in this sub-program, it seems appropriate to promote the development of administrative officials expected to be active at the forefront of diplomacy after returning to Tajikistan.

(2) Target organizations' needs

The Ministry of Foreign Affairs was pleased to be selected as a target organization of the JDS Program and said that it hoped to have highly effective human resources apply for the Program. This indicates its high expectations for the JDS Program. In addition, it became clear that the selection of appropriate human resources within the target organization and the use of them after returning to Tajikistan can be expected, because permission is necessary for the application, human resources regarded as worthy for the application are selected and reinstatement is guaranteed after the return. The Ministry of Foreign Affairs has so far had four officials study in Japan as JICA long-term training participants and tried to use the results of the studying abroad. For example, some of them have worked for Embassy of the Republic of Tajikistan in Japan. However, it has become clear through the survey that, because the other donors have not provided similar support and there are budgetary limitations, the Ministry of Foreign Affairs has great expectations for the development of human resources through the JDS Program, taking advantage of this opportunity designated as a target organization.

The Basic Plan for the Sub-Program (First Draft) was prepared based on the above-described results and received approval from the Operating Committee. In the second field survey, the Basic Plan for the Sub-Program (Second Draft) was prepared based on the contents after the selection of final candidates and a consultation between the accepting university's faculty members and the managing organization (target organization).

(3) Confirmation of the needs for studying in Japan under the JDS Program and the number of candidates in the four years

According to questionnaires, the target organization has about a little more than 100 employees. Of them, about 50 employees satisfy the age and academic qualifications. During the 1st analysis in Japan, the short list (S/L) and the long list (L/L) were collected from the target organization (Ministry of Foreign Affairs). The number of candidates listed in the 1st batch S/L is 1.¹⁶ The number of candidates listed in L/L is 30. The total number of candidates in the four years is 31. This indicates that there are sufficient needs for studying in Japan under the JDS Program and that a sufficient number of candidates will exist during the four years. However, because there was concern about the candidates' English ability, the accepting university's faculty members checked their English ability necessary for studying in Japan when interviewing them.

(4) 1st batch final candidates through interviews

Although the 1st batch S/L listed 1 application candidate, the actual number of applicants was 1. As a result of examination of the application documents and university faculty members' interviews mainly from the academic viewpoint, the accepting universities judged 1 person to be acceptable. After that, the Operating Committee held comprehensive interviews mainly from the viewpoint of contribution to their own country after returning to Tajikistan and selected 1 final candidate.

(5) Interviews with the 2nd batch candidates

The accepting universities' faculty members interviewed 4 candidates listed in the 2nd batch S/L to grasp their present jobs, awareness of issues, eagerness for studying in Japan, the English-language ability, etc. Taking it into consideration that there was about one year until the actual admission, it was confirmed that there were many potential 2nd batch candidates.

¹⁶ Although the Ministry of Foreign Affairs recommended five candidates at first, they were not approved as JDS fellows because their work experience in the Ministry were less than two years. As the Ministry was requested to recommend candidates who meet the requirements again, it recommended another candidate.

Concretely, taking into consideration the capacity of the university, it was estimated that about three candidates were on the acceptable level. In addition, also because the candidates' awareness of issues and their business affairs seemed consistent with the issues concerning the sub-program, their appropriateness as candidates was confirmed. Therefore, in this sub-program, it can be confirmed that, although the number of the 1st batch candidates is only one, there are about three prospective candidates for the 2nd batch. In the next four years, almost the same number of candidates can be expected every year.

From the number of candidates for the four years, the result of the 1st batch selection and the result of the interviews with the 2nd batch candidates, about three candidates seem likely to be selected for each of the 2nd to 4th batch, although there was only one candidate for the first batch. However, taking into consideration the upper limit of the number of fellows for the four years set by the Japanese Government in May 2008 and the balance with the numbers of candidates for the other sub-programs, it is judged to be appropriate to select two candidates for each of the second to fourth batches or a total of seven candidates for the four batches in this sub-program.

- (6) Consultation between accepting universities' faculty members and officials of target organizations (the managing organization, etc.)

The target organization expressed its expectation that the JDS Program will contribute to the strengthening of the organization's functions through "acquisition of deeper expertise in diplomatic measures" and "construction of a closer and stronger relationship with Japan." With regard to the qualification of two or more years' work experience in the target organization, the target organization suggested that the qualification should include international relations experience in other organizations. On the other hand, the accepting university explained study programs and questioned about carrier pass at the target organization.

Based on the result of the consultation, the accepting university suggested that, in this sub-program, the qualification should include work experience related to international relations at an organization other than the Ministry of Foreign Affairs, and the JDS Program should cover other government agencies related to international relations (Executive Office of the President, Ministry of Health, Ministry of Agricultural Affairs, Ministry of Environment, etc.).

- (7) Accepting universities' suggestions for promotion of JDS fellows' study activities

Through this year's selection, interviews with the candidates for the next year and the consultation with the managing organization, the accepting universities made the following suggestions to promote not only the ordinary curriculums but also JDS fellows' study activities for the solution of the issues concerning the sub-program:

(Before studying in Japan)

None

(During studying in Japan)

Holding special lectures by the invitation of external lecturers to deepen JDS fellows' understanding of issues related to the study theme

(After studying in Japan)

Holding joint seminars between university faculty members and returnee fellows to present the results of studying in Japan to the Operating Committee and concerned officials of the target organization

Based on the above-described results, the Basic Plan for Sub-Programs (second draft) was formulated.

Later on, during the 3rd field survey, the JICA mission explained to and reached agreement with the Government of Tajikistan concerning the purpose of the activities and the necessary budget measures to be taken based on Annex 10 “Accepting universities’ suggestions for promotion of JDS fellows’ study activities” (model plan). In particular, it has been agreed that a suggestion from the Government of Tajikistan concerning the activities shall be discussed during the first meeting of the Operating Committee after the JDS program in FY 2009 is officially notified. It has been also agreed that the Japanese side shall request accepting universities to consider implementation of the suggestion when they are approved in terms of the purpose of the activities.

(8) Issues which will be raised from 2nd to 4th Batch of this sub-program

Easing of qualification (work experience qualification) and expansion of target organizations have been suggested in the consultation between the accepting university’s faculty members and the concerned officials of the target organizations and in the Basic Plans for the Sub-Program submitted by the accepting universities.

Easing of qualification will be examined from the viewpoint of securing fellows for the next batch and thereafter under the new JDS program system. With regard to expansion of target organizations, however, it is necessary to gain understanding from the government officials concerned after explaining that the purpose is to strengthen the organizational functions of the Ministry of Foreign Affairs, which is expected to play the main role in this sub-program, and that other schemes, such as the long-term training participants program, should be used for other prospective target organizations.

4-4. Sub-Program 2: Institutional building for a transition to a market economy and economic development

(1) Main study issues which should be targeted

Recently, Tajikistan has sharply accelerated the policy efforts toward transition to market economy, coming out with the measures, such as the establishment of free trade zones and the modernization of the raw cotton cultivation/purchase system. However, Tajikistan has the following issues concerning finance and macroeconomic policy:

- Realization of sustainable economic growth
- Attraction of overseas direct investments that lead economic growth

During the survey, the two target organizations (the Ministry of Finance and the Ministry of Economic Development and Trade) pointed out the following issues: a shortage in the number of officials who can deal with the issues for the target organizations; insufficient capacity and knowledge of existing officials; and lack of budget for training of officials. Coping with the lack of budget for training of officials depends on foreign donors’ assistance, a part of which is the development of human resources under donors’ studying-abroad programs.

Table 7 shows the concrete issues and expected study themes mentioned by the two target organizations:

Table 7: Main target organizations' issues concerning Sub-Program 2

Target organization	Issues	Expected study themes
Ministry of Finance	<ul style="list-style-type: none"> • Shortage of human resources who understand foreign countries' financial policies • Shortage of human resources who have English ability 	Budget management, tax system and collection, international financial report standards, macroeconomic forecast and finance, development of securities market, investment policy for economic development, national treasury system and its development, national debt management
Ministry of Economic Development and Trade	<ul style="list-style-type: none"> • Shortage of human resources who understand foreign countries' economic policies • Shortage in the number of staff members • Shortage of human resources who have English ability 	International economy, world economy, international trade policy, conceptual framework for development strategy formation, role of investments in economic development, monitoring and program evaluation of public development, information system for economics

The issues pointed out by the target organizations concern capacity building of the whole staff. Given the expected study themes and the target organizations' role in Tajikistan, it seems especially important to grasp worldwide changes in financial situations and economic policies promptly and create a system for having the changes reflected in Tajikistan's policies.

Because of this, in this sub-program, it seems appropriate to promote the development of administrative officials expected to be active in the front lines of planning of financial and economic policies after returning to Tajikistan.

(2) Target organizations' needs

The ministries were pleased to be selected as target organizations of the JDS Program and said that they hoped to have highly effective human resources apply for the Program. This indicates their high expectations for the JDS Program. In addition, it became clear that the selection of appropriate human resources within the target organizations and the use of them after returning to Tajikistan can be expected, because permission is necessary for the application, human resources regarded as worthy for the application are selected and reinstatement is guaranteed after the return. On the other hand, it was found that the number of officials who have an associate doctor's degree equivalent to master's degree in Japan is four in the Ministry of Finance and nine in the Ministry of Economic Development and Trade. However, because both ministries cannot obtain similar support from other donors through studying-abroad programs at present, and there are budgetary limitations, they have great expectations for the development of human resources through the JDS Program, taking advantage of this opportunity designated as a target organization, and have not fully developed necessary human resources.

The Basic Plan for the Sub-Program (First Draft) was prepared based on the above-described results and received approval from the Operating Committee. In the second field survey, the Basic Plan for the Sub-Program (Second Draft) was prepared based on the contents after the selection of final candidates and a consultation between the accepting universities' faculty members and the managing organizations (target organizations).

- (3) Confirmation of the needs for studying in Japan under the JDS Program and the number of candidates in the four years

According to questionnaires, the 14 target organizations have about 1,600 employees, including local employees. Of them, about 800 employees satisfy the age and academic requirements.

During the 1st analysis in Japan, the short list (S/L) and the long list (L/L) were collected from the target organizations. The number of candidates listed in the first-batch S/L is 12 (6 from the Ministry of Finance and 6 from the Ministry of Economic Development and Trade each). The number of candidates listed in L/L is 43 (30 from the Ministry of Finance and 13 from the Ministry of Economic Development and Trade). The total number of candidates in the four years is 55. This indicates that there are sufficient needs for studying in Japan under the JDS Program and that a sufficient number of candidates will exist during the four years. However, because the target organizations demonstrated concern about the candidates' English ability, the accepting universities' faculty members checked their English ability necessary for studying in Japan when interviewing them.

- (4) 1st batch final candidates through interviews

Although the 1st batch S/L listed 12 application candidates, the actual number of applicants was 12. As a result of examination of the application documents and university faculty members' interviews mainly from the academic viewpoint, the accepting universities judged six candidates to be acceptable. After that, the Operating Committee held comprehensive interviews mainly from the viewpoint of contribution to their own country after returning to Tajikistan and selected four final candidates.

- (5) Interviews with the 2nd batch candidates

The accepting universities' faculty members interviewed 12 candidates listed in the 2nd batch S/L to grasp their present jobs, awareness of issues, eagerness for studying in Japan, the English-language ability, etc. Taking it into consideration that there was about one year until the actual admission, it was confirmed that there were many potential 2nd batch candidates. Concretely, taking into consideration the capacity of the universities, it was estimated that about four candidates were on the acceptable level. In addition, because the candidates' awareness of issues and their work seemed consistent with the issues concerning the sub-program, their appropriateness as candidates was confirmed. Therefore, in this sub-program, it can be confirmed that a similar number of prospective candidates exist not only in the 1st batch but also in the 2nd batch. For the next four years, almost the same number of candidates can be expected every year.

From the number of candidates for the four years, the result of the 1st batch selection and the result of the interviews with the 2nd batch candidates, about four candidates seem likely to be selected for each of the 1st to 4th batch. However, taking into consideration the upper limit of the number of fellows for the four years set by the Japanese Government in May 2008 and the balance with the numbers of candidates for the other sub-programs, it is judged to be appropriate to select three candidates for each of the 2nd to 4th batch or a total of 13 candidates for the four batches in this sub-program.

- (6) Consultation between accepting universities' faculty members and officials of target organizations (the managing organization)

The target organizations explained their human resource development plans, while the universities explained their programs.

Based on the result of the consultation, the accepting universities submitted an opinion to the effect that it is important to train policy makers working for the main economy-related government agencies who understand the principles of market economy in this sub-program.

(7) Suggestions from Accepting universities for promoting JDS fellows' study activities

Through this year's selection, interviews with the candidates for the next year and the consultation with the managing organization, the accepting universities made the following suggestions to promote not only the ordinary curriculums but also JDS fellows' study activities for the solution of the issues concerning the sub-program:

(Before studying in Japan)

None

(During studying in Japan)

To hold local workshops for deepening the understanding of supply chain management and trade facilitation

(After studying in Japan)

To dispatch university faculty members to provide Tajikistan government officials with advice and guidance concerning administrative affairs and policy planning

Based on the above-described results, the Basic Plan for Sub-Programs (second draft) was formulated.

Later on, during the 3rd field survey, the JICA mission explained to and reached agreement with the Government of Tajikistan concerning the purpose of the activities and the necessary budget measures to be taken based on Annex 10 "Accepting universities' suggestions for promotion of JDS fellows' study activities" (model plan). In particular, it has been agreed that a suggestion from the Government of Tajikistan concerning the activities shall be discussed during the first meeting of the Operating Committee after the JDS program in FY 2009 is officially notified. It has been also agreed that the Japanese side shall request accepting universities to consider implementation of the suggestion when they are approved in terms of the purpose of the activities.

(8) Issues which will be raised from 2nd to 4th Batch of this Sub-Program

With regard to the expansion of target organizations, the accepting universities and the Operating Committee have suggested that the JDS Program should cover not only the existing target organizations (the Ministry of Finance and the Ministry of Economic Development and Trade) but also the Tariff Committee, the National Tax Committee and other related organizations.

With regard to this, it is necessary to gain understanding from the concerned officials of the Tajik Government after explaining that, from the viewpoint of securing fellows for the next batch and thereafter under the new JDS program system, it should be the purpose to strengthen the organizational functions of the existing target organizations, which are expected to play main roles in this sub-program, and that other schemes, such as the long-term training participants program, should be used for other prospective target organizations.

5 Estimation of program scale

Based on the Basic Plan for 2 Sub-Programs (second draft) ,which were made as a result of the Survey for Planning until the 2nd field survey, the project cost for the next four years was estimated as follows:

5-1. How to implement the Program

With regard to each sub-program/component, government officials recruited or selected by each target organization complete a two-year master's course at the respective accepting university that provides education programs suitable for solving issues. After returning to Tajikistan, they are reinstated in their former post and expected to contribute to the development of the country through their work, utilizing their capacity improved through studying in Japan.

Preliminary guidance before coming to Japan, field surveys in Tajikistan during studying in Japan, special activities such as inviting experts from target organizations, and follow-up activities after returning to Tajikistan will be provided to those officials studying in Japan, based on the special guidance and activities in addition to the ordinary curricula that each accepting university proposed not only to improve the achievement of the officials' studying in Japan but also to raise the level of all the target organizations.

5-2. Program cost estimation

Based on the above-described method to implement the JDS Program, estimation was made on the cost for the next four years (see Supplementary File). Assumptions for calculating the program cost are as follows:

(1) Number of JDS fellows

The number of JDS fellows set in the Basic Plan for the Sub-Programs (Draft), which was made based on the results of the 2nd field survey

(2) Duration of stay in Japan

(only for the JDS fellows coming to Japan in the year of concluding contract with the recipient government)

1) Arrival in Japan

The JDS fellows will arrive in Japan in early August 2009 before the entrance of accepting universities for the academic year of 2008.

In the meantime between their arrival in Japan and entrance into accepting universities, briefing orientation, procedures for foreign registration, arrangements for housing, basic Japanese-language training, support for entrance procedures, etc. will be carried out:

2) Departure for Tajikistan

The JDS fellows will return to Tajikistan by October 2011, taking into account the dates of the accepting universities' graduation ceremonies for the academic year of 2008.

(3) Accepting universities

Universities and Graduate Schools based on the university placement plan established as a result of the 1st analysis in Japan will accept JDS fellows.

(4) Expenses

1) Institution expenses

- (a) Estimation of entrance fee and tuition fee will be made for the JDS fellows coming to Japan in the year of concluding contract with the recipient government:
- (b) Estimation of entrance examination fee will be made for the JDS fellows coming to Japan next year of concluding contract with the recipient government:

2) Research activity facilitation expense

The expense is estimated based on the unit price of research activity model per graduate school

Concretely, expenses are paid for special guidance and activities in addition to the accepting university's ordinary curriculum to contribute to the JDS fellows' research activities and the improvement of the capacities of the persons concerned and the target organizations for the next four years, mainly on local activities and the activities of the local persons concerned.

3) Contract research expense

The expense is estimated to be five hundred thousand Japanese Yen (JPY500,000) per JDS fellow coming to Japan in the year of concluding contract with the recipient government .

Concretely, the expense is paid to the university for supporting JDS fellows' research activities in Japan.

(5) Contract price

- 1) The contract price on Japanese-language training in Japan for JDS fellows is estimated for approximately 20 days.
- 2) The contract price on recruitment/selection of JDS fellows is estimated, who will come to Japan next year of concluding contract with the recipient government.

6 Issues which will be raised from 2nd to 4th Batch

6-1. Recruitment Period

Due to the schedule of the preparatory survey, the recruitment period was only for about one month after the 1st field survey. As various procedures in the target organizations and the collection of necessary documents from applicants' graduating universities were delayed, each target organization could not recommend ten candidates as planned. Both the target organizations and the applicants demanded that a sufficient period should be provided for recruitment next year and thereafter. Based on the experience this year, consideration should be given to secure not only a period enough to recruit applicants for target organizations to complete various procedures and to collect necessary documents but also a recruitment period enough to hold an explanatory meeting for each sub-program and to provide applicants with information on accepting university to promote candidates' understanding of the project purpose and to avoid mismatch with universities.

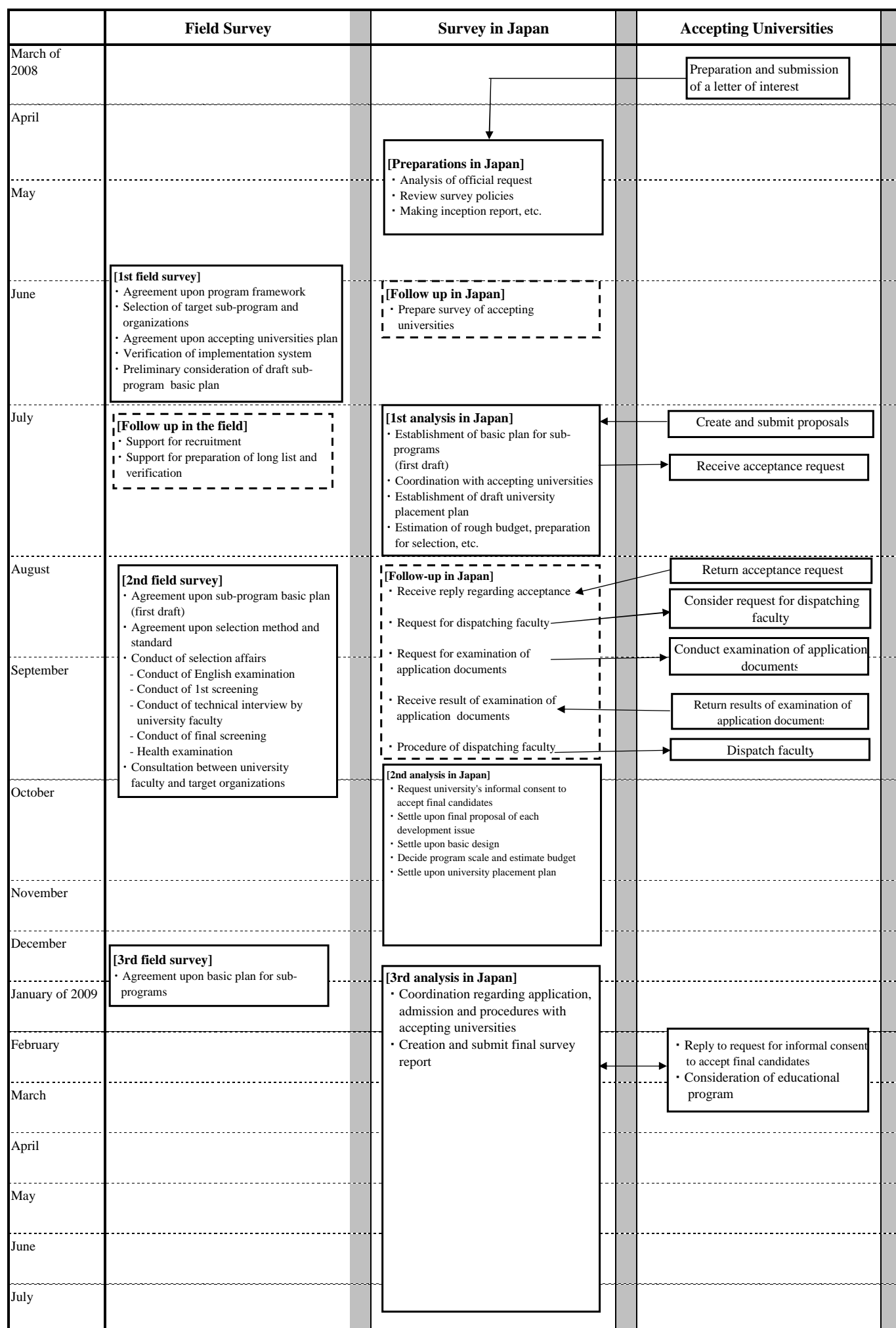
6-2. Matching between candidates and universities

In this survey, universities that can deal with the sub-programs were selected as accepting universities, and the target organizations recommended applicants who should tackle with the issues in each sub-program. However, as an accepting university for each sub-program has not been determined when the recruitment began, provision of university information to applicants was delayed, and there were some cases where they could not give guidance about candidates' research plans when they conducted the examination of the application documents. One of the reasons was that, as described above, the recruitment period was short and the applicants could not know beforehand about the details of the programs that the universities could provide. Next time it would be considered to send information through accepting universities' preliminary seminars and workshops and matching with candidates.

6-3. Target organizations

With the introduction of the new system, it was decided that target organizations should be fixed. However, as Tajikistan tends to reorganize the government organizations frequently, it is necessary to establish a policy for dealing with the reorganization of the government organization. If target organizations are influenced by the reorganization, it is required to confirm the Government of Tajikistan on how their duties will be handed over in the Government.

Flowchart of Survey for Planning the JDS



Operating Guideline of the Japanese Grant Aid for Human Resource Development Scholarship under the new system

April 2008

Japan International Cooperation Agency (JICA)

This operating guideline applies to the Japanese Grant Aid for Human Resource Development Scholarship which will be implemented through a new method from FY2008 onward.

PART.1 Basic Principles

1. Preface

The purpose of the Japanese Grant Aid for Human Resource Development Scholarship (hereinafter referred to as “Japanese Development Scholarship” or “JDS”) program is to support human resources development in countries receiving Japanese grant aid (hereinafter referred to as “recipient countries”), targeting highly capable, young government officials, businesspeople, researchers, and others who are expected to engage in formulating and implementing social and economic development plans and to become leaders in their countries in the 21st century. Through this, participants in the JDS program shall contribute to an expanded and enhanced foundation for bilateral relations between their countries and Japan as persons having a well-rounded knowledge of Japan.

Participants accepted through the JDS program will acquire expert knowledge, conduct research, and build human networks at Japanese universities, and are expected to use such knowledge to take an active role in practically solving problems concerning the social and economic development issues that their countries are facing.

Many of the development issues of developing countries cannot be solved through the efforts of these countries alone, and thus responses amid a framework for international cooperation are vital. Furthermore, these responses cannot be separated from the actual development sites that are constantly trying to find solutions. This is why the JDS program is expected to develop human resources that are capable of tackling development issues within the framework of international cooperation, including actual development sites.

These guidelines prescribe general guiding principles which are to be followed regarding the operation of the JDS program as a whole. They are to be based on the exchange of notes (hereinafter referred to as the “E/N”) concluded with the government of the recipient country when the Japanese government approves the implementation of grant aid (hereinafter referred to as the “grant”). Also, they are to be based on the Grant Agreement (hereinafter referred to as the “G/A”) concluded between the government of the recipient country when Japan International Cooperation

Agency (hereinafter referred to as “JICA”) provides funds.

JICA will undertake the necessary duties aiming for the appropriate implementation of the JDS in accordance with the relevant laws and ordinances of Japan.

In addition, the government of the recipient country shall entrust its duties related to implementation of the JDS program to an agent (hereinafter referred to as “the Agent”) based on a contract agreement.

2. Overview of the Grant

(1) Basic Concept

- (a) JDS is designed to foster exceptional human resources capable of working to resolve various development challenges in the recipient country in the future by imparting them with advanced expertise through studying abroad in Japanese universities. The recruitment, selection, and dispatch of participants shall be conducted based on the agreement of the concerned officials from both countries.
- (b) JDS is to help strengthen the partnership between Japan and the recipient country in the future by continuously accepting and graduating a wide range of participants who specialize in key fields affecting the recipient country and who are educated in Japan, are knowledgeable of Japan, and have a friendly attitude toward Japan.
- (c) In order to ensure that graduates of the program are immediately able to participate in the work of formulating policy and other duties at key positions in the core of the government following their return to their home countries, the degree awarded to said graduates shall, in principle, be a master’s degree. The language of study shall, in principle, be English. This is based on the fact that efforts to solve the development issues facing development countries are undertaken under international cooperation frameworks and on the assumption that graduates will be active on the international stage after their return to their home countries.
- (d) For the implementation of the program, full consideration shall be paid to the selection and concentration of each country’s priority sectors and issues, as well as coordination with bilateral cooperation programs.

(2) Preliminary Survey

- (a) Prior to the implementation of JDS in the recipient country, JICA shall employ a consultant to conduct a preliminary survey. The preliminary survey shall be conducted once every four years (however, an E/N is concluded for each year), and a single program for each country shall be designed to have “four batches” (four groups of accepted participants: those accepted in each fiscal year constitute one batch).
- (b) The preliminary survey shall specifically ascertain the needs of the recipient country;

narrow down the target field, sector, and organization; and also set clear objectives and determine the required project scale.

- (c) Furthermore, it shall select the first batch of candidates after confirming the number of potential candidates who conform to the intent of the project.
- (d) The major items surveyed in the preliminary survey shall be as follows. The consent of the Operating Committee shall be required for items 1) ~ 5).
 - 1) Target sector and target organization
 - 2) Number of candidates
 - 3) Implementation structure
 - 4) Accepting universities
 - 5) Selection of candidates for the first batch
 - 6) Overall project costs
 - 7) Procedures related to application and matriculation

(3) The Agent

After the conclusion of the E/N and G/A, JICA shall recommend the contractor of the preliminary survey as an Agent to the recipient country. The Agent, in accordance with a contract concluded with the government of the recipient country, shall perform the following duties toward the smooth implementation of the JDS program:

- Work associated with the recruitment and the selection procedure
- Provision of information on study in Japan to candidates
- Procedures related to matriculation, arrival in Japan
- Management of payment of tuition fees and scholarships
- Implementation of orientations at participants' arrival in Japan and return to home countries
- Monitoring for participants
- Implementation of Evaluation Program
- Other duties necessary for JDS program implementation

(4) The Operating Committee

The Operating Committee (hereinafter referred to as "the Committee") shall be comprised of government officials from the recipient country (diplomatic authorities, authorities in charge of acceptance of economic cooperation, education authorities, etc.) and of the Japanese officials (Embassy of Japan, JICA, etc.). In principle, a representative of the government of the recipient country shall serve as Chairperson, and a representative of the Government of Japan shall serve as the Vice Chairperson. However, it shall be possible for representatives of both governments to serve as Co-Chairpersons based on an agreement between the both governments. The Chairperson (representative of the government of the recipient country) shall chair and manage Committee meetings. A JICA representative shall serve as the Director of the Committee's

Secretariat, and shall handle all administrative duties of the Committee, including calling together Committee members and preparing meeting minutes.

(5) Number of dispatchees

Through the preliminary survey the number of dispatchees for the first batch shall be determined and the planned number of dispatchees for over the four batches shall be established. The number of dispatchees for the second batch onward shall be determined through the selection as part of the agent's duties in the previous fiscal year.

(6) Target Sectors

The sectors for which participants are accepted in this program shall be those in which Japan has a comparative advantage in degree acquisition. They shall be sectors which have been confirmed as being indispensable to the economic and social development of the recipient country through the preliminary study. As many as five or six sectors can be selected as target sectors.

Stress shall be laid on sectors related to the social sciences which are conducive to efforts like promoting moves toward a market economy and strengthening governance.

(7) Determination of the accepting universities

Through the preliminary survey JICA shall specify Japanese universities which approve the intent of the program and have educational programs that correspond to the recipient countries' needs, and determine the potential accepting universities for participants in each sector. The government of the recipient country shall be notified of the results during the preliminary survey. The participants from the same sector shall be allocated to the same university (post-graduate course) to the extent that this is possible.

(8) Scope of Expenses covered by the Grant

Expenses covered by the Grant shall be divided into the following two categories:

- (a) Expenses for the purchase of services necessary in providing academic opportunities to participants from the recipient country for study in Japanese universities: Expenses for recruitment and selection after the 2nd batch, expenses for orientations, expenses for monitoring, and others
- (b) Expenses necessary for said participants to study in Japan: Scholarships, allowances for travel to and from Japan, preparation allowances, accommodation allowances, book allowances, allowances for shipping of materials, travel and seminar allowances, tuition fees, contracting fees for university education, and others

3. Qualifications and Selection of Participants

(1) Qualifications and Requirements

- (a) Nationality: Applicants must be citizens of a recipient country
- (b) Age: In principle, participants shall be between the ages of 22 and 34 (as of April 1st of the fiscal year of the participant's arrival in Japan).
- (c) Exclusion of military personnel: Applicants must not be serving in the military.
- (d) Persons who have strong will to work for the development of recipient countries after their return home.
- (e) Persons who have acquired a master's degree after receiving a scholarship and overseas study through other foreign assistance are not eligible. Persons who are currently receiving another scholarship are not eligible.
- (f) Participants must be in good health, both mentally and physically.
- (g) Persons who have English proficiency that is sufficient for studying abroad in Japan.

(2) Participant Recruitment and Selection

(a) Recruitment and selection policies

- The target group shall be administrative officials recommended by central or regional government ministries and agencies, as well as their related organizations, which oversee target sectors determined through the preliminary survey. However, recruitment from public shall not be excluded for sectors in which recruitment from the private sector is also reasonable.
- Recommendations of candidates shall be done by the target organization under the guidance and responsibility of the Operating Committee, and the quality and number of candidates sufficient for selection shall be ensured.
- The selection of students shall be unequivocally based on each person's academic abilities. The candidates shall be determined through an examination of the application documents and interviews.

(b) System for Selection

- The Committee shall administer all parts of the selection process, from the system for selection to determination of candidates.
- The Committee shall address the following issues:
 - Specific method for selection of participants (including selection criteria and selection policy)
 - Confirmation of the selection schedule
 - Implementation and management of selection tests
 - Determination of candidates
 - Discussion of the content of the E/N, G/A, solution of problems in implementing the JDS program, and other matters

- With the approval of the Committee, final candidates for the JDS program shall be determined, and a final decision on students shall be made after selection by the accepting universities.

4. Conditions for Study in Japan

(1) Participant Benefits

(a) Scholarships

The Agent shall pay allowances, such as scholarships and tuition, directly to participant and accepting universities on behalf of the government of the recipient country in accordance with the contract signed with the recipient country. Each amount for payment of said allowances shall be informed separately.

(b) Term of Scholarship Payment, etc.

In principle, the scholarship shall be provided to the participant for a term beginning with his/her arrival in Japan and ending with his/her acquisition of the scheduled degree within the initially scheduled period of study. In principle, said term shall not be extended. The recipient country shall cancel payment of the scholarship and arrange for the participant's early return to the recipient country in any of the following cases:

- A false statement has been found in the participant's application.
- The participant violates any article of his/her pledge to the recipient country.
- The participant is subject to disciplinary action by the university or has no prospect of academic attainment within the initially scheduled period of study (including failure to achieve satisfactory performance in his/her major).

(2) Obligation to report

During the term of the participant's study in Japan, the recipient country shall conduct regular monitoring of the participant, through the Agent, and report to JICA.

(3) Follow up

Because a key of the JDS program is to create human networks and to encourage participants from the recipient country to help find solutions to problems in economic and social development in their countries after their return home, the recipient country shall conduct surveys on the participants' activities after their return and promote academic and cultural exchange with Japan.

Furthermore, the recipient country shall study ways of giving participants work that provides them the opportunity to be active at central levels within government offices, etc., after their return home.

PART2 Contract with the Agent and Verification

1. General remarks

The government of the recipient country shall conform to the E/N and the G/A, and an agent contract shall be concluded with the agent regarding 2. (3) above. For contracts concluded in this manner, JICA must provide certification to ensure that the grant is eligible. Two contracts prepared with the identical contents shall be presented to JICA by the government of the recipient country through a contractor.

2. Recommendation of the agent

In order to implement the JDS smoothly, following the conclusion of the G/A JICA shall recommend the consultant that undertakes the preliminary survey to the recipient country as the agent.

3. References for the E/N and G/A

The agent contract shall refer the E/N and G/A in the following manner.

[Draft] "Regarding (program name), JICA shall provide a grant to the Government of (name of recipient country) in compliance with the E/N signed between the Japanese Government and the government of the recipient country on (date), and the G/A signed between JICA and the government of the recipient country on (date)."

4. References to the number of dispatchees

The agent contract shall refer the number of dispatchees for each fiscal year, with said number of dispatchees serving as the upper limit.

5. Scope of Work

The contract shall clearly state all products and services to be procured under the Grant.

In case that a contract includes services which are not covered by the E/N and the G/A, such a contract shall not be verified by JICA.

6. Period of Execution

The contract shall clearly stipulate the period of execution of work. That period shall not exceed the term of validity of the Grant as prescribed in the G/A.

7. Contract Price

The total amount of the contract price shall not exceed the amount of the Grant specified in the E/N and the G/A. The contract price shall be precisely and correctly stated in Japanese yen in the contract using both words and figures. If there is a difference between the price in words and that

in figures, the price in words is deemed correct.

8. Verification of Contract

The contract shall clearly state that it shall be verified by JICA to be eligible for the Grant in accordance with the stipulations of the E/N and the G/A.

9. Payment Method

In accordance with the E/N and the G/A, the contract shall have a clause stating that "payment shall be made in Japanese yen through a Japanese bank under an Authorization to Pay (A/P) issued by the Recipient or its designated authority". Payment shall be made in accordance with the criteria stipulated by JICA.

As payment includes the participants' living expenses in Japan, due care shall be taken to ensure that payment is made on the designated date in a timely manner. Thus, the government of the recipient country must issue an Authorization to Pay without delay.

10. Responsibilities and Obligations of the Recipient Country

The contract shall clearly state the responsibilities and obligations of the Recipient Country in accordance with the E/N and the G/A.

11. Amendment

If the contract requires amendment, it shall be done in the form of a contract of amendment, referring to the contract presently in force identified by its verification date and number.

The contract of amendment shall clearly state that;

- (1) all the clauses except that which is or are amended, remain unchanged.
- (2) the contract of amendment shall be verified by JICA to be eligible for the Grant.

*If application of the Guidelines is inconsistent with the laws and regulations of the Government of the recipient country, the Government of the recipient country is requested to consult with JICA.

Japanese Grant Aid for Human Resource Development Scholarship (JDS) Program
(Tajikistan)
Minutes of the 1st Meeting of the Operating Committee (OC)

1. **Date** : June 25, 2008 (Wed.) 10:00 – 12:00
2. **Place** : Meeting Room of Civil Service Department under the President (CSD)
3. **Attendants** :

« OC members »

Mr. Davlatov J.	Head of CSD [chairperson]
Mr. Nakayama Yoshihiro	Chargés d'affaires ad interim of Embassy of Japan in the Republic of Tajikistan [vice-chairperson]
Mr. Hasegawa Ken	Resident Representative of JICA Tajikistan Office [secretariat]
Mr. Kasimov Grez	Advisor to the President in Charge of Personnel Affairs, Executive Office of the President
Mr. Makhmudov Rustam	Director-General of Personnel Affairs and Special Information Bureau, Ministry of Foreign Affairs
Mr. Abdulazizov Vakhob	Director-General of the International Bureau, Ministry of Education [absent]

« Observers »

Mr. Gulomov Safarali	Head of Analysis, Information and Organization Division, CSD
Mr. Shoev Manuchekhr	Third Secretary of Personnel Affairs and Special Information Bureau, Ministry of Foreign Affairs
Mr. Tamai Takuya	Third Secretary of Embassy of Japan in the Republic of Tajikistan
Mr. Djaborov Safovudin	Program officer of JICA Tajikistan Office
Mr. Safarov Faizali	Director-General of Personnel Affairs Bureau
Ms. Kenzhaeva Zainab	Director-General of National Plan Implementation Monitoring Bureau, Ministry of Economic Development and Trade
Mr. Nakano Noriyuki	Head of JICE Office in Tajikistan
Ms. Tanikawa Nami	Program coordinator of JICE Office in Tajikistan
Mr. Katori Jun	Interpreter of JICE Office in Tajikistan (Russian language)
Ms. Kurbonbekova Adiba	Assistant program coordinator of JICE Office in Tajikistan

4. **Topics** : as below

4.1 Opening Remarks

After the chairperson made an opening address on behalf of Tajikistan government, the vice chairperson gave an address on behalf of Japanese government.

4.2 Introduction of the Operating Committee members

The chairperson introduced Tajikistan OC members, and the vice-chairperson introduced Japanese OC members.

4.3 Proposal and Approval of the Agenda

JICE suggested the following four main topics and received approval from the OC members.

- (1) Project implementation of JDS 2009-2010
 - 1) Annual summary schedule of JDS 2009-2010 (draft)
 - 2) Selection procedure
 - 3) Qualifications
 - 4) Application documents and long list
 - 5) Selection of candidates
- (2) Basic Plan for the Sub-Programs
- (3) Explanatory meeting
- (4) Schedule of 1st OC meeting and thereafter (draft)

4.4 Implementation of JDS Project 2009-2010 in Tajikistan

4.4.1 JICE explained the annual summary schedule of JDS (draft) based on distributed material as follows:

- (1) The schedule of the survey for the planning of JDS Program and the schedule of the 1st field survey are as shown in References 1 and 2. Based on the result of the survey for the planning of JDS Program, a decision will be made as to whether to implement the JDS Program next year and thereafter.
- (2) After the explanatory meeting was held on June 25, JICE requested each target organization to submit the application documents and the short list and prepare long lists for the 2nd to 4th batches. With regard to the 2nd batch, JICE requested each target organization to submit a short list of ten candidates by August 29. Tajikistan's recruitment procedure is as shown in Annex I-1. With regard to the 1st batch, selection is scheduled for late September, and final candidates will be approved at the 3rd OC meeting in early October.
- (3) After the selection of final candidates, JICE is planning to provide support for the procedure for filing application with Japanese accepting universities.
- (4) If the implementation of the JDS Program next year is formally decided, the 1st batch fellows will be scheduled to visit Japan around the summer of 2009. After that, the fellows will enter the universities and start study around September or October.

With regard to this, the vice-chairperson commented that "As a preparation for studying in Japan, we hope that the Tajikistan Government will take measures to improve the final candidates' English ability."

4.4.2 Details of JDS Selection Procedure

JICE explained the selection procedure based on distributed material (Annex 2) as follows:

- (1) The Selection should be carried out fairly.
- (2) Candidates should be evaluated by each accepting university according to the sub-programs. Information on Japanese accepting universities will be provided at the 2nd OC meeting.
- (3) An English test (ITP TOEFL) and a basic mathematics test will be conducted as

reference for checking candidates' English and mathematical abilities. The results of the tests will be reported to Japanese accepting universities.

- (4) The 1st selection will be conducted through Japanese accepting universities' examination of the application documents. In the examination, consideration will be given to not only academic background but also the degree of contribution to Tajikistan after return.
- (5) Health checkup will be conducted on candidates who pass the 1st selection.
- (6) The 2nd selection will be conducted through technical interviews by faculty members of Japanese accepting universities. It is planned that a consultation will be held between OC/target organizations and university faculty members.
- (7) 3rd selection is conducted through comprehensive interviews by OC.
- (8) Notification of selection standards will be made at the 2nd OC meeting.

4.4.3 Qualifications

JICE explained the qualifications for the 1st year, mentioning the following especially:

- (1) Nationality: person of Tajik nationality
 - (2) Academic background: completion of 16 years' curriculum and acquisition of a bachelor's degree
 - (3) Work history: working at a target organization at the time of the application deadline and having two or more years' related practical experience as a permanent staff, which shall be written in the work book
 - (4) Age limit: 22 years old or above and less than 40 years old as of April 1, 2009
 - (5) English ability: having English ability necessary for a master's course in Japan
 - (6) Submission of a permission letter signed by the department chief of the target organization
- * The following persons are not eligible:
- 1) Person who is receiving a scholarship or will receive a scholarship
 - 2) Person who acquired a master's degree on another scholarship
 - 3) Person who is serving in armed forces
- * Each fellow is obliged to sign a written pledge before visiting Japan and, after returning to Tajikistan, contribute to the development of Tajikistan through work at the target organization of each sub-program.

4.4.4 Application Documents and Long-List

JICE explained the application documents for the 1st batch, the short list for the 1st and 2nd batches and the long list for the 2nd to 4th batches as follows:

- (1) The list of application documents for the 1st batch is specified in Reference 3, and the application form (AF) is attached herein as Reference 4.
- (2) The application documents are common to the 10 countries covered by JDS so that Japanese accepting universities can share information.
- (3) The short list for the 1st batch is attached herein as Reference 5.
- (4) The long list for the 2nd to 4th batches (Reference 6) should show the name and role of the department, the number of department members, the number of potential candidates and, if possible, the names of candidates. The long list should be submitted by July 31 (Thursday), together with the application documents for the 1st batch.

- (5) The short list of ten two-batch candidates (Reference 7) should be submitted by August 29 (Friday).

4.4.5 Nomination of Applicants

JICE explained the selection of candidates as follows:

- (1) Based on the JDS Program's purpose of strengthening the functions of government agencies, each target organization should select candidates who are suitable for Tajikistan's sub-programs and can be expected to contribute to the development of Tajikistan after returning to the country.
- (2) OC and other related organizations should give cooperation so that each target organization can recommend appropriate candidates who satisfy the purpose of the JDS Program.

4.5 Sub-Program Basic Plan

The Secretariat explained the Basic Plan for the Sub-Programs based on distributed material (Annex III) as follows:

- (1) The Basic Plan for the Sub-Programs is a basic material for the evaluation of the JDS Program.
- (2) Although consensus building on the preliminary version will be tried at the 1st OC meeting, after hearing comments from Japanese accepting universities, the final version will be established when the 3rd field survey is carried out.
- (3) The Basic Plan for the Sub-Programs will be accompanied by the ministry-level human resource development plan submitted by each target organization and the policy for training target persons under the JDS Program (before, during and after studying in Japan).

4.6 Explanatory Meeting

JICE explained the explanatory meeting as follows:

JICE will hold an explanatory meeting for the target organizations on June 25. The (draft) program of the meeting is as shown in Reference 8 (draft). In the meeting, JICE is planning to explain the qualifications, details of the documents to be submitted, etc. JICE would like the OC members and the target organizations to participate in the meeting and notify related organizations and officials of the meeting.

4.7 Future Schedule of JDS

JICE explained the (draft) schedule of the 1st OC meeting and thereafter as follows:

- (1) After the explanatory meeting, the target organizations will begin the selection of candidates.
The deadline for the submission of the application documents and the short list for the 1st batch, the long list for the 2nd to 4th batches and the human resource development plan is July 31 (Thursday).
- (2) English and Mathematics tests: scheduled for August 9 (Saturday)
Results will be sent to the Japanese accepting universities.
- (3) 2nd OC meeting: scheduled for middle of August
Consultation on interim reports, explanation of plan of allocation among universities, confirmation of selection standards, etc.
- (4) 1st selection (examination of the application documents): scheduled for middle to

late August

- (5) Deadline for the short list for the 2nd batch: August 29 (Friday)
- (6) Health checkup: scheduled for early September
- (7) 2nd selection (technical interview): scheduled for mid September
- (8) 3rd selection (comprehensive interview): scheduled for late September
- (9) 3rd OC meeting: scheduled for early October (approval of final candidates)

4.8 Q&A

The Tajik side (chairperson) made comments and the Japanese side answered them as follows:

(1) Degree

(Tajik side) In Tajikistan, many higher educational institutions grant a degree called “specialist” to graduates. This degree is regarded as corresponding to the bachelor’s degree. In other countries’ scholarship programs also, it is recognized as equivalent to the bachelor’s degree. However, it is not recognized as equal to the bachelor’s degree.

(Japanese side) Under the Japanese education system, those who have completed 16 years’ curriculum and acquired a bachelor’s degree can go on to a master’s course. If the specialist’s degree is recognized as equal to the bachelor’s degree, this will be explained to the Japanese accepting universities. If not, the accepting universities may not regard Tajik students with a specialist’s degree as equal to Japanese students with a bachelor’s degree.

(Tajik side) The Ministry of Education seems to have prepared official documents about the relation between the specialist’s degree and the bachelor’s degree. Because the Ministry of Education has not participated in this meeting, an inquiry will be made as to whether the Ministry of Education has set some recognition standards, and the Tajik side will notify the Japanese side of the answer.

(2) Participation of officials of the Executive Office of the President in the JDS Program

(Tajik side) Because The Executive Office of the President is in charge of the similar operations with target organizations, it has the function as a target organization. Therefore, it is thought that its officials can participate in the JDS Program.

(Japanese side) Target organizations and sub-programs are limited to the three organizations and two sub-programs mentioned in the JICA mission’s minutes prepared and signed in June 2008. The Executive Office of the President should participate in the JDS Program as the organization that plays the important role of approving candidates, not recommending them.

(Tajik side) We understand the agreement with the Japanese side about the participation of the Executive Office of the President in the JDS Program. However, the Tajik side would like the Japanese side to understand the system and roles of the Executive Office of the President and it would like to enter in the minutes the Tajikistan’s wish that its officials can participate in the JDS Program.

5. Closing Remarks

The 1st OC meeting closed with the chairperson’s closing remarks that expressed thanks for cooperation in the holding of the meeting and a wish for smooth implementation of the JDS Program.

Attached references

I-1. Flowchart of recruitment procedure

I-2. Flowchart of recruitment and selection procedures

II. Selection procedure

III-1. Basic Plan for the Sub-Programs: International relations

III-2. Basic Plan for the Sub-Programs: Finance and macroeconomic policy

Chairperson

Vice-chairperson

Davlatov J.
Head of Civil Service Department under the
President

Nakayama Yoshihiro
Chargés d'affaires ad interim of Embassy of Japan in
Republic of Tajikistan

Republic of Tajikistan					
Sub-Program	Name of accepting university / Study Course	Basic policy of education	Results of acceptance under the JDS Program (other target countries)		Improvements suggested to universities
International Relations (Sub-Program 1)	International University of Japan Graduate School of International Relations	<p>To plan diplomatic measures helpful for Tajikistan's peaceful economic development in order especially to develop human resources who can actively contribute to the international cooperation area.</p> <p>To study political, military, economic and social conditions necessary for Tajikistan's security and peaceful economic development and, based on the study, investigate what diplomatic measures, economic development measures and international cooperation measures should be. Above all, our university's community, which consists of various students from more than 50 countries all over the world, provides unique opportunities for the understanding of and respect for the values of different cultures. Also because there are many government-dispatched students, including those dispatched by the Ministry of Foreign Affairs, our university has formed an ideal academic environment for studying issues concerning international cooperation, dispute settlement and pace building.</p>	Result in 2006 International relations: 4 fellows	Result in 2007 International relations: 6 fellows	<p>(University facilities) Increase in the number of books, especially latest versions (Curriculums, lectures) Continuous provision of multiple terms of the analysis course</p>
Institutional building for a transition to a market economy and economic development (Sub-Program 2)	Ritsumeikan Asia Pacific University Graduate School of Asia Pacific Studies	<p>Tajikistan is the poorest country among the former Soviet Union countries. Because the living standards have generally lowered due to a dispute after the independence and the unemployment rate is high, Tajikistan has been in a seriously poor situation. Therefore, it is necessary for the country to promote "strengthening of the functions of the government administrative agencies" and "development of human resources" from a long-term viewpoint, recognizing the following development issues: 1) establishment of administrative systems and organizations suitable for a market economy; 2) promotion of private economic activities and investments; and 3) improvement of social services and development of human resources. Because "stabilization of finance and macroeconomic policy" is especially necessary, it is greatly important to improve and strengthen the "capability to plan and perform finance and macroeconomic policy" of the administrative officials of the Ministry of Economic Development and Trade.</p> <p>The Basic policy is to develop human resources engaged in administrative reforms through the planning and implementation of concrete policies, having them acquire wide knowledge for long-term prospects for these development issues and developing their capacity to cope with actual issues by connecting theories with practices.</p>	<p>Results in 2006 Public administration: 6 fellows Economy and business administration: 18 fellows</p>	<p>Results in 2007 Public administration: 11 fellows Economy and business administration: 12 fellows</p>	

(2) Accepting Universities (Graduate School) Proposal

Name of accepting university :

<div>1</div> <div>Basic Principles of Guidance</div>	
<div>2</div> <div>Program Contents/ Curriculums, etc.</div>	Program Outline
	Curriculum Composition
	Course Contents
	Standard example of study
<div>3</div> <div>Additional Proposals for Studies by JDS Students</div>	
<div>Estimated expenses for implementation of the above proposals</div>	

4 Potential Candidates (Requirements)	
5 Matters to be specially emphasized at local interviews	
6 Support that can be offered to prospective enrollees before visiting Japan	
7 Possible follow-up support for fellows after returning home	
8 Possible support for language (Japanese, English) education	
9 Faculty members able to provide guidance on the development issue concerned	The number of faculty members able to provide main types of guidance, such as guidance on thesis [] Of them, the number of instructors who can provide guidance in English []
10 Opinion from technical viewpoint concerning "Basic Plan for Sub-Programs" (Draft)	
11 Number of persons acceptable for the issues concerned	[] persons/year Total for four years [] persons
12 Other	

Japanese Grant Aid for Human Resource Development Scholarship (JDS) **Basic Plan for the Sub-Programs**

1. Basic Information of Sub-Program

(1) Basic Information

1. Country: Republic of Tajikistan
2. Sub-Program(Target Priority Area): International Relations
3. Operating Committee: Civil Service Department under the President, Executive Office of the President, Ministry of Foreign Affairs, Ministry of Education, Embassy of Japan in Tajikistan, JICA Tajikistan Office
4. The Managing Organization: Ministry of Foreign Affairs
5. Target Organizations: Ministry of Foreign Affairs

(2) Background

Tajikistan has been promoting social and economic development through unification of domestic economy with regional and world economies and has been shifting its economy to market economy. On the other hand, as shown in an extremely high unemployment rate and an increasing number of immigrants to Russia, Tajikistan has not succeeded in the creation of employment opportunities through the shift to market economy, causing victims and social costs considerably.

Tajikistan has been promoting a number of policies under its National Development Strategy (NDS) and Poverty Reduction Strategy (PRS). For the effective and efficient implementation of these policies, the country has been working on institution building for a transition to a market economy, as well as on economic development. The fact that some institutional frameworks developed in the former Soviet era still remain in place points to the urgent need to start making long-term efforts to strengthen the capabilities of government institutions. As part of such efforts, Tajikistan needs to formulate a program for training government officials in state building in a wider context of strengthening the foundations of the nation.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) Program for Tajikistan is designed to develop human resources who can contribute to strengthening the capabilities of the Tajik government. Those to be trained under this program will be required to study--as members of the Tajik government--toward resolving development issues specified by the government. They will also be required to put what they have learned in Japan to good use for the Tajik government and contribute to strengthening the capabilities of government institutions.

With remarkable changes in the international situation, it is impossible for Tajikistan, which has borders with China and Afghanistan, to overcome the current situation without cooperation with foreign countries. Therefore, Tajikistan is positively promoting regional cooperation with Central Asian countries in security and economy through organizations and frameworks, such as the Shanghai Cooperation Organization and the Central Asia Regional Economic Cooperation. To promote such regional cooperation, it is an urgent issue for Tajikistan to improve its diplomatic power. However, partly because donor countries' support is insufficient, it is necessary to develop diplomats and other human resources engaged in the settlement of problems concerning international relations. In addition, because the stabilization of Tajikistan is important not only for the Central Asia countries but also for international society, it is important for the Japanese

Government to cooperate with the Tajik Government and to provide foreign students with overseas study programs concerning international relations areas, such as strengthening diplomatic power and enhancement of relationship between Central Asia and Japan under the JDS Program, which reduces the social cost of shift to market economy and develops human resources who contribute to the establishment of the foundation for Tajikistan's social and economic development.

(3) The status of Tajikistan in Japan's ODA

The development of human resources in this sub-program will be carried out under the policy of "Emphasis should be placed on the strengthening of regional cooperation in Central Asia and wide-area regional cooperation, including Afghanistan, within the framework of dialogues between "Central Asia and Japan"" specified in Japan's Country Assistance Program for the Republic of Tajikistan, which is now under development.

Coordinating organically with other Japanese support programs, this sub-program is expected to develop administrative officials who contribute to institutional building for strengthening the planning ability in the international relations area (promotion of regional cooperation, unification into the world economy, etc.).

2. Cooperation Framework

(1) Project Objectives

(1) Overall goal

Related administrative agencies' capacities should be improved through fellows returning to Tajikistan concerning policy planning and institutional building for the promotion of regional cooperation, the unification to world economy, etc.

(2) Project purpose

The target organizations' human resources engaged in international relations should acquire knowledge on policy planning and institutional building for the promotion of regional cooperation, the unification to world economy, etc.

(2) Verifiable indicators

- 1) Percentage of JDS fellows who have acquired a master's degree
- 2) Percentage of ex-JDS fellows who are assigned to a department that concerns the process of policymaking and institution building in their specialized field.

(3) Activities

Targets	Learning content
1) Before coming to Japan	
Under consideration	Under consideration
2) During the stay in Japan	
Promotion of understanding of issues related to the sub-program	Learning about issues related to the sub-program through special lectures with the invitation of external lecturers. In addition, acquiring necessary knowledge for study through data and specialty magazines concerning the study task assigned by the university
3) After returning home	
Brushing up knowledge	Maintaining and improving study results through seminars held jointly by university teachers dispatched to Tajikistan and returned fellows.

(4)-1 Inputs from the Japanese Side

- 1) Accepting universities' special activities before and during studying in Japan and the ex-post cost (such as provision of preliminary guidance, special lectures and workshops, including activities in Tajikistan follow-up after returning to Tajikistan)
- 2) Expenses for studying in Japan (travel expenses, scholarships during the stay in Japan, examination fees, tuition fees, etc.)
- 3) Expenses for support during the stay in Japan (for monitoring, daily life support, etc.)

(4)-2 Input duration and the number of JDS fellows

1st batch : 1 fellow × 1 year ; 2nd to 4th batch : 2 fellows × 3 years = 6 fellows
 Total of 7 fellows: Two-year master's course
 2009 (until 2011): 1 fellow
 2010 (until 2012): 2 fellows
 2011 (until 2013): 2 fellows
 2012 (until 2014): 2 fellows

(5) Inputs from the Tajikistan Side

- 1) Preparatory activities (brushing up the English proficiency of JDS fellows before studying in Japan)
- 2) Dispatch of JDS fellows
- 3) Follow-up activities (providing opportunities for ex-JDS fellows to disseminate the knowledge they acquired in Japan at their organizations or other target organizations)

(6) Qualifications

- 1) Work experience
 - The applicant must be a target organization's regular employee engaged in work in the international relations area.
 - The applicant must have technical* and practical experience for two or more years in the international relations area at a target organization or other government office.
 (*) Promotion of regional cooperation and unification into world economy (international politics, international economy, etc.)
- 2) Other qualifications
 - Adequate English proficiency for research activities in a Master's program
 - The applicant must have the nationality of the Republic of Tajikistan.
 - Age: 22-39 years old
 - The applicant must have acquired a bachelor's degree or the like.
 - The applicant is not on a scholarship or has no plans to receive scholarship.
 - The applicant has not acquired a master's degree from a foreign university on a scholarship from other governments.

Implementation Framework**(1) Accepting university**

International University of Japan, Graduate School of International Relations

(2) Accepting university's experience in ODA-related activities

JICA long-term trainees

(3) Program Overview

This academic program is designed for fellows to study political, military, economic, and social conditions required for national security and peaceful economic development and then explore optimal policies for diplomacy, economic development, and international cooperation. The International University of Japan (IUJ) boasts a community of students from over 50 countries. It offers a unique opportunity to understand and respect different cultural values. With many of them from government institutions including the foreign ministry, the community constitutes a perfect academic environment for studying international cooperation, conflict settlement, peacebuilding, and other issues.

This academic program offers a wide range of subjects, including basic subjects on international politics with special emphasis on national security; those on international economic relations involving trade and investment and on agreements and systems designed to develop these relations; and subjects that entail international cooperation, such as peacebuilding, economic growth and poverty eradication, environmental protection, sustainable development, and ethnic conflict and multi-cultural society.

As a result of consultation with concerned officials of the target organization, in addition to the normal curriculum, special activities for supporting fellows' studies have been proposed as activities for strengthening their ability to solve issues (specified in 2. (3) "Activities").

Japanese Grant Aid for Human Resource Development Scholarship (JDS) **Basic Plan for the Sub-Programs**

1. Basic Information of Sub-Program

(1) Basic Information of Sub-Program

1. Country: Republic of Tajikistan
2. Sub-Program(Target Priority Area): Institutional building for a transition to a market economy and economic development
3. Operating Committee: Civil Service Department under the President, Executive Office of the President, Ministry of Foreign Affairs, Ministry of Education, Embassy of Japan in Tajikistan, JICA Tajikistan Office
4. The Managing Organization: Ministry of Finance, Ministry of Economic Development and Trade
5. Target Organizations: Ministry of Finance, Ministry of Economic Development and Trade

(2) Background

Tajikistan has been promoting a number of policies under its National Development Strategy (NDS) and Poverty Reduction Strategy (PRS). For the effective and efficient implementation of these policies, the country has been working on institutional building for a transition to a market economy, as well as on economic development. The fact that some institutional frameworks developed in the former Soviet era still remain in place points to the urgent need to start making long-term efforts to strengthen the capabilities of government institutions. As part of such efforts, Tajikistan needs to formulate a program for training government officials in state building in a wider context of strengthening the foundations of the nation.

Policy efforts at the transition to market economy in particular have been rapidly accelerating. This year, the Tajikistan Government has hammered out audacious measures one after another, such as the establishment of trade free zones and the modernization of the cotton cultivation and purchase system. However, because the government's economic agencies are short of policymakers who understand the principles of market economy, great expansion of the supply pool of such policymakers is urgently needed for promoting smooth implementation of such policies and coming out with the second and third series of economic measures.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) Program supports the development of human resources that can contribute to the strengthening of the Tajikistan Government's functions. As a member of the Tajikistan Government, human resources developed under the JDS Program are required to study for the settlement of development issues raised by the government (such as development of the financial system, the budget system, tax and other financial measures, external debt management, the international accounting standards system, national treasury, state expenditure management, macroeconomic policies, economic forecast, development of the securities market, trade, intellectual property and patent) and to play an active part as human resources who contribute to the strengthening of government administrative agencies' functions by returning the result of studying in Japan to the Tajikistan Government.

Because the stabilization of Tajikistan's financial and macroeconomic policies greatly contribute to not only the development of Tajikistan but also the other Central Asian countries and the world, the financial and macroeconomic policies should be implemented appropriately. Therefore, it is

greatly important to provide overseas study programs that contribute to institutional building for the transition to market economy and economic development, such as “strengthening of the ability to plan macroeconomic policies.”

(3) The status of Tajikistan in Japan’s ODA

Because Japan’s Country Assistance Program for the Republic of Tajikistan (first draft) states that “development of human resources is essential for promoting Tajikistan’s transition to market economy, and the result of the development will contribute to Japan’s effective provision of assistance,” the human resource development under this sub-program is consistent with this direction.

Although technical cooperation projects, grant aid and the dispatch of experts have so far been carried out in Tajikistan’s priority areas, “support for human security,” “institutional building and for a transition to market economy and economic development” and “promotion of regional cooperation in Central Asia,” the development of administrative officials under this sub-program is expected to make various support programs more efficient and effective.

Coordinating organically with other Japanese support programs, this sub-program is expected to develop administrative officials who contribute to institutional building for strengthening the ability to plan financial and macroeconomic policies.

2. Cooperation Framework

(1) Project Objectives

(1) Overall goal

Related administrative agencies’ capacities should be improved through fellows returning to Tajikistan concerning policy planning and institutional building related to development of the financial system, the budget system, tax and other financial measures, external debt management, the international accounting standards system, national treasury, state expenditure management, development of the securities market, macroeconomic policies and analysis, economic forecast, external economic cooperation, anti-monopoly policy, etc.

(2) Project purpose

Target organizations’ human resources engaged in “institutional building for a transition to market economy and economic development” should acquire knowledge on policy planning and institutional building concerning policy planning and institutional building related to development of the financial system, the budget system, tax and other financial measures, external debt management, the international accounting standards system, national treasury, state expenditure management, development of the securities market, macroeconomic policies and analysis, economic forecast, external economic cooperation, anti-monopoly policy, etc.

(2) Verifiable indicators

- 1) Percentage of JDS fellows who have acquired a master’s degree
- 2) Percentage of ex-JDS fellows who are assigned to a department that concerns the process of policymaking and institution building in their specialized field.

(3) Activities

Targets	Learning content
1) Before coming to Japan	
Sufficient preparations for	Doing preliminary study and research before entering the

smooth study after visiting to Japan	university through provision of information on references and treatises
2) During the stay in Japan	
Promotion of understanding of issues in the sub-program	Deepening the understanding of the issues through workshops by policymakers and working-level officials familiar with supply chain management and trade facilitation
3) After returning home	
Brushing up knowledge	Receiving practical advice and guidance concerning administrative affairs and policy planning from dispatched instructors and teachers at local administrative agencies

(4)-1 Inputs from the Japanese Side

- 1) Expenses for special activities during preparatory, studying and follow-up stages (e.g. orientation, special lectures and workshops, follow-ups after returning home, including activities in home countries), which will be shouldered by accepting universities
- 2) Expenses for studying in Japan (travel expenses, scholarships during the stay in Japan, examination fees, tuition fees, etc.)
- 3) Expenses for support during the stay in Japan (for monitoring, daily life support, etc.)

(4)-2 Input duration and the number of JDS fellows

- 1st batch : 4 fellows × 1 year = 4 fellows ; 2nd to 4th batch : 3 fellows x 3 years = 9 fellows
 Total of 13 fellows: Two-year master's course
 2009 (until 2011): 4 fellows
 2010 (until 2012): 3 fellows
 2011 (until 2013): 3 fellows
 2012 (until 2014): 3 fellows

(5) Inputs from the Tajikistan Side

- 1) Preparatory activities (brushing up the English proficiency of JDS fellows before studying in Japan)
- 2) Dispatch of JDS fellows
- 3) Follow-up activities (providing opportunities for ex-JDS fellows to disseminate the knowledge they acquired in Japan at their organizations or other target organizations)

(6) Qualifications

- 1) Work experience
 - The applicant must be a target organization's regular employee engaged in work related to any of the following areas:
 - Ministry of Finance: development of the financial system, the budget system, tax and other financial measures, external debt management, the international accounting standards system, national treasury, state expenditure management, macroeconomic policies, economic forecast, development of the securities market, etc.
 - Ministry of Economic Development and Trade: macroeconomic policies and analysis, economic forecast, external economic cooperation, anti-monopoly policy, etc.
 - The applicant must have practical experience for two or more years in any of the above-mentioned areas, including experience in related work at a government office other than the target organizations.
 -

2) Other qualifications

- Adequate English proficiency for research activities in a Master's program
- The applicant must have the nationality of the Republic of Tajikistan.
- Age: 22-39 years old
- The applicant must have acquired a bachelor's degree or the like.
- The applicant is not on a scholarship or has no plans to receive scholarship.
- The applicant has not acquired a master's degree from a foreign university on a scholarship from other governments.

3. Implementation Framework**(1) Accepting university**

Ritsumeikan Asia Pacific University (APU), Graduate School of Asia Pacific Studies

(2) Accepting university's experience in ODA-related activities

JICA Bulgaria Business Human Resource Development Center Project (2004-2007)
JICA ASEAN Regional Industrial Promotion Training Program (2008)

(3) Program Overview

Graduate schools of Ritsumeikan Asia Pacific University train policy-oriented international leaders who can come up with practical solutions to challenges which the Asia-Pacific region faces. Through the process, the university aims to help socioeconomic development and industrial promotion in the region, thus playing an important role in human resources development (international educational cooperation) --a major focus of Japan's international cooperation.

The Graduate School of Asia Pacific Studies, with focus on the diversity and development potential of the region, addresses four types of issues: (i) issues at the level of global social systems; (ii) issues concerning the human living environment; (iii) issues on industrial creation and development; and (iv) issues about reform of the market economy system.

The International Cooperation Policy course is designed to train highly-skilled professionals in development assistance, which plays an important role in promoting sustainable development of the region. Special emphasis is placed on developing expertise and policymaking capacity in four sectors that should be given priority in development assistance through the international cooperation in terms of urgency for the region: (i) international public administration; (ii) environmental policy and administration; (iii) tourism policy and administration; and (iv) development economics.

The purpose of the program for JDS fellows is to acquire knowledge and improve capacity concerning financial and macroeconomic policies and develop human resources who can find and research practical issues concerning Tajikistan's financial and economic policies. The program consists of (i) "acquisition of necessary credits in subjects" and (ii) "research on policy issues and development projects relating to public financing and macroeconomic policy in order to obtain a master's degree" related to the purpose (in the form of a master's thesis or research report).

Specifically, they will (i) obtain necessary credits in relevant subjects and; (ii) research on policy issues and development projects relating to public financing and macroeconomic policy in order to obtain a master's degree (in the form of a master's thesis or research report)

As a result of consultation with concerned officials of the target organization, in addition to the ordinary curriculum, special activities for supporting fellows' studies have been proposed as activities for strengthening their ability to solve issues (specified in 2. (3) "Activities").

Japanese Grant Aid for Human Resource Development Scholarship (JDS)
Survey for Planning of JDS (Republic of Tajikistan)
The First Field Survey, List of Visited Target Organizations

1 . Visited Target Organizations, etc...

Date and Time	Name of Interviewee	Remarks
June, 3 rd Tuesday 8:00-9:00	Agricultural Academy President, Mr. Ahmadov Hikmatullo Vice-President, Mr. Bukhoriev T. Research Institute of Economy Director, Mr. Piriev J.	
June, 4 th Wednesday 9:00-10:00	Ministry of Foreign Affairs Minister, Mr. Zarifi Khamrokhon Head of Department of Personnel and Special Information, Mr. Makhmudov Rustam Head of Department of Asian and African Countries, Mr. Pirov Dodkhudo Third Secretary of Department of Asian and African Countries, Mr. Khodzhiev Manuchekhr	
10:30-11:15	Ministry of Finance Minister, Mr. Najmuddinov Safarali Head of Main Department of State Budget, Mr. Abibulloev Nazbullo Head of Department of Personnel, Mr. Safarov Faizali Assistant of Minister, Mr. Gulahmadov Bobodjon	
13:35-14:20	Ministry of Agriculture Deputy Minister, Mr. Kodirov Mahmud Head of Department of International Relations, Mr. Gulonov H. H. Division of Personnel and Special Services, Mr. Akramov H.	
15:00-15:40	Ministry of Health First Deputy Minister, Ms. Djobirova Saida Chief Specialist of Department of Reform and International Relations, Mr. Safarov Abdurahim	
16:30-17:30	Ministry of Transportation and Communication Minister, Mr. Ashur Abdurahim Deputy Minister, Mr. Boboev Olim Acting Head of Department of International Relations, Ms. Yokubzoda Farida Head of Division of Personnel and Law, Mr. Khodjaev Muhammadi Chief Specialist of Division of Foreign Affairs, Department of International Relations, Ms. Akhmedova Tahmina	
June, 5 th Thursday 9:00-10:00	Ministry of Economic Development and Trade Deputy Minister, Mr. Rakhmonov Abdugaffor Deputy Head of Department of Remote Countries and Head of Division of WTO, Mr. Ibrogimov Anvar	

List of Survey Results on Target Organizations (Republic of Tajikistan)

	Target Priority area (Sub-Program) /Component	Name of Organization	Roles/Functions	Issues and Needs for Research	The number of officials				Related organization	The Constraints after Returning	Permissi on for	Number of Recommendat ion for each year (incl.	language skill		Aid Programs from foreign countries (Other donors' support programs)	
					Total Number	Ratio between 22-39	The ratio of woman	The Percentage who have BA			Y/N		more than TOEFL500 (IELTS5.5)	Training course in the Organizations	Implementing	Future plan
1	International Relations	Ministry of Foreign Affairs	Realization of the foreign policy established by Tajikistan's directive board	(1) Economic diplomacy (2) Hydraulic power generation diplomacy (JICE comment: it seems possible to read it as "energy security diplomacy – taking hydraulic power generation as an example") (3) Dispute study (4) Analysis and forecast concerning current international relations	More than 100 in the 15 departments	45% <div>Age:20-29 25% Age:30-39 20%</div>	30%	100%	Tajik Diplomatic Service (Provision of service concerning diplomatic corps)	After return, work in the position assumed before studying in Japan (reinstatement after completion)	Y/N (up to 3 years) Exist/not exist (up to 3 years)	2 (number of officials possible to send for study in Japan during a year)	20 or more officials * Average in ministry: TOEFL 350-400 * 60% of ministry officials are good at English and able to converse and write in English.	Nothing	Nothing	Nothing
2	Public Financing and Macroeconomic Policy	Ministry of Finance	Planning and implementation of budget/tax policies; participation in planning of investment/price policies and finance/currency policies; drafting of laws and regulations; preparation of state budget draft; management of external debts; planning of overseas borrowing; state registration of securities issues; preparation and introduction of international accounting standards, (accounting) reports and accountancy service; state auditing of compliance with the provisions of the Insurance Law	(1) Budget management (2) Tax system and tax collection (3) International financial report standards (4) Macroeconomic forecast and finance (5) Development of securities market (6) Investment policy for economic development (7) National treasury system and its development (8) National debt management	1,470	55%	28%	100%	(1) Regional and urban financial institutions (2) (Under investigation) (3) (Under investigation) (4) Government Insurance Supervision Office (5) Technical Information Agency	Possible to study in Japan for several years while maintaining the post or to be reinstated or promoted after return	Y/N	10	3 officials * 20% of ministry officials mastered English.	Exist Provided by Investment Management Bureau (in charge of external debts)	(1) Financing: World Bank's support for reform in the private and public sectors and the social welfare area (2) Modernization of administrative function: joint promotion of regional cooperation by World Bank and Japanese Government	Nothing
3		Ministry of Economic Development and Trade	Tajikistan's Ministry of Economic Development and Trade is the central administrative agency and performs the following functions: planning and implementation of national measures; legal adjustment in the area of planning of analysis, conception and short-, mid- and long-term strategies; external economic activities; trade; regional economic development; patent; formation of information resources; state purchase of goods (labor and service), state stockpiling, adjustment of natural monopoly activities; restriction of monopoly activities and promotion of competition; protection of consumers' rights; and management of advertizing activities.	(1) International economic relations (2) World economy (3) International trade policy (4) Conceptual framework for development strategy formation (5) Role of investment in economic development (6) Monitoring of public development and program evaluation (7) Information system in economics	197	54%	44%	92%	(1) Goods, Labor, Service and Stock Agency (2) Special Property Supply Agency (3) Patent Information Center (4) Economic Research Center (5) State enterprise "Базаи саноатии ҷумҳурии"	Maintenance of post during leave	Y/N	No answer (under investigation)	No answer (under investigation)	Exist Elementary/intermediate English class (nighttime)	(1) Support for joining WTO: Switzerland's support for establishment of laws necessary for joining (2) Economic cooperation support to Central Asia: support by Deutsche Gesellschaft für Technische Zusammenarbeit (GTZ)	Nothing
4	-	Ministry of Transportation and Communication	Tajik Government's implementation of comprehensive measures in the transportation and telecommunications areas	(1) Construction and repair of transportation facilities, car roads, railroads, air transportation facilities, bridges and communication lines	112	64% <div>Age:20-29 27% Age:30-39 37%</div>	27%	Unknown	(1) Dushanbe Traffic Bureau (2) Rasht Traffic Bureau (3) Regional branches (4) POST Tojik (5) Tajik Telecom (6) Tajik Railway (7) Tajik Broadcasting Association	Unknown	Y/N	Unknown	Unknown	Unknown	Unknown	Nothing

Selection of 1st Batch Candidates

As a part of this survey, the selection of the 1st batch candidates was conducted, and the results of examination of the facts and program scale (accepting number) grasped through the selection were reflected in the Basic Plan for the Sub-Programs (2nd Draft).

1st batch candidates were selected in Tajikistan as follows:

1. Recruitment of applicants (June to July 2008)

The following support for the recruitment was provided to the target organizations during the 1st field survey and the 1st analysis in Japan according to the qualifications for applicants, application guidelines/documents and the selection schedule approved at the 1st Operating Committee:

(1) Explanatory meetings, recruitment materials and other preparations

The following necessary materials were prepared and distributed to the target organizations when explanation meeting was conducted on June 25:

- Application guidelines
- Application documents
- Forms of short list and long list

At the same time, explanations were made concerning the outline of the JDS program, sub-programs/components, the role of target organizations, the short and long lists, how to fill in the application documents, the selection schedule, selection procedure, application method, qualifications, and documents submitted, etc. The explanatory meeting had 17 attendants.

(2) Request for selection of applicants and submission of long list

A set of the above-mentioned materials was distributed¹ to all the target organizations, and requests were made to select applicants and submit short and long lists.

(3) Collection method

By July 31, the target organizations submitted application documents and short and long lists to the JICE Tajikistan Liaison Office² via Civil Service Department under the President. The number of application documents submitted was 13. The total number of applicants in the short lists was 13 (this year's estimated number of applicants) and the total number of applicants in the long lists was 73.

2. Accepting universities' examination of application documents and results

The submitted application documents were sent to each accepting university, whose faculty members examined the application documents (from August 18 to 29). On August 9, aptitude tests for English and mathematics were conducted, and the results were submitted to the universities as a reference for the examination of application documents. By August 29, the results of the examination were submitted by two accepting universities.

Each test or examination for selection was conducted as follows:

¹ The application materials in other data forms were also supplied upon request.

² JDS Project Office: In 2001, JICE established a project office in Ulaanbaatar to recruit and select fellows, provide language training and orientation and carry out procedures for visiting Japan. The Office is effectively used also for this survey.

(a) Basic check

From August 1 to 8, as a preliminary stage for the examination of application documents, check was made on the applicants' qualifications, necessary documents and entry mistakes in the application documents. Whenever there was an unclear point, confirmation was obtained from the applicant or the target organization to which the applicant belongs. The number of application documents that passed the basic check was 12 (3 target organizations) (one applicant was excluded from the application due to his own refusal). After the basic check, application documents were sent to the planned accepting universities through the JICE Headquarters.

(b) English and mathematics tests

On August 9, English and mathematics tests were conducted to check the basic academic abilities of the 12 applicants who passed the basic check as a reference for the examination of the application documents. The Test of English as a Foreign Language (TOEFL) was used for checking the applicants' international levels. The mathematics test used was one that was prepared by universities that have experience in accepting fellows in the economic and management fields under past JDS programs for checking whether the applicants have a mathematic ability necessary for the master's degree level.

No pass line was set for both tests. All the applicants' results³ of the tests were sent to each accepting university as a reference for the examination of the application documents.

(c) Examination of the application documents

The examination items were the following five items: academic record (25 points), how to use knowledge after returning home (20 points), research plan (25 points), letter of recommendation (10 points) and the degree of consistency with the research course (20 points). The perfect score was 100 points. Judgment of acceptance was indicated by a circle (○) or a cross (×) (the circle stood for success and move to the next stage of interview, while the cross stood for rejection). No pass line was set in terms of points, and only the applicants who received a circle passed the examination. The decision on whether the results of the English and mathematics tests were treated as a part of the standards for judgment of acceptance or as only a reference was left to the universities, because the academic ability necessary after admission and the importance of the English or mathematics ability differ among the universities.

As a result, 10 applicants from 3 target organizations passed the examination of the application documents in two sub-programs (Annex a: Results of Selection with Details of Target Organizations).

3. Technical interviews by faculty members of planned accepting universities and the results

Before technical interviews, from September 3 to 16, health examination was conducted on all the applicants who passed the examination of the application documents. Any health problems preventing them from studying in Japan were not found on all of the applicants.

On September 16 and 17, university faculty members' technical interviews and consultations between the target organizations – mainly, the managing organization – and university faculty members were held (Table 1 shows the schedule).

³ With regard to the mathematics test, in addition to the results, the original answer sheets in which the answer process was entered were sent to each accepting university.

Table1: Schedule of technical interviews and consultations

Date		Schedule
Sep. 15	Mon	Arrival at Tajikistan
		Visit to the Tajikistan office of Asian Development Bank
		Briefing
		Courtesy visit to JICA Tajikistan Office
Sep. 16	Tue	Holding of technical interviews
		Courtesy visit to Embassy of Japan in Republic of Tajikistan
Sep. 17	Wed	Consultation with target organization: Ministry of Foreign Affairs [International University of Japan]
		Consultation with target organizations: Ministry of Finance and Ministry of Economic Development and Trade [Ritsumeikan Asia Pacific University]
		Consultation on the 2nd batch candidates: Ministry of Foreign Affairs [International University of Japan]
		Consultation on the 2nd batch candidates: Ministry of Finance and Ministry of Economic Development and Trade [Ritsumeikan Asia Pacific University]
		Consultation with Operating Committee [International University of Japan and Ritsumeikan Asia Pacific University]
Sep. 18	Thu	Returning to Japan

The examination items were the following three items: academic background and learning ability (50 points), grounding enough to accomplish study in Japan (30 points) and the possibility to contribute to the development of Tajikistan (20 points). The perfect score was 100 points. Judgment of acceptance was indicated by a circle (○), a triangle (△) or a cross (×) (a circle stood for positive acceptance, a triangle stood for acceptable and a cross stood for rejection). The upper limit was set at one and a half times as many as the accepting universities' maximum acceptable number for each sub-program (International University of Japan: 4; Ritsumeikan Asia Pacific University: 4). In addition, it was decided that the interviewed candidates marked with “○” or “△” would pass the technical interviews. As a result, of the 10 interviewed candidates, 7 candidates from 3 target organizations passed the technical interviews.

The International University of Japan gave the interviewees high marks, but pointed out a weak connection between the study theme and social and economic development. The Ritsumeikan Asia Pacific University also judged the interviewees excellent.

4. Operating Committee's comprehensive interviews and the results

On September 23, the Operating Committee interviewed the candidates who passed university faculty members' technical interviews. The examination items were the following three items: possibility to contribute to the development of Tajikistan (50 points), the ability to use the results of study in Japan for a long time (25 points), grounding enough to accomplish study in Japan (25 points). The perfect score was 100 points. The candidates were ranked for each sub-program, and the final candidates were determined within each accepting university's maximum accepting number. As a result, 5 final candidates were selected from 3 target organizations as shown in Table 2.

Table 2: Result of the selection of 1st batch applicants (for each sub-program)

Sub-program	Univ.	Study course	The number of valid applicants for 1st Selection		The number of applicants who passed the Document Screening		Pass rate %	The number of applicants who passed the Technical Interview		Pass rate %	The number of candidates who passed Comprehensive Interview	
1. International relations	International University of Japan	Graduate School of International Relations	1	(1)	1	(1)	100.0	1	(1)	100.0%	1	(1)
2. Institutional building for a transition to a market economy and economic development	Ritsumeikan Asia Pacific University	Graduate School of Asia Pacific Studies	11	(2)	9	(2)	81.8	6	(2)	54.5%	4	(2)
Total			12	(3)	10	(3)	83.3%	7	(3)	58.3%	5	(3)

Parenthesized figures indicate the number of target organizations.

5. Finalization of the number of fellows of the first batch

During the 3rd field survey, the JICA mission explained to and reached agreement with the Government of Tajikistan concerning the number of fellows in each sub-program determined based on the result of the 2nd field survey and the process (Table 3).

Table 3. Number of fellows of the 1st batch (tentative)

Sub-program	University	Faculty	Number of fellows
1. International relations	International University of Japan	Graduate School of International Relations	1
2. Institutional building for a transition to a market economy and economic development	Ritsumeikan Asia Pacific University	Graduate School of Asia Pacific Studies	4
Total			5

6. Notification of the result of selection of the 1st batch candidates

The result of selection was notified to all applicants of the final selection in the end of December 2008 through each target organization.

7. Support for preliminary study prior to coming to Japan

Three English textbooks were distributed to successful candidates for the 1st batch in March 2009 in order to encourage improvement of English skills so that they could shift to research activities smoothly after enrollment in graduate school.

8. The first orientation

The first orientation concerning studying in Japan was held in March 2009 for the successful candidates for the 1st batch. Main briefing contents are as follows. The second orientation is scheduled just before the candidates come to Japan.

- ① Outline of the JDS program, support system for the fellows, and the role of fellows
- ② Necessary preparations prior to coming to Japan
- ③ Outline of the schedule prior to coming to Japan
- ④ Others

9. Coordination with accepting universities, etc.

(1) Implementation of survey concerning the application procedure

Survey on accepting universities was conducted in mid-January of 2009 concerning

the period, method and fee of application, and application documents were submitted from each accepting university. As mentioned before, fellows to be enrolled in FY2009 were provided with guidance for making application documents and requested to submit required documents, which were collected, through the JICE Office in Tajikistan.

- (2) Notification on successful candidates for the 1st batch and the maximum number of fellows for the next four batches to accepting universities, and confirmation of their approval

JICE made a draft on the notification letters on the fellows to be enrolled in FY2009 and the maximum number of fellows for the next four batches for FY2009-2012 under the name of the Director General, Training Affairs and Citizen Participation Department of JICA. After getting approval by JICA, JICE sent the letters to accepting universities in mid-February 2009, and requested them to submit informal consent letters on the fellows to be enrolled in FY 2009.

- (3) Support for accepting universities on application procedure

JICE provided successful candidates (to be enrolled in FY2009) for the 1st batch, to the Graduate School of International Relations at International University of Japan and the Graduate School of Asia Pacific Studies at Ritsumeikan Asia Pacific University, with guidance for making application documents, which were collected and submitted to the universities. And JICE received the notification letters from those universities and submitted their copies to the Civil Service Department under the President and the target organizations where they belong in Tajikistan.

10. Procedure concerning declining candidates and replacing candidates accepted from waitlist

In March 2009, the Ministry of Economic Development and Trade submitted the Civil Service Department under the President a letter to request the decline of one final candidate belonging to the Ministry (Ms. Shirin Amonova). Based on the resolution of the Operating Committee, the candidate was replaced with an alternative one (Mr. Firdavs Usmonov, the Ministry of Finance) in the Sub-program of "Institutional building for a transition to a market economy and economic development". After that, however, the Ministry of Finance submitted a letter to request the decline of the alternative candidate, who was replaced with another alternative one (Mr. Bakhodur Saidmurodov, the Ministry of Finance) in the same Sub-program.

In April 2009, the Ministry of Finance submitted the Civil Service Department under the President a letter to request the decline of another final candidate belonging to the Ministry (Ms. Nigora Solieva). As there were no other alternative candidates approved by the Operating Committee in the said Sub-program, it was approved that one (1) slot would be lost in the “Institutional building for a transition to a market economy and economic development” sub-program (see Annex 1).

Furthermore, in July 2009, as the Ministry of Finance again submitted the Civil Service Department under the President a letter to request another decline of the replaced candidate belonging to the Ministry (Mr. Bakhodur Saidmurodov). For the same reason, it resulted in one more vacancy in the 1st batch of the same Sub-program mentioned above. Eventually, the number of fellows of the 1st batch was 3 (three) with 2 vacancies in the Sub-program.

Concerning the procedure on declining candidates and acceptance of alternative candidates, JICE took necessary measures through coordination with the Training Affairs and Citizen Participation Department of JICA, accepting universities (Ritsumeikan Asia Pacific University) and the Operating Committee. And it has been approved by the Operating Committee that there will be two vacancies on the 1st batch fellows in the Sub-program of “Institutional building for a transition to a market economy and economic development”.

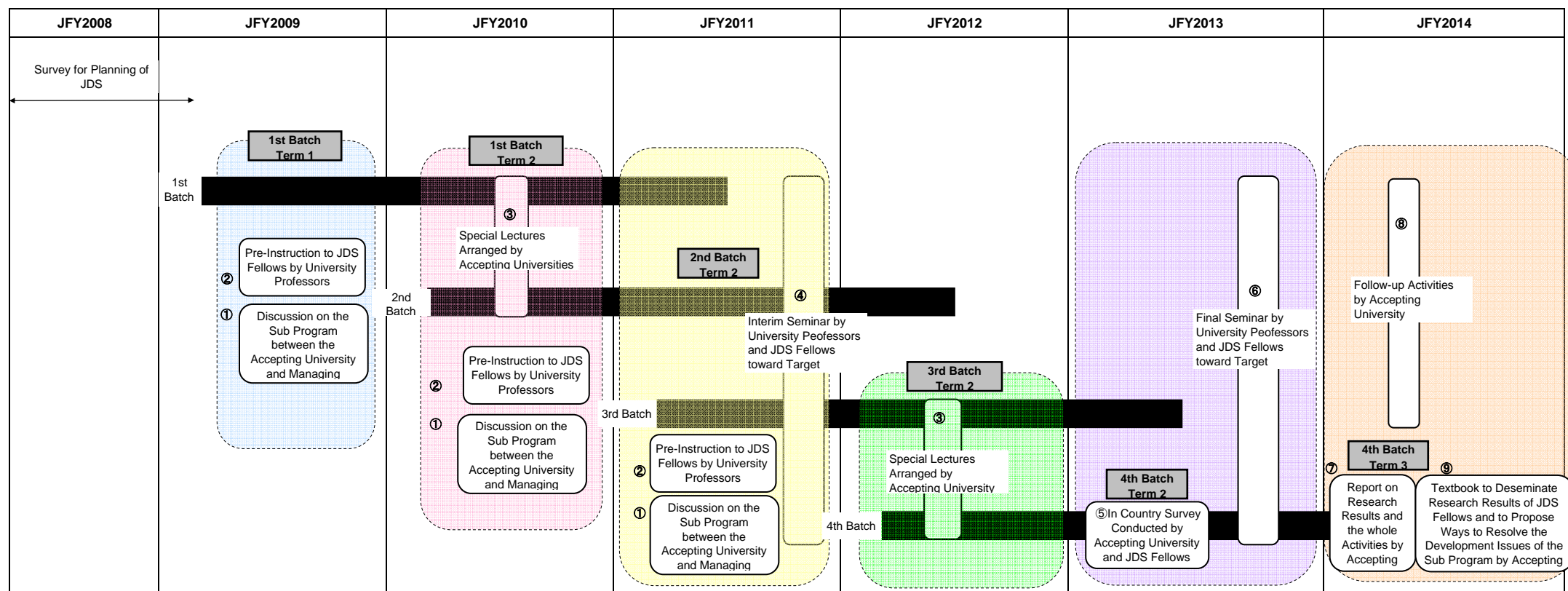
The reason why those candidates declined is due to the JDS regulation which does not allow fellows to invite their family to Japan for the first 6 months after their coming to Japan. Therefore, as measures for the 2nd and further batches, there should be a sufficient period of recruitment as well as explanatory meetings at target organizations so that this JDS regulation, the contents of the JDS program and requirements for application are commonly understood.

The selection results of the 1st batch for Republic of Tajikistan

Sub-Program	Component		Accepting University		Target Organizations	Number of Applicants	Selection Result of the 1st Batch	
			Name of University	Acceptable Number Proposed by University		Per Target Organization	Per University	Per Target Organization
International Relations	—	—	Graduate School of International Relations, International University of Japan	4	★Ministry of Foreign Affairs	1	1	1
Institutional building for a transition to a market economy and economic development	—	—	Graduate School of Asia Pacific Studies, Ritsumeikan Asia Pacific University	4	★Ministry of Finance	6	4	1
					★Ministry of Economic Development and Trade	6		3
Total						13	5	5

★ : Managing Organization

Model Plan for Encouraging Research Activities by the Accepting University for Japanese Grand Aid for Human Resource Development Scholarship under the New System



Japanese Grant Aid for Human Resource Development Scholarship (JDS) Project 2009-2012 in Tajikistan

Sub-Program	Managing Organization	Target Organization	Accepting University	Study Course	Expected Number of JDS Fellows				
					The 1st Batch	The 2nd Batch	The 3rd Batch	The 4th Batch	Total
1 . International Relations	Ministry of Foreign Affairs	Ministry of Foreign Affairs	International University of Japan	Graduate School of International Relations	1	2	2	2	7
2 . Institutional building for a transition to a market economy and economic development	Ministry of Finance, Ministry of Economic Development and Trade	Ministry of Finance, Ministry of Economic Development and Trade	Ritsumeikan Asia Pacific University	Graduate School of Asia Pacific Studies	3	3	3	3	12
計					4	5	5	5	19

Analysis of Scale of the JDS Project for Tajikistan

Sub-Program	Component		Accepting University		Target Organizations	Number of Potential Candidates (with qualified age and Bachelor)	
			Name of University	Acceptable Number Proposed by University		Per Target Organization	Per Sub-Program
International Relations	—	—	Graduate School of International Relations, International University of Japan	4	★Ministry of Foreign Affairs	50	50
Institutional building for a transition to a market economy and economic development	—	—	Graduate School of Asia Pacific Studies, Ritsumeikan Asia Pacific University	4	★Ministry of Finance	700	800
					★Ministry of Economic Development and Trade	100	
計							

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Number of Possible Candidates for JDS during The 4 Batches				
The 1st Batch	The 2nd Batch	The 3rd-4th Batch	Total	
Per Target Organization	Per Target Organization	Per Target Organization	Per Target Organization	Per Sub-program
1	8	20	29	29
6	10	20	36	54
6	4	8	18	
13	22	48	83	83

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Selection of The 1st Batch					
Number of Applicants		Number of Applicants Who Passed the Technical Interview		Number of Applicants Who Passed the Comprehensive Interview	
Per Target Organization	Per Sub-program	Per Target Organization	Per Sub-program	Per Target Organization	Per Sub-program
1	1	1	1	1	1
6	12	3	6	1	4
6		3		3	
13	13	7	7	5	5

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The Results of Consulting Meeting With The Possible Applicants for the 2nd Batch

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Selection Result of the 1st Batch		Expected Number of JDS Fellows					
Per University	Per Target Organization	The 1st Batch	The 2nd Batch	The 3rd Batch	The 4th Batch	Total	
1	1	1	2	2	2	7	
4	1	4	3	3	3	13	
	3						
5	5	5	5	5	5	20	

★ :Managing Organization