

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

March 2011

JAPAN INTERNATIONAL COOPERATION AGENCY (JICA)

JAPAN INTERNATIONAL COOPERATION CENTER (JICE)

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Summary

1. Summary of the Preparatory Survey

Background of the Survey

The Japanese Grant Aid for Human Resource Development Scholarship program (hereinafter referred to as “JDS”) launched in Uzbekistan and Laos in fiscal 1999, aiming “to support human resource development targeting highly capable, young governmental officials who are expected to engage in formulating and implementing social and economic development plans and to become leaders in their countries” at the developing countries.

JDS has been reviewed and introduced the new system gradually for further effectiveness and efficiency since 2008, and the Preparatory Survey for the introduction of the new system was decided to be conducted in the Republic of the Philippines and the Kirghiz Republic in 2010.

Objectives of the Survey

The main objectives of the survey are as following;

- For the survey team and the JDS Operating Committee of the Philippines to discuss and agree on target priority areas (Sub-Programs) /development issues (Components) based on the Philippines Development Plan and Country Assistance Program for the Philippines by Japanese government and allotted number of participants per Component. And also to consider the contents and the budget of Special Program provided by the Accepting University, and figure out the program scale design (draft) for acceptance of the JDS participants for the next four batches.
- To conduct the selection for the applicants nominated by the Target Organizations and select the final successful candidates. To finalize the Basic Plan for each Sub-Program, with involvement from the Accepting Universities, based on the information through the discussion between the survey team and Target Organizations and meetings between faculty members of the university and the Operating Committee members.

Method of the Survey

As part of the Preparatory Survey, the survey in the Philippines has been conducted from September 2010 to March 2011.

- August 2010: Confirmation of the principle/policy for the survey
 - (1) to set Sub-Programs and Components in accordance with Country Assistance Program for the Philippines by Japanese government and development needs of the Philippines
 - (2) to select and determine the Accepting Universities of Japan which would provide the educational programs corresponding to each Sub-Program/ Component
 - (3) to select Target Organizations corresponding to each Sub-Program/ Component

- (4) to select Managing Organizations corresponding to each Sub-Program/ Component
- (5) to confirm the implementation system
- September 2010 to February 2011: Recruitment and Selection of the JDS applicants of the 1st batch
 - October 2010: Estimation of the program scale
 - December 2010: Formulation of the drafts of Basic Plans for each Sub-Program
 - February 2011: Confirmation of the Basic Plans for Sub-Programs

Results of the Survey

Sub-Programs/Components in the Philippines

Sub-Program	Component	Target Organization*	Accepting University	Graduate School	Slot
1. Capacity Enhancement of Administrative Institution	1-1. Support for Good Governance	National Economic and Development Authority(NEDA), Department of Finance(DOF), Department of Budget and Management(DBM), Department of Foreign Affairs(DFA), Department of Justice(DOJ), Department of the Interior and Local Government(DILG) (inc.LGUs), Department of Labor and Employment(DOLE), Civil Service Commission(CSC), Office of the President(OP), Senate of the Philippines(Senate), House of Representatives(HOR), Commission on Audit(COA), Office of the Ombudsman(Ombudsman), Philippine National Police(PNP), Philippine Coast Guard(PCG), Department of Health(DOH), Department of Education(DOE), Department of Social Welfare and Development(DSWD), Technical Education and Skills Development Authority(TESDA), Commission on Higher Education(CHED), National Council on Disability Affairs(NCDA), Land Bank of the Philippines(LBP), Commission on Information and Communications Technology(CICT), National Computer Center(NCC)	International University of Japan	Graduate School of International Relations	2
			Kobe University	Graduate School of International Cooperation Studies	3
			Ritsumeikan Asia Pacific University	Graduate School of Asia Pacific Studies	2
	1-2. Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise for Improvement of Livelihood	National Economic and Development Authority(NEDA), Department of Agriculture(DA), Department of Agrarian Reform(DAR), National Irrigation Administration(NIA), Department of Trade and Industry(DTI), Department of Science and Technology(DOST), Department of Labor and Employment(DOLE), Department of the Interior and Local Government(DILG) (inc.LGUs), National Water Resources Board(NWRB), Development Bank of the Philippines(DBP), Land Bank of the Philippines(LBP), Local Water Utilities Administration(LWUA), People's Credit and Finance Corporation(PCFC)	Nagoya University	Graduate School of International Development	3
	1-3. Regional Development Administration in Mindanao	National Economic and Development Authority(NEDA), Autonomous Region in Muslim Mindanao(ARMM), Office of the Presidential Advisor on the Peace Process(OPAPP), Mindanao Development Authority(MinDA), Department of the Interior and Local Government(DILG) (inc.LGUs exclusively located in Mindanao (Region IX-XIII)), Other Regional Offices of National Government located in Mindanao	International Christian University	Graduate School of Arts and Sciences	2
			Meiji University	Graduate School of Governance Studies	2
2. Sustainable Economic Growth Aimed at Creating Employment Opportunities	2-1. Support for Financial Reform and Investment Promotion Policy	National Economic and Development Authority(NEDA), Department of Finance(DOF), Department of Budget and Management(DBM), Bangko Sentral ng Pilipinas(BSP), Department of Trade and Industry(DTI), Board of Investments(BOI), Department of Foreign Affairs(DFA), Office of the President(OP), Senate of the Philippines(Senate), House of Representative(HOR), Development Bank of the Philippines(DBP), Land Bank of the Philippines(LBP), Philippine Economic Zone Authority(PEZA), Subic Bay Metropolitan Authority(SBMA), Technical Education and Skills Development Authority(TESDA), Philippine Overseas Employment Administration(POEA), Overseas Workers Welfare Administration(OWWA)	International University of Japan	Graduate School of International Relations	3
	2-2. Development of Basis for Economic Growth	National Economic and Development Authority(NEDA), Department of Public Works and Highways(DPWH), Department of Transportation and Communications(DOTC), Department of Environment and Natural Resources(DENR), Department of Energy(DOE), Department of Trade and Industry(DTI), Department of Science and Technology(DOST), Philippine Economic Zone Authority(PEZA), Bases Conversion Development Authority(BCDA), Subic Bay Metropolitan Authority(SBMA), Metropolitan Manila Development Authority(MMDA), Department of Tourism(DOT), Department of National Defense(DND), Commission on Information and Communications Technology(CICT), National Computer Center(NCC), Land Transportation Office(LTO), Department of the Interior and Local Government(DILG) (inc. LGUs)	Nagoya University	Graduate School of Environmental Studies	3
Total					20

Evaluation of the JDS

Through the evaluation of the JDS, it was found that Sub-Programs and Components are consistent with priority areas/ development issues and of Philippines Development Plan and Country Assistance Program by Japanese governments.

As the effect would be achieved in the long-term perspective in the project for human resources development, the Project Design, particularly the Project Purpose that are the achievement goals at the time of project completion, must be at most acquisition of knowledge necessary to solve the development issues concerned; however, it is expected that such goals will be ultimately led to “their active contribution to a solution to the development issues in their country” through the effective utilization of knowledge acquired by JDS participants after returning home and getting of opportunities for the utilization and duties from belonging organizations.

The followings are the verifiable indicators to measure achievement of the Project Purpose;

- Ratio of JDS participants who obtain Master’s degree
- Ratio of JDS returned participants assigned to the workplace which has good relevance to their research/ expertise in the third year after their return

The indicator of “Ratio of JDS participants who obtain Master’s degree” has been highly achieved in previous years, through encouragement of application targeting the organizations associated with the targeted areas and personnel matching the purpose of the program during the recruitment period, selection based on basic academic knowledge and learning abilities, and various supports and regular monitoring for the JDS participants in Japan. The achievement rate of the JDS Philippines as of February 2011 reaches 100%.

As for the indicator of “Ratio of JDS returned participants assigned to the workplace which has good relevance to their research/ expertise in the third year after their return”, the possibility of return and contribution to the previous work after returning home has been achieved in previous years as in the Government of the Philippines, the Service Scholarship Contract based on the Civil Service Commission (CSC) regulation secures somehow JDS participants’ return to the previous work and the obligation to work at the belonging organization for a certain period. However, to increase the use of JDS effect in each belonging organization, it is necessary for the Government of the Philippines to continue to appeal to the organizations with active efforts such as encouragement to properly assign to the department which is deeply related to the study and where JDS returned participants can contribute to policy making and institution building.

2. Recommendations

The concerns and recommendations obtained through the Survey are as following;

(1) Setting of Target Organizations:

In view of the relevance with role, mandate of each organization and Sub-program/Component, after the discussion/ consultation with the JDS Operating Committee members in the Philippines, those organizations were decided. However, some organizations proposed addition of Target Organizations and broader setting through the Supplementary Survey during the recruitment period.

The Operating Committee should consider reviewing the Target Organizations in the succeeding years (by deleting/ adding Target Organizations) after the discussion/ agreement by the OC, with considering the results of Supplementary Survey and comments from Target Organizations and in view of the standpoint of “selection and concentration”.

(2) Selection of Accepting University:

The OC members of the Philippine side have shown a strong desire to positively take part in the selection process of Accepting University before the Survey. So, they expressed concern about insufficient time for discussion/ investigation given for the Preparatory Survey, etc.. Although the OC members of the Philippine side showed understanding about the fair selection procedure done according to the clear evaluation guidelines upon selection of the Accepting University, it is highly recommended to secure enough time to examine and discuss with the OC members in the development process of the framework of JDS including the Accepting University, if the next phase of JDS is continued 4 years later, considering that the OC members of the Philippines side emphasize the ownership in the implementation of JDS.

(3) Application Requirement:

Due to the Rationalization Plan which is being implemented in the Philippines and promotion of civil-service reform, the number of potential applicants who meet the JDS requirements is restricted in many Target Organizations. Especially, the Target Organizations expressed concern about the current qualifications/ requirements targeting “permanent employee who is between 22 and 39 years old.

As for the age limit, it is currently one of factors which obstruct securing of sufficient number of applicants, and in some scholarship programs by other donors, the age limit is eased up to around 45. Considering that the retirement age in the governmental organizations in the Philippines is usually 65 years old (early retirement at 60 can be optional), the JDS returned participants should be able to contribute to the belonging organizations for a certain period after returning home even if the age limit is raised up to some extent.

In line with this, it is necessary to consider reviewing the setting of appropriate and adequate requirements as necessary considering the actual situation in the Philippines by the OC in succeeding years.

(4) Recruitment Period:

The recruitment period of this year was 9 weeks based on the Survey schedule, although approximately 12 weeks were secured in last year. As the period is a little shorter than in previous years, many organizations raised request to possibly extend the application period just before the deadline.

Upon application, a certain period of time is required for completing application forms/ research plan and securing required documents by applicants, and also for disseminating information on JDS, processing internal screening and approval procedure by the organization. Therefore, it is preferable to secure more than 12 weeks for recruitment period. And also, as the Target Organizations include attached agencies and regional offices, it is necessary to conduct necessary follow-up to the Target Organizations at an earlier stage so that the information can be disseminated and shared immediately in the entire organizations.

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

1-1. Present Situations and Issues of JDS

1-1-1. Present Situations and Issues

The Japanese Grant Aid for Human Resource Development Scholarship program¹ (hereinafter referred to as “JDS”) launched in Uzbekistan and Laos in fiscal 1999. JDS aims “to support human resource development targeting highly capable, young governmental officials who are expected to engage in formulating and implementing social and economic development plans and to become leaders in their countries” at the developing countries with increasing demands for human resource development in those fields as legislations, economics and business administration, which are essential for transition to the market economies. As the number of target countries increases, JDS has been implemented in 12 countries² as of fiscal 2010. The total number of JDS participants coming to Japan exceeds 2,300 by fiscal 2010.

Although the government employees of the recipient countries highly evaluate that the participants contribute to the development of their own country taking advantage of the achievements acquired through study in Japan in various ways, the overall JDS for the last 11 years has been needed to be reviewed on the following items for further effectiveness and efficiency:

- Concentration on the target fields of study based on the Country Assistance Program by Japanese government
- Selection of target candidates and Target Organizations to be developed
- Continuous acceptance of JDS participants by the same universities to improve quality

In response to such background, the JDS under the new system (hereinafter referred to as “the new system”³) has started to be introduced since 2008, when the Preparatory Survey for the

¹ Japanese Grant Aid for Human Resource Development Scholarships (JDS) Program: A human resource development (overseas education) scheme provided to currently 12 countries through Japanese grant aid.

² 12 countries: Uzbekistan, Laos, Vietnam, Cambodia, Bangladesh, Mongolia, Myanmar, China, the Philippines, Kirghiz, Tajikistan and Sri Lanka.

³ New system: Under the new system, Sub-Programs/ Component are established in each target country based on Japanese ODA policy (target priority areas, etc.) , the target country’s issues and human resource development needs, Target Organizations (central government agencies, etc.) and Japanese Accepting Universities are selected, and participants are dispatched to the universities, which are suitable for the efforts for the Sub-Programs/ Components. Four years are regarded as one package. JDS participants will be dispatched under the same scheme with the Sub-Programs/ Components, 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 of the Target Organization’s ability in policy-making. In addition, Accepting Universities can provide education of programs suitable for target countries through the acceptance of JDS participants from the same country and Target Organization for the next four years.

introduction of the new system was conducted in Tajikistan, a new target country, in addition to Uzbekistan, Laos and Mongolia. And in fiscal 2009, the Survey was conducted in Sri Lanka as well as in existing three JDS target countries namely Vietnam, Cambodia, and Bangladesh.

In 2010, the Preparatory Survey for the introduction of the new system was planned to be conducted in the Republic of the Philippines and the Kirghiz Republic, new target countries, to comprehend what the recipient governments need, and to form a program based on the Country Assistance Program and the JICA Country Program for the country. As of February 2011, 179 JDS participants have been accepted (132 of whom have already returned home) since fiscal 2002, when JDS was established in the Philippines (Table 1). The completion rate of study in the JDS Philippines⁴ is 100% and the high level is kept compared to other scholarship programs.

⁴ Situation of acquisition of degrees (within standard course term) in the master's course (social science) of foreign student in 2008: 87.7% *Reference : "Survey results of Situation of carrier options of foreign students / Situation of getting degrees" by Japan Student Services Organization (JASSO)

Table 1 : Number of JDS participants from the Philippines (As of February 2011)

	Year	Participants	Field of Study	Ratio of Public/ Private Sector		Restoration (*1)	
				Public	Private	Upon Return	At Present
1 st Batch	2003	19 (*2)	Public Administration (7), Economics (7), Business Administration (5)	79%	21% (BA only)	15/19	7/19
2 nd Batch	2004	20	Public Administration (8), Economics (7), Business Administration(2), ICT (3)	90%	10% (BA only)	18/20	11/20
3 rd Batch	2005	20	Public Administration (8), Economics (7), Business Administration (2), ICT (3)	90%	10% (BA only)	18/20	16/20
4 th Batch	2006	25	Public Administration (10), Economics (8), Business Administration (4), ICT (3)	96%	4% (BA only)	25/25	24/25
5 th Batch	2007	25	Public Administration (10), Economics (8), Business Administration, (4), ICT (3)	92%	8% (BA only)	25/25	25/25
6 th Batch	2008	25	Public Administration (8), Economics (8), Business Administration (4), ICT (3), Industrial Development (2)	100%	-	23/23	23/23
7 th Batch	2009	25	Public Administration (8), Economics (8), Business Administration (4), ICT (3), Industrial Development (2)	100%	-	-	-
8 th Batch	2010	20	Public Administration (8), Economics (6), Business Administration (2), ICT (2), Industrial Development (2)	100%	-	-	-
TOTAL		179				124/132	106/132

(*1) Calculation based on the information within traceable range

(*2) Final slot was 20. After approval of 20 successful candidates, one person declined because of pregnancy.

The Operating Committee (OC) of the JDS Philippines has shared the view that the fields of study have been maintained consistency in direction and purpose since the beginning in order to make effective use of the limit of 20 participants (25 participants from 4th to 7th batch), aiming to create ‘Critical Mass’, a group of graduates with similar background to give a significant impact on policy making in their field of expertise.

And also, to obtain better effect, after 5th batch, Common Agenda (direction of study resulted from breaking down development issues which are listed in Development Plans in the Philippines in each field of study) was established (Figure 1) and the policy of ‘Target Agencies’(to generate

more and highly qualified candidates by conducting prioritized promotion to the concerned agencies in the government sector to maximize the impact of the project) was newly introduced, and in addition, to increase the contribution of the JDS returned participants to development issue as the policy makers, the targets of JDS were limited to permanent government employees after 6th batch. In this way, the improvement of project has been positively tackled. On the other hand, the concerns of the project on securing of applicants who are suitable for the fields of study, securing of applicants who have high possibility of contribution after returning home, and strengthening of the consistency between Accepting University and research theme, become obvious. (Table 2)

The environment surrounding ODA is varying year by year, and to implement the program more effectively and strategically, not only the approach in each country but also the review of the whole JDS are needed. Therefore, the new system was introduced in fiscal 2008.

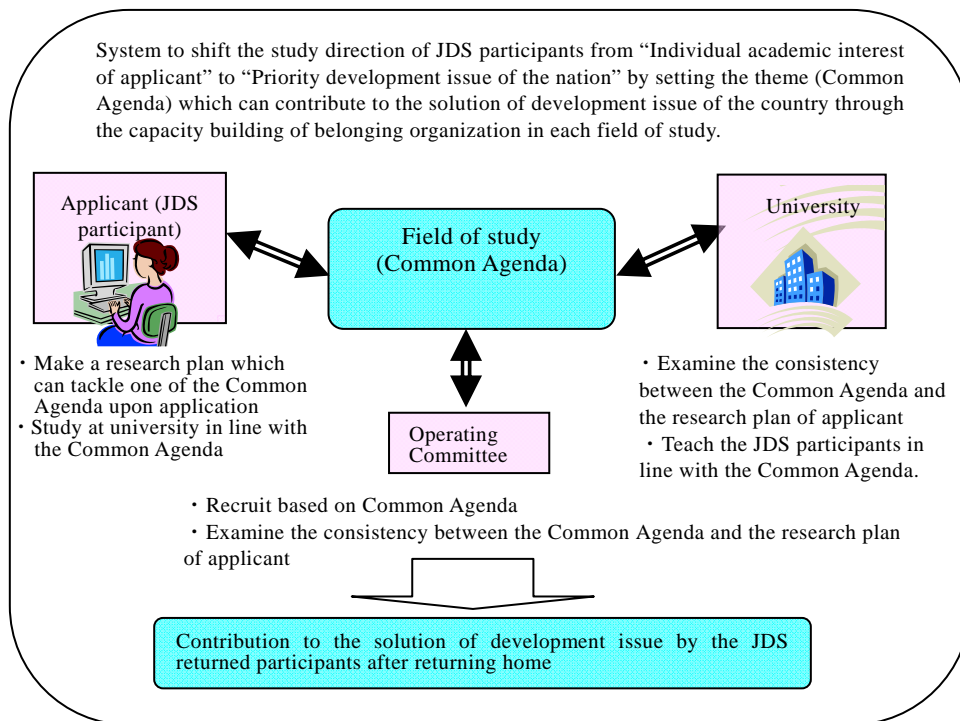


Fig. 1 Structure of Common Agenda

Table 2: Achievements and problems of JDS in the Philippines

Results of JDS	<ul style="list-style-type: none"> - JDS participants who acquired Master’s degrees: 132/132 (Completion rate of study: 100%) - Main belonging organizations of the JDS returned participants (National Economic and Development Authority – 11, Bangko Sentral ng Pilipinas – 11, Department of Budget and Management – 8, National Statistical Coordination Board – 5, Senate of the Philippines – 3, Others)
Issues of JDS	<ul style="list-style-type: none"> - The target group which should be developed is not well clarified.

	<ul style="list-style-type: none"> - Decrease of the number of potential applicants due to the Rationalization Plan of the Government of the Philippines (GOP) (decrease of recruitment of permanent employees in the government sector) - Decrease of the number of applicants in certain fields. - Strengthening of the consistency between the curriculum of the Accepting University and the research theme of applicant. - Utilization of outcome of the JDS returned participants - Follow-up after returning home etc
Approach to the issues in the past years	<ul style="list-style-type: none"> - Establishment of Common Agenda: Establishment of the sub-themes of development issue which should be addressed in each field of study. Sharing of the direction of study among the concerned parties involved in the JDS (Operating Committee, JDS applicants/ participants, Accepting University), aiming institutional capacity building rather than individual academic development. - Introduction of the Target Agencies: The Operating Committee set the Agencies which are directly engaged in and have jurisdiction as a priority organization in the priority development issues to promote the application intensively. - The targets of JDS were limited to permanent government employees after the 6th batch (fiscal 2007). - The hearing on the needs of human resource development to major organizations including the Target Agencies was implemented during the promotion of application. - As the implementing agency, National Economic and Development Authority sends the letter to the belonging organizations before the JDS participants return home to request the understanding of and cooperation with the following items. <ul style="list-style-type: none"> 1) Sharing of the research outcome in the belonging organizations after returning home. 2) Utilization of the research outcome based on the Re-entry action plan (*). 3) Utilization of the knowledge and skills which have been gained in Japan at the workplace. - Sharing of information with the agencies involved in JDS (Philippines side) who conduct the trace of the returned scholars occasionally, periodical updating of the list of JDS participants with the trend survey after their returning home.

(*) Many organizations of the Government of the Philippines ask the scholars to submit the action plan on how to utilize and apply the outcome of study to the operation before they participate in study abroad.

1-1-2. Development Plan

Former Philippine President Gloria Macapagal Arroyo expressed “the 10-Point Agenda” including creation of employment opportunity, financial equalization and others as priority items in the presidential inaugural address of 2004, and based on it, the Government of the Philippines established and announced “Medium-Term Philippine Development Plan (2004 – 2010) (MTPDP) as a mid-term development plan of the country. In the plan, the development target in each area such as strong promotion of economic growth, alleviation of poverty through creation of employment, among others are shown in each chapter, and the development of potential human resources and the improvement of administrative capacities are shown as common issues in each target area.

President Benigno S. Aquino III was inaugurated at the end of June 2010, and the National Economic and Development Authority (hereinafter called NEDA) is promoting the establishment of new Medium-Term Philippine Development Plan (2010-2016) which is to be officially released/announced soon. (The development priority area may be reviewed under the new Administration, but details have not yet been decided.)

GMA 10-point Agenda

1. The creation of six million jobs in six years via more opportunities given to entrepreneurs, tripling of the amount of loans for lending to small and medium enterprises and the development of one to two million hectares of land for agricultural business,
2. The construction of new buildings, classrooms, provision of desks and chairs and books for students and scholarships to poor families,
3. The balancing of the budget,
4. The ‘decentralization’ of progress around the nation through the use of transportation networks like the roll-on/ roll-off ships and the digital infrastructure,
5. The provision of electricity and water supply to barangays nationwide,
6. The decongestion of Metro Manila by forming new cores of government and housing centers in Luzon Visayas and Mindanao,
7. The development of Clark and Subic as the best international service and logistic centers in the region,
8. The automation of the electoral process,
9. A just end to the peace process, and
10. A fair closure to the divisiveness among the EDSA 1, 2 and 3 forces.

Medium-Term Philippine Development Plan 2004-2010

(1) Target Development Issues

1. Economic Growth and Job Creation
2. Energy
3. Social Justice and Basic Needs
4. Education and Youth Opportunity
5. Anti-Corruption and Good Governance

(2) Major Indicators of Development

- GDP: 6.3% (2004) to 7.2-8.2% (2010)
- Financial Deficit: ▲3.6% (2004) to 0.0% (2010)
- Inflation Rate: 4.8% (2004) to 3.0-4.0% (2010)
- Unemployment Rate: 12.13% (2004) to 8.9% (2010)
- Poverty Rate: 28.4% (2004) to 17.88%-19.81% (2010), etc.

On the other hand, in the “Country Assistance Program for the Republic of the Philippines” which was revised in June of 2008 by Government of Japan, the three Priority Development Issues, “Sustainable Economic Growth Aimed at Creating Employment Opportunities”, “Empowerment of the Poor and Improvement of Living Conditions of the Poor” and “Peace and Stability in Mindanao”, were listed, and “Assistance for Policy-Making and Administration Capacity Building for the Central Government” was formulated as one of common approach toward the solution. And also, the similar aid policies are shown in “the JICA Country Program in the Republic of the Philippines” (July of 2009), and based on the development plan and development issues of the Philippines and Japan’s Country Assistance Program, “Sustainable Economic Growth Aimed at Creating Employment Opportunities”, “Assistance for Empowerment of the Poor and Improvement of Living Conditions of the Poor” and “Peace and Stability in Mindanao” are indicated as target priority areas in said Program.

In the introduction of the new system into JDS of the Philippines and the setting of target priority area (Sub-Program) and development issue (Component), it is necessary to sufficiently consider the consistency with MTPDP, Country Assistance Program by Japanese government and JICA Country Program in the Republic of the Philippines/ JICA Programs and to implement and manage the project with the aim of developing policy makers and government officials who can contribute to the socio-economic development of the Philippines (which is recognized commonly as a priority issue between both governments).

1-1-3. Socio-economic Situations

The Philippines have a population of 88.57 million (National Census in August of 2007) and is a republic whose head is the president directly elected by the people (term is for 6 years). In May of 2010, the presidential election was held and Senator Benigno Aquino became the new president on June 30 of 2010. The President Aquino held up the campaign promises such as extermination of corruption, departure from poverty, reduction of financial deficit, peace of Mindanao and others, and it is expected that good governance in public sectors and the approaches and policies to achieve the civil-service reform are to be further enhanced under the new Administration.

In the Philippines, the enhancement of administrative capabilities toward the extermination of corruption and civil-service reform is regarded as an issue, while due to the Rationalization Plan in public sectors which has been continuously implemented since the former administration, there is a tendency to reduce the budget and the personnel in government organizations, and aging in organizations and hollowing of the age group (20's-30's) which is the target of JDS are proceeding at a rapid pace.

1-1-4. Situation of Higher Education and Human Resource Development of Government Officials

(1) Situation of Higher Education

The formal school education in the Philippines is composed of three stages from primary education to higher education. The primary education (6 years in general, 7 years in a part of private education) and the secondary education (4 years) are treated as “basic education”, and in the subsequent higher education (4-6 years), the curriculums which are required for the professional work and the degree of academic study field are provided. The undergraduate education is followed by postgraduate, medical and dental education (4-6 years). As for institutions of higher education, public and private higher education institutions provide higher education in the Philippines, and as for the number of institutions, the percentage of private universities is high (80-90%). Higher education is under the jurisdiction of Commission on Higher Education (hereinafter called CHED). Moreover, as a role to supplement formal school education, vocational training is positioned as a part of education system, and it is under the jurisdiction of Technical Education and Skills Development Authority (hereinafter called TESDA).

As the education policy and plan of the nation, according to MTPDP, CHED established “The Medium-Term Development Plan for Higher Education 2005 – 2010 (MTDPHE)”, and set the following four strategic targets, (i) Quality and Excellence, (ii) Relevance and Responsiveness, (iii) Access and Equity and (iv) Efficiency and Effectiveness to increase the education opportunity of young people and reduce the poverty. The new development plan for higher education under the

new administration will be established later.

The main issues in higher education are region differences and quality of education. The number of students who enter higher education institutions is around 2.65 million recently and stably. However, as many higher education institutions are private universities and they tend to concentrate in urban areas, there is a tendency that it is hard for the students in rural areas to access graduate school, and the ratio of teachers who have the academic degree of graduate school level in those of higher education institutions is only one third. And also, the recipients of domestic higher education scholarship program by the Government of the Philippines was only 57,500 (2009 fiscal year), mainly targeting the current college/ university students of undergraduate or graduate program. These lead to the request of expansion of overseas scholarship programs to offer the opportunity of higher quality education to more young people.

(2) System of Public Administration / Government Employee

The government employees of the Philippines are composed of national government employees who work in the Cabinet, Office of the President, 20 central ministries⁵ and agencies and their attached agencies, courts, constitutional government agencies (Commission on Audit and others), Commission on Human Rights and others, employees working in the government-owned and/or government-controlled corporations such as Bangko Sentral ng Pilipinas and others, local government employees who work in Local Governments Units (LGUs), and employees in state universities and collages. The local government consists of Province, City, Municipality, and Barangay which is the smallest administration unit. Most of central ministries and agencies establish the local/ regional office in each administrative region except Autonomous Region in Muslim Mindanao (ARMM) to implement and manage the national projects/ plans smoothly and efficiently.

In each ministry and agency, the employment system has both permanent employees and non-permanent employees (Contractual, Temporary, Casual, Co-Terminous, Memorandum of Agreement and others). Especially under the current Rationalization Plan, due to the restriction and freeze of new employment and promotion of permanent employees, the ratio of non-permanent employees tends to be high especially in young age group. However, in the Philippines, the priority is given to permanent employees whose reinstatement and contribution after returning home are expected upon participation in domestic and overseas training and scholarship programs (EO 292), and reinstatement and service obligation for a certain period of time are imposed on the participants based on the Scholarship Service Contract (EO 161).

⁵ National Economic and Development Authority (NEDA) Department of Foreign Affairs (DFA) Department of Finance (DOF) Department of Budget and Management (DBM) Department of the Interior and Local Government (DILG) Department of Justice (DOJ) Department of Labor and Employment (DOLE) Department of Public Works and Highways (DPWH) Department of Science and Technology (DOST) Department of Transportation and Communication (DOTC) Department of Trade and Industry (DTI) Department of Agriculture (DA) Department of Agrarian Reform (DAR) Department of Education (DepEd) Department of Energy (DOE) Department of Environment and Natural Resources (DENR) Department of Health (DOH) Department of National Defence (DND) Department of Social Welfare and Development (DSWD) Department of Tourism (DOT)

(3) Situation of Target Priority Area / Development Issue and Human Resource Development in the Administrative Organization

In the Preparatory Survey to introduce the new system, the questionnaire to 59 governmental organizations (target organizations and main attached agencies in the Philippines) was conducted to find the situation of Target Organizations (needs for human resource development of Target Priority Area / Development Issue, role/ mandates, the number of employees, possible number of employees to be dispatched and others), and the comments and requests for the JDS. (The details are included 2-1-1(2) and Appendix 7)

From the Survey results, it came to see that target priority areas / development issues and needs of human resource development are shared clearly in each organization, but as for the situation of human resource development, there was a lot of variation in organizations due to the difference of the budget and utilization of scholarship opportunity in each organization. There are organizations where few opportunities of overseas scholarship are provided, while there are organizations where opportunities of scholarship are provided by plural donors and moreover domestic scholarship programs for government employees by the Government of the Philippines (Local Scholarship Program (LSP) and others) and own training program of the organization are positively utilized. However, as for the domestic scholarship program, because there are some restrictions, where the completion at certain level is one of the conditions of scholarship provision and the belonging organization or the participant shoulder a portion of tuition expenses, it is general for participant in local scholarship program to attend university while working in the workplace full-time.

1-2. Background and Overview of the Grant Aid

The bilateral cooperation between the Philippines and Japan has a long history of more than 50 years, and our country has positioned the Philippines as an important aid target of economy, diplomacy and regional security and has continually provided technical and financial assistance. As stated above, the Philippines faces many challenges such as slow economic growth and slower growth of investment ratio to GDP, deficit finance, spread of corruption, high ratio of the poor, peace of Mindanao and others. For these development issues, in Japan's Country Assistance Program and the JICA Country Program, ① from the viewpoint of providing the continuity of assistance and independence development (sustainability), the assistance for improvement of administrative capabilities and system establishment should be provided as cross-sectional approach to each issue. And also, ② to implement the assistance more efficiently and effectively, the policy to promote intensive assistance to a certain issue and policy-support assistance with focusing on the viewpoint of "selection and concentration" is clarified.

In this way, it is believed that the selection of target area and issue where the assistance should be strengthened and concentrated, and that the improvement of administrative capabilities through developing young governmental officials in those areas contribute not only to self-sustaining and continuous development in the society and economy in the Philippines, but also to balanced economic growth in ASEAN countries, deepening of cooperation in East Asia region, securing of peace and security in the region, sharing of basic value and maintenance/ strengthening of close association with Japan based on these matters.

Based on these backgrounds, the Government of the Philippines has requested to the Government of Japanese counterparts for the implementation of the project of human resource development with Grant Aid since 2002, and it has been implemented to present.

1-3. Trend of the Japanese Official Development Assistance (ODA)

Japan's assistance to the Philippines started with the 1st technical cooperation in 1966, and assistance has been continuously conducted in various forms. As of the end of fiscal 2008, the accumulation of ODA from Japan to the Philippines is 2.1033 trillion Japanese Yen for Yen Loan, 2,480 hundred million Japanese Yen for Grant Aid and 1,884 hundred million Japanese Yen for Technical Cooperation, and today the Philippines is the 3rd recipient of Japan' aid in ASEAN region and Japan is the biggest aid donor for the Philippines. As Grant Aid projects, the JDS has been implemented continuously, and aside from it, "The Project for Construction of Bridges along Rural Roads", "The Project for Improvement of Water Quality in Local Areas", "Food Aid through the World Food Programme (WFP)" and others have been done.

Table 3: ODA from Japan to the Philippines

Amount: million yen

Type of Assistance	FY2004	FY2005	FY2006	FY2007	FY2008	Total
Loan aid	-	-	85.29	365.12	341.39	21,033.19
Grant Aid	6.15	6.55	10.05	32.22	30.12	2,480.85
Technical Cooperation	73.78	54.41	59.69	44.59	38.33	1,884.88

(Source: Japan's ODA Data by Country Contents (Year 2009) by Ministry of Foreign Affairs of Japan)

Note 1. Classification of year: Yen Loan and Grant Aid – based on Exchange of Notes, Technical Cooperation – based on budget year.

Note 2. "Amount": Yen Loan and Grant Aid – based on Exchange of Notes, Technical Cooperation – based on JICA expense and actual Technical Cooperation expense of each organization and prefectural government, Grant Assistance for Grass-roots Human Security Projects, Grant Assistance for Japanese NGO Project and Cultural Grant Assistance–based on Grant Agreement.

Note 3. Total of Yen Loan - Excluding debt rescheduling and debt cancellation.

Note 4. Technical Cooperation from 2004 to 2007: Performance of the Japanese whole Technical Cooperation projects. The performance of 2008 – Only the performance of JICA is shown and the total is that of performance of Technical Cooperation projects done by JICA because it is being calculated.

The following describes the main achievements in relation to the similar international student programs provided by Japan for the Philippines:

(1) The Japanese Government (Ministry of Education, Culture, Sports, Science and Technology: MEXT) Scholarship

It was established in fiscal 1954 and students have been accepted from the Philippines since that year. It is divided into 6 acceptance categories, “Research students”, “Undergraduate students”, “College of technology students”, “Special training college students”, “Japanese studies students”, “Teacher training students” and the “Research students” (equivalent to the postgraduate level). The “Research students” and “Teacher training students” are mainly accepted from the Philippines. The details of “Research students” are as follows:

- 1 Fields of study: Social science, humanities and natural science are targets, but many students from the Philippines major in science and technology and natural science (agriculture, forestry and fishery/ veterinarian). University of the Philippines Los Banos, Central Luzon State University and others which are famous in these fields have sent many participants and have successfully created a certain ‘Critical Mass’ (group of ex-participants to maximize the outcome of the project) within a campus.
- 2 Language used: Generally Japanese. For a half to 1 year after arriving in Japan, intensive training for learning Japanese is conducted at a designated education institution. (Preparatory intensive program of Japanese language)
- 3 Length of study: Among Research Students, there are students who aim to take a master’s degree and a doctor’s degree, and also there are those who do study without taking a degree. Usually, the completion year of master’s course is 2 years and that of doctor’s course is 3 years. However, the objective of this program is to get academic degree, and so the scholarship for doctor course can be extended up to 6 years.
- 4 Main qualifications and requirements:
 - (Age): 35 or younger
 - (Academic background): 16 years of education (school year)
 - (Work experience): Regardless of public or private sector. According to the past performance, many participants are university researchers. (*Teacher training students —targeting only current teachers)
- 5 How to select candidates:
 - 1st selection – Recommendation by the Embassy of Japan (3 stages: document screening⇒ paper test⇒interview)
 - 2nd selection – document screening by MEXT
 - Finally, the Accepting University admits candidates.

As selection standard, 3 points ((1) Academic achievement (2) Potentiality of contribution to the policy of the Philippines (3) Potentiality of contribution to strengthening of the relationship between Japan and the Philippines) are emphasized.

- 6 Number of accepted participants: The details of number of participants who were accepted from the Philippines in the past are not disclosed. However, the number of participants from the Philippines in the whole MEXT scholarship programs is around 60 per year. Among them, that of “Research student” is 30 to 40 per year and that of “Teaching training students” is around 10 per year. Only a few participants are in other categories annually. The competition rate is around 5 times (for the case of Research students)
- 7 How to encourage application: Leaflets, press release on the homepage of the Embassy of Japan and delivery of invitation to mainly universities, research institutions and others which had good record/experience in the participation through the Embassy of Japan and CHED. And there are many cases where the application is encouraged personally by the ex- participants.
- 8 Others: The participants from the Philippines have been accepted since its establishment in 1954, and the total ex-participants are over 3,000. There is an alumni which targets at the ex-government scholarship students, namely PHILAJAMES, and the Embassy of Japan shoulders a part of operational expenses and co-hosts academic seminars and others. As career after returning home, many ex-participants return to the previous universities and research institutions in the country.

(2) Asian Youth Fellowship (AYF) (MEXT)

This is the system which was established in the framework of “Peace, Friendship and Exchange Initiative” by the Japanese government in 1995.

- 1 Objectives: To build the human network and promote the friendly relations and mutual understanding among Asian countries.
- 2 Fields of study: Social science, humanities, engineering, and natural science (Learning of Japanese and study of Japanese culture is not targeted.)
- 3 Language used: For 7 months after arriving in Japan, intensive training for learning Japanese language is conducted at a designated education institution. (Preparatory intensive program of Japanese language)
- 4 Length of study: Master’s degree for 2 years, Doctor’s degree for 3 years
- 5 Main qualifications and requirements:
 - (Age): 35 or younger
 - (Academic background): Excellent learning achievement (undergraduate or master)

and English proficiency are required.

6 How to select candidates:

1st selection – Documents screening by the Embassy of Japan

2nd selection – Interview by AYF Committee, and Decision of successful candidates

7 Number of accepted participants: The details of number of participants who were accepted from the Philippines in the past are not disclosed.

(3) Young Leaders Program (YLP) (MEXT)

The Young Leaders Program is a graduate-level scholarship program established in fiscal 2001, and the students from the Philippines have been accepted since the first year.

1 Objectives: To develop future leaders of Asia region, through understanding aspect of Japan, promote the human network in Asian region, establish the friendly relations among the region and contribute to constructive policy and planning activity.

2 Fields of study: Administration (at National Graduate Institute for Policy Studies (at GRIPS), Local administration (at GRIPS), Business (at Hitotsubashi University), Law (at Kyushu University)

*Since its establishment in 2001, Accepting Universities and fields have not been changed.

There is no discussion about the review so far.

3 Language used : English

4 Length of study: 1 year (Master's course)

5 Main qualifications and requirements:

(Age): 35 to 40 or younger (different according to field)

(Work experience): Regardless of public or private sector. Work experience (related to the application field) of 3 to 5 years is required.

6 How to select candidates: In each field, Recommending Authority is established.

1st selection – Screening of candidates by the Authority

2nd selection – The candidates recommended by Recommending Authority are interviewed and documents screening is conducted at the same time. Then, successful candidates are decided in YLP Committee composed of the MEXT members.

7 Number of accepted participants: The details of number of participants who were accepted from the Philippines in the past are not disclosed. The number of accepted participants in 15 Asian countries under YLP is 15 per year, and the participants from the Philippines are 2 to 3 per year. The limit in each country is not set, but a certain level of balance among the target countries is considered.

8 Others: In YLP, Recommending Authority is established in each field and promotion of application and implementation of 1st selection are commissioned. Further participation

and voluntary activity of said Authority is expected.

(Based on hearing with the Embassy of Japan in the Philippines)

In this way, as for the similar scholarship programs provided by the Japanese government, each program sets own objectives, target fields and target applicant class. It could be found that the JDS is clearly different from those other scholarship programs mainly on the following points; (1) the main objective of the JDS is to develop not researchers but government officials who engage in formulating policies. (2) the JDS emphasizes the consistency between the development plan of the Philippines and assistance policies of the Japanese government and selects the target fields. (3) the JDS attaches importance to the reinstatement in and contribution to the belonging organization after returning home, limits the target to currently employed government officials with permanent status and sets the obligation required by the Scholarship Service Contract.

1-4. Trend of Other Donors' Aid

The donors that are implementing similar scholarship programs in the Philippines are Australia, U.S., U.K., the Netherlands and others as shown in Table 4. Like the JDS, the project of human resource development which is grant aid and targets mainly government employees is also provided. The objectives, application requirements, target applicants and others vary in each project, but in the Philippines, the projects with age limit eased and for less than 2-year study tend to be popular.

Table 4: Programs for human resource development programs by other donors

Program / Project	Implementing Country/ Institution	Outline
Long Term Training: Australian Development Scholarship	Australia (AusAID)	<p>① Objectives: To develop the human resource that can contribute to the development of the Philippines (economic growth, alleviation of poverty, nation stability, among others)</p> <p>② Requirements: Being a citizen of the Philippines, Staff of the target organization, No age limit, others</p> <p>③ Acquisition of degree: Master (1year)</p> <p>④ Fields: economic growth, basic education, nation stability and human security, etc.</p> <p>⑤ Number of participants accepted: 80 per year</p>
Fulbright Fellowships and	U.S.	<p>① Objectives: To promote the mutual understanding through academic and cultural exchange.</p>

Fullbright Scholarships (Fullbright Program)		<p>② Requirements: Being a citizen of the Philippines, Work experience of the selected field - more than 2 years, 40 or below, Others</p> <p>③ Acquisition of degree: Master, Doctor</p> <p>④ Fields: All fields except for Americanology, Global issue, Medicine etc.</p> <p>⑤ Number of participants accepted: a few per year</p>
British Chevening Scholarships	U.K.	<p>① Objectives: To develop young human resources through the support of career development. To strengthen cultural ties between U.K. and the Philippines and human network.</p> <p>② Requirements: Being a citizen of the Philippines, 40 or below, Regardless of public or private sector</p> <p>③ Acquisition of degree: Master</p> <p>④ Fields: Fields except for professional technical field.</p> <p>⑤ Number of participants accepted: approximately 6 to 12 per year</p>
Netherlands Fellowships Programmes	Netherlands	<p>① Objectives: To ease the shortage of human resources who have skills.</p> <p>② Requirements: Work experience of more than 3 years, Middle-level specialist, Recommendation by the belonging office, No age limit, Others</p> <p>③ Acquisition of degree: Master, Doctor</p> <p>④ Fields: Almost all the fields</p> <p>⑤ Number of participants accepted: 10 to 20 per year</p>
New Zealand Development Scholarships	New Zealand	<p>① Objectives: To contribute to poverty elimination through sustainable and equitable development; To strengthen the policy, technical service and analytical capacity of Philippine agencies, organizations and institutions associated with the delivery of economic and social benefits to the poor.</p> <p>② Requirement: Work experience of more than 2 years, age of between 21 and 46, Regardless of public or private sector</p> <p>③ Acquisition of degree: Master</p> <p>④ Fields: Resource Management, Indigenous people, Governance</p>

		⑤ Number of participants accepted: 12 at maximum per year
Asia Development Bank Japan Scholarship Program	Asia Development Bank	<p>① Objectives: to provide an opportunity for well-qualified citizens of ADB's developing member countries to pursue postgraduate studies.</p> <p>② Requirement: Being a citizen of targeted countries, Having acquired Bachelor degree and not acquired Master nor Doctor degree, Work experience of more than 2 years, 35 or below in principle, others</p> <p>③ Fields: Economics, Business Administration, Health/ Education, Environment studies, Resource Management, Science Technology, etc.</p> <p>④ Number of participants accepted : 300 per year (total in all the targeted countries)</p>
Japan IMF Scholar-ship Program for Asia	International Monetary Fund	<p>① Objectives: To contribute to institutional capacity building in economic policymaking to promote the sustainable growth of emerging and developing economies in Asia and the Pacific.</p> <p>② Requirement: employees of financial/ monetary government agencies, high competency in English, 16 years of education or more, others</p> <p>③ Acquisition of degree: Master, Doctor</p> <p>④ Fields: Macro Economics or relevant</p> <p>⑤ Number of participants accepted: 35 – 40 per year (Partnership Track), a few per year (Open Track) (total in all the targeted countries)</p>

Chapter. 2 Contents of the JDS

2-1. Basic Concept of the JDS

As stated in Section 1-1-1, the JDS aims “to support human resource development in the recipient countries targeting highly capable, young governmental officials who are expected to engage in formulating and implementing socio-economic development plans and to become leaders in their countries” in developing countries with increasing demands for human resource development in the area of legislations, economics and management which are essential for transition to market economies.

Unlike ordinary scholarship programs that support individuals for overseas study, the JDS focuses on development of human resources involved in target priority areas that are determined upon discussion between a target country and the Japanese concerned parties on the JDS. Target priority areas are equivalent to the previous “field of study” and called Sub-Programs/ Components in the new system, of which implementation is considered based on this Preparatory Survey.

Taking the above mentioned objective and features of the JDS into consideration, the Preparatory Survey team investigates human resource development needs corresponding to concerned Sub-Programs/ Components identified based on the development plan of the target country and Country Assistance Program by Japanese government and possibility of potential candidates at the identified Target Organizations and others. Further, based on the result of said Survey, the Survey team formulates the scale of the JDS set as four-year package and program plan of each Sub-Program/ Component, which is the “Basic Plan for the Sub-Program”. (Table 5)

Table 5: Framework in New System of JDS in the Philippines

Sub-Program	Component	Target Organization*	Accepting University	Graduate School	Slot
1. Capacity Enhancement of Administrative Institution	1-1. Support for Good Governance	National Economic and Development Authority Department of Finance Department of Budget and Management Department of Foreign Affairs Department of Justice Department of the Interior and Local Government (inc.LGUs) Department of Labor and Employment Civil Service Commission Office of the President Senate of the Philippines House of Representative Commission on Audit Office of the Ombudsman Philippine National Police Philippine Coast Guard Department of Health Department of Education Department of Social Welfare and Development Technical Education and Skills Development Authority Commission on Higher Education National Council on Disability Affairs Land Bank of the Philippines Commission on Information and Communications Technology National Computer Center	International University of Japan	Graduate School of International Relations	2
			Kobe University	Graduate School of International Cooperation Studies	3
			Ritsumeikan Asia Pacific University	Graduate School of Asia Pacific Studies	2
	1-2. Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise for Improvement of Livelihood	National Economic and Development Authority Department of Agriculture Department of Agrarian Reform National Irrigation Administration Department of Trade and Industry Department of Science and Technology Department of Labor and Employment Department of the Interior and Local Government (inc.LGUs) National Water Resources Board Development Bank of the Philippines Land Bank of the Philippines Local Water Utilities Administration People's Credit and Finance Corporation	Nagoya University	Graduate School of International Development	3
	1-3. Regional Development Administration in Mindanao	National Economic and Development Authority Autonomous Region in Muslim Mindanao Office of the Presidential Advisor on the Peace Process Mindanao Development Authority Department of the Interior and Local Government (inc.LGUs exclusively located in Mindanao (Region IX-XIII)) <u>Other Regional Offices of National Government located in Mindanao</u>	International Christian University	Graduate School of Arts and Sciences	2
			Meiji University	Graduate School of Governance Studies	2
2. Sustainable Economic Growth Aimed at Creating Employment Opportunities	2-1. Support for Financial Reform and Investment Promotion Policy	National Economic and Development Authority Department of Finance Department of Budget and Management Bangko Sentral ng Pilipinas Department of Trade and Industry Board of Investments Department of Foreign Affairs Office of the President Senate of the Philippines House of Representative Development Bank of the Philippines Land Bank of the Philippines Philippine Economic Zone Authority Subic Bay Metropolitan Authority Technical Education and Skills Development Authority Philippine Overseas Employment Administration Overseas Workers Welfare Administration	International University of Japan	Graduate School of International Relations	3
	2-2. Development of Basis for Economic Growth	National Economic and Development Authority Department of Public Works and Highways Department of Transportation and Communications Department of Environment and Natural Resources Department of Energy Department of Trade and Industry Department of Science and Technology Philippine Economic Zone Authority Bases Conversion Development Authority Subic Bay Metropolitan Authority Metropolitan Manila Development Authority Department of Tourism Department of National Defense Commission on Information and Communications Technology National Computer Center Land Transportation Office Department of the Interior and Local Government (inc. LGUs)	Nagoya University	Graduate School of Environmental Studies	3
Total					20

2-1-1. Implementation System of the JDS

(1) Operating Committee

As for the implementation system of the JDS, based on Appendix 4, the implementation system, functions and roles of the Operating Committee were explained during the discussion on the Preparatory Survey held since August of 2010, and approved by the Government of the Philippines. Based on the agreement, same as in the past years, the Operating Committee is composed of the following 5 organizations: NEDA, Civil Service Commission (hereinafter called CSC), and Department of Foreign Affairs (hereinafter called DFA) from Philippine side, and Embassy of Japan (hereinafter called EOJ) and JICA Philippine office (hereinafter called JICA) from Japanese side, and the Operating Committee has a function to discuss and decide the implementation and operational system of the JDS. (see Fig.2)

The major functions and roles of the Operating Committee are, based on Operating Guidelines of the Japanese Grant Aid for Human Resource Development Scholarship under the new system, as follows:

(a). To discuss the JDS Program design in the Preparatory Survey:

- To set target priority areas (Sub-Programs) and development issues (Components) based on Philippines Development Plan and Country Assistance Program for the Philippines by Japanese government.
- To select the organizations/ agencies which are deeply related to each Component and expected to directly contribute to solution of the issues as Managing Organization and Target Organizations, and to encourage them to cooperate in the formulation of the Basic Plan for the Sub-Programs (four-year plan of JDS).
- To formulate the Basic Plan for the Sub-Programs through the discussion among Managing and Target Organizations and Accepting Universities.

(b). To selection JDS participants from the candidates:

- To cooperate for smooth selection after deciding the selection policy in the Operating Committee.
- To implement the 3rd selection (Comprehensive Interview) and decide/ approve the final successful candidates in the Operating Committee.

(c). To encourage the recipient country in utilization of JDS returned participants and following up them

- To consider how to utilize the JDS returned participants effectively and follow them up

(d). To review other matters related to the management and implementation of the JDS Program:

- To consider other matters necessary for operating and managing the program.

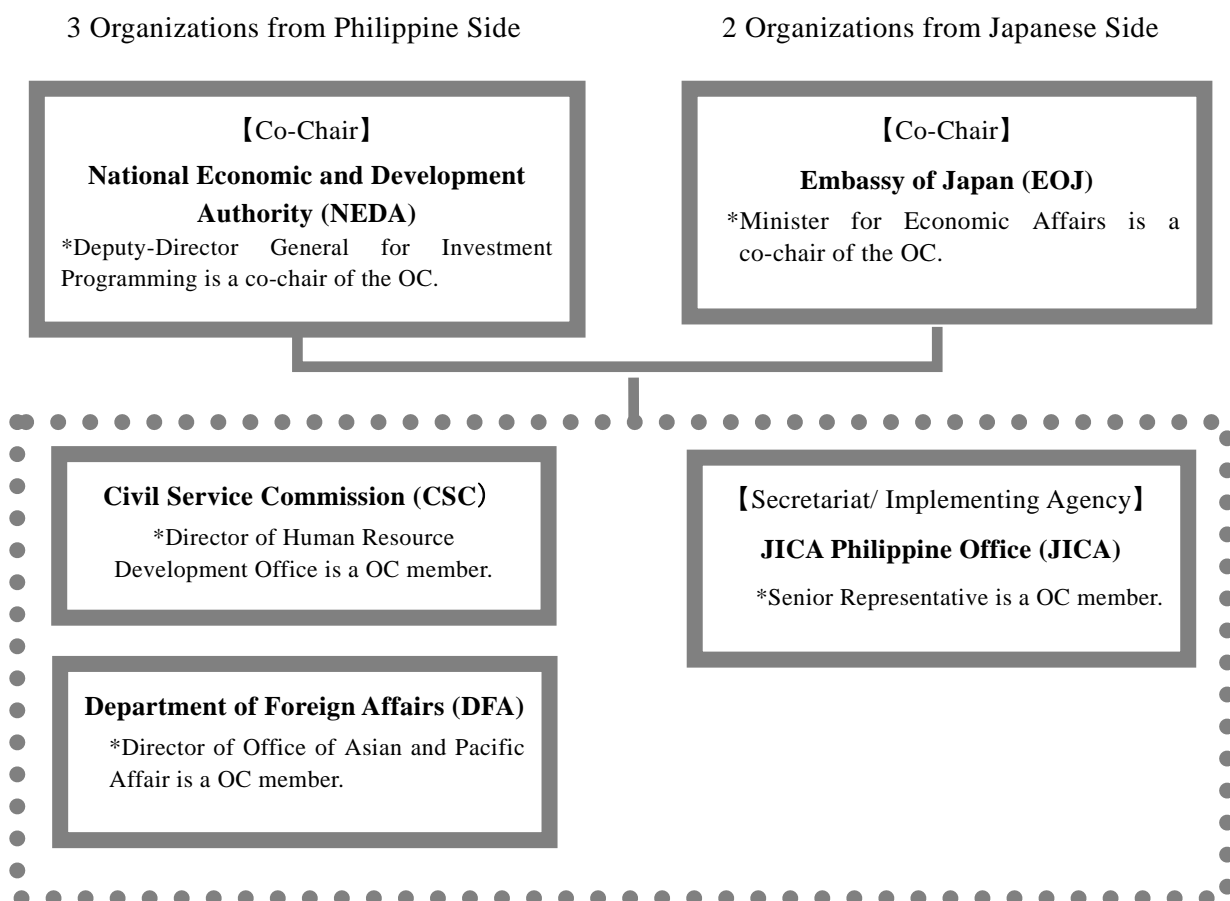


Fig. 2: Operating Committee of the Philippines

(2) Managing Organization and Target Organization

Under the new system, the administrative agency which is deeply related to the relevant development issue is set as Target Organization in each Sub-Program/ Component, and the applicants are limited to the permanent employee who belongs to those Target Organizations in order to intensively develop the targeted human resource. Further effect of the JDS is aimed by giving a certain direction at the stage of recruitment, the entrance of project.

Through the discussion on the Preparatory Survey, in addition to the Target Organization, the administrative agency which is assumed to be able to take major role toward the solution of the concerned issues in each Sub-Program/ Component was selected from among the target organizations as “Managing Organization”.

The Managing Organization is expected to take a major role in the formulation of the Basic Plan for Sub-Programs and the discussion with the Accepting Universities in each Component, promote the application, and demonstrate ownership in each Component to strengthen relationship with the Accepting Universities. In the selection of Managing Organization, it was agreed that NEDA is selected as the Managing Organization for all the Components in view of the following matters: ① NEDA has served as co-chair of the Operating Committee and taken a major role as

an implementing agency since the beginning of the JDS. ② NEDA is an organization where the development, implementation and management of the national economic development plan is entrusted under the Philippine constitution and is a contact section for foreign aid.

And also, as for Target Organization, based on the viewpoint of “selection and concentration”, administrative agencies, which are deeply related to each Sub-Program/ Component and whose direct contribution for the solution of issue is expected, were selected.

And it was also agreed that a part of Target Organizations can be reviewed in the succeeding years, based on the results of Survey on Target Organizations conducted during the Preparatory Survey and the result of application and selection in the first year, and that the participation of Local Government Unit [especially Club 20 (20 poorest LGUs in the Philippines)] in the project will be further promoted and prioritized.

And also, the Supplementary Survey of the Target Organizations was conducted with the questionnaires whose contents are shown below, in order to find the actual situation [necessity of human resource development in priority area/development issue in the Target Organization, roles/ mandates, number of employees and breakout (job class) of the Target Organization, potential JDS candidates in the Target Organization (including number of employees who meet qualifications and requirements, English proficiency) and others] of Target Organizations in each Sub-Program/ Component selected as shown in Table 5.

(a) Method of Supplementary Survey:

Before the Preparatory Survey, the questionnaires were sent to the organizations which were supposed as Target Organizations and asked for answering said questionnaires in end of July, 2010. And also, JICE visited the Target Organizations individually during a recruitment period of this year for hearing about (b), collection of the questionnaires and follow-up.

(b) Content of Supplementary Survey:

- (i) Roles/ mandates of organization, issues, needs of human resource development
- (ii) Possibility of potential candidates (e.g. Number of permanent employees, Number of employees under qualifying age and others)
- (iii) Possibility to return and contribute after returning home
Opportunity of training and scholarship by other donors
- (iv) Comment and request for the JDS

(c) Organizations Surveyed:

The Supplementary Survey was conducted targeting 59 organizations including Managing Organization, Target Organizations and main Attached Agencies, with questionnaires and by individual visit. Among 59 concerned organizations, 27 organizations answered the questionnaires

and the results of hearing could be obtained from 55 organizations through individual visit.

(d) Summary of the Results of Supplementary Survey

(i) Roles/ mandates of organization, issues and needs of human resource development

As shown in Appendix 7, the roles/ mandates of each Target Organization, the development issues and the needs of human resource development and others were clarified, and it was found that many Target Organizations share the development issues based on MTPDP in the organization and that the needs of human resource development for the solution are clearly shown.

As for the setting of Sub-Programs/ Component, the range was found broad enough to cover the development issues and the needs of human resource development of each Target Organization, and the relevance of its setting was confirmed.

However, as for the setting of Target Organization in each Component, it was requested to set it more broadly in view of matching with their roles, issues, and the needs of human resource development of Target Organization. As, especially, good governance and anti-corruption under Component 1-1 “Assistance for Governance” are common agenda in the whole organizations in the Government of the Philippines, there were many opinions that the range of Target Organizations should be broadened. Based on the discussion among the Operating Committee, it was agreed that, based on this Survey results, the setting of Target Organizations can be reviewed from the succeeding years, however, it is important to review/ select the Target Organizations in consideration of priority given from a comprehensive view of not only matching between the Target Organization and concerned Component but also the number of potential candidates and possibility of effective use of scholarship from aspect of “selection and concentration”.

(ii) Possibility of Potential Candidates

According to the results of the Supplementary Survey, it was found that in the governmental organizations of the Philippines, the acquisition of Master’s degree is a prerequisite to take the post of Division Chief or higher, and that even those who have already acquired Master’ degree in the Philippines still want to pursue a Master’s degree in university abroad to develop his/ her skill and career.

On the other hand, the Survey results showed that, in many Target Organizations, the application requirements (should be 39 or below, permanent employee, etc.) are big concerns and the number of potential candidates who meet the requirements is considerably limited under the present circumstances. The key factor is the influence by Rationalization Plan which has been implemented over a wide range of public sector since the former administration of Arroyo. Said plan has been implemented continuously, and under the influence of it, there are many organizations where new employment and promotion of permanent employees are restricted or frozen. And aging and hollowing of the permanent employees (20’s - 30’s) become serious

problems in those organizations. Under the current administration, the streamlining in public sectors is one of concerns, and such situation is not expected to be improved for a short time at present. Because of this situation, some Target Organizations requested that the age requirement should be relaxed to around 45, and others expressed concern about long-term (2 years) of study abroad considering that the personnel in the organization is reduced, not approving the dispatch to the long-term study abroad in principle based on the internal policy of the organization.

The appropriateness/ relevance of application requirements is the matter to be examined preferentially in consideration of the actual condition by the Operating Committee of the project in succeeding years. Furthermore, the Target Organizations which do not meet the purpose and current requirements of the JDS are to be examined/ review to find if those organizations should be included as Target Organizations continuously after confirming the official answer/ response from them.

(iii) Possibility to Return and Contribute after Returning Home, Opportunity of Training / Scholarships by Other Donors

As stated earlier, based on the Civil Service Commission (CSC) regulation in the Philippines, the priority is given to permanent employees whose reinstatement and contribution after returning home are secured and highly expected upon participation in domestic and overseas trainings and scholarship programs (Executive Order No.292), and based on the Scholarship Service Contract all the participants are required for reinstatement and service obligation for a certain period of time (Executive Order No.161). In addition, many organizations oblige the returned participants to submit the re-entry action plan/after training report to the belonging organizations after returning home. In this regard, it can be found that the Government of the Philippines has already developed a certain system to secure the possibility to return and contribute after returning home.

Although the high rate of returning to the belonging organization is secured by thorough implementation of the Scholarship Service Contract, the utilization of the returned participants varies in each organization because each organization is charged with it. To increase the possibility of contribution by the returned participants, understanding and cooperation of belonging organizations are indispensable, and it is necessary for the Operating Committee to continuously appeal to the belonging organizations, encouraging them to utilize/ share the outcome of study in Japan and re-entry action plan in the organizations and to properly assign the returned participants to the departments which have good relevance with the study in Japan. Based on the discussion among the Operating Committee, it was agreed that the Government of the Philippines is the one who have responsibility for actively conducting monitoring and evaluation of the JDS returned participants, and especially it is expected that the Operating Committee of the Philippine side will keep following up with the Target Organizations and conduct the monitoring on updates/ situation of the JDS returned participants. And also, as described in “2-5 Follow-ups of the Projects” later on,

it is important for the concerned parties on the JDS (including the Operating Committee, Accepting Universities and JDS returned participants) to work on the follow-up of the JDS returned participants organically.

As for the opportunity of training and scholarships by other donors, as described in “1-4 Trend of Other Donor’s Aid”, it was found that the Target Organizations have generally deep understanding of and high interest in the human resource development of employees and there is a need for it although the number of opportunities vary in organizations. They tend to prefer the training and scholarship opportunities with eased age requirement and shorter term.

(iv) Comment and Request for the JDS

In addition to the request to ease the age requirements as described previously, the following comments and requests from the Target Organizations were mainly found: “The recruitment period is short though many documents are required for submission upon application of the JDS.”, “It would be preferable if the JDS also offers the opportunity of short-term training.” and others. As for the former comment, the dissemination of information through the organization and process of internal selection/ nomination of the applicant requires a certain period of time because many Target Organizations have regional offices nationwide and the attached agencies are also included in the target ones. Therefore, it is recommended that more than 2 months for the recruitment period should be secured, and the invitation letter from NEDA of Managing Organization should be sent immediately upon opening of application, and the agent of the JDS also would like to visit the individual organizations and keep following up of application at earlier stage.

(3) Accepting Universities:

In the new system, Accepting Universities are expected to play a role to achieve the project objective as partners on the project implementation from the technical point of view by participating in the Preparatory Survey and implementing the special program described later. Therefore, the selected Accepting Universities are fixed for the next 4 years in principle and expected to tackle the concerned development issues continuously and systematically.

(a) Determination of Accepting Universities

Prior to the Preparatory Survey, JICA presented proposed target priority areas/development issues⁶ of JDS of the Philippines to the universities having previously accepted the JDS participants or other universities wishing to accept the participants, and asked each university to submit the questionnaires regarding the concerned country or issues which they wish to be involved. As a result, 53 questionnaires in total were submitted from 32 graduate schools of 24

⁶ They are a list of the background of issues, associated JICA programs and identified needs in the JDS corresponding to the target priority areas of the target countries, which MOFA and JICA selected based on the Country Assistance Program by Japanese government and JICA Country Program.

universities.

JICA and EOJ evaluated the contents of the questionnaires from respective universities and the experience of accepting international students including the JDS participants and others based on the evaluation guideline⁷. After that, in the Preparatory Survey, JICA presented the proposals (short list) of the top 3 universities in each Component to the Government of the Philippines and the Accepting Universities were finally selected after discussion between the survey team and the Operating Committee. (see Table 5)

The Government of the Philippines has emphasized the ownership in the implementation of the JDS, and shown a strong desire to positively take part especially in the selection process of Accepting University. Therefore, they expressed concern about the following matters: 1) Sufficient investigation time was not given for the discussion in the Preparatory Survey to decide the new framework including Accepting Universities under the new system. 2) In the short list submitted from JICA, prestigious universities (such as Tokyo University, Osaka University, Hitotsubashi University, Keio University and others) were not included. JICA explained the selection process of Accepting Universities to the Government of the Philippines and could secure certain understanding from them, however, in the Minutes of Discussions (signed on August 24, 2010) (see Table 4), the following matters were specified as the proposal from the Government of the Philippines: 1) Participation of other top universities should be encouraged in the next cooperation after 4 years, 2) In the selection of universities, the criteria should include the diversity and quality of faculty and students, curriculum contents, advanced research and development capabilities, among others.

(b) Discussion and Exchange Views with Government of the Philippines

In the new system, Accepting Universities are expected to arrange the acceptance system and curriculums/ programs suitable for the issues which the target country is confronting and direct the research toward one based on the actual situations and needs of the country by actively and positively taking part in the JDS from the stage of planning and survey. And they are expected to increase possibility to give the outcomes of research/ study back to society in the future and further to promote the effectiveness of the JDS. To select the JDS participants, therefore, faculty members of Accepting Universities were dispatched to the Philippines to interview candidates and also had opportunity to exchange opinions with the concerned parties on the JDS including the Operating Committee, Managing Organization, and Target Organizations. The followings were the objectives of exchanging opinions:

⁷ Evaluation guideline of Questionnaire for Accepting Universities: Scoring the evaluation points by the item of the questionnaire, EOJ, JICA Headquarters (Training Affairs and Citizen Participation Department), and JICA Philippine Office evaluated the questionnaires. The contents of Questionnaire submitted by the university include: (1) Maximum number of acceptable JDS participants per year; (2) Principle policy of the program; (3) Contents of the program/ Curriculum; (4) Support and teaching system in the university/ course; (5) Achievements and lessons learned from past acceptance for JDS participants; (6) Accepted foreign students other than JDS; and (7) Research/ Cooperation performance on the development issues, etc..

- To share perceptions of the issues and the measures for human resource development of the target country through the exchange of opinions with the concerned parties
- To reflect perception of Accepting Universities to the Basic Plan for the Sub-Programs through selection of the first batch candidates and exchange of opinions with the concerned parties
- To obtain information on the situations of the concerned issues and the needs for human resource development so that Accepting Universities can plan and formulate the program (special program⁸) specially organized for the Sub-Programs/ Components of the country.

Through the exchange of views between the Accepting Universities and the concerned parties on the JDS, it makes possible for Accepting Universities to comprehend the issues and the needs of human resource development under the Sub-Programs/ Components, and the background of the Target Organizations and candidates, and thus to consider appropriate curriculum and accepting system. Further, acceptance of JDS participants for four straight years is anticipated to turn to an occasion to establish the long-term collaborative relationship with the target country and Target Organizations.

(c) Acceptance of JDS Participants and Support for Utilization after Return Home

In the new system of the JDS where universities accept the JDS participants under the single Sub-Program/ Component from the target country for four years, Accepting Universities are expected not only to guide/ teach the participants based on the existing curriculum and programs but to offer the Special Program appropriate for the concerned issues of the country consistently at three stages of before⁹/during /after their overseas study. The purposes of the special program are as follows:

- To allow the JDS participants to acquire practical knowledge and experience through introduction of more practical and detailed cases in order to solve the issues corresponding to the Sub-Program/ Component of the country
- Through the activities offered as the Special Program, to allow the JDS participants or the Target Organization to establish the network with Japanese and foreign researchers and/or organizations that contributes for future activities

⁸ The special program is a combination of the “Contract Research” established in the existing system and the “Research Activity Facilitation” newly set in new system, conducted with additional fees provided to Accepting Universities apart from the tuition fees. The “Contract Research” includes special courses or seminars to offer the JDS participants the direct additional values in addition to the existing courses offered by the university. On the other hand, the “Research Activity Facilitation” refers to the course that offers programs specializing in the development issues of the target country. To implement the special program, Accepting Universities are requested to submit the activity plan and implementation plan, and its implementation will be confirmed after the approval by the government of the target country.

⁹ The Special Program before overseas study of the first batch JDS participants is outside the scope of implementation based on the Contracts for Preparatory Survey and for JDS implementation from succeeding years.

2-1-2. Basic Plan for the Sub-Programs

In the Basic Plan for the Sub-Programs, a four-year program (four batches included), which consists of the Target Organizations to nominate JDS candidates, Japanese Accepting Universities, the number of JDS participants and expected outcomes on the Sub-Programs/ Components, is formulated as package. It is expected to improve the abilities of the core human resource in policy-making and project management, and further to improve the abilities of the Target Organization in policy-making by dispatching the JDS participants for four years under the same Sub-Programs/ Components, Target Organizations and Accepting Universities based on said Plan.

In addition, each Accepting University is expected to provide Special Programs to try to tackle the issues in each Sub-Program/Component of the Philippines exclusively and promote the development of the relationship with organizations of the Government of the Philippines. The Basic Plan for the Sub-Programs formulated based on the discussion in the Preparatory Survey will be the guideline for Accepting Universities to educate/ guide JDS participants for the next four years and will be the base for the program evaluation to be conducted four years later.

The main items of the Basic Plan for the Sub-Programs

1. Outline of the Sub-Program/Component

(1) Basic Information (2) Background and Needs (3) Japan's ODA Policy and Achievement (including the JDS)

2. Cooperation Framework

(1) Project Objectives (2) Project Design (3) Verifiable Indicators (4) Number of JDS Participants and Accepting University (5) Activity (6)-1 Inputs from the Japanese Side (6)-2 Input Duration and the Number of JDS Participants (7) Inputs from the Philippine Side (8) Qualifications

Through the discussion of the Preparatory Survey which has been conducted since August 2010, target priority areas (Sub-Programs) and development issues (Components) on the JDS were selected, sufficiently considering the matching with Philippine Development Plan, Japan's Country Assistance Program, the JICA Country Program in the Republic of the Philippines/ JICA Programs, among others. It was confirmed that those Sub-Programs and Components are associated with the development issues of the Philippines, Country Assistance Program by Japanese government and JICA Programs (see "3-4 Relevance of the JDS" for details), and these were officially agreed between the concerned parties as priority areas/issues to be tackled on the JDS (see Appendix 4 for details). However, though GOP recognized that the Sub-Programs/ Components were formulated broadly enough to cover the priority development issues and the needs of human resource development of the Philippines, it proposed that, if new issues and human resource development needs are included in the new MTPDP (2010-2016) (to be officially released after March 2011),

they should be adjusted within the current framework after the succeeding years. As for the proposal by GOP, although it is assumed that the Sub-Programs/Components are fixed for 4 years in principle and the major review is not expected during the period, the concerned parties of the both countries agreed that they can be adjusted within the permissible range of Accepting University programs in view of the consistency with the new MTPDP.

After that, based on the Supplementary Survey of Target Organizations in the Preparatory Survey, questionnaires submitted from those Accepting Universities, the discussion between faculty members of Accepting Universities and the Target Organizations/ concerned parties of the JDS during the Technical Interview, and others, those concerned parties of GOJ and GOP had continually consultations and discussions, and finally the Basic plans for the Sub-Programs on 2 Sub-Programs and 5 Components were respectively formulated in February of 2011 (see Appendix 6 for details).

In the consultation and adjustment toward the formulation and agreement of the Basic plan for the Sub-Programs (final plan), a part of new issues and human resource development needs, which are currently assumed under the new MTPDP, was considered and was finally included in the Basic plan for the Sub-Programs. And also, in the consultation, based on the results of recruitment / selection of the 1st batch in this year, the Accepting Universities expressed the concerns as following and discussed on these matters; (1) especially the universities of Component 1-3 “Peace and Development in Mindanao” secured only small number and low quality of applicants, and had lack of diversification of research plans/ themes of applicants (the broad background of Component was not sufficiently shared and understood by the applicants), and (2) some universities found some cases where the research plans/ themes of the applicants do not always match with the programs of universities, (3) the ease of application requirement (age), and others.

As a countermeasure against (1), the faculty members of Accepting Universities proposed to improve the number of applicants by adding some central governments as Target Organizations not limiting the Target Organizations only to those located in Mindanao based on the current setup, in consideration of the relevance between the applicants’ work and the Component. However, it was decided that the Target Organization would not be expanded at this time, considering the following matters based on the discussion; (i) if the range of Target Organization is expanded, the difference with Component 1-1 “Assistance for Governance” would become unclear, and (ii) if the qualification of applicants is respectively judged at the time of application in consideration of the relevance with the job of applicants, the procedures may become complex. Instead, in order to clarify the background of broad setup of said Component, it was agreed to try to improve the situation and expand the number of applicants in succeeding years by changing the title of Component “Peace and Development in Mindanao” to “Regional Development Administration in Mindanao” and reviewing the method of application promotion.

As for the concern (2), especially in Component 1-3 and Component 2-2 “Development of Basis

for Economic Growth”, some cases were found where there were mismatches between the research plans/ themes submitted by the applicants upon application and the programs of Accepting Universities. As a countermeasure against it, it was decided to consider improving the application materials which are used during application promotion in succeeding years, providing the right and effective information to the applicants/ Target Organizations, in consideration of the consistency between the definition of Component / the direction of study and the programs of Accepting Universities.

And also as for the concern (3), after the consultation with the Operating Committee conducted in August 2010 about this year’s recruitment, the “Qualifications and Requirements of JDS applicants” were set as shown below, and the recruitment /selection of the 1st year (1st batch) of the 4-year programs were conducted as described in Appendix 8. However, as for the age requirement 2) of the qualifications and requirements, based on the results of this year’s survey results and others, the current requirements would be continuously applied after the second batch, but it was decided that the Operating Committee would respectively consider and approve eligibility of the applicants on a case to case basis if the Target Organization nominates the applicant over the age of 40.

<Qualifications and Requirements of JDS Applicants>

- 1) Nationality: Must be citizens of the Republic of the Philippines
- 2) Age: Between 22 and 39 years old (in principle) as of April 1, in the year of dispatch
(*Application from those above 39 years old is subject to consideration/ approval by the OC on a case to case basis.)
It was agreed that additional statement shown above in () will be applied in succeeding batches.
- 3) Occupation:
 - Should be a civilian government employee in the Target Organization of JDS Program (including those attached agencies)
 - Currently employed in the Target Organizations with permanent status
 - Has 2 years of work experience, particularly in work relevant to the selected Component, at the time of application
 - Has a performance rating of at least ‘Very Satisfactory’ for the last 1 year in the organization
- 4) Academic Background: Should have a Bachelor’s degree relevant to the target field

It is confirmed that Sub-Programs and Components are associated with the development issues of the Philippines, Country Assistance Program by Japanese government, JICA Programs (see “3-4 Relevance of the JDS” for details), and these were officially agreed during the discussion held in August of 2010. (see Appendix 4 for detail)

However, though the Government of the Philippines recognized that the Sub-Programs/Components were formulated broad enough to cover the priority development issues and the needs of human resource development of the Philippines, it was proposed that they should be reviewed and adjusted within the current framework in the succeeding years if new issues and human resource development needs are included in the new MTPDP (to be finalized and released after March 2011). As for the proposal by Government of the Philippines, although the Sub-Programs/Components are supposed to be fixed for 4 years in principle and the major review is not expected during the period, the Operating Committee agreed that they can be adjusted within the range of Accepting University program in view of the consistency with the new MTPDP.

It is also to be mentioned that, based on the result of recruitment/ selection of 1st batch and discussion with the concerned parties on the JDS (the OC, Accepting Universities and Target Organizations), the title of the Component 1-3 was changed from “Peace and Development in Mindanao” to “Regional Development Administration in Mindanao” to secure/ show the broad background and expectations (not only for Peace Studies of Mindanao) behind said Component in Mindanao.

2-2. Four-year Program Scale Design

After discussing/ considering the maximum number of JDS participants in each of the four consecutive years from fiscal year 2011 onwards proposed by the Japanese government in April 2010 (20 participants per year) and the maximum number of acceptable participants by Accepting Universities proposed on their questionnaires, and the most appropriate program to solve the issues of each Component, the accepting number (for 4 years) in each Sub-Program/ Component was decided through the Survey as shown in Appendix 5. Based on it, the first batch candidates were recruited and selected.

The accepting number of participants per Sub-Program/ Component per year is already fixed. And it was also confirmed that, in case that does not achieve the prescribed number and there is a vacant slot for certain Component through recruitment and selection, another university in the same Component (only if plural universities are placed in the same Component) or another Component would accept an alternative candidate for the vacant slot to fulfill the maximum number of 20 per year.

2-3. Implementation Schedule

When Ministry of Foreign Affairs of Japan and JICA officially make a decision to implement the JDS from fiscal 2011 onwards as the result of the Preparatory Survey, the program will presumably be implemented for the next four years according to the schedule shown in Fig. 3

below. More specifically, following the conclusion of the Exchange of Notes (E/N) and Grant Agreement (G/A) every year, JICA will recommend a consultant entrusted to conduct said Preparatory Survey as the “agent” to the Government of the Philippines. The agent will conclude a contract with the Government of the Philippines to implement the program on behalf of the Government of the Philippines.

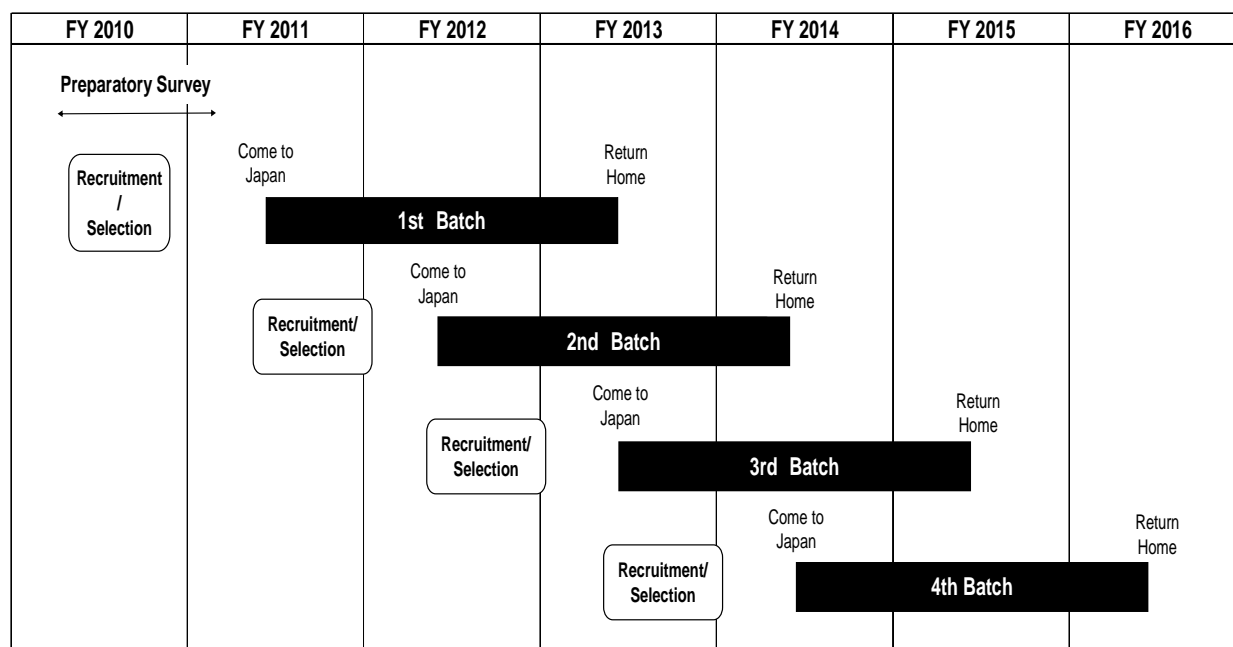


Fig.3: Implementation Process

2-4. Obligations of Recipient Country

During the period of recruitment and selection of JDS participants, NEDA takes a main role in planning, implementation, management and supervision of the JDS as a Managing Organization of all the Components, cooperates in promoting applications through distribution of the Application Guidelines/ Application Forms, encourage the cooperation for the JDS to the Target Organizations set for each Component, and conduct the consultation/ discussion between the Accepting Universities and the Target Organizations for formulation of the Basic Plan for the Sub-Programs. At the same time, NEDA is positioned as an implementing agency of the project as before, and tackle the operation of the project in cooperation with CSC and DFA, the Operating Committee members of Philippine side.

While the JDS participants study in Japan, the Government of the Philippines monitors the participants via an implementing agent on a regular basis to report to JICA. They also find the updates on the progress or concerns of the JDS on the regular report submitted by the agent to take appropriate actions in cooperation with the Operating Committees members if necessary. In addition, they provide data or other materials necessary for the JDS participants to complete their

master's thesis.

After the JDS participants return home, taking into consideration that main objectives of the JDS include contribution of the JDS returned participants to the solution to development issues of the country as well as the development of the human network, the Government of the Philippines shall hold a Presentation Seminar after the JDS participants return home in order to acknowledge their achievements, and take necessary measures including the subsequent trend survey or the promotion of academic and cultural exchange and cooperation with Japan. At returning of JDS participants, NEDA, Managing Organization, informs the belonging organizations about the returning schedule of the participants, and additionally will send the request letter asking for cooperation to utilize the outcome of study in the organizations and demonstrate the effect of the JDS.

2-5. Follow-ups of the Project

The purpose of the JDS is “to support human resource development in the recipient countries targeting highly capable, young governmental officials who are expected to engage in formulating and implementing socio-economic development plans and to become leaders in their countries”, and “JDS returned participants are expected to contribute to practically solving the socio-economic development issues that their countries are facing with their special expertise”. The achievement of such purpose will require not only acquisition of technical knowledge by JDS participants, establishment of the research and human network through education in Japanese universities, but also various follow-ups to JDS returned participants. Further, the effective follow-ups will largely depend on understanding, cooperation and voluntary efforts by the Government of the Philippines and the concerned parties involved in the JDS project.

The follow-ups provided to the JDS returned participants include the Presentation Seminar to be held straight after their returning home, where they report to the Operating Committee about the study outcome (acquisition of special knowledge regarding development issues through the acquisition of Master's degree), the development of human network in Japan, the career plan to utilize the outcome, among others. The supervisors of their belonging organizations are also invited to the Presentation Seminar to further ensure the achievements of the JDS by sharing how to utilize knowledge as well as the action plans of JDS returned participants with the Operating Committee and the supervisors of the organizations. And also, CSC, one of the members of the Operating Committee, and the agent of the JDS mainly develop and update the database of JDS returned participants (including the belonging departments, posts and others) to share in the Operation Committee. Moreover, the JDS Alumni Association, which was established by JDS returned participants of 1st batch, is run voluntarily, and, to maintain the relationship with the JDS returned participants and promote the project operation more effectively, the cooperation from the

JDS returned participants are requested in the activities/ events on the JDS. For example, some JDS returned participants are requested to disseminate the information and promote the application in their belonging organizations, and to share experiences of study abroad in Japan and how they are now utilizing the outcome after returning home at the Promotion Seminars during the recruitment period.

However, now the belonging organizations have the responsibility for utilization of the JDS returned participants. According to hearing with the JDS returned participants, some engage in the same operation and work in the same workplace as before participating in JDS, and the achievement of JDS is not sufficiently utilized. And also, as for the JDS Alumni Association, due to concerns in securing of operational expenses and manpower capacity, it has not been activated yet.

In the new system, the Target Organizations are narrowed down, and securing of JDS participants who meet the purpose of JDS is further expected. So, to achieve the effect of the project, further understanding of the Government of the Philippines and Target Organizations, and active efforts by the Government of the Philippines such as monitoring of JDS returned participants and development of human network should be strengthened. Furthermore, as for the direction of follow-up of JDS returned participants in the future, not only efforts by the Government of the Philippines but also necessary cooperation and support from the Accepting University would be preferable. For instance, Some Accepting universities have founded their individual alumni association to maintain their network with the ex-participants, conducted collaborative researches with them and cooperated with them and their organizations on survey/research projects by the university. Likewise, the effect of the program is expected to be further achieved through organic follow-ups by the Operating Committee, Accepting Universities and the concerned parties (including JDS returned participants), in addition to the follow-ups by the Government of the Philippines.

Chapter. 3 Evaluation and Recommendation of the JDS

3-1. Expected Effect of JDS

As already stated, the JDS intends to develop human resources including young governmental officials who are expected to be leaders of a country with specialty involving themselves in solving the socio-economic development issues, and to allow the participants fostered through the JDS to actively contribute to a solution to development issues. To effectively implement the JDS towards the achievement of these purposes, Project Design (Overall Goal and Project Purpose) have been set by Component (see Appendix 6). As the effect would be achieved in the long-term perspective in the project for human resources development, the Project Design, particularly the Project Purpose that are the achievement goals at the time of project completion, must be at most acquisition of knowledge necessary to solve the development issues concerned; however, it is expected that such goals will be ultimately led to “their active contribution to a solution to the development issues in their country” through the effective utilization of knowledge acquired by JDS participants after returning home and getting of opportunities for the utilization and duties from belonging organizations.

The followings show the verifiable indicators to measure achievement of the Project Purpose. These indicators common in all Components have been set considering the perspectives above:

- Ratio of JDS participants who obtain Master’s degree
- Ratio of JDS returned participants assigned to the workplace which has good relevance to their research/ expertise in the third year after their return

The indicator of “Ratio of JDS participants who obtain Master’s degree” has been highly achieved in previous years through encouragement of application targeting the organizations associated with the target areas and personnel matching the purpose of the program at the time of recruitment, selection based on basic academic knowledge or learning abilities, possibility of contribution after returning home, and various supports and regular monitoring (conducted through an interview for management/ updating of the condition of their academic, life and health issues and advising) for the JDS participants in Japan. The achievement rate as of October 2010 reaches 100%. The achievement of said indicator is expected to be promoted continuously because, with the introduction of the new system, the policies and methods in the recruitment and selection of applicants were reviewed (as Target Organizations were determined) and the Accepting Universities are asked to provide the curriculum which further contributes to the solution of development issues of the country.

As for the indicator of “Ratio of JDS returned participants assigned to the workplace which has good relevance to their research/ expertise in the third year after their return”, the possibility of return and contribution to the previous work after returning home has been achieved in previous

years as in the Government of the Philippines, the Service Scholarship Contract based on the CSC regulation secures somehow JDS participants' return to the previous work and the obligation to work at the belonging organization for a certain period. However, to increase the use of JDS effect in each belonging organization, it is necessary for the Government of the Philippines to continue to appeal to the organizations with active efforts such as encouragement to properly assign to the department which is deeply related to the study and where JDS returned participants can contribute to policy making and institution building.

3-2. Implementation of Supplementary Survey for Evaluation at the End of Project

As a result of the Survey conducted through the last year, in addition to 2 verifiable indicators shown in the Basic Plan for the Sub-Programs, the indicator to supplement the evaluation at the completion of the project was set for the more multiple evaluations.

As for the measurement of the project effect with the introduction of the new system, the efforts based on various criteria such as management and progress of the project, independence of relevant organizations, activity/ utilization of JDS returned participants are possible. However, focusing on monitoring system of JDS participants, which is one of the characteristics as the management function of information on JDS, the indicators to evaluate the "Degree of ability improvement of the JDS participants" and the "Appropriateness of university curriculums" were additionally set, and the questionnaire investigation was implemented. Main targets of the questionnaire were JDS returned participants, but their supervising officers of belonging organizations and academic advisors were also asked for cooperation for the questionnaire, especially on the indicator about "Degree of ability improvement of the JDS participants".

(1) Contents of Survey

As for the "Degree of ability improvement of JDS participants", the survey was intended to examine the change of ability which is required for the government employees in the developing country through JDS, considering that "development of young governmental officials" is the goal of JDS. Concretely, the improvement of skills and thinking ability such as "Scientific research / analytical skill", "Logical thinking skill", "Problem-solving skill" and "Leadership ability" and the change of attitude such as "Ethical sense", "Sense of discipline", "Sense of responsibility" and "Positive attitude" were to be measured on the Survey.

As for the appropriateness of university curriculum for solution of development issues, the items to check whether the proposed curriculum is really carried out and whether the provided curriculum contributes to the development issues as an actual result were set on the Survey, as the relevance of the university curriculum with the concerned development issue was already confirmed by screening the proposals submitted by the university at the stage of Survey.

(2) How to Survey

Timing of questionnaire investigation of JDS participants is as follows: at arriving in Japan, during studying in Japan, at completion of study, after returning home (back to workplace). The questionnaires were collected together with the ex-ante reports of regular monitoring from JDS participants at arriving at Japan and during studying in Japan, and at the completion of study, questionnaires were distributed and collected instead of the ex-ante report for the evaluation meeting where JDS participants attended by each university/ graduate school just before returning home. As for the JDS returned participants, JICA will distribute questionnaires three years after returning home and collect answers.

As for the questionnaire investigation targeted supervising officers of belonging organizations, the questionnaires were distributed and collected through JDS Project Office in the Philippines before the JDS participant departed for Japan and after they came back to the Philippines. And also, as for the academic advisors, the questionnaires were distributed with the reports of final monitoring of JDS participants and the answers were collected.

(3) How to Use the Survey Results

Based on the results of questionnaire investigation which were collected from JDS participants, academic advisors and supervising officers of belonging organizations, the analysis on the skills and thinking ability needed in the belonging organizations among various abilities which are required for government employees, the ability which has been improved and the change of attitude through JDS is implemented to examine the relevance and effectiveness of JDS.

And the relevance of curriculum, research guidance and research environment which are provided by the Accepting Universities will be also examined based on analysis results.

To lead to the improvement of the project in the future, the total and analysis results including the results of the questionnaire investigation which is implemented in the year and was done in the past year (as necessary) will be reported to the Operating Committee and Accepting Universities at the end of year.

3-3. Recommendations

The following shows the recommendations obtained through the Survey:

(1) Setting of Target Organizations

As for the setting of Target Organizations, in view of the relevance with role, mandate of each organization and Sub-program/Component, after the discussion/ consultation with the JDS Operating Committee members in the Philippines, those organizations were decided. However, some organizations proposed addition of Target Organizations and broader setting through the

Supplementary Survey during the recruitment period.

In the new system, the Target Organizations (target of JDS) are supposed to be narrowed down and be fixed for next four years in principle. However, based on the discussion/ agreement between the survey team and the Operating Committee in the Philippines in August of 2010, as for the Target Organizations from the following year onwards, they should be partially reviewed (by deleting/ adding Target Organizations) after the discussion/ agreement by the Operating Committee, with considering the results of Supplementary Survey and comments from Target Organizations and in view of the standpoint of “selection and concentration”.

For example, Office of the Presidential Advisor on Peace Process (OPAPP), which is one of the Target Organizations under Component 1-3 “Regional Development Administration in Mindanao”, is deeply related to the Component and is able to highly contribute to the concerned issues. However, as there are no permanent employees due to its specific role and unique staff structure of the organization and it decided not to dispatch employees to JDS in 2010 based on their internal policy/ decision, it is necessary to examine and consider whether those organizations, which do not meet the current purpose and requirements of JDS, should be continuously considered as Target Organizations in succeeding years, after confirming the official response/ interest to JDS from those organizations.

(2) Selection of Accepting University

As for the Accepting University, the Operating Committee members of the Philippine side have shown a strong desire to positively take part in the selection process of Accepting University before the Survey. So, they expressed concern about the following matters: Sufficient time for discussion/ investigation was not given in the Preparatory Survey, Famous universities were not included in the short list of candidates of Accepting Universities. Although the Operating Committee members of the Philippine side showed understanding about the fair selection procedure done according to the clear evaluation guidelines upon selection of the Accepting University, it is highly recommended to secure enough time to examine and discuss with the Operating Committee members in the development process of the framework of JDS including the Accepting University, if the next phase of JDS is continued four years later, considering that the Operating Committee members of the Philippines side emphasize the ownership in the implementation of JDS. And in the new system, direct communication and strengthening of cooperation among Accepting Universities, the Operating Committee and Target Organizations are supposedly further enhanced. As the Consultation Meetings were effectively conducted to enhance communication and cooperation among the Universities and the concerned parties of the JDS during the Technical Interview this year, it is necessary to provide the opportunity continuously where more effective efforts to solve the issues of each Component are consistently implemented before visiting Japan, during studying in Japan and after returning home, in cooperation with those

concerned parties on JDS.

(3) Application Requirements

As stated earlier, due to the Rationalization Plan which is being implemented across the organizations of the Government of the Philippines and promotion of civil-service reform, the number of potential applicants who meet the JDS requirements is restricted in many Target Organizations. Especially, the Target Organizations expressed concern about the current qualifications/ requirements targeting “permanent employee who is between 22 and 39 years old.

About such concern/ comments, it is necessary to consider the actual situation of the target country in setting of requirements to some extent, while the setting should be justifiable to secure high effectiveness of the project, sufficient number of high-quality applicants and contribution after returning home. First, as for the restriction of permanent employee, the setting of the requirements should be of great significance, as it is recommended on the CSC regulation and additionally it was found that the reinstatement rate of permanent employees was much higher than that of non-permanent employees in the past performance¹⁰. On the other hand, as for the age limit, it is currently one of factors which obstruct securing of sufficient number of applicants, and in some scholarship programs by other donors, the age limit is eased up to around 45. Considering that the retirement age in the governmental organizations in the Philippines is usually 65 years old (early retirement at 60 can be optional), the JDS returned participants should be able to contribute to the belonging organizations for a certain period after returning home even if the age limit is raised up to some extent.

In line with these, base on the discussion on Basic Plans for Sub-Programs in February, 2011, it was agreed that the age requirement would be still the same as the current requirement in principle in succeeding batches, however, that in case the Target Organization nominates an applicant who are over 40, the Operating Committee would consider and approve the applicant on a case to case basis considering the applicant’s competency, work experience and possibility of contribution after return.

It is necessary to examine how big impact said relaxation of age requirement would make in succeeding batches, and also to consider reviewing the setting of appropriate and adequate requirements as necessary considering the actual situation in the Philippines by the OC in succeeding years.

(4) Recruitment Period

The recruitment period of this year was 9 weeks based on the Survey schedule, although approximately 12 weeks were secured in last year. Despite effective promotion for application, as

¹⁰ The number of JDS returned participants from public sector is 122 out of 132 of total JDS returned participants (1st to 6th batch). While reinstatement rate of those with permanent status (110 ex-participants) is more than 94% among 122 returned participants from public sector, that of those with non-permanent status (12 ex-participants) is only 33%.

the period is a little shorter than in previous years, many organizations expressed concern about the deadline when many required documents are to be prepared and submitted and raised request to possibly extend the period just before the deadline.

Upon application, a certain period of time is required for completing application forms/ research plan and securing required documents by applicants, and also for disseminating information on JDS, processing internal screening and approval procedure by the organization. Therefore, it is preferable to secure more than 12 weeks for recruitment period. And also, as the Target Organizations include attached agencies and regional offices, it is necessary to conduct necessary follow-up to the Target Organizations at an earlier stage so that the information can be disseminated and shared immediately in the entire organizations.

3-4. Relevance of the JDS

(1) Outline

As stated above, the JDS as a whole has been reviewed since fiscal 2008 to strengthen the Preparatory Survey in order to clarify the positioning of the JDS in line with the development issues confronting the target countries, the Country Assistance Program by Japanese government and the JICA programs, to further understand the issues and needs of the target countries through said Survey and to improve the matching with Accepting Universities capable of offering the educational program that could satisfy such needs. Taking into consideration the purposes and background of the review, the relevance/ appropriateness of the JDS will be verified from the viewpoint whether the JDS is consistent with: (1) the Development Plan of the Philippines; (2) the Country Assistance Program for the Philippines by Japanese government; and (3) the JICA Country Program in the Republic of the Philippines/ JICA programs.

(2) Consistency with Development Issues of the Philippines

In the Philippines, upon assumption of presidency, the president formulates “Medium-Term Philippines Development Plan (6 years)” including important concerned matters and priority issues which the administration should tackle. Under former Arroyo administration, “Medium-Term Philippines Development Plan (2004 – 2010)” (MTPDP) was formulated and the development priority areas were economic growth, creation of employment, alleviation of poverty, maintenance of social and political stability, good governance and others, and in each area, development of capable human resources and improvement of administrative capabilities were shown as concerned issues.

The “Medium-Term Philippines Development Plan (2010–2016)” under New Aquino administration is being currently formulated, but extermination of corruption, alleviation of

poverty, reduction of financial deficit, realization of peace in Mindanao and others have been shown as policy promises. Recognition of continual development issues and continuity with the traditional “Medium-Term Philippines Development Plan” can be confirmed.

The Sub-Programs/ Components in JDS are consistent with the development priority areas in MTPDP respectively (see Fig.4) and is positioned as a human resource program which can contribute to policy making, institution building and infrastructure development in each area.

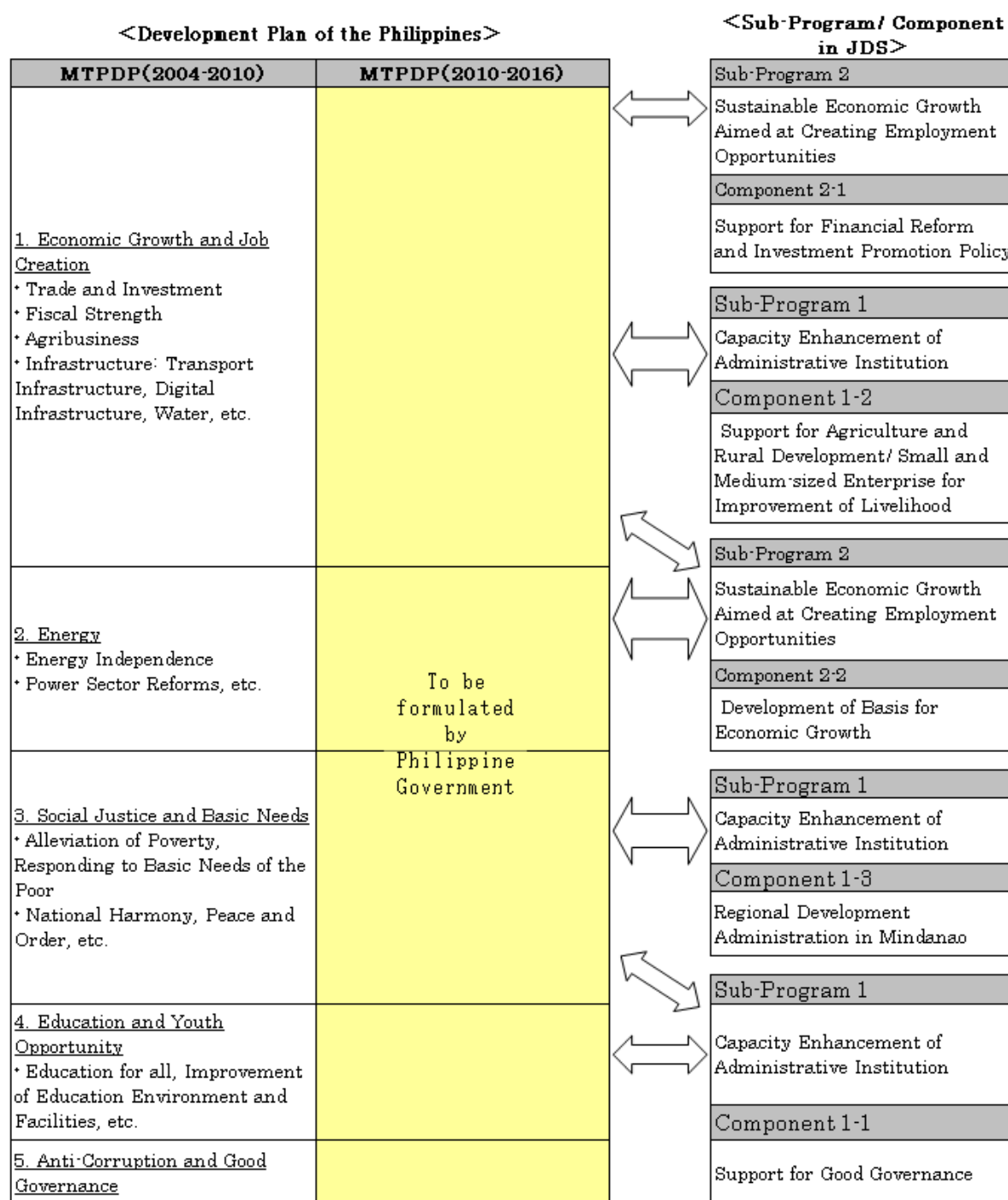


Fig.4: Positioning of JDS in MTPDP

(3) Consistency with the Country Assistance Program for the Philippines by Japanese government

The “Country Assistance Program for the Philippines” (June of 2008, MOFA) was formulated by Japanese government to show the direction of ODA for the Philippines, in view of MTPDP (2004-2010) which the Government of the Philippines developed and the current situation of the Philippines. The 3 Priority Development Issues are as follows:

I. Sustainable Economic Growth Aimed at Creating Employment Opportunities

II. Empowerment of the Poor and Improvement of the Living Conditions of the Poor

III. Peace and Stability in Mindanao

And also, as common Approach to Priority Development Issues, “Assistance for Policy-Making and Administration Capacity Building for the Central Government” and “Assistance for LGUs and Strengthening Cooperation with LGUs” are indicated, and from the standpoint of the sustainability of aid and self-sufficient development, the importance of policy-making assistance and aid concerning management and maintenance, institutions, and human resources development (including the strengthening of administrative capabilities of local governments) are specified.

The Sub-Programs/ Components are set to be completely consistent with the abovementioned Priority Development Issues under said Country Assistance Program, and are planned as a comprehensive human resource development program in each target priority area. (see Fig.5)

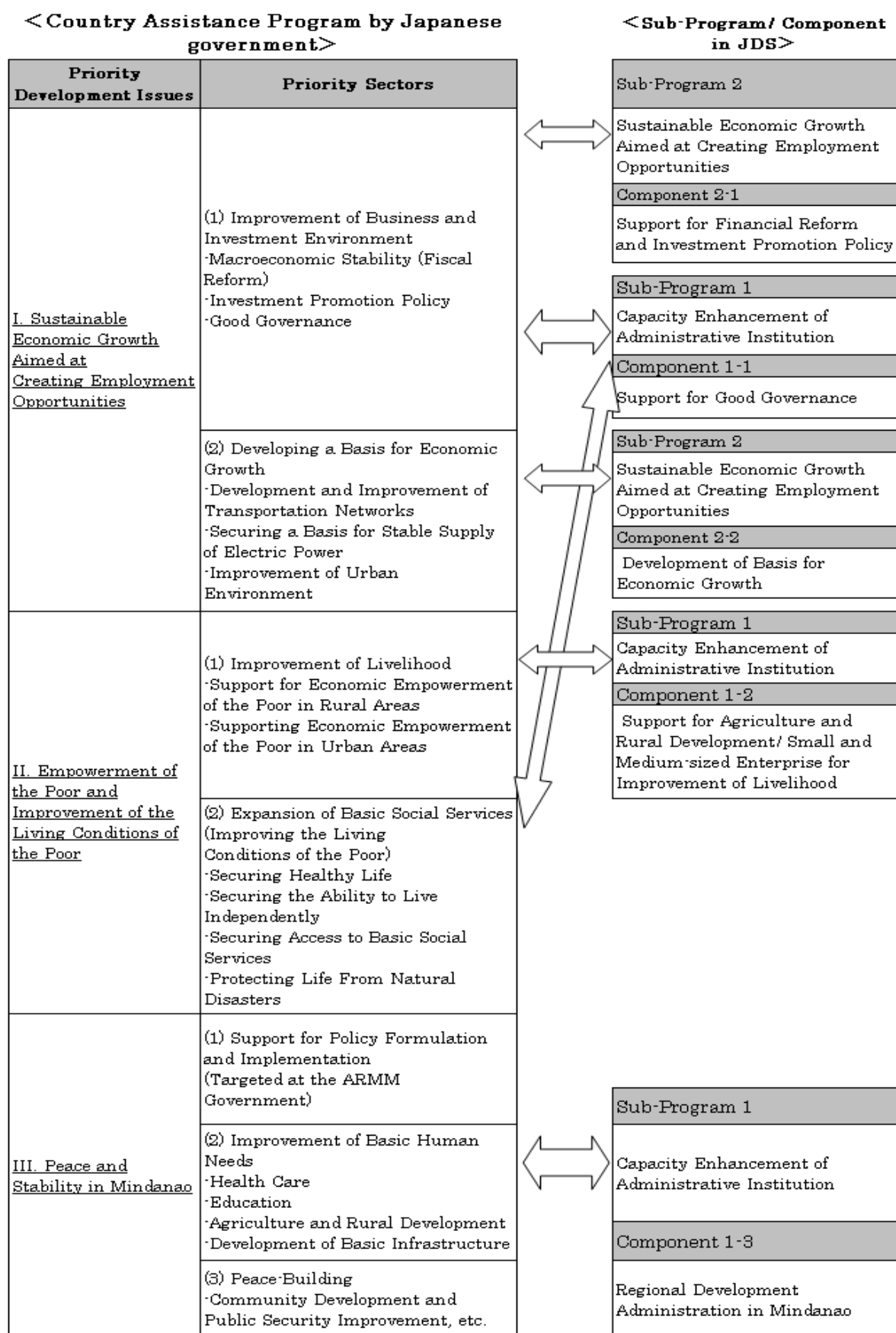


Fig.5: Positioning of JDS in Country Assistance Program for the Philippines

(4) Consistency with the JICA Country Program in the Republic of the Philippines/ JICA Programs

In the JICA Country Program in the Republic of the Philippines (July of 2009, JICA), almost the same priority areas and development issues are shown in line with the Country Assistance Program for the Philippines by Japanese government. Therefore, 5 Components set in JDS are consistent with priority areas/development issues and programs of JICA respectively (see Fig.6) and JDS in the Philippines is deeply related to the JICA Programs through the development of human resources who should take the responsibility for policy making, implementation, operation and management.

<JICA Country Program in the Republic of the Philippines/ JICA Programs>

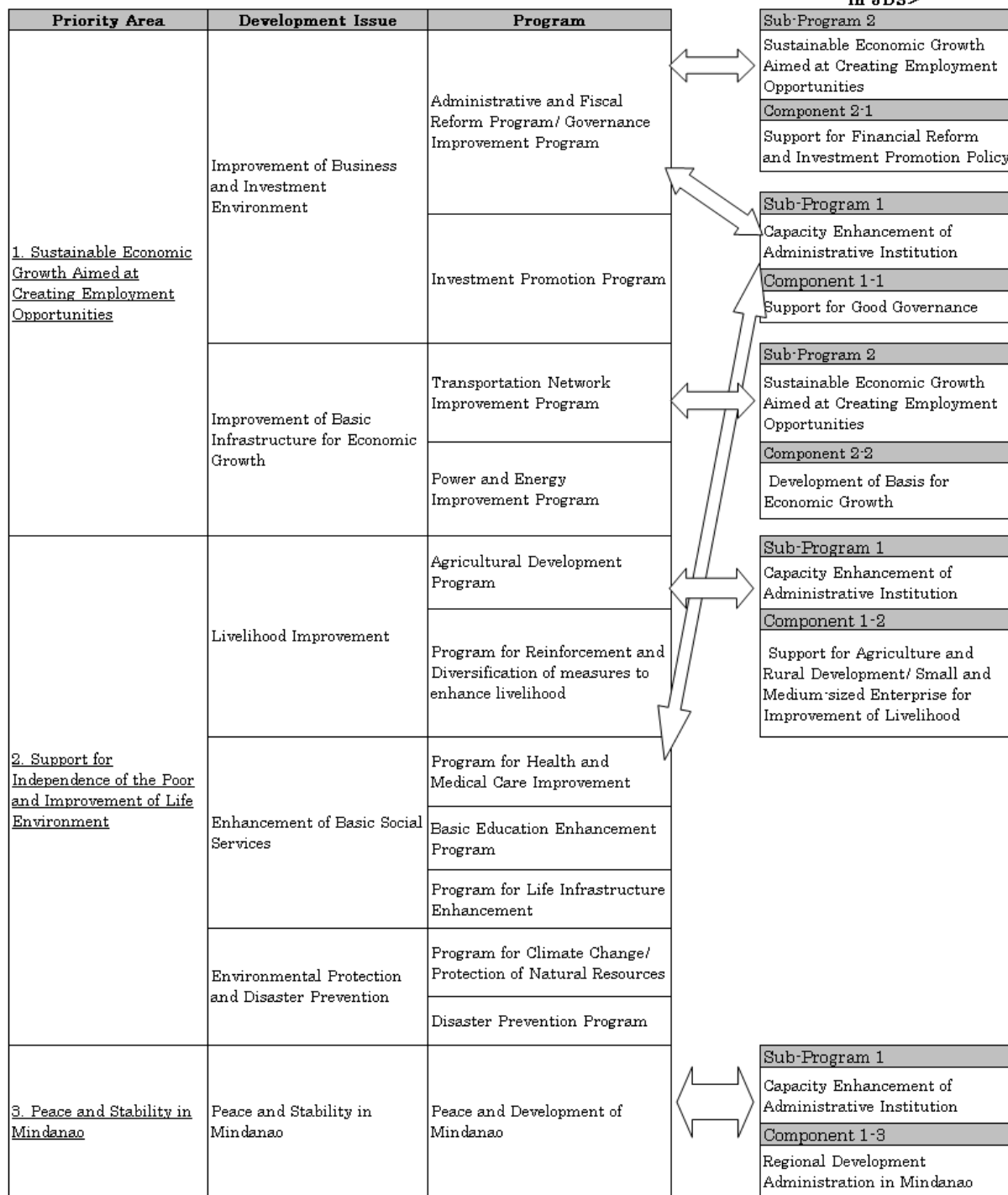


Fig. 6: Positioning of JDS in the JICA Country Program in the Republic of the Philippines/ JICA Programs

3-5. Conclusion

In this Preparatory Survey, in consideration of the purposes and features of the JDS and the

political and social background and current situation of the Philippines, the priority development issues of the Philippines were clarified based on the MTPDP, Country Assistance Program by Japanese government and JICA Country Program in the Republic of the Philippines, and Sub-Programs/ Components were selected. Furthermore, through the Supplementary Survey addressed the concerned Target Organizations about the role/ mandates and positioning of each organization, the needs of human resource development, the possibility of potential candidates and others, the scale of the JDS program for four years as 1 package and the project plan of each Sub-Program/ Component (Basic Plan for the Sub-Programs) were formulated. As stated in 3-4 “Relevance of the JDS”, the poisoning of project is clear and the relevance was verified, therefore, the new system is regarded as significant enough to be implemented.

However, although the new system is a four-year program in principle, it is necessary to carefully determine the special knowledge which should be acquired through study in Japan (by JDS) and the human resources who should be developed in the Target Organizations and implement the JDS effectively, while securing a certain flexibility through the discussion with the Operating Committee, considering that the target priority issues and the needs of human resource development in the Philippines could change due to the government policy, social and economic situation and others.

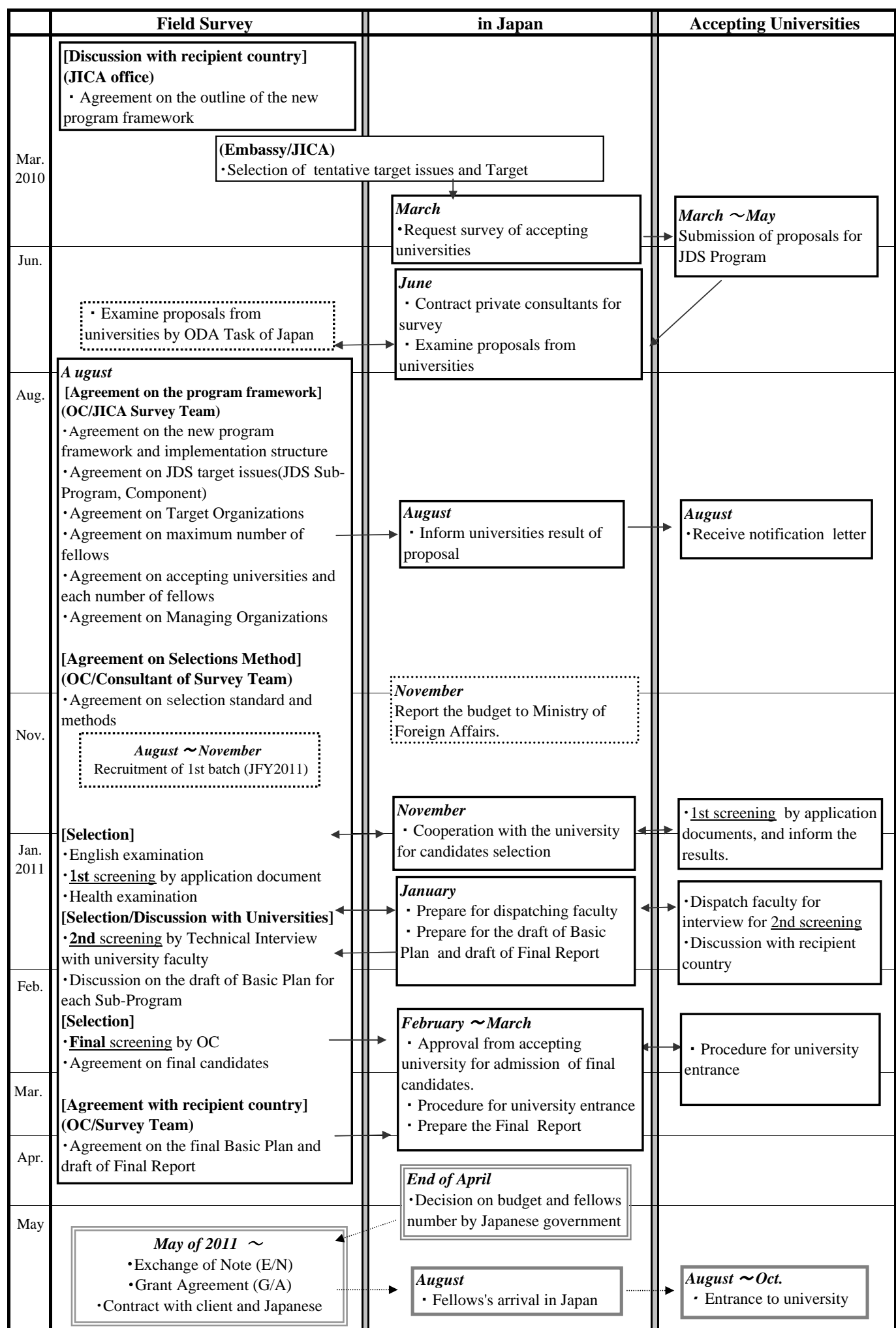
And in the new system, as the Accepting University provides the program responsive to the needs of Target Organization of the Philippines for four years, the achievement of effect can be expected somehow in the viewpoint of “obtaining of special knowledge through acquisition of Master’s degree”, the purpose of JDS. However, as stated above, it is necessary to examine the effect of human resource development from a long-term standpoint, in the viewpoint of how the knowledge is utilized “after acquiring” and how much it is given back to society.

List of Appendixes

1. Member List of the Survey Team
2. Flowchart of the Preparatory Survey for JDS
3. List of Contact Persons during the First Field Survey in the Philippines
4. Minutes of Discussions
5. The numbers of JDS participants to be accepted for the next four years under the JDS Program in the Philippines
6. Basic Plan for the Sub-Programs
7. Summary of the Results of Supplementary Survey on Target Organizations
8. Selection/Recruitment of the First Batch (Coming to Japan in FY 2011) Candidates under the new system (Republic of the Philippines)

Member List of the Survey Team

Hiroshi Shiono	Leader	Director Training Program Coordination Division, Training Affairs and Citizen Participation Department, JICA
Kunihiro Inokuchi	Cooperative Planning	Training Program Coordination Division, Training Affairs and Citizen Participation Department, JICA
Atsushi Tsutsumi	Survey Planning	Director, International Student Division, International Student Department, JICE
Hiroshi Kawagoe	Acceptance Planning	Deputy Director, International Student Division, International Student Department, JICE
Atsuko Sakamaki	Recruitment/ Selection	International Student Division, International Student Department, JICE



List of Contact Persons during the First Field Survey in the Philippines

1. Discussion on the Minutes

	Date and Time	Contact Persons	Remarks
1	9 August 2010 14:30-15:30	<ul style="list-style-type: none"> ■ Embassy of Japan in the Philippines -Mr. Tomochika Uyama, Minister -Mr. Haruhiro Jono, First Secretary 	Discussion between Operating Committee (OC) members (Japanese Side) and the Survey Team
	16:30—17:30	<ul style="list-style-type: none"> ■ JICA Philippine Office -Mr. Norio Matsuda, Chief Representative -Mr. Kenzo Iwakami, Senior Representative -Mr. Naoto Kuwae, Representative 	
2	10 August 2010 10:30—12:00	<ul style="list-style-type: none"> ■ Civil Service Commission (CSC) -Ms. Agnes D Padilla, Director IV, Human Resource Development Office 	Discussion between Operating Committee (OC) members (Philippine Side) and the Survey Team
	13:10—15:00	<ul style="list-style-type: none"> ■ National Economic and Development Authority (NEDA) -Mr. Rolando G. Tungpalan, Deputy Director-General -Mr. Joseph Capistrano, Supervising Economic Development Specialist, Public Investment Staff (PIS) -Ms. Aurora T. Collantes, Senior Scholarship Affairs Officer / Senior Economic Development Specialist, Public Investment Staff (PIS) 	
	15:50—16:30	<ul style="list-style-type: none"> ■ Department of Foreign Affairs (DFA) -Mr. Josel Francisco Ignacio, Director, Office of Asian and Pacific Affairs -Ms. Kathleen Tudio, Japan Desk Officer, Office of Asian and Pacific Affairs 	
3	12 August 2010 9:30—11:00	<ul style="list-style-type: none"> ■ Embassy of Japan -Mr. Tomochika Uyama, Minister -Mr. Haruhiro Jono, First Secretary ■ JICA Philippine Office -Mr. Kenzo Iwakami, Senior Representative -Mr. Naoto Kuwae, Representative -Ms. Mary Ann Bakisan, Program Officer, Training Program Section ■ NEDA -Mr. Rolando G. Tungpalan, Deputy Director-General -Mr. Florante G. Igtiben, Assistant Director, PIS -Ms. Aurora T. Collantes, Senior Scholarship Affairs Officer/ Senior Economic Development Specialist, PIS -Ms. Rachelle Cerera, Senior Economic and Development Specialist, PIS ■ CSC -Ms. Agnes D Padilla, Director IV, Human Resource Development Office ■ DFA -Mr. Josel Francisco Ignacio, Director, Office of Asian and Pacific Affairs 	The first O/C Meeting

2. Visit of Target Organizations

	Date and Time	Contact Persons	Remarks
1	11 August 2010 9:00–10:00	<ul style="list-style-type: none"> ■ Department of Environment and Natural Resources (DENR) -Mr. Ric G. Enriquez, Director III, Human Resource Development Service -Ms. Rachelle, Human Resource Development Service 	
	10:30–11:30	<ul style="list-style-type: none"> ■ Department of Agriculture (DA) -Ms. Ma. Asuncion B. Sotto, Administrative Officer V 3 others in charge of personnel affairs 	
	13:30–14:30	<ul style="list-style-type: none"> ■ Office of the Ombudsman (Ombudsman) -Mr. Emmanuel Vergara, Chief of Personnel Development Committee and a person in charge of scholarship 	
	14:50–16:00	<ul style="list-style-type: none"> ■ Department of the Interior and Local Government (DILG) -Atty. Pioquinta E. Quindara, Chief of Administrative Office and a person in charge of scholarship 	
2	12 August 2010 13:55-14:45	<ul style="list-style-type: none"> ■ Department of Agrarian Reform (DAR) -Ms. Alma Pamittan, Chief of Personnel Division 	
3	13 August 2010 9:00-10:10	<ul style="list-style-type: none"> ■ Bangko Sentral ng Pilipinas (BSP) -Ms. Erleda B. Arceo, Acting Manager, Scholarship Division, BSPI -Ms. Grace A. Caedo, Acting Assistant Manager, Scholarship Division, BSPI 	
	10:45–11:30	<ul style="list-style-type: none"> ■ Department of Public Works and Highways (DPWH) -Mr. Santos M. Colis, Human Resources Planning Division 	

**MINUTES OF DISCUSSIONS
ON THE PREPARATORY SURVEY OF
THE JAPANESE GRANT AID
FOR HUMAN RESOURCE DEVELOPMENT SCHOLARSHIP
TO THE REPUBLIC OF THE PHILIPPINES**

The Government of Japan (hereinafter referred to as "GOJ") decided to conduct a Preparatory Survey on the Program of the Japanese Grant Aid for Human Resource Development Scholarship under new system (hereinafter referred to as "the JDS program") to be applied to the Philippines, and entrusted the survey to the Japan International Cooperation Agency (hereinafter referred to as "JICA").

JICA dispatched a Preparatory Survey Team (hereinafter referred to as "the Team") headed by Hiroshi SHIONO, Director, Training Program Coordination Division, Training Affairs and Citizen Participation Department, JICA, to Manila from 9 to 13 August, 2010.

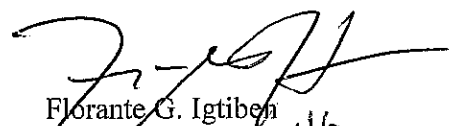
The Team held a series of discussions with the Government of the Philippines (hereinafter referred to as "GOP") members of the Operating Committee (hereinafter referred to as "the O/C"). After Director Shiono returned to Japan, both sides confirmed the framework of the JDS program, and the related items attached hereto.

The Team will report to the GOJ the result of the discussions for further preparation of implementation of the JDS program to the Philippines.

Pasig City, August 24, 2010


Kenzo Iwakami

Senior Representative
Japan International Cooperation Agency
Philippines Office



Florante G. Igtiben
Assistant Director
Public Investment Staff
National Economic and Development Authority
Philippines

I. Framework of the JDS program

On the discussion of the framework for the JDS program which is for implementation from fiscal year 2011 until 2014, the following items were confirmed by the O/C:

1. Objectives of the JDS program

The objectives of the JDS program were confirmed as follows:

- i) to support human resources development of recipient countries of Japanese grant aid, targeting promising and young governmental officials, who are expected to be leaders of the recipient countries, and
- ii) to engage in formulating and implementing social and economic development policies in each recipient country.

2. Expectations from the JDS program participants

The participants of the JDS program are expected to contribute in expanding and enhancing the foundation of bilateral relations between Japan and the Philippines and for better understanding and appreciation of the Japanese culture. They will acquire expert knowledge, conduct research, and build social networks at Japanese universities. They are also expected to use such knowledge and actively participate in responding to the social and economic development issues and concerns being confronted by their countries.

3. JDS New system

The O/C confirmed the major changes of the JDS program as described in “Major Changes in the JDS” (ANNEX-1)

4. Operating Guidelines

“The Operating Guidelines of the Japanese Grant Aid for Human Resource Development Scholarship under the New System” (ANNEX-2) was agreed as a principal framework of the JDS program.

5. Implementation of Preparatory Survey of the JDS program

The Team explained that JICA will implement the Preparatory Survey of the JDS program (hereinafter referred to as “the Survey”) in accordance with the “Flowchart of Preparatory Survey of the JDS” (ANNEX-3) and in consultation with the O/C. Also, the O/C agreed to the procedure which includes the field survey.

The objectives of the preparatory survey are the following:

- (1) to identify the target priority areas and the development issues;
- (2) to identify the target organizations from which the candidates shall be nominated;
- (3) to identify accepting institutions/universities offering the target educational programs ;



- (4) to select the scholarship participants of the first batch and identify the total number of scholarship participants for the whole period of the program; and
- (5) to develop a basic plan for each selected target priority area

6. Composition of the JDS program

The O/C understood the composition of the JDS program as follows:

- (1) The JDS program will consist of sub-programs as enumerated in *II Implementation of the JDS program 2. Target Priority Areas and Development Issues*.
- (2) The sub-programs will consist of components as enumerated in *II Implementation of the JDS program 2. Target Priority Areas and Development Issues*.

7. Managing Organization

As explained, the Managing Organization is responsible for the planning, implementation, management and monitoring the JDS program for each development issue. The National Economic and Development Authority (hereinafter referred to as "NEDA") is regarded as the Managing Organization for all development issues. NEDA remains to be the executing agency for the JDS program with the Civil Service Commission (CSC) and Department of Foreign Affairs (DFA) as partner agencies through the O/C.

In the selection process of JDS candidates, NEDA, together with the other members of the O/C, shall include the target organizations in its meeting with the professors of accepting universities in order to identify the priority areas and address the sectoral development issues.

8. Target Organizations

It was discussed with the O/C that the candidates of the JDS program would be selected from the identified organizations related to the target priority areas and development issues. However, the O/C suggested considering additional organizations especially in the succeeding batches to provide opportunities to other relevant GOP agencies.

9. Selection of the participants

The selection of the participants would be implemented in accordance with the "Selection Flowchart of the JDS (ANNEX-4)".

10. Promotion of the JDS program

Noting that the JDS Program will not be announced through public advertisement, the O/C suggested the information of the Japanese universities should be provided through website, promotion seminars, etc. (Subsequent to the O/C meeting, the Philippine side suggested that information about the universities in terms of selection criteria, courses offered, curriculum, faculty members, among others should be fully disclosed to the program participants from the start of the application process to serve as guide in selecting the of school and program. Moreover, in the case of local government units and attached agencies, the Philippine side suggested that the invitation should be addressed directly to the local chief executive or head of

office of the target local government units (the Club 20 or the twenty (20) poorest provinces shall be prioritized) and attached agencies, respectively, copy furnished the national agencies).

11. Pre-departure Language Training

Since the pre-departure Japanese Language Training is abolished, some measures from GOJ and GOP side such as language training through DFA's Foreign Service Institute, and provision of booklet or CD on basic Japanese language as reference/guide by JICA could be considered or explored to facilitate learning of Japanese language.

II . Implementation of the JDS program

1. Maximum Number of JDS Participants

The total number of JDS participants for the first batch in Japanese fiscal year 2011 is twenty (20). However, the GOP requested to increase the slot being allocated to the Philippines to thirty (30). (It was agreed that in the spirit of equal access to opportunities, promotion of JDS to LGUs should be strengthened).

2. Target Priority Areas and Development Issues

The Philippine side expressed that the following target areas and development issues are already broad enough to accommodate more specific capability building needs and development priorities of the GOP. Nonetheless, the Philippine side suggested that the target areas and development issues may be adjusted within the framework of program in accordance with the new Medium Term Philippines Development Plan.

(1) Priority Area as Sub-Program 1 : Capacity Enhancement of Administrative Institution Development Issue as Component :

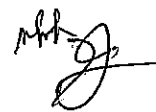
- i) Support for Good Governance
- ii) Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise for Improvement of Livelihood
- iii) Peace and Development in Mindanao

(2) Priority Area as Sub-Program 2 : Sustainable Economic Growth Aimed at Creating Employment Opportunities

Development Issue as Component :

- i) Support for Financial Reform and Investment Promotion Policy
- ii) Development of Basis for Economic Growth

(Subsequent to the O/C meeting, the GOP also suggested that GOJ may consider widening the scope of JDS in the future to include fields that are potentially of great importance to the Philippines. The GOP also relayed suggestions, which are the following, to the **Expected Theme of the Research/ Possible Fields of Study** under the Target Priority Areas and Development issues:



- i. On 1-1 (Support for Good Governance), to include Health Management, Communication/ Media and Governance, Information, Communication and Technology;
- ii. On 2-2 (Development of Basis for Economic Growth), to include Urban Planning or Urban Environmental Engineering, Information and Technology, Disaster Management and Climate Change.

However, possibility of some adjustment in the universities' programs should be discussed during the meeting with the professors of accepting universities.)

3. The Target Organization

The target organizations per target area/development issue were also discussed. The attached agencies of those target organizations would be also included. The O/C agreed to make the list of target organizations as indicative considering that other relevant organizations could be included in the succeeding batches. The Philippine side also emphasized that with regard to the Local Government Units (LGUs), the Club 20 or the twenty (20) poorest provinces should be prioritized.

(1) Development Issue as Component

1-(i) : Support for Good Governance

Target Organization: - NEDA (National Economic and Development Authority)

- DOF (Department of Finance) including its attached agencies and bureaus such as BOC (Bureau of Customs), BIR (Bureau of Internal Revenue), among others
- DBM (Department of Budget and Management)
- DFA (Department of Foreign Affairs)
- DOJ (Department of Justice)
- DILG (Department of Interior and Local Government) including LGUs (Local Government Units)
- DOLE (Department of Labor and Employment)
- CSC (Civil Service Commission)
- OP (Office of the President)
- Senate of the Philippines
- HOR (House of the Representative)
- COA (Commission on Audit)
- Office of the Ombudsman
- PNP (Philippines National Police)
- PCG (Philippines Coast Guard)
- DOH (Department of Health) including government hospitals
- DepEd (Department of Education)
- DSWD (Department of Social Welfare and Development)
- TESDA (Technical Education and Skills Development Authority)
- CHED (Commission on Higher Education)
- NCDA (National Council on Disability Affairs)
- LBP (Land Bank of the Philippines)
- CICT (Commission on Information and Communications Technology)
- NCC (National Computer Center)

(2) Development Issue as Component



1-(ii) : Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise for Improvement of Livelihood

- Target Organization: - NEDA (National Economic and Development Authority)
- DA (Department of Agriculture) including its attached agencies and bureaus such as BFAR (Bureau of Fisheries and Aquatic Resources)
 - DAR (Department of Agrarian Reform)
 - NIA (National Irrigation Administration)
 - DTI (Department of Trade and Industry)
 - DOST (Department of Science and Technology)
 - DOLE (Department of Labor and Employment)
 - DILG (Department of the Interior and Local Government) including LGUs (Local Government Units)
 - NWRB (National Water Resources Board)
 - DBP (Development Bank of the Philippines)
 - LBP (Land Bank of the Philippines)
 - LWUA (Local Water Utilities Administration)
 - PCFC (People's Credit and Finance Corporation)

(3) Development Issue as Component

1-(iii) : Peace and Development in Mindanao

- Target Organization: - NEDA (National Economic and Development Authority)
- ARMM (Autonomous Region in Muslim Mindanao)
 - OPAPP (Office of the Presidential Advisor on the Peace Process)
 - MinDA (Mindanao Development Authority)
 - DILG (Department of Interior and Local Government) including LGUs (Local Government Units) exclusively located in Mindanao (Region IX – XIII)
 - Other Regional Offices of National Government located in Mindanao

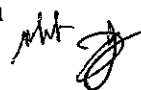
(4) Development Issue as Component

2-(i) : Support for Financial Reform and Investment Promotion Policy

- Target Organization: - NEDA (National Economic and Development Authority)
- DOF (Department of Finance) including BIR (Bureau of Internal Revenue)
 - DBM (Department of Budget and Management)
 - BSP (Bangko Sentral ng Pilipinas)
 - DTI (Department of Trade and Industry)
 - BOI (Board of Investments)
 - DFA (Department of Foreign Affairs)
 - OP (Office of the President)
 - Senate of the Philippines
 - HOR (House of the Representative)
 - DBP (Development Bank of the Philippines)
 - LBP (Land Bank of the Philippines)
 - PEZA (Philippines Economic Zone Authority)
 - SBMA (Subic Bay Metropolitan Authority)
 - TESDA (Technical Education and Skills Development Authority)
 - POEA (Philippine Overseas Employment Administration)
 - OWWA (Overseas Workers Welfare Administration)

(5) Development Issue as Component

2-(ii) : Development of Basis for Economic Growth



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Target Organization: - NEDA (National Economic and Development Authority)
 - DPWH (Department of Public Works and Highways)
 - DOTC (Department of Transportation and Communications)
 - DENR (Department of Environment and Natural Resources)
 including EMB (Environmental Management Bureau)
 - DOE (Department of Energy)
 - DTI (Department of Trade and Industry)
 - DOST (Department of Science and Technology)
 - PEZA (Philippines Economic Zone Authority)
 - BCDA (Bases Conversion and Development Authority)
 - SBMA (Subic Bay Metropolitan Authority)
 - MMDA (Metropolitan Manila Development Authority)
 - DOT (Department of Tourism)
 - DND (Department of National Defense)
 - CICT (Commission on Information and Communications
 Technology)
 - NCC (National Computer Center)
 - LTO (Land Transportation Office)
 - DILG (Department of the Interior and Local Government) including
 LGUs (Local Government Units) particularly the twenty (20) poorest
 provinces

4. Accepting Universities and Maximum Numbers of JDS Participants per University

JICA presented the shortlist of universities that signified interest to the program based on the survey they conducted among more than fifty (50) universities in Japan. Based on the ranking of the universities, the O/C agreed on the following universities per target area and the slot allocation. However, it was agreed to keep the list indicative and subject to further discussion by the O/C, particularly for the succeeding batches.

The GOP suggested that the O/C may explore ways on how participation of other top universities such as Tokyo University, Kyoto University, Osaka University, Hitotsubashi University, and Keio University can be encouraged. The GOP also suggested that in the selection of universities, criteria should include the diversity and quality of faculty and students, curriculum content, advanced research and development capabilities, among others. The GOJ noted these suggestions and specified that these shall be considered in the future cooperation).

(1) Development Issue as Component : Support for Good Governance

Universities: **International University of Japan (2 slots)**
Ritsumeikan Asia Pacific University (2 slots)
Kobe University (3 slots)

(2) Development Issue as Component : Support for Agriculture and Rural Development/ Small
 and Medium-sized Enterprise for Improvement of
 Livelihood

Universities: **Nagoya University (3 slots)**

(3) Development Issue as Component : Peace and Development in Mindanao

Universities: **International Christian University (2 slots)**
Meiji University (2 slots)



10

(4) Development Issue as Component : Support for Financial Reform and Investment
Promotion Policy

University: **International University of Japan (3 slots)**

(5) Development Issue as Component : Development of Basis for Economic Growth

University: **Nagoya University (3 slots)**

5. Qualification of JDS participants

Basically, the program is limited to the permanent government employees whose post is guaranteed after finishing the study in Japan. If a target organization wishes to select nonpermanent staff as JDS participant, it should be discussed and decided in the O/C. Furthermore, it was agreed in the O/C that age requirement shall be between the ages of 22 and 39 (both inclusive) as of the first of April of the fiscal year of arrival in Japan.

6. Research Area of JDS Participants

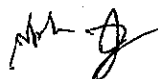
The development issues as components should be the reference for identifying “research area” by the JDS participants in order to ensure matching of the JDS participant and the accepting universities.

7. Basic Plan for each component

The Team explained the basic plan on each component, which includes the background, project objectives, summary of the activities of the project and others, will be prepared for mutual understanding of both parties during the preparatory survey. As this plan still needs to be further reviewed, the O/C agreed for continuous discussion on the preparation and finalization of the basic plan. Outline of the draft basic plan is attached in ANNEX -.5


8. Monitoring and Evaluation

It was agreed that monitoring and evaluation of JDS graduates should be done actively by the GOP through the JDS database which is under CSC’s management. (Subsequent to the O/C meeting, the Philippine also suggested coming up with a feedback mechanism from JDS graduates for future improvement of project implementation. Further, a review of how previous JDS participants/scholars have fared after studying in Japan, whether they were able to utilize their acquired learnings from Japan and that said learnings contributed in the country’s development pursuant to the program’s goals was suggested as part of the monitoring and evaluation).



K/

- ANNEX-1: Major Changes in the JDS
- ANNEX-2: Operating Guidelines of the Japanese Grant Aid for Human Resource Development
Scholarship under the New System
- ANNEX-3: Flowchart of the Preparatory Survey of JDS
- ANNEX-4: Selection Flowchart of JDS
- ANNEX-5: Outline of the Basic Plan



Major changes in the JDS

	Item	Before	After	Notes
Project formation stage	1* Preliminary surveys, including field surveys	Not implemented	○	1) To be implemented once every four years. The program is planned to cover four batches of JDS participants. 2) To be conducted by JICA contracting with private consultants
	2 Alignment study between target organizations / target areas and Japan's bilateral cooperation programs	△	○	1) The target study areas and issues, and target organizations are decided through the preliminary survey in line with priority areas of Japan's bilateral cooperation programs for the country. 2) "Selection and concentration" on one to three target areas and about five to six development issues per target country. 3) JDS target areas shall be called "Sub-program", JDS target development issues shall be called "Component".
	3 Recruitment of candidates from the public through the media or the internet	○	Generally not applicable	1) The target organizations will carry out the recruitment for administrative officials and so on. 2) Recruitment from the public by partner countries are possible.
	4 Managing organization for each JDS target issue(Component)	No set up	○	1) Managing organization shall be basically selected among target organizations for each target sector and to be the most related to the target issue(Component). A specific organization could be selected as a common Managing organization for all target issues. 2) Managing organizations play roles in distributing and collecting application documents to/from each target organizations, promoting application. 3) Managing organizations also play roles discussing with host universities on Basic Plan, arranging seminars and other activities by host universities, evaluating JDS program in cooperation with Operating Committee and so on.
	5 Selection of candidates by host universities (examination of the application documents and technical interview)	○	○	1) The participation of the Operating Committee in the selection process will essentially remain unchanged. Final examination will be conducted by O/C. 2) The expertise of the host universities will be reflected in the planning of the Basic Plan covering four batches of JDS participants.
	6* Survey of the host universities (postgraduate courses) and confirmation of the programs provided	○	○	1) JICA is responsible for the survey. 2) Private consultants confirm the specific contents and method provided by host universities.
	7* Formulation of a strategic university allotment plan	△	○	1) JICA is responsible for the formulation. 2) The needs of the partner countries shall be more matched with the program provided by host universities. 3) JDS participants of the same target country and areas / issues will be accepted in the same host university.
Implementation stage	8 Conclusion of E/N, G/A, Contract with Agent	○	○	To be concluded each year as usual.
	9 Agent	○	○	JICA will recommend the private consultant which wins an open bid on the preliminary surveys.
	10 Cooperation period	No explicit agreement exists	4 batches (for 6 years)	1) Acceptance of the four batches planned for one cooperation period of 6 years. 2) The number of JDS participants for the four batches accepted in each host university/master courses will be fixed, along with the target countries and sectors. 3) At the request of partner countries, another preliminary survey may be conducted after the completion of the cooperation, for the purpose of evaluation and the examination of suitability and feasibility to implement further cooperation.
	11 Pre-departure language (English /Japanese) training	○	Not applicable	Pre-departure language training will be eliminated. If necessary, it will be conducted under the responsibility of the partner country's government.
	12 Japanese language training in Japan	○	△	1) Long-term Japanese language training will no longer be provided. 2) Instead, essential Japanese language training lasting about three weeks will be provided.
	13 Support for the JDS participants	○	○	As before, agents will carry out support for the JDS participants, such as application and matriculation, procedures, arrangements for returning to home country, confirmation of the research progress and daily life assistance.
	14 Special research-encouraging activities by host universities	△	○	Host universities will be able to implement special seminars in a partner country or special lectures by inviting people related to target issues from a partner country to Japan.
	15 Responsibility for conducting follow-ups to JDS Ex-Participants	The government of the partner country	The government of the partner country	1) As before, utilization of JDS Ex-Participants will be managed by the government of the partner country. 2) There will be discussed the possibility that the Japanese side will support this initiative with a soft-type follow-up cooperation scheme and providing information through the website "JICA Global Network."

* Item 1, 6 and 7 to be conducted in consultation with the O/C.

Operating Guidelines of the Japanese Grant Aid for Human Resource Development Scholarship under the New System

June 2009

Japan International Cooperation Agency (JICA)

These operating guidelines apply to the Japanese Grant Aid for Human Resource Development Scholarship, which will be implemented through a new method from the Japanese fiscal year 2009.

PART 1 Basic Principles

1. Preface

The purpose of the Japanese Grant Aid for Human Resource Development Scholarship (hereinafter referred to as the “Japanese Development Scholarship” or the “JDS”) Program is to support human resource development in countries that receive Japanese grant aid (hereinafter referred to as “recipient countries”), targeting 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 by means of accepting them in Japanese universities as JDS participants. Under the JDS Program, JDS participants shall contribute to an expanded and enhanced foundation for bilateral relations between their countries and Japan as persons having well-rounded knowledge of Japan.

JDS participants accepted by the 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 solving practical problems of the social and economic development issues that their countries are facing.

Many of the issues of developing countries cannot be solved through the efforts of these countries alone, and thus responses amid a framework of 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 the Japan International Cooperation Agency (hereinafter referred to as "JICA") provides funds.

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 advanced expertise to them through studying abroad at Japanese universities. The recruitment, selection, and dispatch of JDS participants shall be conducted based on mutual agreement of the concerned officials from the two countries.
- (b) JDS is to help strengthen the partnership between Japan and the recipient country in the future by graduating a wide range of participants who are knowledgeable of Japan and have a friendly attitude towards Japan.
- (c) Considering that JDS Participants need to finish their study in Japan as soon as possible so that they can participate in the work of formulating policy and perform other duties in key positions in the core of the government, the degree to be offered to JDS participants shall, in principle, be master's degrees which require usually two years of study at universities. The language of study shall, in principle, be English. This is based on the recognition that efforts to solve the development issues that developing countries face are undertaken under international cooperation frameworks and on the assumption that ex-JDS participants will be active on the international stage after their return to their home countries.
- (d) For the purpose of the JDS Program which is to support human resource development, targeting 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, the fields of study are mainly limited to "Social Science" such as Law, Economics, Public Policy.

(2) JICA

JICA will perform necessary operations for the implementation of the JDS Program pursuant to international agreement in accordance with the relevant laws and ordinances of Japan.

(3) Implementing Organization

The government of the recipient country shall entrust its duties related to implementation of the JDS Program to an agent based on a contract agreement entered between the recipient country and the agent.

(4) The Consistency with the Framework of Japan's Country Assistance Program

The priority fields of study shall be selected among the study fields which are regarded as highly effective to cooperate in implementing the JDS Program, in a point of view that the program shall be consistent with the framework of Japan's Country Assistance Program determined by the Ministry of Foreign Affairs of Japan.

(5) Japanese Accepting Universities

JICA shall enquire Japanese universities; about educational programs suitable to the recipient countries' needs in each priority fields of study and select universities which offer most suitable educational programs as prospective accepting universities. JICA shall consult with the recipient countries' governments on selecting the university for JDS participants among the prospective accepting universities above, and determine the accepting universities.

(6) Eligible Organizations

Organizations which are eligible for the JDS program shall be determined in each priority fields of study unless determination of eligible organization is inappropriate due to country's government official system, in such a case as personnel rotation among organizations are commonly practiced. Several eligible organizations may be determined in each priority field of study.



(7) Managing Organizations

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The eligible organization whose mission is most closely related to the each priority field of study shall be designated as the Managing Organization. The Managing Organization shall mainly take part in consultation with accepting universities, and cooperate in drafting the basic plan of the field of study. Also, in principle, the Managing Organization shall promote submission and acceptance of application documents to/from the eligible organizations of the field of study.

(8) Preliminary Survey

Prior to the implementation of the JDS Program in the recipient country, JICA shall conduct a preliminary survey. The preliminary survey shall be conducted once in the first year of every four year period to design the JDS Program for the period ("A batch of" : JDS participants shall be accepted in each fiscal year of the four-year period constitutes one cycle of the JDS Program) and to select candidates of the first batch.

The major objectives of the preliminary survey shall be as follows:

- (a) To agree on priority fields of study for JDS participants
- (b) To Agree on accepting Japanese universities
- (c) To Agree on eligible organizations and managing organizations of each priority field of study
- (d) To prepare the basic plan of each priority field of study
- (e) To identify the number of potential candidates for the JDS Program; and,
- (f) To select the candidates for the first batch
- (g) To estimate overall costs of the first cycle, that is a period of four years, of the JDS Program
- (h) To agree on the procedures for application and matriculation of the JDS candidates

(9) The Agent

After the conclusion of the E/N and G/A, JICA shall recommend the contractor of the preliminary survey as an agent (hereinafter referred to as "the 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 smooth implementation of the JDS program:

- (a) To work on the recruitment and selection procedures of JDS candidates for the three batches following the first batch
- (b) To provide JDS candidates with information on study in Japan




- (c) To carry out matriculation procedures and make arrangements for trips to Japan for
JDS Participants
- (d) To handle payment of tuition fees and scholarships
- (e) To provide orientation to JDS participants on both arrival and departure from Japan
- (f) To monitor JDS participants' progress
- (g) To organize an evaluation meeting upon graduation of JDS participants
- (h) To perform other duties necessary for JDS program implementation

(10) The Operating Committee

An Operating Committee shall be set in each recipient country towards the smooth implementation of the JDS Program.

The Operating Committee (hereinafter referred to as "the Committee") shall consist of government officials from the recipient country (diplomatic authorities, authorities in charge of economic cooperation, education authorities, etc.) and the relevant Japanese officials of Embassy of Japan and JICA. 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 vice chairperson. However, it shall be possible for representatives of the two governments to serve as co-chairpersons based on an agreement between the two governments. The chairperson (representative of the government of the recipient country) shall chair and manage Committee meetings. A JICA representative shall serve as the head of the Committee's secretariat, and shall handle all administrative duties of the Committee, including calling Committee meetings and taking meeting minutes.

The major roles of the Committee are as follows:

- (a) To discuss the JDS Program design in the preliminary survey
- (b) To select JDS participants from the candidates
- (c) To encourage the recipient country in utilization of ex-JDS participants and following up them
- (d) To review other aspects related to the management and implementation of the JDS Program

(11) Number of JDS Participants

The number of JDS participants of each batch shall be agreed by the both governments and stipulated in the contract between the recipient country and the Agent accordingly.

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In principle, three to five participants shall be admitted in a graduate school for each fiscal year.

(12) 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 for implementing the JDS Program:

Expenses for recruitment and selection of the second and subsequent batches, expenses for orientations, expenses for monitoring, and others

- (b) Expenses necessary for the JDS participants and accepting universities in Japan:

Scholarships, allowances for travel to and from Japan, outfit allowances, accommodation allowances for rent, subsidiary allowances to purchase books, shipping allowances, traveling and seminar allowances, tuition fees, contract research expenses for university education, and others

3. Qualifications and Selection of JDS Participants

(1) Qualifications and Requirements

- (a) Nationality: Applicants must be citizens of the recipient country
- (b) Age: In principle, JDS participants shall be between the ages of 22 and 34 (both inclusive) as of the first of April of the fiscal year of their 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 have acquired a master's degree after studying abroad on a scholarship awarded by other foreign assistances are ineligible. Persons who are currently receiving or planning to receive another scholarship through other foreign assistance are ineligible as well.
- (f) JDS participants must be in good health, both mentally and physically.
- (g) Persons who have English proficiency that is fluent enough for studying in Japan.

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(2) Recruitment and Selection

(a) Recruitment and selection policies

①The eligible organizations including the Managing Organization of each priority field of study shall invite applications for the JDS candidates from its own officials and submit its candidates to the Managing Organization . Recruitment from the public by the recipient country shall not be precluded if recruitment from the public is deemed to be reasonable.

②The Managing Organization of each priority field of study shall provide enough number of qualified candidates for JDS participants and under the guidance of the Committee, which is responsible for the selection of candidates.

③The selection of JDS participants shall be unequivocally based on each person's academic abilities. The participants shall be determined through an examination of the application documents and interviews.

(b) System for Selection

①The Committee shall administer all parts of the selection process, from the system for selection to determination of participants.

②The Committee shall address the following issues:

- 1) Determination of specific method for selection of JDS participants (including selection policy and selection criteria)
- 2) Confirmation of the selection schedule
- 3) Implementation and management of selection tests
- 4) Determination of final candidates

③After the accepting universities' admission approval for the candidates,

the

Committee shall determine JDS participants.

4. Conditions for Study in Japan

(1) Benefits

(a) Scholarships

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



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(b) Term of Scholarship Payment, etc.

In principle, the scholarship shall be provided for the JDS participant from his /her arrival date to the departure date after his/her acquisition of the scheduled degree within the initially scheduled period of study. In principle, the extension of the period of study shall not be accepted. The recipient country shall cancel payment of the scholarship and arrange the JDS participant's early return to the recipient country in any of the following cases:

- ① A false statement has been found in the JDS participant's application.
- ② The JDS participant violates any article of his/her pledge to the recipient country.
- ③ The JDS participant is subject to disciplinary action by the university or has no prospect of academic attainment within the initially scheduled period of study.

(2) Obligation to report

During the JDS participant's study period in Japan, the recipient country shall monitor JDS participants academic progress regularly with the assistance of the Agent, and report the results to JICA.

(3) Follow up

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

Furthermore, the recipient country shall study ways of assigning JDS participants to the work that provides them with the opportunity to play important roles in the central government, etc., after their return home.

PART 2 Contract with Agent and Verification**1. Recommendation of 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.




2. Contract Procedure

Pursuant to the provisions of the E/N and the G/A, the government of the recipient country shall enter into an agent contract with the Agent set forth in the preceding article. The Grant is ineligible unless JICA duly verifies the contract. The contract shall be made in duplicate and be submitted to JICA for its verification by the government of the recipient country through the Agent.

3. References for the G/A

The agent contract shall refer to the G/A in a manner that it reads as follows:

"JICA extends its grant to the Government of (name of the recipient country) on the basis of the Grant Agreement signed on (date) between the Government of (name of the recipient country) and JICA concerning the Project for Human Resource Development Scholarship"

4. References to the number of JDS participants

The agent contract shall refer to the number of JDS participants for each fiscal year of the four-year period, with said number serving as the upper limit.

5. Scope of Work

The agent contract shall clearly state all purchase of the services to be implemented by the Agent under the Grant.

In the event 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 agent contract shall clearly stipulate the contract period. That period shall not exceed the period 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 Contracts

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

9. Payment Procedure

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 procedures of JICA.

Because the payment includes the JDS participants' living expenses in Japan, due care shall be taken to ensure that the 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 agent contract shall clearly state the responsibilities and obligations of the Recipient Country in accordance with the E/N and the G/A.

11. Amendments

If the agent contract requires amendment, it shall be made in the form of an Amendment to the Contract, referring to the contract presently in force identified by its verification date and number.

The Amendment to the Contract shall clearly state that:

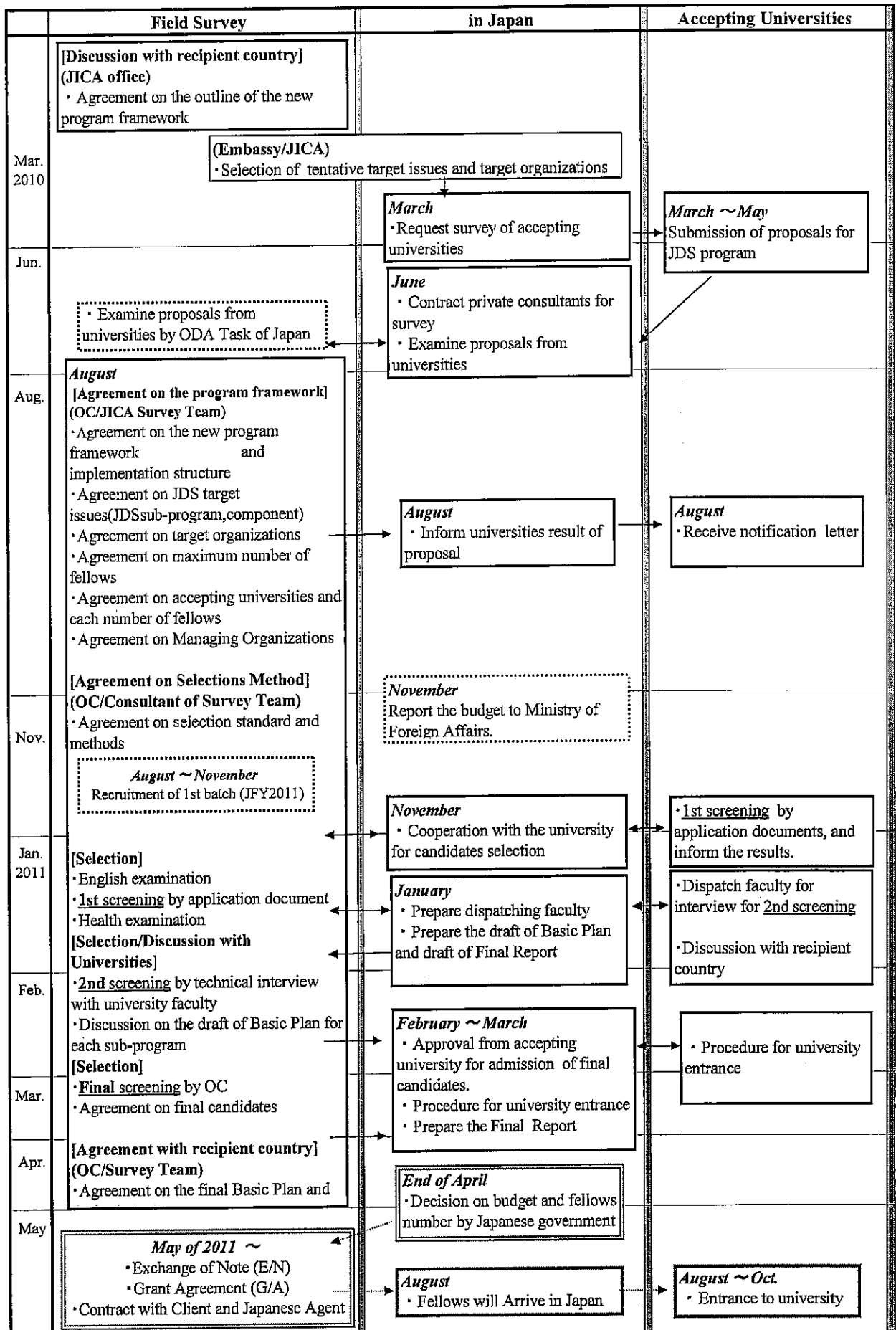
- (1) all the clauses except that (those) which is (are) amended, remain unchanged.
- (2) the Amendment to the Contract shall be verified by JICA to be eligible for the Grant.

*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.

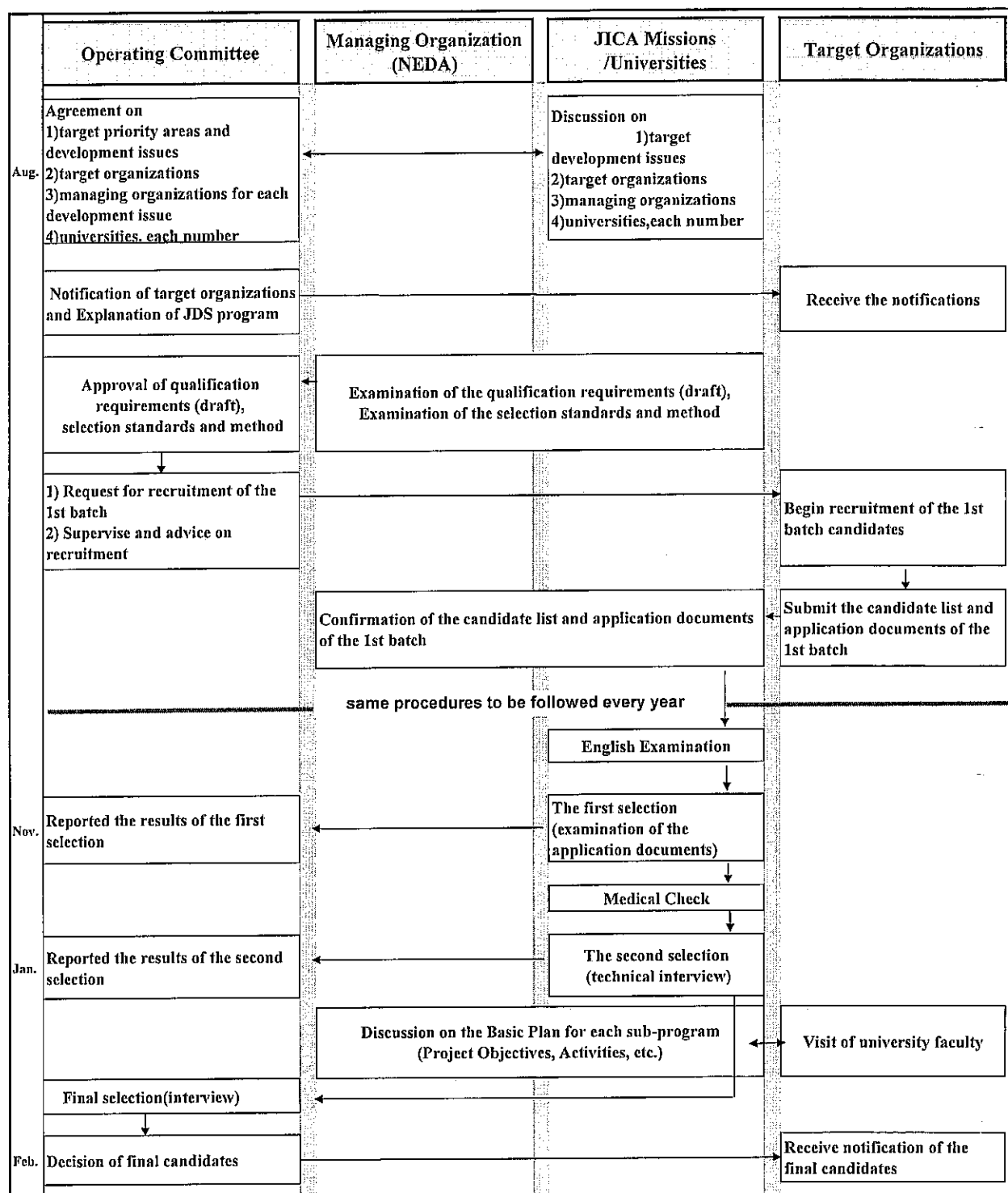


END





Selection Flowchart of JDS(Philippines)



※ As the target issues of the four batches will be decided on during the planning survey, the target issues will not be basically discussed in the second and later years.

Japanese Grant Aid for Human Resource Development Scholarship (JDS)
Basic Plan for the Target Priority Areas (Draft)

Basic Information of Target Priority Area

Country :	the Republic of the Philippines
Target Priority Area (Sub-Program) :	Capacity Enhancement of Administrative Institution
Operating Committee :	<Government of the Philippines> National Economic and Development Authority(NEDA), Civil Service Commission(CSC), Department of Foreign Affairs(DFA) <Government of Japan> Embassy of Japan(EOJ), JICA Philippine Office(JICA)

Itemized Table 1-1

1. Outline of the Sub-Program/Component

(1) Basic Information

Target Priority Area (Sub-Program) :	1. Capacity Enhancement of Administrative Institution
Development Issue (Component) :	1-1. Support for Good Governance
Managing Organization :	National Economic and Development Authority (NEDA)
Target Organizations (including the Organizations to be added) :	National Economic and Development Authority(NEDA), Philippine National Police(PNP), Philippine Coast Guard(PCG), Department of Justice(DOJ), Civil Service Commission(CSC), Department of Foreign Affairs(DFA), Office of the President(OP), Department of Interior and Local Government(DILG), Department of Labor and Employment(DOLE), Department of Budget and Management(DBM), House of Representatives(HOR), Office of the Ombudsman

(2) Background and Needs

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(3) Japan's ODA Policy and Achievement

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2. Cooperation Framework

(1) Project Objectives

The project objective is to enhance the government's administrative capacities in the Philippines, through providing the opportunity to obtain the Master's degree to the young capable government employees who are expected to play leadership roles to contribute to the socio-economic development of the country. It also aims to build the human network, and eventually strengthen the bilateral relationship between Japan and the Philippines.

(2) Program Objectives

(1) Overall Goal
Administrative Capacity of the target organizations in policy-making for Good Governance will be improved through accomplishment and contribution by the JDS returned participants who are secured for the next 4 years.
(2) Project Purpose
Human resources involved in policy-making and system building for Good Governance will be developed.

(3) Verifiable Indicators

1) To obtain Master degree by JDS participants
2) JDS returned participants posted to the departments which have relevance to their research and the component

(4) Number of JDS Participants and Accepting University

Number of JDS participants:	Total of XX Participants in four years XX Participants per year
Accepting University:	XX University GS of XX (Course)

(5) Activities

Targets	Learning Contents
1) Before coming to Japan	
2) During the stay in Japan	
3) After returning home	

(6)-1 Inputs from the Japanese Side

1) Expenses for special activities provided by the accepting university before, during and after studying in Japan (e.g. Preliminary instructions including local activities, Special Lectures and workshops, Follow-up activities after returning home)
2) Expenses for studying in Japan (travel expenses, scholarships during the stay in Japan, examination fees, tuition fees, etc.)
3) Expenses for supports during the stay in Japan (Monitoring, daily life support, etc.)

(6)-2 Input Duration and the Number of JDS Participants

1 batch ○ participants × 4 years = ○ participants
From the year 2011 (Until 2013) : ○ participants
From the year 2012 (Until 2014) : ○ participants
From the year 2013 (Until 2015) : ○ participants
From the year 2014 (Until 2016) : ○ participants

(7) Inputs from the Philippine Side

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

(8) Qualifications**SAMPLE:**

- 1) Nationality: Must be citizens of the Republic of the Philippines
- 2) Age: Below 40 years old as of April 1, in the year of dispatch
- 3) Occupation:
 - Should be a civilian government employees with permanent status
 - Currently employed in the government with permanent status and has least two (2) years work experience at the time of application
- 4) Academic Background: Should have a Bachelor's degree relevant to the target fields
- 5) Others:
 - Has not been awarded foreign scholarship for Master's degree
 - To conclude the Scholarship Service Contract (referred to under Executive Order 161) with the belonging organization



The numbers of JDS participants to be accepted for the next four years under the JDS Program in the Philippines

Sub-program	Component	Accepting University	Graduate School	Expected Number of JDS Participants				
				The 1st Batch	The 2nd Batch	The 3rd Batch	The 4th Batch	Total
1. Capacity Enhancement of Administrative Institution	1-1. Support for Good Governance	International University of Japan	Graduate School of International Relations – Public Management and Policy Analysis Program	2	2	2	2	8
		Kobe University	Graduate School of International Cooperation Studies	3	3	3	3	12
		Ritsumeikan Asia Pacific University	Graduate School of Asia Pacific Studies	2	2	2	2	8
	1-2. Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise for Improvement of Livelihood	Nagoya University	Graduate School of International Development	3	3	3	3	12
	1-3. Regional Development Administration in Mindanao	International Christian University	Graduate School of Arts and Sciences	2	2	2	2	8
Meiji University		Graduate School of Governance Studies	2	2	2	2	8	
2. Sustainable Economic Growth Aimed at Creating Employment Opportunities	2-1. Support for Financial Reform and Investment Promotion Policy	International University of Japan	Graduate School of International Relations – International Development Program	3	3	3	3	12
	2-2. Development of Basis for Economic Growth	Nagoya University	Graduate School of Environmental Studies	3	3	3	3	12
Total			20	20	20	20	80	

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

1. Basic Information of Target Priority Area (Sub-Program)

Country :	the Republic of the Philippines
Target Priority Area (Sub-Program) :	Capacity Enhancement of Administrative Institution
Operating Committee :	<Government of the Philippines> National Economic and Development Authority(NEDA), Civil Service Commission(CSC), Department of Foreign Affairs(DFA) <Government of Japan> Embassy of Japan(EOJ), JICA Philippine Office(JICA)

2. Target Priority Area of the Country and the position of the JDS

Enhancement of administrative capacities in each field/area is closely related with institution building, and it is an essential issue not only to tackle the problems that the Philippines are encountering, but also to receive and utilize overseas assistance properly. The problems such as Good Governance, Agriculture and Rural Development and Development in Mindanao are also the concerned issues urgently addressed in the Philippines.

Moreover, in a stream of decentralization, administrative responsibility of local governments has been increased, and enhancement of administrative capacities and institution building in both central and local government are matters of urgency.

Development of human resources of administrative officers who are specialized in public policy is necessary for said Target Priority Area, and the JDS is positioned to support capacity enhancement of administrative institution.

3. The position of the Target Priority Area (Sub-Program) on the JDS

The Target Priority Area (Sub-Program) of “Capacity Enhancement of Administrative Institution” consists of three (3) Development Issues (Components); “Support for Good Governance”, “Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise for Improvement of Livelihood”, and “Regional Development Administration in Mindanao”. Those three (3) Components are placed under the following Priority Development Issues of the Country Assistance Program for the Philippines (as of June 2008; hereinafter referred to as CAP) set by the Government of Japan respectively; “Sustainable Economic Growth Aimed at Creating Employment Opportunities”, “Assistance for Empowerment of the Poor and Improvement of Living Conditions of the Poor”, and “Peace and Stability in Mindanao”. The said Sub-Program has consistency with the CAP in that “Assistance for Policy-Making and Administration Capacity Building for the Central Government” and “Assistance for LGUs and Strengthening Cooperation with LGUs” are indicated as Approach to Priority Development Issues based on the CAP.

Itemized Table 1-1**1. Outline of the Component****(1) Basic Information**

Target Priority Area (Sub-Program) :	1. Capacity Enhancement of Administrative Institution
Development Issue (Component) :	1-1. Support for Good Governance
Managing Organization :	National Economic and Development Authority (NEDA)
Target Organizations (including the Organizations to be added) :	National Economic and Development Authority (NEDA), Department of Finance (DOF), Department of Budget and Management (DBM), Department of Foreign Affairs (DFA), Department of Justice (DOJ), Department of the Interior and Local Government (DILG) (including LGUs), Department of Labor and Employment (DOLE), Civil Service Commission (CSC), Office of the President (OP), Senate of the Philippines (Senate), House of Representatives (HOR), Commission on Audit (COA), Office of the Ombudsman (Ombudsman), Philippine National Police (PNP), Philippine Coast Guard (PCG), Department of Health (DOH), Department of Education (DepEd), Department of Social Welfare and Development (DSWD), Technical Education and Skills Development Authority (TESDA), Commission on Higher Education (CHED), National Council on Disability Affairs (NCDA), Land Bank of the Philippines (LBP), Commission on Information and Communications Technology (CICT), National Computer Center (NCC)

(2) Background and Needs

The struggle of the Philippines' public sector to eliminate corruption in administrative and judicial bodies due to weak governance has been a major development issue. Also, the problem of public security is not only a serious matter of concern in the Philippines but also a factor which harms the image of the Philippines inside and outside the country. Amidst the process of decentralization, not only policy-making assistance and aid concerning management and maintenance in services, institution-building, and human resources development for the central government, but also aid for administrative capacity building of LGUS should be further enhanced. Furthermore, from the perspective of human security, improvement of the access of the poor to basic social services including education, health and medical care is also a matter of concern. Additionally, the new Medium-Term Philippine Development Plan (2010-2016) will also highlight strengthening of the rule of law and advancing of the integrity and skills/ capabilities of judicial officers/ personnel in justice sector agencies for Good Governance.

In this regard, under this Component, strengthening of Good Governance in the public sector should be targeted through enhancement of the capacity of administrative officer to formulate/ implement the policy and manage/ maintain in services.

From the perspective of Good Governance, JDS participants are expected not only to contribute to policy-making and institution-building at their organizations, but also to enhance the capability to maintain the policy/ institution on their own and ensure the sustainability in development.

(3) Japan's ODA Policy and Achievement (including the JDS)

The said Sub-Program has consistency with the CAP for the Republic of the Philippines set by the Government of Japan, as it indicates "Good Governance" as a Direction of Priority Sectors to realize the Priority Development Issue, "Sustainable Economic Growth Aimed at Creating Employment Opportunities", showing the need of enhancement of good governance in the public sector and administrative capacity to eliminate corruption in administrative and judicial bodies. The CAP also indicates the "assistance for improvement of living conditions of the poor" as another Priority

Development Issue.

The JICA Country Program in the Republic of the Philippines (as of July 2009) sets “Improvement of Business and Investment Environment” and “Enhancement of Basic Social Services” as Development Issues of the Philippines, and indicates the relevant Programs including “Administrative and Fiscal Reform Program/ Governance Improvement Program”, “Program for Health and Medical Care Improvement” and “Basic Education Enhancement Program” under those Development Issues. Also, according to the special instructions in said Country Program, Governance is recognized as a continuous issue to be addressed, and not only support for policy-making and institution-building for the central government but also support for project-planning and enhancement of implementation capability of LGUs/ Civil Organizations should be enhanced from the perspectives of human security.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in the Philippines has started in 2002. 179 JDS participants of 1st to 8th Batch in total have been sent to Japan under the JDS (65 participants among 179 are for the field of Public Administration related with the concerned Component), and 132 JDS participants have successfully accomplished the respective Master’s Programs and returned home as of February 2011. Although there is no specific system in the Philippines’ public sector allowing significant promotion right after return from study abroad, some JDS graduates have promoted by 1-2 ranks to become supervising levels and some organizations have the internal system to nominate applicants and appraise graduates considering the relevance between their expertise/ outcome of the study abroad and future career.

2. Cooperation Framework**(1) Project Objectives**

The project objective is to strengthen the government’s administrative capacities in the Philippines, through providing the opportunity to obtain the Master’s degree to the young capable government employees who are expected to play leadership roles to contribute to the socio-economic development of the country. It also aims to build the human network, and eventually strengthen the bilateral relationship/ partnership between Japan and the Philippines.

(2) Project Design**(1) Overall Goal**

Institutional capability of the target organizations involved in Public Policy/ Public Administration (Governance) and policy-making will be enhanced through the JDS returned participants.

(2) Project Purpose

Administrative capability of human resources involved in Public Policy/ Public Administration (Governance) at the target organizations will be enhanced in terms of policy formulation and implementation, institution-building and management/ maintenance.

(3) Verifiable Indicators

- 1) Ratio of JDS participants who obtain Master’s degree
- 2) Ratio of JDS returned participants assigned to the workplace which has good relevance to their research/ expertise in the third year after their return

(4) Number of JDS Participants and Accepting University

Accepting University	Maximum Number of JDS participants to be accepted
1) International University of Japan, Graduate School of International Relations, Public Management and Policy Analysis Program	2 participants per year, Total of 8 participants in 4 years
2) Kobe University, Graduate School of International Cooperation	3 participants per year,

Studies, Special Course for Development Policy	Total of 12 participants in 4 years
3) Ritsumeikan Asia Pacific University, Graduate School of Asia Pacific Studies, International Cooperation Policy -International Public Administration (including Public Health Management program)	2 participants per year, Total of 8 participants in 4 years

(5) Activity

1) International University of Japan, Graduate School of International Relations

Target	Contents/ Programs to achieve target
1. Before departure	
Preparation for study/ research through pre-departure training and information gathering about Public Policy/ Public Administration (Governance)	-To acquire wide basic knowledge (including basic Mathematics, Economics, Business Administration, etc) through pre-departure training conducted by the university. (except JDS participants of 1 st batch) -To work on the assignment instructed by the university and prepare the related information and data necessary for research plan.
2. During study in Japan	
Acquiring basic knowledge and deepening understanding on Public Policy/ Public Administration (Governance)	-To take mainly basic subjects in the 1 st year and study intensively theoretical knowledge on construction of social policy contributing to implementation of Good Governance.
Obtaining capacity to analyze problems and execute on Public Policy/ Public Administration (Governance)	-To obtain practical knowledge and capacity to analyze problems in the 2 nd year through application of theory and special lecture/ field work provided as Special Program.
Study of solution to the issue through thesis writing	-To select the theme of thesis, conduct research contributing to solution of the development issue of the country, and write thesis with advice of professors.
3. After return	
Utilization of outcome of research	-(For the university) To conduct post-return training and follow-up activity for the JDS returned participants in the Philippines and help them to enhance knowledge, theory and skills continuously. To consider conducting a joint seminar for the JDS participants of the current and next batches. -(For the university) To encourage collaboration on research activities with the JDS returned participants.

2) Kobe University, Graduate School of International Cooperation Studies

Target	Contents/ Programs to achieve target
1. Before departure	
Preparation for study/ research through information gathering about Public Policy/ Public Administration (Governance)	-(For the university) To give JDS participants work assignments prior to departure through e-mails. To conduct pre-departure training in the Philippines by supervising professor and provide advice/ guidance particularly on how the JDS participants should prepare for the study in Kobe as well as how they should gather necessary information/materials in advance.
2. During study in Japan	
Acquiring basic knowledge and deepening understanding on	-To take the basic subjects on "Political Science and Area Studies" program and acquire wide knowledge on Governance.

Public Policy/ Public Administration (Governance)	-(For the university) To provide the JDS participants with teaching assistants for support on the subjects.
Obtaining capacity to analyze problems and execute on Public Policy/ Public Administration (Governance)	<p>-To aim to acquire knowledge on Governance and methodology necessary for analysis through elective subjects. To have guidance from education and research assistants (ERAs) (PhD holders or equivalents) on issue finding and how to build discussion, and put in practice.</p> <p>-To learn from ERAs how to conduct field interview, data gathering and modify discussion based on the research.</p> <p>-To visit local government units (such as Hyogo prefecture or Kobe city) and the central government agencies (including their field offices) with supervising professor as well as ERAs, and conduct interviews on their work/ issues on Governance.</p> <p>-(For the university) To hold symposium inviting the experts on Governance issues and help the JDS participants to acquire/ deepen knowledge on Governance issues.</p> <p>-To visit the Governance-related governmental agencies/ NGO or other organizations in the Philippines with supervising professor and ERAs to conduct interviews and data gathering, and develop working hypothesis.</p>
Study of solution to the issue through thesis writing	-To have guidance from ERAs on selection of thesis theme contributing to solution to the issues in the country and thesis writing.
3. After return	
Utilization of outcome of research	<p>-To exchange updated information with the supervising professors and receive advice regularly.</p> <p>-(For the university) To conduct follow-up activity such as seminar for the JDS returned participants or target organizations, and help them to utilize outcome of the research to tackle the development issues.</p>

3) Ritsumeikan Asia Pacific University, Graduate School of Asia Pacific Studies

Target	Contents/ Programs to achieve target
1. Before departure	
Preparation for study/ research through information gathering about Public Policy/ Public Administration (Governance)	-To work on the assignment instructed by the university and prepare the related information and data necessary for research plan.
2. During study in Japan	
Acquiring basic knowledge and deepening understanding on Public Policy/ Public Administration (Governance)	-To take various basic subjects including Politics, Public Administration, Development, International Relations and Public Health and acquire wide knowledge on Public Policy/ Public Administration (Governance).
Obtaining capacity to analyze problems and execute on Public Policy/ Public Administration (Governance)	-To obtain practical knowledge to enhance Governance in the Philippines, through activities including special lecture/ seminar provided as Special Program.
Study of solution to the issue through thesis writing	-To select the theme of thesis, conduct research contributing to solution of the development issue of the country, and write thesis with advice of professors.
3. After return	
Utilization of outcome of research	-To exchange updated information with the professors and

	<p>receive advice regularly.</p> <p>-(For the university) To conduct follow-up activity such as seminar for the JDS returned participants or target organizations, and help them to utilize outcome of the research to tackle the development issues.</p>
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(6)-1 Inputs from the Japanese Side

1)	Expenses for activities of Special Program provided by the accepting university before, during and after studying in Japan (e.g. preparatory instructions including local activities, special lectures and workshops, follow-up activities after returning home)
2)	Expenses for studying in Japan (e.g. travel expenses, scholarships during stay in Japan, examination fees, tuition fees, etc.)
3)	Expenses for supports during stay in Japan (e.g. monitoring, daily life support, etc.)

(6)-2 Input Duration and the Number of JDS Participants

1 batch 7 participants × 4 years = 28 participants
From the year 2011 (Until 2013) : 7 participants
From the year 2012 (Until 2014) : 7 participants
From the year 2013 (Until 2015) : 7 participants
From the year 2014 (Until 2016) : 7 participants

(7) Inputs from the Philippine Side

1)	Dispatch of JDS participants
2)	Preparatory activities (e.g. support for smooth travel procedure of JDS participants)
3)	Follow-up activities (e.g. providing opportunities for JDS returned participants to share/disseminate the knowledge they acquired in Japan at their organizations/ other target organizations)

(8) Qualifications

1)	Nationality: Must be citizens of the Republic of the Philippines
2)	Age: Between 22 and 39 years old (in principle) as of April 1, in the year of dispatch **Application from those above 39 years old is subject to consideration/ approval by the OC on a case to case basis.
3)	Occupation: - Should be a civilian government employee in the target organization of JDS Program (including those attached organizations) -Currently employed in the target organizations with permanent status -Has 2 years of work experience, particularly in work relevant to the selected Component, at the time of application -Has a performance rating of at least 'Very Satisfactory' for the last 1 year in the organization
4)	Academic Background: Should have a Bachelor's degree relevant to the target field
5)	Others: -Has not been awarded foreign scholarship for Master's degree -To conclude the Scholarship Service Contract (referred to under Executive Order 161) with the nominating organization before departure

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

1. Basic Information of Target Priority Area (Sub-Program)

Country :	the Republic of the Philippines
Target Priority Area (Sub-Program) :	Capacity Enhancement of Administrative Institution
Operating Committee :	<Government of the Philippines> National Economic and Development Authority(NEDA), Civil Service Commission(CSC), Department of Foreign Affairs(DFA) <Government of Japan> Embassy of Japan(EOJ), JICA Philippine Office(JICA)

2. Target Priority Area of the Country and the position of the JDS

Enhancement of administrative capacities in each field/area is closely related with institution building, and it is an essential issue not only to tackle the problems that the Philippines are encountering, but also to receive and utilize overseas assistance properly. The problems such as Good Governance, Agriculture and Rural Development and Development in Mindanao are also the concerned issues urgently addressed in the Philippines.

Moreover, in a stream of decentralization, administrative responsibility of local governments has been increased, and enhancement of administrative capacities and institution building in both central and local government are matters of urgency.

Development of human resources of administrative officers who are specialized in public policy is necessary for said Target Priority Area, and the JDS is positioned to support capacity enhancement of administrative institution.

3. The position of the Target Priority Area (Sub-Program) on the JDS

The Target Priority Area (Sub-Program) of “Capacity Enhancement of Administrative Institution” consists of three (3) Development Issues (Components); “Support for Good Governance”, “Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise for Improvement of Livelihood”, and “Regional Development Administration in Mindanao”. Those three (3) Components are placed under the following Priority Development Issues of the Country Assistance Program for the Philippines (as of June 2008; hereinafter referred to as CAP) set by the Government of Japan respectively; “Sustainable Economic Growth Aimed at Creating Employment Opportunities”, “Assistance for Empowerment of the Poor and Improvement of Living Conditions of the Poor”, and “Peace and Stability in Mindanao”. The said Sub-Program has consistency with the CAP in that “Assistance for Policy-Making and Administration Capacity Building for the Central Government” and “Assistance for LGUs and Strengthening Cooperation with LGUs” are indicated as Approach to Priority Development Issues based on the CAP.

Itemized Table 1-2**1. Outline of the Component****(1) Basic Information**

Target Priority Area (Sub-Program) :	1. Capacity Enhancement of Administrative Institution
Development Issue (Component) :	1-2. Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise for Improvement of Livelihood
Managing Organization :	National Economic and Development Authority (NEDA)
Target Organizations (including the Organizations to be added) :	National Economic and Development Authority (NEDA), Department of Agriculture (DA), Department of Agrarian Reform (DAR), National Irrigation Administration (NIA), Department of Trade and Industry (DTI), Department of Science and Technology (DOST), Department of Labor and Employment (DOLE), Department of the Interior and Local Government (DILG) (including LGUs), National Water Resources Board (NWRB), Development Bank of the Philippines (DBP), Land Bank of the Philippines (LBP), Local Water Utilities Administration (LWUA), People's Credit and Finance Corporation (PCFC)

(2) Background and Needs

Although the Philippine government is making efforts for poverty alleviation as a priority development issue, there are still wide disparities of wealth between regions. New employment opportunities and improvement of income aiming for support for empowerment of the poor in rural areas are to be secured through promotion of agriculture and fishery which are the main industries, as rural areas have higher poverty rate than urban areas. Microfinance support and employment opportunity for the poor in urban areas are also to be improved.

Under this Component, JDS participants are expected to contribute to development of agriculture production base, appropriate operation and maintenance, improvement and dissemination of production technology, strengthening of management of farmers and fishfolks' associations, and development of small and medium enterprises (SMEs), micro-enterprises and local industries.

(3) Japan's ODA Policy and Achievement (including the JDS)

The said Sub-Program has consistency with the CAP for the Republic of the Philippines set by the Government of Japan, as the CAP indicates "Improvement of Livelihood" as Direction of Priority Sector to realize the Priority Development Issue, "Assistance for empowerment of the poor and improvement of living conditions of the poor", showing the need of support for development of facilities and equipment which would contribute to increasing income-earning opportunities, and empowerment of the local community and individuals, as exemplified by the spread of production technology for farmers and fishfolks and the strengthening of the capacity of farmers and fishfolks' organizations.

The JICA Country Program in the Republic of the Philippines (as of July 2009) sets "Support for Independence of the Poor and Improvement of Life Environment" as the Priority Area and "Livelihood Improvement" as the Development Issue of the Philippines, placing "Agricultural Development Program" including development of agriculture and fishery infrastructure, development and dissemination of production technology for farmers and fishfolks, etc. and "Program for Reinforcement and Diversification of measures to enhance livelihood" including support for small and medium-sized enterprise etc. as relevant Programs to said Development Issue.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in the Philippines has started in 2002. 179 JDS participants of 1st to 8th Batch in total have been sent to Japan under the JDS, and 132 JDS participants have successfully accomplished the respective Master's Programs and returned home as of February 2011. Although there is no specific system in the Philippines' public sector allowing significant promotion right after return from study abroad, some JDS graduates have

promoted by 1-2 ranks to become supervising levels and some organizations have the internal system to nominate applicants and appraise graduates considering the relevance between their expertise/ outcome of the study abroad and future career. Although there was no field of study set for Agriculture and Rural Development under the JDS Philippines in previous years, some JDS participants studied and conducted research for relevant themes under the field of Public Administration and Economics.

2. Cooperation Framework

(1) Project Objectives

The project objective is to strengthen the government's administrative capacities in the Philippines, through providing the opportunity to obtain the Master's degree to the young capable government employees who are expected to play leadership roles to contribute to the socio-economic development of the country. It also aims to build the human network, and eventually strengthen the bilateral relationship/ partnership between Japan and the Philippines.

(2) Project Design

(1) Overall Goal

Institutional capability of the target organizations involved in policy-making for Agriculture and Rural Development will be enhanced through the JDS returned participants.

(2) Project Purpose

Administrative capability of human resources involved in Agriculture and Rural Development at the target organizations will be enhanced in terms of development of agriculture production base, appropriate operation and maintenance, improvement and dissemination of production technology, strengthening of management of farmers and fishfolks' associations, development of small and medium enterprises (SMEs), micro-enterprises and local industries, etc.

(3) Verifiable Indicators

- 1) Ratio of JDS participants who obtain Master's degree
- 2) Ratio of JDS returned participants assigned to the workplace which has good relevance to their research/ expertise in the third year after their return

(4) Number of JDS Participants and Accepting University

Accepting University	Maximum Number of JDS participants to be accepted
Nagoya University, Graduate School of International Development, Program in Rural and Regional Development Management	3 participants per year, Total of 12 participants in 4 years

(5) Activity

Nagoya University, Graduate School of International Development

Target	Contents/ Programs to achieve target
1. Before departure	
Elaboration of research proposal (preparation for study)	<p>-To embody "problem statement", "objectives" and "methodology" for the research theme through assignments (including data/references collection on agriculture and rural development and promotion of small/medium-sized enterprises) instructed by the university.</p> <p>-To confirm the appropriateness and feasibility of research proposal through preparatory survey etc..</p>

2. During study in Japan	
Acquiring basic knowledge on agriculture and rural development and promotion of small/medium-sized enterprises	-To acquire the basic knowledge for development studies by taking lectures/seminars on the fundamental disciplines such as economics, business administration, sociology, politics etc.. -To collect the information on basic knowledge and analytical methods necessary/applicable to research and review the concrete content of research topic through participating study meetings and workshops of academic society etc..
Improving analytical ability on agricultural and rural development and promotion of small/medium-sized enterprises	-To acquire the practical knowledge on agricultural economics, endogenous development, regional economic planning, governance and human resource development etc. to analyze/theorize the actual condition of agricultural and rural development and small/medium-sized enterprise promotion. -To develop the ability of applying and improving knowledge and method through implementing the field work.
Policy recommendation on development issues	-To select the thesis theme based on field experiences so far and grassroots needs, write a thesis under the guidance of with academic supervisor and recommend policies through seminar presentation and academic journals.
3. After return	
Returning research outcomes to the society and sustaining the ability of research and implementation	-To exchange information on issues about agriculture and rural development and small/medium-sized enterprise promotion with academic supervisor regularly and continuously, and wrap up the research issues. -(For the university) To conduct seminar for the JDS returned participants or target organizations, and help them to utilize outcome of the research to tackle the development issues.

(6)-1 Inputs from the Japanese Side

1) Expenses for activities of Special Program provided by the accepting university before, during and after studying in Japan (e.g. preparatory instructions including local activities, special lectures and workshops, follow-up activities after returning home)
2) Expenses for studying in Japan (e.g. travel expenses, scholarships during stay in Japan, examination fees, tuition fees, etc.)
3) Expenses for supports during stay in Japan (e.g. monitoring, daily life support, etc.)

(6)-2 Input Duration and the Number of JDS Participants

1 batch 3 participants × 4 years = 12 participants
From the year 2011 (Until 2013) : 3 participants
From the year 2012 (Until 2014) : 3 participants
From the year 2013 (Until 2015) : 3 participants
From the year 2014 (Until 2016) : 3 participants

(7) Inputs from the Philippine Side

1) Dispatch of JDS participants
2) Preparatory activities (e.g. support for smooth travel procedure of JDS participants)
3) Follow-up activities (e.g. providing opportunities for JDS returned participants to share/disseminate the knowledge they acquired in Japan at their organizations/ other target organizations)

(8) Qualifications

- 1) Nationality: Must be citizens of the Republic of the Philippines
- 2) Age: Between 22 and 39 years old (in principle) as of April 1, in the year of dispatch
**Application from those above 39 years old is subject to consideration/ approval by the OC on a case to case basis.
- 3) Occupation:
 - Should be a civilian government employee in the target organization of JDS Program (including those attached organizations)
 - Currently employed in the target organizations with permanent status
 - Has 2 years of work experience, particularly in work relevant to the selected Component, at the time of application
 - Has a performance rating of at least 'Very Satisfactory' for the last 1 year in the organization
- 4) Academic Background: Should have a Bachelor's degree relevant to the target field
- 5) Others:
 - Has not been awarded foreign scholarship for Master's degree
 - To conclude the Scholarship Service Contract (referred to under Executive Order 161) with the nominating organization before departure

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

1. Basic Information of Target Priority Area (Sub-Program)

Country :	the Republic of the Philippines
Target Priority Area (Sub-Program) :	Capacity Enhancement of Administrative Institution
Operating Committee :	<Government of the Philippines> National Economic and Development Authority(NEDA), Civil Service Commission(CSC), Department of Foreign Affairs(DFA) <Government of Japan> Embassy of Japan(EOJ), JICA Philippine Office(JICA)

2. Target Priority Area of the Country and the position of the JDS

Enhancement of administrative capacities in each field/area is closely related with institution building, and it is an essential issue not only to tackle the problems that the Philippines are encountering, but also to receive and utilize overseas assistance properly. The problems such as Good Governance, Agriculture and Rural Development and Development in Mindanao are also the concerned issues urgently addressed in the Philippines.

Moreover, in a stream of decentralization, administrative responsibility of local governments has been increased, and enhancement of administrative capacities and institution building in both central and local government are matters of urgency.

Development of human resources of administrative officers who are specialized in public policy is necessary for said Target Priority Area, and the JDS is positioned to support capacity enhancement of administrative institution.

3. The position of the Target Priority Area (Sub-Program) on the JDS

The Target Priority Area (Sub-Program) of “Capacity Enhancement of Administrative Institution” consists of three (3) Development Issues (Components); “Support for Good Governance”, “Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise for Improvement of Livelihood”, and “Regional Development Administration in Mindanao”. Those three (3) Components are placed under the following Priority Development Issues of the Country Assistance Program for the Philippines (as of June 2008; hereinafter referred to as CAP) set by the Government of Japan respectively; “Sustainable Economic Growth Aimed at Creating Employment Opportunities”, “Assistance for Empowerment of the Poor and Improvement of Living Conditions of the Poor”, and “Peace and Stability in Mindanao”. The said Sub-Program has consistency with the CAP in that “Assistance for Policy-Making and Administration Capacity Building for the Central Government” and “Assistance for LGUs and Strengthening Cooperation with LGUs” are indicated as Approach to Priority Development Issues based on the CAP.

Itemized Table 1-3**1. Outline of the Component****(1) Basic Information**

Target Priority Area (Sub-Program) :	1. Capacity Enhancement of Administrative Institution
Development Issue (Component) :	1-3. Regional Development Administration in Mindanao
Managing Organization :	National Economic and Development Authority (NEDA)
Target Organizations (including the Organizations to be added) :	National Economic and Development Authority (NEDA), Autonomous Region in Muslim Mindanao (ARMM), Office of the Presidential Advisor on the Peace Process (OPAPP), Mindanao Development Authority (MinDA), Department of the Interior and Local Government (DILG) (including LGUs exclusively located in Mindanao (Region IX-XIII)), Other Regional Offices of National Government located in Mindanao

(2) Background and Needs

Mindanao is the poorest region of the Philippines, and freeing the region from extreme poverty is one of the most prioritized development issues in the Philippines. Consolidation in the region contributes not only to stability and development of the Philippines as a whole, but also to peace and stability of the Asia-Pacific region.

Administrative capability of Autonomous Region in Muslim Mindanao (ARMM) and Local Government Unit (LGU) is currently still to be enhanced from both quantitative and qualitative aspects, and autonomous institution (including transfer of authority and finance) is also to be developed.

In this regard, under this Component, enhancement of administrative capability, human resources development of administrative officer, and development of capability in development/ reconstruction planning and implementation in Mindanao region including ARMM are to be expected. Furthermore, for improvement of social and economic condition in Mindanao as a whole, comprehensive range of support for healthcare, education, agriculture/ rural development and building of basic infrastructure is also needed.

JDS participants are expected to contribute to 1) policy formulation and implementation, 2) improvement of basic human needs, 3) peace-building from polyhedral approach.

(3) Japan's ODA Policy and Achievement (including the JDS)

The said Sub-Program has consistency with the CAP for the Republic of the Philippines set by the Government of Japan, as the CAP expresses polyhedral support and assistance for Mindanao region specifying three (3) Directions in Priority Sector; "Support for Policy Formulation and Implementation (Targeted at the ARMM Government)", "Improvement of Basic Human Needs", and "Peace-Building" based on the Support Package for Peace and Stability in Mindanao announced by Government of Japan in December 2002.

The JICA Country Program in the Republic of the Philippines (as of July 2009) sets "Peace and Stability in Mindanao" as the Priority Area/ Development Issue of the Philippines, and shows the needs of comprehensive range of development assistance not only for peace-building but also for policy formulation and implementation, improvement of basic human needs, and stimulation of the economy in Mindanao region.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in the Philippines has started in 2002. 179 JDS participants of 1st to 8th Batch in total have been sent to Japan under the JDS, and 132 JDS participants have successfully accomplished the respective Master's Programs and returned home as of February 2011. Although there is no specific system in the Philippines' public sector allowing significant promotion right after return from study abroad, some JDS graduates have promoted by 1-2 ranks to become supervising levels and some organizations have the internal system

to nominate applicants and appraise graduates considering the relevance between their expertise/ outcome of the study abroad and future career. Although there was no field of study especially set for Mindanao under the JDS Philippines in previous years, 18 JDS participants from Mindanao region have been sent to Japan.

2. Cooperation Framework

(1) Project Objectives

The project objective is to strengthen the government's administrative capacities in the Philippines, through providing the opportunity to obtain the Master's degree to the young capable government employees who are expected to play leadership roles to contribute to the socio-economic development of the country. It also aims to build the human network, and eventually strengthen the bilateral relationship/ partnership between Japan and the Philippines.

(2) Project Design

(1) Overall Goal

Institutional capability of the target organizations involved in Regional Development Administration and policy-making in Mindanao will be enhanced through the JDS returned participants.

(2) Project Purpose

Administrative capability of human resources involved in Regional Development Administration in Mindanao at the target organizations will be enhanced in terms of policy formulation and implementation, improvement of basic human needs, peace building, improvement of social and economic conditions, etc.

(3) Verifiable Indicators

- 1) Ratio of JDS participants who obtain Master's degree
- 2) Ratio of JDS returned participants assigned to the workplace which has good relevance to their research/ expertise in the third year after their return

(4) Number of JDS Participants and Accepting University

Accepting University	Maximum Number of JDS participants to be accepted
1) International Christian University, Graduate School of Arts and Sciences, Public Policy and Social Research Program	2 participants per year, Total of 8 participants in 4 years
2) Meiji University, Graduate School of Governance Studies, Major in Governance Studies	2 participants per year, Total of 8 participants in 4 years

(5) Activity

1) International Christian University, Graduate School of Arts and Sciences

Target	Contents/ Programs to achieve target
1. Before departure	
Preparation for study/ research through information gathering about Regional Development, Public Policy and Public Administration in Mindanao	<p>-(For the university) To give JDS participants work assignment prior to departure and accordingly provide guidance through TV conference system or e-mail.</p> <p>-To work on the assignment instructed by the university and prepare the related information and data necessary for research plan.</p>

2. During study in Japan	
Acquiring basic knowledge and deepening understanding on Regional Development, Public Policy and Public Administration	-To take interdisciplinary program and acquire knowledge on Public Policy, Politics, Peace Studies, Economics, and Social Studies to realize peace and stability, building and enhancement of administrative institution, human resources development of administrative officer, and freeing from poverty in Mindanao.
Obtaining capacity to analyze problems and execute on Regional Development, Public Policy and Public Administration	-To obtain practical knowledge and capacity to analyze problems on Regional Development, Peace, Public Policy in Mindanao through participation in research conference, seminar, field trip provided as Special Program.
Study of solution to the issue through thesis writing	-To select the theme of thesis, conduct research contributing to solution of the development issue of the country, and write thesis with advice of professors.
3. After return	
Utilization of outcome of research	-(For the university) To conduct follow-up seminars to investigate cases related to issues that JDS returned participants encounter after returning to the Philippines.

2) Meiji University, Graduate School of Governance Studies

Target	Contents/ Programs to achieve target
1. Before departure	
Preparation for study/ research through information gathering about Regional Development, Public Policy and Public Administration in Mindanao	-To work on the assignment instructed by the university and prepare the related information and data necessary for research plan.
2. During study in Japan	
Acquiring basic knowledge and deepening understanding on Regional Development, Public Policy and Public Administration	- To take interdisciplinary program and acquire knowledge on Good Governance and Public Policy, necessary for solution of the development issues of the country.
Obtaining capacity to analyze problems and execute on Regional Development, Public Policy and Public Administration	-To obtain practical knowledge and capacity to analyze problems on Governance, Regional Development, Public Policy in Mindanao through participation in special lecture and workshop provided as Special Program.
Study of solution to the issue through thesis writing	-To select the theme of thesis, conduct research contributing to solution of the development issue of the country, and write thesis with advice of professors.
3. After return	
Utilization of outcome of research	<p>-(For the university)To newly develop/ administer the website which JDS returned participants can have access to after return home, and provide information on advanced results/ reports of Japanese Politics, Public Policy, Governance studies, etc., so that the those returned participants can continuously contribute to the country's development based on the outcome of study in Japan.</p> <p>-(For the university) To develop/ implement the system to promote information exchange among the JDS participants currently studying in Japan, JDS returned participants, the university professor and (ex-) Japanese students.</p>

(6)-1 Inputs from the Japanese Side

- 1) Expenses for activities of Special Program provided by the accepting university before, during and after studying in Japan (e.g. preparatory instructions including local activities, special lectures and workshops, follow-up activities after returning home)
- 2) Expenses for studying in Japan (e.g. travel expenses, scholarships during stay in Japan, examination fees, tuition fees, etc.)
- 3) Expenses for supports during stay in Japan (e.g. monitoring, daily life support, etc.)

(6)-2 Input Duration and the Number of JDS Participants

1 batch 4 participants × 4 years = 16 participants
 From the year 2011 (Until 2013) : 4 participants
 From the year 2012 (Until 2014) : 4 participants
 From the year 2013 (Until 2015) : 4 participants
 From the year 2014 (Until 2016) : 4 participants

(7) Inputs from the Philippine Side

- 1) Dispatch of JDS participants
- 2) Preparatory activities (e.g. support for smooth travel procedure of JDS participants)
- 3) Follow-up activities (e.g. providing opportunities for JDS returned participants to share/disseminate the knowledge they acquired in Japan at their organizations/ other target organizations)

(8) Qualifications

- 1) Nationality: Must be citizens of the Republic of the Philippines
- 2) Age: Between 22 and 39 years old (in principle) as of April 1, in the year of dispatch
 **Application from those above 39 years old is subject to consideration/ approval by the OC on a case to case basis.
- 3) Occupation:
 - Should be a civilian government employee in the target organization of JDS Program (including those attached organizations)
 - Currently employed in the target organizations with permanent status
 - Has 2 years of work experience, particularly in work relevant to the selected Component, at the time of application
 - Has a performance rating of at least 'Very Satisfactory' for the last 1 year in the organization
- 4) Academic Background: Should have a Bachelor's degree relevant to the target field
- 5) Others:
 - Has not been awarded foreign scholarship for Master's degree
 - To conclude the Scholarship Service Contract (referred to under Executive Order 161) with the nominating organization before departure

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

1. Basic Information of Target Priority Area (Sub-Program)

Country :	the Republic of the Philippines
Target Priority Area (Sub-Program) :	Sustainable Economic Growth Aimed at Creating Employment Opportunities
Operating Committee :	<Government of the Philippines> National Economic and Development Authority(NEDA), Civil Service Commission(CSC), Department of Foreign Affairs(DFA) <Government of Japan> Embassy of Japan(EOJ), JICA Philippine Office(JICA)

2. Target Priority Area of the Country and the position of the JDS

Enhancement of international competitiveness through revitalization of domestic industry and attraction of foreign businesses is necessary for economic growth of the Philippines, and financial reform, improvement of investment environment, and development of basis for economic growth are also indispensable.

Development of human resources of government agencies/ line departments and institutions who are specialized in development of policy framework necessary for financial reform, improvement of investment environment, appropriate scheme and smooth implementation of infrastructure development projects is an urgent matter, and the JDS is positioned to support for abovementioned Target Priority Area.

3. The position of the Target Priority Area (Sub-Program) on the JDS

The Target Priority Area (Sub-Program) of “Sustainable Economic Growth Aimed at Creating Employment Opportunities” consists of two (2) Development Issues (Components); “Support for Financial Reform and Investment Promotion Policy” and “Development of Basis for Economic Growth”, and both Components are placed under the Priority Development Issue “Sustainable Economic Growth Aimed at Creating Employment Opportunities” based on the Country Assistance Program for the Philippines (as of June 2008; hereinafter referred to as CAP) set by the Government of Japan.

The said Sub-Program has consistency with the CAP, as it expresses that Japan will effectively combine support for development of a foundation for economic growth with cooperation for the improvement of business and investment environment and provide the assistance in a strategic and priority-based manner for sustained growth of the Philippines led by investment and exports.

Itemized Table 2-1**1. Outline of the Component****(1) Basic Information**

Target Priority Area (Sub-Program) :	2. Sustainable Economic Growth Aimed at Creating Employment Opportunities
Development Issue (Component) :	2-1. Support for Financial Reform and Investment Promotion Policy
Managing Organization :	National Economic and Development Authority (NEDA)
Target Organizations (including the Organizations to be added) :	National Economic and Development Authority (NEDA), Department of Finance (DOF), Department of Budget and Management (DBM), Bangko Sentral ng Pilipinas (BSP), Department of Trade and Industry (DTI), Board of Investments (BOI), Department of Foreign Affairs (DFA), Office of the President (OP), Senate of the Philippines (Senate), House of Representatives (HOR), Development Bank of the Philippines (DBP), Land Bank of the Philippines (LBP), Philippine Economic Zone Authority (PEZA), Subic Bay Metropolitan Authority (SBMA), Technical Education and Skills Development Authority (TESDA), Philippine Overseas Employment Administration (POEA), Overseas Workers Welfare Administration (OWWA)

(2) Background and Needs

Achieving economic growth requires a stable macroeconomic environment (public finance, inflation, and currency value). This requires steady improvement of the fiscal outlook. Fiscal reform will contribute to the improvement of business and investment environment by (1) reducing country risk and promoting new investment by improving debt sustainability, and (2) enabling increases in expenditure for areas including infrastructure investment through higher annual revenues.

For mid- to long-term development of the Philippines, private sector investment plays an important role. In order to promote private sector investment, it is essential that the Philippines provides investment incentives by specifying business sectors in which the Philippines has comparative advantage (electronics industries, business process outsourcing (BPO), tourism, etc.), and also makes intensified efforts for measures including fostering small and medium enterprises (SMEs) that constitute supporting industries, relaxation of business regulations, and facilitation of trade and investment procedures. It is also important to ensure availability of manpower for the private sector investment and to establish a system which continuously provides such manpower.

Additionally, under the new Medium-Term Philippine Development Plan (2010-2016), (1) improving industry and services to be globally-competitive and innovative, and (2) promoting a development-oriented and regionally responsive financial system will be focused. Hence, the government's administrative capabilities on (1) labor management, (2) entrepreneurship, (3) science, technology and innovation (STI), (4) urban and regional planning, and (5) financial and industrial engineering are to be enhanced.

Under this Component, in view of the importance of fiscal reform, JDS participants are expected to enhance administrative capabilities of policy formulation and implementation, such as finance management and tax collection capacity. In order to promote investment, they are also expected to contribute to (1) support for formulation and implementation of policy concerning investment promotion, (2) support for financing, capacity building, and company start-up to SMEs, (3) securing transparency and stability of business regulations, (4) achieving smooth and prompt customs services, (5) human resources development and skills training for producing highly-skilled workforce, etc.

(3) Japan's ODA Policy and Achievement (including the JDS)

The said Sub-Program has consistency with the CAP for the Republic of the Philippines set by the Government of Japan, as the CAP indicates "Improvement of Business and Investment Environment",

“Macroeconomic Stability (Fiscal Reform)” and “Investment Promotion Policy” as Directions of Priority Sector to realize the Priority Development Issue, “Sustainable Economic Growth Aimed at Creating Employment Opportunities”.

The JICA Country Program in the Republic of the Philippines (as of July 2009) sets “Sustainable Economic Growth Aimed at Creating Employment Opportunities” as the Priority Area and “Improvement of Business and Investment Environment” as the Development Issue of the Philippines, placing “Administrative and Fiscal Reform Program/ Governance Improvement Program” including improvement of macroeconomics/ finance and enhancement of tax collection capacity and “Investment Promotion Program” including support for policy formulation and implementation on investment promotion, facilitation of trade and investment procedures, etc. as relevant Programs to said Development Issue. Also, according to the special instructions in said Country Program, it indicates that Japan will provide aid for policy institution reform for improvement of investment environment, showing the importance of promotion of Public-Private Partnerships (PPP) and cooperation with the Private Sector.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in the Philippines has started in 2002. 179 JDS participants of 1st to 8th Batch in total have been sent to Japan under the JDS (86 participants among 179 are for the field of Economics and Business Administration related with the concerned Component), and 132 JDS participants have successfully accomplished the respective Master’s Programs and returned home as of February 2011. Although there is no specific system in the Philippines’ public sector allowing significant promotion right after return from study abroad, some JDS graduates have promoted by 1-2 ranks to become supervising levels and some organizations have the internal system to nominate applicants and appraise graduates considering the relevance between their expertise/ outcome of the study abroad and future career.

2. Cooperation Framework

(1) Project Objectives

The project objective is to strengthen the government’s administrative capacities in the Philippines, through providing the opportunity to obtain the Master’s degree to the young capable government employees who are expected to play leadership roles to contribute to the socio-economic development of the country. It also aims to build the human network, and eventually strengthen the bilateral relationship/ partnership between Japan and the Philippines.

(2) Project Design

(1) Overall Goal

Institutional capability of the target organizations involved in policy-making for Fiscal Reform and Investment Promotion will be enhanced through the JDS returned participants.

(2) Project Purpose

Administrative capability of human resources involved in Fiscal Reform and Investment Promotion at the target organizations will be enhanced in terms of policy formulation/ institution building for stable fiscal management and improvement of investment environment.

(3) Verifiable Indicators

- 1) Ratio of JDS participants who obtain Master’s degree
- 2) Ratio of JDS returned participants assigned to the workplace which has good relevance to their research/ expertise in the third year after their return

(4) Number of JDS Participants and Accepting University

Accepting University	Maximum Number of JDS participants to be accepted
International University of Japan, Graduate School of International Relations, International Development Program	3 participants per year, Total of 12 participants in 4 years

(5) Activity

International University of Japan, Graduate School of International Relations

Target	Contents/ Programs to achieve target
1. Before departure	
Preparation for study/ research through pre-departure training and information gathering about Fiscal Reform, Investment Promotion, etc.	-To acquire wide basic knowledge (including basic Mathematics, basic Economics, Business Administration, etc) through pre-departure training conducted by the university. (except JDS participants of 1 st batch) -To work on the assignment instructed by the university and prepare the related information and data necessary for research plan.
2. During study in Japan	
Acquiring basic knowledge and deepening understanding on Fiscal Reform, Investment Promotion, etc.	-To take mainly basic subjects (Microeconomics, Macroeconomics, Statistics, Econometrics, etc.) in the 1 st year and acquire the specialized and theoretical knowledge necessary for analysis and solution of economic policy agenda.
Obtaining capacity to analyze problems and execute on Fiscal Reform, Investment Promotion, etc.	-To obtain capacity to analyze problems and practical knowledge through applied coursework related to Macroeconomics, Fiscal Reform and Investment Promotion and Special Program such as special lectures and fieldwork.
Study of solution to the issue through thesis writing	-To select the theme of thesis, conduct research contributing to solution of the development issue of the country, and write thesis with advice of professors.
3. After return	
Utilization of outcome of research	-(For the university) To conduct post-return training and follow-up activity for the JDS returned participants in the Philippines and help them to enhance knowledge, theory and skills continuously. To consider conducting a joint seminar for the JDS participants of the current and next batches.

(6)-1 Inputs from the Japanese Side

1) Expenses for activities of Special Program provided by the accepting university before, during and after studying in Japan (e.g. preparatory instructions including local activities, special lectures and workshops, follow-up activities after returning home)
2) Expenses for studying in Japan (e.g. travel expenses, scholarships during stay in Japan, examination fees, tuition fees, etc.)
3) Expenses for supports during stay in Japan (e.g. monitoring, daily life support, etc.)

(6)-2 Input Duration and the Number of JDS Participants

1 batch 3 participants × 4 years = 12 participants
From the year 2011 (Until 2013) : 3 participants
From the year 2012 (Until 2014) : 3 participants
From the year 2013 (Until 2015) : 3 participants
From the year 2014 (Until 2016) : 3 participants

(7) Inputs from the Philippine Side

- 1) Dispatch of JDS participants
- 2) Preparatory activities (e.g. support for smooth travel procedure of JDS participants)
- 3) Follow-up activities (e.g. providing opportunities for JDS returned participants to share/disseminate the knowledge they acquired in Japan at their organizations/ other target organizations)

(8) Qualifications

- 1) Nationality: Must be citizens of the Republic of the Philippines
- 2) Age: Between 22 and 39 years old (in principle) as of April 1, in the year of dispatch
**Application from those above 39 years old is subject to consideration/ approval by the OC on a case to case basis.
- 3) Occupation:
 - Should be a civilian government employee in the target organization of JDS Program (including those attached organizations)
 - Currently employed in the target organizations with permanent status
 - Has 2 years of work experience, particularly in work relevant to the selected Component, at the time of application
 - Has a performance rating of at least 'Very Satisfactory' for the last 1 year in the organization
- 4) Academic Background: Should have a Bachelor's degree relevant to the target field
- 5) Others:
 - Has not been awarded foreign scholarship for Master's degree
 - To conclude the Scholarship Service Contract (referred to under Executive Order 161) with the nominating organization before departure

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

1. Basic Information of Target Priority Area (Sub-Program)

Country :	the Republic of the Philippines
Target Priority Area (Sub-Program) :	Sustainable Economic Growth Aimed at Creating Employment Opportunities
Operating Committee :	<Government of the Philippines> National Economic and Development Authority(NEDA), Civil Service Commission(CSC), Department of Foreign Affairs(DFA) <Government of Japan> Embassy of Japan(EOJ), JICA Philippine Office(JICA)

2. Target Priority Area of the Country and the position of the JDS

Enhancement of international competitiveness through revitalization of domestic industry and attraction of foreign businesses is necessary for economic growth of the Philippines, and financial reform, improvement of investment environment, and development of basis for economic growth are also indispensable.

Development of human resources of government agencies/ line departments and institutions who are specialized in development of policy framework necessary for financial reform, improvement of investment environment, appropriate scheme and smooth implementation of infrastructure development projects is an urgent matter, and the JDS is positioned to support for abovementioned Target Priority Area.

3. The position of the Target Priority Area (Sub-Program) on the JDS

The Target Priority Area (Sub-Program) of “Sustainable Economic Growth Aimed at Creating Employment Opportunities” consists of two (2) Development Issues (Components); “Support for Financial Reform and Investment Promotion Policy” and “Development of Basis for Economic Growth”, and both Components are placed under the Priority Development Issue “Sustainable Economic Growth Aimed at Creating Employment Opportunities” based on the Country Assistance Program for the Philippines (as of June 2008; hereinafter referred to as CAP) set by the Government of Japan.

The said Sub-Program has consistency with the CAP, as it expresses that Japan will effectively combine support for development of a foundation for economic growth with cooperation for the improvement of business and investment environment and provide the assistance in a strategic and priority-based manner for sustained growth of the Philippines led by investment and exports.

Itemized Table 2-2**1. Outline of the Component****(1) Basic Information**

Target Priority Area (Sub-Program) :	2. Sustainable Economic Growth Aimed at Creating Employment Opportunities
Development Issue (Component) :	2-2. Development of Basis for Economic Growth
Managing Organization :	National Economic and Development Authority (NEDA)
Target Organizations (including the Organizations to be added) :	National Economic and Development Authority (NEDA), Department of Public Works and Highways (DPWH), Department of Transportation and Communications (DOTC), Department of Environment and Natural Resources (DENR), Department of Energy (DOE), Department of Trade and Industry (DTI), Department of Science and Technology (DOST), Philippine Economic Zone Authority (PEZA), Bases Conversion Development Authority (BCDA), Subic Bay Metropolitan Authority (SBMA), Metropolitan Manila Development Authority (MMDA), Department of Tourism (DOT), Department of National Defense (DND), Commission on Information and Communications Technology (CICT), National Computer Center (NCC), Land Transportation Office (LTO), Department of the Interior and Local Government (DILG) (including LGUs)

(2) Background and Needs

In order to achieve sustained growth led by investment and exports, it is necessary to increase investor confidence to attract private sector investment by developing a basis for economic growth. Under this Component, the following areas are to be approached in a priority-based manner.

(1) Development and Improvement of Transportation Networks

Development and improvement of transportation networks contributes significantly to developing the fundamentals for economic growth. From the viewpoint of enhancing the Philippines' international competitiveness, it is especially important to relieve and reduce traffic congestion in Metro Manila and to develop and improve transportation infrastructure networks in areas such as Calabarzon where companies involved in electronics industries (the Philippines's largest exporting industry) are concentrated, and in other industrial centers such as the Subic-Clark-Manila-Batangas "Growth Corridor" (including Calabarzon), Cebu and other strategic corridors.

(2) Securing a Stable Supply of Electric Power

Electric power supply is a basis of business and economic activities and it is essential to secure the stable supply of electric power for realizing sustainable economic growth. In the Philippines' electric power sector, the financial difficulty of the National Power Corporation (NPC) is a major factor of the expansion of deficits and debt in the public sector, and reform of the electric power sector is not making steady progress. As a result, there was not adequate development and restoration of power generating/ transmission facilities, which increased uncertainty about future electric power supply. Securing a stable supply of electric power is a matter of concern to be approached.

(3) Improvement of Urban Environment

In order to realize sustainable economic growth, it is indispensable to improve the environment of cities which are the core of the Philippines' economy. It is also necessary to take appropriate preventive measures in order to avoid the deterioration of urban environment that accompanies economic growth.

Additionally, under the new Medium-Term Philippine Development Plan (2010-2016), (1) improving industry and services to be globally-competitive and innovative, and (2) promoting a development-oriented and regionally responsive financial system will be focused. Hence, the

government's administrative capabilities on (1) labor management, (2) entrepreneurship, (3) science, technology and innovation (STI), (4) urban and regional planning, and (5) financial and industrial engineering are to be enhanced.

In light of abovementioned priority areas, JDS participants are expected to contribute to policy/ plan formulation and institution building for development of infrastructure and improvement of urban environment contributing to economic development of the Philippines and enhance capacity of maintenance and management.

(3) Japan's ODA Policy and Achievement (including the JDS)

The said Sub-Program has consistency with the CAP for the Republic of the Philippines set by the Government of Japan, as the CAP indicates "Developing a Basis for Economic Growth" as Directions of Priority Sector to realize the Priority Development Issue, "Sustainable Economic Growth Aimed at Creating Employment Opportunities", specifying "Development and Improvement of Transportation Networks", "Securing a Stable Supply of Electric Power", and "Improvement of Urban Environment" as especially prioritized areas.

The JICA Country Program in the Republic of the Philippines (as of July 2009) sets "Sustainable Economic Growth Aimed at Creating Employment Opportunities" as the Priority Area and "Improvement of Basic Infrastructure for Economic Growth" as the Development Issue of the Philippines, placing "Transportation Network Improvement Program" including policy formation on transportation networks, promotion of infrastructure development, etc. and "Power and Energy Improvement Program" including stable supply of electric power, diversification of energy sources, etc. as relevant Programs to said Development Issue.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in the Philippines has started in 2002. 179 JDS participants of 1st to 8th Batch in total have been sent to Japan under the JDS (6 participants among 179 are for the field of Industrial Development related with the concerned Component, which was set since 2008), and 132 JDS participants have successfully accomplished the respective Master's Programs and returned home as of February 2011. Although there is no specific system in the Philippines' public sector allowing significant promotion right after return from study abroad, some JDS graduates have promoted by 1-2 ranks to become supervising levels and some organizations have the internal system to nominate applicants and appraise graduates considering the relevance between their expertise/ outcome of the study abroad and future career.

2. Cooperation Framework

(1) Project Objectives

The project objective is to strengthen the government's administrative capacities in the Philippines, through providing the opportunity to obtain the Master's degree to the young capable government employees who are expected to play leadership roles to contribute to the socio-economic development of the country. It also aims to build the human network, and eventually strengthen the bilateral relationship/ partnership between Japan and the Philippines.

(2) Project Design

(1) Overall Goal

Institutional capability of the target organizations involved in policy-making for development of basis for sustainable economic growth will be enhanced through the JDS returned participants.

(2) Project Purpose

Administrative capability of human resources involved in development of basis for economic growth at the target organizations will be enhanced in terms of policy/ plan formulation for infrastructure development and improvement of urban environment, institution building, and maintenance and management.

(3) Verifiable Indicators

- | |
|---|
| 1) Ratio of JDS participants who obtain Master's degree
2) Ratio of JDS returned participants assigned to the workplace which has good relevance to their research/ expertise in the third year after their return |
|---|

(4) Number of JDS Participants and Accepting University

Accepting University	Maximum Number of JDS participants to be accepted
Nagoya University, Graduate School of Environmental Studies, Nagoya University Global Environmental Leaders Program	3 participants per year, Total of 12 participants in 4 years

(5) Activity

Nagoya University, Graduate School of Environmental Studies

Target	Contents/ Programs to achieve target
1. Before departure	
Preparation for study/ research through information gathering about Development of Basis for Economic Growth (Urban Engineering, Transportation Administration, Environmental Administration, etc.)	-To work on the assignment instructed by the university and prepare the related information and data necessary for research plan.
2. During study in Japan	
Acquiring basic knowledge and deepening understanding on Development of Basis for Economic Growth (Urban Engineering, Transportation Administration, Environmental Administration, etc.)	-To take basic subjects widely about infrastructure development and environment conservation, and acquire the theoretical knowledge on development of basis for economic growth (Urban Engineering, Transportation Administration, Environmental Administration, etc.).
Obtaining capacity to formulate policy and execute on Development of Basis for Economic Growth (Urban Engineering, Transportation Administration, Environmental Administration, etc.)	-To obtain practical knowledge on development of basis for economic growth (Urban Engineering, Transportation Administration, Environmental Administration, etc.) through workshop, symposium, special lecture, etc. to be provided as Special Program. -To obtain capacity to execute and apply for solution of the issues through seminar, internship, presentation, report-making, etc.
Study of solution to the issue through thesis writing	-To select the theme of thesis, conduct research contributing to solution of the development issue of the country, and write thesis with advice of professors.
3. After return	
Utilization of outcome of research	-To exchange updated information with the professors and receive advice regularly. -(For the university) To conduct follow-up activity such as seminar for the JDS returned participants or target organizations, and help them to utilize outcome of the research to tackle the development issues. -(For the university) To conclude partnership agreements with government agency/ university of the Philippines as necessary

	and work for development of basis for continuous cooperation to conduct various activities such as joint research projects, human resource exchange, etc.
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(6)-1 Inputs from the Japanese Side

- 1) Expenses for activities of Special Program provided by the accepting university before, during and after studying in Japan (e.g. preparatory instructions including local activities, special lectures and workshops, follow-up activities after returning home)
- 2) Expenses for studying in Japan (e.g. travel expenses, scholarships during stay in Japan, examination fees, tuition fees, etc.)
- 3) Expenses for supports during stay in Japan (e.g. monitoring, daily life support, etc.)

(6)-2 Input Duration and the Number of JDS Participants

1 batch 3 participants × 4 years = 12 participants
 From the year 2011 (Until 2013) : 3 participants
 From the year 2012 (Until 2014) : 3 participants
 From the year 2013 (Until 2015) : 3 participants
 From the year 2014 (Until 2016) : 3 participants

(7) Inputs from the Philippine Side

- 1) Dispatch of JDS participants
- 2) Preparatory activities (e.g. support for smooth travel procedure of JDS participants)
- 3) Follow-up activities (e.g. providing opportunities for JDS returned participants to share/disseminate the knowledge they acquired in Japan at their organizations/ other target organizations)

(8) Qualifications

- 1) Nationality: Must be citizens of the Republic of the Philippines
- 2) Age: Between 22 and 39 years old (in principle) as of April 1, in the year of dispatch
 **Application from those above 39 years old is subject to consideration/ approval by the OC on a case to case basis.
- 3) Occupation:
 - Should be a civilian government employee in the target organization of JDS Program (including those attached organizations)
 - Currently employed in the target organizations with permanent status
 - Has 2 years of work experience, particularly in work relevant to the selected Component, at the time of application
 - Has a performance rating of at least 'Very Satisfactory' for the last 1 year in the organization
- 4) Academic Background: Should have a Bachelor's degree relevant to the target field
- 5) Others:
 - Has not been awarded foreign scholarship for Master's degree
 - To conclude the Scholarship Service Contract (referred to under Executive Order 161) with the nominating organization before departure

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-1)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
1	National Economic and Development Authority (NEDA)	806	741	217	<p>Country's highest socio-economic development planning and policy coordinating body. NEDA commits to continuously identify, deliver and improve poverty alleviation mechanism and programs of the government, to assert and implement sustainable development and to realize productivity and performance in highly competitive international markets.</p> <p>NEDA consists of the NEDA Board and the NEDA Secretariat.</p> <p>-The NEDA Board The governing body that sets major development policy directions for the Philippines. It is composed of the President (as the Chair), the Socioeconomic Planning Secretary as Vice Chair, and designated department secretaries as members. Assisting the NEDA Board are five Cabinet-level inter-agency committees.</p> <p>-The NEDA Secretariat Headed by the Socio-economic Planning Secretary, coordinates the formulation of medium and long-term socio-economic development plans; monitors approved national, sectoral and regional development plans, programs and projects; programs allocation of resources, particularly Build-Operate-Transfer and Official Development Assistance resources; and promotes and applies market mechanisms to rationalize economic incentives and rents.</p>	<p>-Planning and Policy Develop and formulate long term objectives, goals, strategies, and priorities. Formulate sound budget based on clear plans. Translate the institution's strategic directions and priorities into sound policies. Monitor and evaluate results.</p> <p>-Project Development: Overall planning and co-ordination of a project from inception to completion aimed at meeting the client's requirements and ensuring completion on time, within cost and to required quality standards.</p> <p>-Information and Communications Technology Management: Develop, install and maintain methods and techniques used in information collection, processing, storage, display, and dissemination by automatic means. These may include computers, telecommunications and office systems or any combination of these elements. Establish enabling mechanisms to maximize the use of ICT.</p> <p>-Leadership and Teamwork: Develop: Current and future leaders so that there is availability of qualified leaders at all levels who can mobilize the institution towards its goals. Build and support teams or work groups that are high performing, empowered and can be self-managing towards a common, agreed purpose.</p> <p>-Human Resources Development: Develop and manage the processes for HR planning, recruitment and selection compensation and benefits, employee welfare, organization design, job design job description, competency profiling and HRIS develop and manage the process for training and development, training management, performance management, career planning and development, coaching mentoring, success planning.</p>	<p>-National Statistical Coordination Board (NSCB) -National Statistics Office (NSO) -Philippine Institute for Development Studies -Philippine National Volunteer Service Coordination Agency (PNVSCA) -Statistical Research and Training Center (SRTC) -Tariff Commission</p>	<p>-Australia -India -Korea -Netherlands</p>	<p>(Promotion Seminar) -Found many possible applicants were very interested in JDS. -Some attendees had concern on age requirement and abolishment of the pre-departure Japanese language training.</p>
2	Department of Finance (DOF)	370	326	N/A	<p>-Formulation, institutionalization & administration of fiscal policies in coordination with other concerned subdivisions, agencies and instrumentalities of the government ;</p> <p>-Generation and management of the financial resources of government,</p> <p>-Supervision of the revenue operations of all local government units,</p> <p>-Review, approval & management of all public sector debt, domestic or foreign; and</p> <p>-Rationalization, privatization and public accountability of corporations and assets owned controlled or acquired by the government</p>	<p>Promoting economic growth to improve people's lives through: -Formulation of goals, action plans and strategies for the Governments resource mobilization efforts; -Formulation, institutionalization and administration of fiscal & tax policies and -Supervision, direction & control of the collection of government revenues,</p>	<p>-Bureau of Internal Revenue -Bureau of Local Government Finance -Phil. Deposit Insurance Corporation -Cooperative Development Authority -Privatization & Management Office -Bureau of the Treasury -Municipal Development Fund Office</p>	<p>-Kee Kuan Yew School of Public Policy (Singapore) -Australia Development Scholarship -Korea International Cooperation Agency -National Graduate Institute for Policy of Studies (Japan) -Asian Development Bank-Japan Scholarship Program</p>	<p>-Does not expect many nominees this year, as it has been affected by rationalization plan and freezing recruitment of new permanent employees. -Concerned on age requirement. -Concerned on returned scholars who are pirated by other government entities that offer higher positions with higher compensation package and benefits.</p>

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-1)

NO	Organization	# of emplo yes	perma nent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
3	Department of Budget and Management (DBM)	N/A	N/A	N/A	<ul style="list-style-type: none"> -Formulates the overall resource application strategy to match the government's macro-economic policy; -Prepares the medium-term expenditure plan, indicating the programming, prioritization, and financing of capital investment and current operating expenditure requirements of medium-term sectoral development plans; -Undertakes the formulation of the annual national budget in a way that ensures the appropriate prioritization and allocation of funds to support the annual program of government; -Develops and administers a national accounting system essential to fiscal management and control; -Conducts a continuing study of the bureaucracy and assesses as well as makes policy recommendation on its role, size, composition, structure and functions to establish a government bureaucracy imbued with a spirit of public service; -Establishes the rules and procedures for the management of government organization resources i.e., physical, manpower and other resources, formulates standards of organizational program performance; and undertakes or provides services in work simplification or streamlining of systems and procedures to improve efficiency and effectiveness in government operations; -Conceptualizes and administers the government's compensation and position classification plan; and -Monitors and assesses the physical as well as the financial operations of local government units and government-owned and/or -controlled corporations 	N/A	None	N/A	<ul style="list-style-type: none"> -DBM has strong concern on age requirement. JDS should consider raising the age requirement up to 45 years old as those employees are still expected to serve and contribute to the organization for long enough period after their return. -DBM already completed the rationalization plan last year and has resumed recruiting new permanent employees. -The length of study for 2 years is rather long. Some employees hesitate about application considering their position and promotion during study abroad.
4	Department of Foreign Affairs (DFA)	N/A	N/A	N/A	<p>Responsible for 1) Crafting of the State's foreign policy for approval by the President, and 2) Implementation of the State's foreign policy</p> <p><u>Vision:</u></p> <ul style="list-style-type: none"> -Have a workforce which imbibes the following traits/values/principles: Competence, Dedication, Motivation, Professionalism, Commitment, Excellence, Integrity and Patriotism -An organization which works for social justice, human rights, fundamental freedoms, democratic way of life, world free from environmental degradation, transnational crime, and proliferation of weapons of mass destruction <p><u>Mission:</u></p> <ul style="list-style-type: none"> -Advance the national interest of the Philippines and the Filipino people in the world community -Promote and protect the rights and wellbeing of Filipinos 	<ul style="list-style-type: none"> -Training and enhancing the workforce to deliver services with efficiency and effectiveness both in Manila and in the Foreign Service Posts. -Developing a Human Resource program which would focus on the effective 1) selection of suitable applicants; 2) rotation and placement of personnel in appropriate positions and offices/Foreign Service Posts (includes the determination of skills, capabilities, and interests of the employee); 3) development of the capacities and competencies of personnel to be flexible and able to handle multiple and varied tasks; 4) priority and time management; and 5) application of management techniques and counseling methods to shape, manage and control employee behavior to achieve desired goals and outcome. -Promoting the Philippines as a tourist and business destination for travelers and investors; Enhancing the pride and knowledge of Filipinos with regard to their country so that tourism and investment may begin with the citizens of the country. -Providing work opportunities for Filipinos, not only to alleviate poverty, but also to distribute the nation's resources equitably to reduce the disparity between those in the upper and lower income levels; This involves job creation in the country to reduce the number of Filipinos seeking work abroad and mitigate the social repercussions of having the best workers leaving for more financially-rewarding employment opportunities abroad. -Developing peace in the country through education and mutual cooperation among the different regions in the nation, particularly in the Muslim south. -Developing and promoting a responsive public policy and implementing a sound public administration contributing to poverty alleviation that focuses on strategic measures and activities to expand economic diplomacy efforts, preserve and enhance national security, protect the rights and promote the welfare of Filipinos overseas. 	<ul style="list-style-type: none"> -Foreign Service Institute (FSI) -Technical Cooperation Council of the Philippines (TCCCP) -Commission on Filipino Overseas (CFO) -UNESCO National Commission of the Philippines 	<ul style="list-style-type: none"> -Oxford University Foreign Service Programme (UK) -Master de Sciences Po Mention Affaires Internationals (France) -Masters in Diplomacy and International Relations at Escuela Diplomatica (Spain) -Master of Arts in International Boundaries Programme (Malaysia) -Magisters Study Programme in Social Sciences (Czech Rep.) -Mombusho Scholarship -Master Degree in Foreign Affairs and Trade (Australia) -Erasmus Mundus Masters in Human Rights Practice (Sweden, Norway, UK) 	<ul style="list-style-type: none"> -Scholars of the JDS may gain knowledge on governance through observing the systems, organizational structure, procedures and processes of the Japanese government and Japanese private institutions. -Students enrolled in different programs of the JDS could benefit from training which emphasizes the creation or formulation of practical and feasible work plans and strategies in their field of expertise, in order that they may contribute to nation-building. -Interest in Public Policy and Public Administration contributing to poverty alleviation that focuses on measures/activities to expand economic diplomacy efforts, preserve and enhance national security, as well as protect the rights and promote the welfare of Filipinos overseas. It would like to enhance the human resource development of employees especially in economic security, economic diplomacy, national security issues, protection of human rights, and promotion of national welfare overseas. -There is a concern on the stringent age requirement and the length of study (2 years). -While the DFA has not been affected by the rationalization plan, it has a limited number of positions for permanent employees and many young employees are employed on a contractual basis.

Summary of the Results of Supplementary Survey on Target Organizations (CP 1–1)

NO	Organization	# of emplo yees	perma nent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
5	Department of Justice (DOJ)	596	552	121	As the government's principle law agency, the DOJ serves as the government's prosecution arm and administers the government criminal justice system by investigating crimes, prosecuting offenders and overseeing the correctional system. Attached offices is also the government's legal counsel and representative in litigations and proceedings requiring the services of a lawyer, implements the Philippines laws on the admission and stay of aliens with its territory, provides free legal services to indigent Filipinos; and settles land disputes between and among small landowners and indigenous cultural minorities.	Development of the strategic thrusts and program of the DOJ in the following services : Investigation and prosecution, witness protection; pardon and parole, claims services, and special legal services towards the effective, efficient and equitable administration of justice.	-Bureau of Immigration -National Bureau of Investigation -Bureau of Corrections -Parole and Probation Administration -Public Attorney's Office -Commission on Settlement of Land Problems -Office of the Government Corporate Counsel -Presidential Commission on Good Government	-Fulbright-Humphrey Fellowship Program (US) -Young Leaders Program (Japan) -Singapore Cooperation Training Programme (Singapore) -Master's Degree Program on Global e-Policy and e-Government in Korea -Master Degree Programme (Brunei) -Thai International Postgraduate Programme -Netherlands Fellowship Programme	-Target priority areas/ development issues: Investigation and prosecution, witness protection , pardon and parole, claims services, and special legal services towards the effective, efficient and equitable administration of justice. -Mainly interested in the field of Law as most of their employees have academic background and work experience in said field. -Concerned on the age requirement, preferable up to 45, targeting middle management officers. -No special concern on the length of study for 2 years, while they would also welcome short-term training courses.
6	Department of Interior and Local Government (DILG)	5,152	5,092	3,088	<u>Mission:</u> Promote peace and order, ensure public safety, strengthen capability of local government units through active people participation and a professionalized corps of civil servants. <u>Vision:</u> Primary catalyst for excellence in local governance that nurtures self-reliant, progressive, orderly, safe and globally competitive communities sustained by God centered and empowered citizenry.	-Disaster management development for LGUs and uniformed to enhance skills and capabilities in rendering service to the public -Human resource development focused on personnel administration by using advance technology in information, communication and management. -Prioritizing local economic development to reduce poverty focusing on 1) supporting improvement in the national enabling environment for LGU and LED; 2) Providing support at the local level to LGUs in developing and implementing their LED approaches. -Promoting accountability, transparency, participation and high level of performance in the barangays (smallest political unit in the Philippines comparables to Japans son or mura) to spur community growth, development and transformation and people empowerment.	-Philippine National Police (PNP) -Bureau of Fire Protection (BFP) -Bureau of Jail Management & Penology (BJMP) -Philippine Public Safety College (PPSC) -National Police Commission (NAPOLCOM) -Local Government Academy (LGA)	N/A	-Target priority areas/ development issues: Disaster management development for LGUs, Human resource development focused on personnel administration, Local economic development, Promoting accountability, transparency, participation and high level of performance in the barangays. -Approximately 30% of the employees should meet the age requirement below 39. They have been freezing the recruitment of new employees under the rationalization plan.
7	Department of Labor and Employment (DOLE)	N/A	N/A	N/A	<u>Mandate:</u> To develop the competencies and competitiveness of Filipino workers to deliver employment facilitation services for full and decent employment, and to promote industrial peace based on social justice	N/A	-Bureau of Labor and Employment Statistics -Bureau of Labor Relations -Bureau of Local Employment -Bureau of Rural Workers -Bureau of Women and Young Workers -Bureau of Working Conditions -Employees Compensation Commission -Institute for Labor Studies -Maritime Training Council -National Conciliation and Mediation Board -National Maritime Polytechnic -Occupational Safety and Health Center -Overseas Workers Welfare Administration -Philippine Overseas Employment Administration -Technical Education and Skills Development Authority -National Labor Relations Commission -National Wages and Productivity Commission	N/A	-DOLE has interest in Public Policy and Public Administration and they are positive about sending many nominees for long-term scholarship program. -Have some concern on age requirement as DOLE froze hiring new people under the rationalization plan for the last few years. Although rationalization in terms of manpower has been already completed, they have been continually implementing said plan. DOLE suggested JDS should consider raising the age requirement to higher age. -Have no special concern on the length of study for 2 years. -DOLE suggested that JICE should periodically share the information/ updates on scholars and the JDS program with the nominating agency during their study and even after their return.

Summary of the Results of Supplementary Survey on Target Organizations (CP 1–1)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
8	Civil Service Commission (CSC)	1,073	1,059	335	Central Human Resource institution of the government mandated to promote morals, efficiency, integrity, responsiveness, possessiveness, and courtesy in the civil service; strengthen the merit and rewards systems, integrated all human resources development programs for all levels and ranks; and institutionalize a management climate conducive to public as accountability.	<ul style="list-style-type: none"> -Developing competent and credible civil servants to ensure high quality public service -Exemplifying integrity and excellence in public service -Cultivating harmony, morale and wellness in the workplace -Effective and efficient performance of quasi-judicial functions -Building partnership and strengthening linkages -Managing support mechanisms 	None	<ul style="list-style-type: none"> -Australian Development Scholarship (ADS) -Netherland Fellowship Program -New Zealand Scholarship Program -Lee Kuan Yew Scholarship Program -Korea Development Institute Scholarship -Malaysia Technical Cooperation (for short-term trainings) 	-
9	Office of the President (OP)	N/A	N/A	N/A	N/A	N/A	<ul style="list-style-type: none"> -Clark Development Corporation -Commission on Information and Communications Technology (CICT) -Committee on Intellectual Property Rights -Manila Economic & Cultural Office -Metropolitan Manila Development Authority -National Computer Center -National Solid Water Mgt. Commission -Office of the Presidential Adviser on the Peace Process (OPAPP) -Philippine Center on Transnational Crime -Presidential Commission on Visiting Forces Agreement 	N/A	<ul style="list-style-type: none"> -Interested in human resources development of employees in the field of Supervision and Management, HRM, Technical Writing, IT, among others. -Not very active in participating in long-term scholarship programs for the last 6 years. -Hope that some employees get interested in JDS and apply this year, although the OP employees have been very busy at this moment as there is reorganization after new administration. Now that there is a new administration, the opportunity of trainings/ scholarships for the employees should be more encouraged. -Preferable short-term training courses targeting senior officer as well.
9-1	Presidential Management Staff (PMS) under OP	385	274	134	<ul style="list-style-type: none"> -Responsible for providing technical assistance and advice directly to the President in exercising overall management of the development process. -Has three (3) core functions: provide accurate and timely policy advisory services, conduct proactive oversight and management of Presidential priorities, and provide efficient secretariat support -Tasks: conduct of studies and environmental scanning; monitoring and assessment of the implementation of Presidential directives and priorities; conduct and facilitation of dialogues to resolve policy issues and operational bottlenecks; and ensuring compliance with Presidential directives and priorities. It also provides timely reports and recommends Presidential actions, policy articulations and issuances, and manages Presidential engagements and events. -For its secretariat and management role: provides technical and secretariat support services to the Cabinet and other high level meetings presided by the President such as multisectoral consultative councils, summits, forums and workshops. -As a policy think-tank: heavily involved in policy setting and facilitating the decision making of the President. It has been actively involved in formulating and operationalizing the development agenda of each President, and in translating the vision and goals of the government into operational terms through the preparation of Presidential directives, policy statements, and policy frameworks. 	<ul style="list-style-type: none"> -planning and policy-formulation -political/social sciences -micro and macroeconomics -good governance -development studies -agriculture and rural development -environmental concerns/studies -small and medium-sized enterprise -trade and investment -peace and development in Mindanao -project/program management and monitoring -public administration -urban planning -financial management -business administration -strategic planning -organizational development -HR development -leadership and empowerment -systems improvement -records managing and archiving -ICT infrastructure/ systems and management of information -advance legal studies 	N/A	N/A	<ul style="list-style-type: none"> -Has responsibility and function as advisory arm for the Presidency as the mandates include provision of relevant and timely inputs for policy- and decision-making in economics, social and governance to the Presidency and Cabinet. -Re-considered JDS including PMS under CP1-3 and 2-2 as the Policy & Monitoring Group in PMS is rather responsible for evaluation and monitoring of infrastructure projects, and also the peace process in Mindanao will be more focused and strengthened by the current administration. -Concerned on age requirement, but there should be certain number of employees who meet the requirement being below 39 and permanent employee. -No policy to discourage the long-term scholarship for 2 years, although some employees may hesitant about leaving office and family for 2 years.

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-1)

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10	Senate of the Philippines	N/A	N/A	N/A	N/A	N/A	None	N/A	<ul style="list-style-type: none"> -Mandates have relevance with CP1-1/2-1. Interested in Public Administration/ Policy, Finance, HR Management, Climate Change, among others. -Not be active in sending nominees for JDS in previous years as Board members of Senate have concern on the length of study for 2 years to secure enough number of employees rendering service in Senate. -Preferable short-term training courses. -Concerned on age requirement. The number of qualified employees below 39 should be limited as they froze recruitment of new employees for the last few years. -Would like to consider and try to secure approval of participation in JDS from the Board this year. Once approved, they do not have any limited number for the nominees.
11	House of Representatives (HOR)	N/A	N/A	N/A	N/A	N/A	None	N/A	<ul style="list-style-type: none"> -Secure approval of participation in JDS from the higher level this year as its internal policy basically discourages the employee to participate in long-term training/ scholarship program taking more than 6 months, although HOR sent 4 nominees last year with special consideration. -Not be active in participation in long-term training scholarship program in previous years because they need manpower rendering service at the Congress especially during session days, and they also have concern on possibility of turnover after their return from long-term study abroad. -The employees have been very busy at this time under new administration. -Would like to try to secure the approval of participation in JDS this year.
12	Commission on Audit (COA)	8,534	8,517	1,544	<ul style="list-style-type: none"> -Audit for all agencies of Philippine government and non-government entities receiving subsidy or equity from or through the government -Keeping of general accounts of the government -Promulgation of government accounting and auditing rules and regulations 	<ul style="list-style-type: none"> -Audit of government policies and programs to address climate change/global warming -Audit of government policies and programs on water and electricity conservation and distribution -Audit of government policies on agriculture and fishery industry development 	None	<ul style="list-style-type: none"> -Master's Degree Course on Governance (New Zealand) -Master in Public Sector Management (Australia) -Master in Industrial Relations and Human Resource Management (AusAid) 	<ul style="list-style-type: none"> -Target priority areas/ development issues: audit of government policies on climate change/global warming, water and electricity conservation and distribution, agriculture and fishery industry development, among others. COA finds good relevance between its mandates and CP1-1, as well as CP2-1 and CP2-2, as special expertise in said fields is needed in their audit duties with other government organizations. -No limitation of the number of nominees in a year and are interested in sending as many nominees as possible. -Concerned on age requirement as COA froze hiring new employees for the past certain period and COA requires 5-year work experience before their application to foreign scholarship. JDS should consider raising the age requirement up to 45 years old. -Have no special concern on the length of study for 2 years, although it is rather long compared to other scholarship programs. They have some concern on possibility of turnover after their return even though they expect strict compliance of Scholarship Service Contract.

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-1)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
13	Office of the Ombudsman	516	477	271	<p>The Ombudsman and his Deputies, as protectors of the people shall act promptly on complaints filed in any form or manner against officers or employees of the Government. Or of any sub-division, agency, or instrumentality thereof, including government owned or controlled corporations, and enforce their administrative, civil, and criminal liability in every case where the evidence warrants in order to promote efficient service by the government to the people</p> <p>The Ombudsman shall give priority to complaints filed against high ranking government officials and/or those occupying supervisory positions, complaints involving grave offenses as well as complaints involving large sums of money and/or properties</p>	N/A	None	-Australia	<p>-272 employees of the central office should be qualified as being below 39, which is almost the half of the total employees in the office.</p> <p>-Not affected by rationalization plan as 40 % of the employees are lawyers and 60 % of them are investigators, who are not targeted on said plan.</p> <p>-Have no special concern on the length of study for 2 years, although it is rather long compared to other scholarship programs.</p>
14	Philippine National Police (PNP) under DILG	N/A	N/A	N/A	National police force of the country. It is both a national and a local police force in that it provides all law enforcement services throughout the Philippines	N/A	None	N/A	<p>-Has Relevance between CP1-1 and their priority development issues, as PNP has been currently implementing the 'Integrated Transformation Program' for reform of the organization and institutional change based on its road map, where Good Governance is included as one of the priority issues.</p> <p>-Has no special concern on age requirement as PNP has been continuously recruiting new young employees who have just graduated from PNP academy.</p> <p>-Has no policy to limit the number of nominees to be sent for the training/ scholarship program in a year.</p> <p>-There is PNP Training Service as their own training arms for the employees.</p>
15	Philippine Coast Guard (PCG) under DOTC	5,179 (Office Personnel: 484, Enlisted Personnel: 4,351, Civilian Employees: 344)	5,144	354	<p>To promote safety of life and property at sea, safeguard the marine environment and resources; enforce all applicable maritime laws; and undertake other activities to enhance national security and stability in support of the mission of the Department of Transportation and Communications.</p> <p>Core functions: Maritime Safety, Maritime Search and Rescue; Maritime Security; Maritime Law Enforcement; and Marine Environmental Protection.</p> <p>Republic Act 9993 (PCG Law of 2009) enumerates the PCG functions</p>	<p>Developing knowledge, skills, and attitude of PCG Officers to be able to perform PCG's mandated task particularly on promoting safety of life and property at sea, safeguarding the marine environment, enforcing applicable laws, and undertaking other activities in support of national development.</p> <p>The PCG envisions to have a PCG Academy of its own which will offer a Bachelors degree program specializing in the PCG mandated functions. As a preparation, present officers are encouraged to take masteral courses and other post-graduate courses.</p>	None	<p>-Masteral Programme in Sweden (Sasagawa Foundation)</p> <p>-Masteral Program (AusAid)</p> <p>-Masteral Program in Italy (International Maritime Organization)</p>	<p>-Target priority areas/ development issues: development of knowledge on promoting safety of life and property at sea, safeguarding the marine environment, enforcing applicable laws, and undertaking other activities in support of national development.</p> <p>-Interested in the area of Coast Guard Administration, Maritime Administration, International Maritime Law, Marine Environmental Protection, Coastal Resource Management, Maritime Safety Administration, Maritime Education and Training, Maritime Policy.</p> <p>-The opportunity to study in Public Administration would be timely as the PCG law of 2009 was just enacted last February 2009.</p> <p>-The majority of the employees are in the 30s, and no special concern on age requirement.</p> <p>-Preferable of doctorate scholarship program under IDS.</p>

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16	Department of Health (DOH)	2,113	1,715	N/A	<p><u>Vision</u> The leader of Health for all in the Philippines</p> <p><u>Mission</u> Guarantee, equitable, sustainable and quality health for all Filipinos, especially the poor cord to lead the quest for excellence in health.</p>	<ul style="list-style-type: none"> -Development of monitoring and evaluation tools - DOH Capacity Development Plan 2011-2016 -Identification of research issues - Merit System for Scientific Career System (still in its developmental stages) -Skills for technology transfer (capability building) -Translating policies into strategies/actions - Human Resource for Health Development and Mgt Systems Installation -Influencing political will at regional/local government level - (none at the moment) -Building support structures for HR management at regional level - (none at the moment) -Understanding of organization goals (regional level) - (none at the moment) -Different advocacy strategies - (none at the moment) -Knowledge Management -Strategies to improve compensation and benefits - (none at the moment) -Merit System Development for employees (incentives and awards) - Merit Promotion Plan -Job Analysis (creating indicators to match competencies with responsibilities) - (none at the moment) -Resource Management (recruitment systems) - Guidelines for recruitment and selection -Coaching and Counseling - Guidelines for Coaching and Counseling -Mediation for disputes - (none at the moment) 	<ul style="list-style-type: none"> -Bureau of Food and Drugs -Bureau of Health Devices and Technology -Bureau of Health Facilities and Services -Bureau of International Health Cooperation -Bureau of Local Health Development -Bureau of Quarantine and International Health Service Surveillance -Bureau of Research and Laboratory -Health Human Resource Development Bureau -Health Policy Development and Planning Bureau -Dangerous Drug Board <p>N/A</p> <ul style="list-style-type: none"> -Phil/ Health Insurance Corporation -Phil. Institute of Traditional & Alternative Health Care -Phil. National AIDS Council -Center for Family and Environmental Health -Center for Infectious Diseases Prevention and Control -National Center for Health Facility Development -National Epidemiology Center 		<ul style="list-style-type: none"> -Has relevance between its mandates and Good Governance and Health Administration as proposed under CP 1-1. The "Health Sector Reform", which was just formulated under the new Secretary, also covers Social Health Insurance and Good Governance as the priority issues. -Not send many nominees due to 1) the JDS program has long selection process and high competition, and 2) the number of qualified employees below 39 is limited, even though many employees get interested in the Program. -Possibly send 1 to 2 employees for JDS in a year if they have nominees. -Has been continuously freezing recruitment of new permanent employees and promotion under the rationalization plan. The number of qualified employees being permanent position and below 39 should be very limited, as they scaled the permanent employees from 3,000 down to 1,300 based on said plan. -Has no special concern on the length of study for 2 years, although it is rather long compared to other scholarship programs.
17	Department of Education (DepEd)	N/A	N/A	N/A	Responsible for educations and training for human resource development	N/A	<ul style="list-style-type: none"> -Bureau of Elementary Education -Bureau of Non-formal Education -Bureau of Secondary Education -Educational Development Projects Implementing Task Force -Health and Nutrition Center -Instructional Materials Secretariat -Literacy Coordinating Council -National Education Testing and Research Center -National Educators Academy of the Philippines -Project Management Office -Philippine High School for the Arts <p>N/A</p>		<ul style="list-style-type: none"> -Interested in the field of Education and Quality Management. -No special concern on age requirement and the length of study for 2 years. DepEd has not been badly affected by rationalization plan and should have enough number of qualified employees being permanent position and below 39. -No limitation of the number of nominees from the office in a year, and would like to send as many.

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NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
18	Department of Social Welfare and Development (DSWD)	2,624	2,434	741	<p>Mandate: To provide technical assistance to its partners and intermediaries such as local government units, non-government organizations, other government organizations, private organizations and other member of civil society in effectively implanting programs, projects and services (provision of social protection) that will alleviate poverty and empower disadvantaged individuals, families and communities to achieve better quality of life.</p>	<p>Breaking the inter-generational cycle of poverty and capacitating communities to drive development for themselves are priority developments issues. Internal strategy is to pilot models of poverty alleviations locally</p>	<p>-Inter-Country Adoption Board -Council for the Welfare of Children -National Youth Commission</p>	<p>-Australia -US -Netherlands -UK -Belgium -New Zealand -Thailand -India</p>	<p>-Target priority areas/ development issue: Breaking the inter-generational cycle of poverty and Capacitating communities to drive development for themselves. -Enhance human resources development of employees especially on Policy and plans developments, Standards setting, Project and/or program development and management, Governance, Research, Case management, Monitoring and evaluation, and Information systems. -Concerned on age requirement as DSWD is aging under the rationalization plan and the average age bracket is over 40. Many of young employees are employed on contractual basis. -Strictly comply with the CSC guideline stating that only permanent employees should be entitled to foreign training/ scholarship programs, even though there was a case in previous batch where DSWD sent a non-permanent scholar, who has already left the organization due to termination of MOA.</p>
19	Technical Education and Skills Development Authority (TESDA)	N/A	N/A	N/A	<p>Vision Be the leading partner in the development of the Filipino workforce with world-class competence and positive work values. Mission To provide direction, policies, programs and standards towards quality technical education and skills development.</p>	N/A	None	N/A	<p>-Concerned on age requirement as the average age bracket is over 40. -No special concern on the length of study for 2 years. TESDA send around 80 employees to short-term training courses, mainly in the field of ICT and vocational training every year, but not very active in participating in long-term scholarship programs due to its high competition.</p>

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20	Commission on Higher Education (CHED)	N/A	N/A	N/A	<p>-Formulate and recommend development plans, policies,priorities, and programs on higher education; -Formulate and recommend development plans, policies, priorities, and programs on research; -Recommend to the executive and legislative branches priorities and grants on higher education and research; -Set minimum standards for programs and institutions of higher learning recommended by panels of experts in the field and subject to public hearing, and enforced the same; -Monitor and evaluate the performance of programs and institutions of higher learning for appropriate incentives as well as the imposition of sanctions such as, but not limited to, diminution or withdrawal of subsidy, recommendation on the downgrading or withdrawal of accreditation, program termination or school course; -Identify, support and develop potential centers of excellence in program areas needed for the development of world-class scholarship, nation building and national development; -Recommend to the Department of Budget and Management (DBM) the budgets of public institutions of higher learning as well as general guidelines for the use of their income; -Rationalize programs and institutions of higher learning and set standards, policies and guidelines for the creation of new ones as well as the conversion or elevation of schools to institutions of higher learning, subject to budgetary limitations and the number of institutions of higher learning in the province or region where creation, conversion or elevation is sought to be made;</p> <p>-Develop criteria for allocating additional resources such as research and program development grants, scholarships, and the other similar programs; Provided, that these shall not detract from the fiscal autonomy already enjoyed by colleges and universities; -Direct or redirect purposive research by institutions of higher learning to meet the needs of agro-industrialization and development; -Devise and implement resource development schemes; -Administer the Higher Education Development Fund, as described in Section 10 of R.A. 7722, which will promote the purposes of higher education; -Review the charters of institutions of higher learning and state universities and colleges including the chairmanship and membership of their governing bodies and recommend appropriate measures as basis for necessary action; -Promulgate such rules and regulations and exercise such other powers and functions as may be necessary to carry out effectively the purpose and objectives of R.A. 7722; and -Perform such other functions as may be necessary for its effective operations and for the continued enhancement, growth and development of higher education.</p>	N/A	None	N/A	<p>-The IDS, as a degree course, should be handled by CHED based on the Executive Order No. 402 dated January 24, 2005. -Concerned on the age requirement, as most of other foreign scholarship programs do not have any age requirement.</p>

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-1)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
21	National Council Disability Affairs (NCDA) under OP	60	54	9	<u>Mandate:</u> To be the government policy-making, planning, monitoring and advocate for the prevention of the causes of disability, rehabilitation and equalization of opportunities in the concept of a rights-based society for persons with disabilities and lead in the implementation of programs and projects.	Mainstreaming of all Persons with Disabilities to all development agenda such as health, social services, education, employment, information and communication technology and accessibility to physical environment. None		-Long Term Training Program (Australia)	-Target priority areas/ development issues: Mainstreaming of all Persons with Disabilities to all development agenda such as health, social services, education, employment, information and communication technology and accessibility to physical environment. The NCDA employees are expected to develop advocacy, public administration and ICT to mainstream disability agenda. -Only 2 among them should be qualified as having 2-year working experience and being below 39. -JDS should consider raising the age requirement up to 50 years old, considering that those senior employees have gained more experience in the agency and higher possibility to stay and contribute to the agency after their return until retirement. -JDS should consider allotting 1 slot out of 7 under CP1-1 for NCDA, considering that NCDA will be able to have equal opportunity for participation in JDS and it is the only organization contributing to mainstreaming of people with disabilities. (**NCDA issued a letter dated September 24, 2010 addressed to JICA, requesting consideration of 1 allotted slot for NCDA and raising the age requirement.)
22	Land Bank of the Philippines (LBP)	N/A	N/A	N/A	-An implementing agency of CARP involved in land evaluation, compensation to owners of private agricultural lands, and collection of amortizations from CARP farmer-beneficiaries -Provision of credit assistance to small farmers and fishfolk and ARBs -An official depository of government funds -A government bank with a social mandate to spur countryside development		None	N/A	-LBP finds relevance between CP1-2/2-1 and its mandates to finance and provide banking services mainly for agriculture/ fishery sector and SMEs. LBP also has branches in Mindanao to support regional economic development, which has relevance with CP1-3. -LBP has been implementing reorganization since 2006 and scaling down the number of employees for rationalization, although it is not affected by the rationalization plan instructed by DBM. There should be certain number of the qualified employees who meet the requirement. -LBP has not been active in participating in long-term trainings/ scholarship programs taking more than 6 months, as it is not allowed based on the current internal policy. -They would like to present the position paper to the higher level and try to secure the approval of participation in JDS this year, as LBP is considered as one of the Target Organizations on JDS.
23 & 24	Commission on Information and Communication Technology (CICT) & National Computer Center (NCC)	199 *NCC only	185 *NCC only	26 *NCC only	<u>Mandate</u> To formulate and ensure the implementation of an integrated national ICT development program for government, formulate policies and prescribe standards on the acquisition and utilizations of ICT and manpower developments in the government, provide ICT support services to government agencies; and establish, operate and maintain an EDP Education and Research Center (now called National Computer Institute)	Internal Strategies. The internal strategies identified are geared towards the developments of a Culture and Excellence and Commitment. Specifically, this would mean a corps of employees who are highly motivated, globally competitive, committed and competent in the major functional areas of EGDG such as IT planning, policy and standards formulations, ISP review, eGovernment Fund management, manpower capability development, project management, and application design and development. This would mean an organization emulated by other agencies in the strategies use of ICT. Strategy #1: Internal Competency Building Strategy #2: Institutionalization of Internal Systems and Procedures		-Seoul National University's International IT Policy Program (Korea)	-Target priority areas/ development issues: IT planning, policy and standards formulations, ISP review, eGovernment Fund management, manpower capability development, project management, and application design and development. -Have strong concern on age requirement, as the average age brackets of CICT and NCC are both over 40. They have limited number of qualified applicants, as many of young employee hold non-permanent status. JDS should consider raising the age requirement up to 45. -Still affected by rationalization and freezing recruitment of new permanent employees. -No special concern on the length of study for 2 years.

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
1	National Economic and Development Authority (NEDA)	806	741	217	<p>Country's highest socio-economic development planning and policy coordinating body.</p> <p>NEDA commits to continuously identify, deliver and improve poverty alleviation mechanism and programs of the government, to assert and implement sustainable development and to realize productivity and performance in highly competitive international markets.</p> <p>NEDA consists of the NEDA Board and the NEDA Secretariat.</p> <p>-The NEDA Board</p> <p>The governing body that sets major development policy directions for the Philippines. It is composed of the President (as the Chair), the Socioeconomic Planning Secretary as Vice Chair, and designated department secretaries as members. Assisting the NEDA Board are five Cabinet-level inter-agency committees.</p> <p>-The NEDA Secretariat</p> <p>Headed by the Socio-economic Planning Secretary, coordinates the formulation of medium and long-term socio-economic development plans; monitors approved national, sectoral and regional development plans, programs and projects; programs allocation of resources, particularly Build Operate-Transfer and Official Development Assistance resources; and promotes and applies market mechanisms to rationalize economic incentives and rents.</p>	<p><u>Planning and Policy</u></p> <p>Develop and formulate long term objectives, goals, strategies, and priorities. Formulate sound budget based on clear plans. Translate the institution's strategic directions and priorities into sound policies. Monitor and evaluate results.</p> <p><u>Project Development:</u></p> <p>Overall planning and co-ordination of a project from inception to completion aimed at meeting the client's requirements and ensuring completion on time, within cost and to required quality standards.</p> <p><u>Information and Communications Technology Management:</u></p> <p>Develop, install and maintain methods and techniques used in information collection, processing, storage, display, and dissemination by automatic means. These may include computers, telecommunications and office systems or any combination of these elements. Establish enabling mechanisms to maximize the use of ICT.</p> <p><u>Leadership and Teamwork Develop:</u></p> <p>Current and future leaders so that there is availability of qualified leaders at all levels who can mobilize the institution towards its goals. Build and support teams or work groups that are high performing, empowered and can be self-managing towards a common, agreed purpose.</p> <p><u>Human Resources Development:</u></p> <p>Develop and manage the processes for HR planning, recruitment and selection, compensation and benefits, employee welfare, organization design, job design, job description, competency profiling and HRIS develop and manage the processed for training and development, training management, performance management, career planning and development, coaching mentoring, succession planning.</p>	<p>-National Statistical Coordination Board (NSCB)</p> <p>-National Statistics Office (NSO)</p> <p>-Philippine Institute for Development Studies</p> <p>-Philippine National Volunteer Service Coordination Agency (PNVSCA)</p> <p>-Statistical Research and Training Center (SRTC)</p> <p>-Tariff Commission</p>	<p>-Australia</p> <p>-India</p> <p>-Korea</p> <p>-Netherlands</p>	<p>(Promotion Seminar)</p> <p>-Found many possible applicants were very interested in JDS.</p> <p>-Some attendees had concern on age requirement and abolishment of the pre-departure Japanese language training.</p>
2	Department of Agriculture (DA)	437 (only Office of Secret ary)	428 (only Office of Secret ary)	56 (Only Office of Secret ary)	<p>Providing sufficient food and sustainable livelihood for the Filipino people through modernized technologies and facilities.</p>	<p><u>Major strategies:</u></p> <p>-Creating the appropriate policy environment</p> <p>-Reorientation of the DA organizational along functional lives as provided by AFMA</p> <p>-HRD program in various areas such as R&D, policy & planning, M&E</p> <p>-Capability building of partner institutions. The AFMA mandate the leadership of LGU's in program implementation while the Department of Agriculture (DA) provides coordination and technical support.</p>	<p>-Agricultural Credit and Policy Council (ACPC)</p> <p>-Cotton Development Administration (CODA)</p> <p>-Fertilizer and Pesticide Authority (FPA)</p> <p>-Fiber Industry Development Authority (FIDA)</p> <p>-Livestock Development Council (LDC)</p> <p>-National Agricultural and Fishery Council (NAFC)</p> <p>-National Dairy Authority (NDA)</p> <p>-National Food Authority (NFA)</p> <p>-National Fisheries Research and Development Institute (NFRDI)</p> <p>-National Irrigation Administration (NIA)</p> <p>-National Meat Inspection Service (NMIS)</p> <p>-National Tobacco Administration (NTA)</p> <p>-Philippine Agricultural Development and Commercial Corporation (PADCC)</p> <p>-Philippine Carabao Center (PCC)</p> <p>-Philippine Coconut Authority (PCA)</p> <p>-Philippine Crop Insurance Corporation (PICIC)</p> <p>-Philippine Fisheries Development Authority (PFDA)</p> <p>-Philippine Rice Research Institute (Philrice)</p> <p>-Queidan Rural Credit and Guarantee Corporation (QUEDANCOR)</p> <p>-Southeast Asian Fisheries Development Center (SEAFDEC)</p> <p>-Sugar Regulatory Administration (SRA)</p>	<p>-Fulbright Philippine Scholarship Program (US)</p> <p>-Agriculture Program (US)</p>	<p>-Target priority areas/ development issues: Food Security (in accordance with the Agriculture and Fisheries Modernization Act (1997)), as well as Research & Development, Policy & Planning, Monitoring & Evaluation. They are also interested in the field of Project Development and HR management.</p> <p>-The program focused on public administration and policy-making is mainly for the employees of DA central office, while the program focused on rather technical skills is mainly for those of the attached agencies and the program focused on agriculture/ rural development is mainly for those of DA regional offices.</p> <p>-Concerned on age requirement as DA has been freezing recruitment of new employees under its rationalization plan, and most of young employees hold non-permanent status. The number of qualified applicants should be limited as the average age bracket is over 40.</p> <p>-Awaits other training/ scholarship programs sponsored by foreign countries and local scholarship program as well. They send around 3 employees to foreign scholarship programs yearly and many participants are from its attached agency, Philrice (Philippine Rice Research Institute).</p> <p>-Preferable short training courses.</p>

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
3	Department of Agrarian Reform (DAR)	N/A	N/A	N/A	To lead the implementation of the Comprehensive Agrarian Reform Program (CARP) through land tenure improvement, agrarian justice, and coordinated delivery of essential support services to client-beneficiaries.	N/A	-Bureau of Agrarian Legal Assistance -Bureau of AR Beneficiaries Devt. -Bureau of AR Information & Education -Bureau of Land Acquisition & Distribution -Bureau of Land Development -Bureau of Land Distribution -Department of Agrarian Reform Adjudication Board	N/A	-DAR has its mandate to support agriculture development, SMEs, development of agriculture market, which are included under the proposed Component 1-2. They also have the concerned issues of alleviation of poverty, elimination of corruption, climate change as their target priority areas/ development issues. -DAR has been under the rationalization plan and freezing the recruitment of new employees and promotions despite 2,000 to 3,000 vacant positions at the organization. Many of young employees work as non-permanent staff. -They do not limit the number of employees to be nominated for foreign scholarship programs in a year.
4	National Irrigation Administration (NIA) under DA	486	386	67	<p>Responsible for irrigation development in the Philippines.</p> <p>Role</p> <ul style="list-style-type: none"> -Development and maintenance of irrigation systems in support of the agricultural development program of the government; -Provision of adequate levels of irrigation service on a sustainable basis in partnership with the farmers and the local government units (LGUs) -Provision of technical assistance to institutions in the development of water resources for irrigation; -Support for the economic and social growth in the rural areas through irrigation development and management. <p>Mandate</p> <ul style="list-style-type: none"> -Construction, rehabilitation and improvement of irrigation systems, both national and communal; -Operation and maintenance of all National Irrigation Systems; -Temporary supervision of operation -Maintenance and repair of all Communal Irrigation Systems and Pump Irrigation Systems. 	Water resources development for irrigation as major input to increase agricultural production. Empowering the Irrigators Association to operate and manage the lower levels of irrigation facilities through Irrigation Management Transfer (IMT).	None	None	-Target priority areas/ development issues: Water resources development for irrigation as major input to increase agricultural production, and Empowering the Irrigators Association to operate and manage the lower levels of irrigation facilities through Irrigation Management Transfer. -Interested in upgrading knowledge in Hydrology, Design and Construction of irrigation structure, Management of River and Dam, Flood Control and Rural Development. -Also interested in CP1-1 as almost half of the employees are in change of administration and operation in the office, while they also have experts such as civil engineers, agriculture engineers. -Concerned on age requirement. They have been implementing the 5-year rationalization plan since 2008, and average age bracket is in the 50s.
5	Department of Trade and Industry (DTI)	N/A	N/A	N/A	<ul style="list-style-type: none"> -Promoting and developing business, with focus on micro, small, and medium enterprises (MSMEs) -Preparing for the Knowledge Economy -Lowering the cost of doing business -Ensuring consumers get the best value for money -Upgrading the quality of DTI governance 	N/A	-Philippine Economic Zone Authority -Securities and Exchange Commission -Board of Investment -Bureau of Export Trade Promotion -Bureau of Product Standard -Bureau of Micro, Small and Medium Enterprise Development -Management Information Service -Office of Policy Research, etc.	N/A	-Relevance between its mandates and Small and Medium-sized Enterprise Promotion, Investment Promotion, Development Policy, Economic Policy, Development Economic Infrastructure as proposed under CP 1-2/ 2-1/ 2-2. They also have interest in Good Governance under CP1-1 as said component is one of their priority issues. -Average age bracket is over 40, although there should be certain number of qualified employees. They have plan to recruit more new employees from next year, after they possibly secure the approval of completion of its rationalization plan by DBM on September this year.

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
6	Department of Science and Technology (DOST)	N/A	N/A	N/A	The premiere science and technology body in the country charged with the twin mandate of providing central direction, leadership and coordination of all scientific and technological activities, and of formulating policies, programs and projects to support national development.	N/A	<ul style="list-style-type: none"> -Philippine Atmospheric, Geophysical and Astronomical Service Administration -Philippine Council for Advanced Science and Technology Research and Development -Philippine Council for Agriculture, Forestry and Natural Resources, Research & Development -Philippine Council for Aquatic and Marine Research and Development -Philippine Council for Health Research and Development -Industrial Technology Development Institute -Advanced Science and Technology Institute -Metals Industry Research and Development Center -Forest Products Research and Development Institute -Science and Technology Information Institute -Science Education Institute -National Academy of Science and Technology -National Research Council of the Philippines, etc. 		<ul style="list-style-type: none"> -Interest in the field of Urban Engineering and Environment Administration, as well as Climate Change and environmental issues, as proposed under CP2-2. One of its attached agencies has also mandates related to Road Administration. -Limited number of employees who should be qualified as being permanent position and below 39, as the average age bracket of permanent employee is rather high. They also have the contractual employees on a project basis, who are allowed to apply for some foreign training/ scholarship programs as long as they secure approval from department head, considering that they have high possibility to stay and contribute to the organization for longer period. -Have no special concern on the length of study for 2 years. -Completed the rationalization plan and secured approval from DBM, they have resumed hiring new permanent employees and promotion. -Avail of other foreign and local training/ scholarship programs. They sent around 100 employees to those training/ scholarship programs for the last 2 years.
7	Department of Labor and Employment (DOLE)	N/A	N/A	N/A	<p><u>Mandate:</u></p> <p>To develop the competencies and competitiveness of Filipino workers, to deliver employment facilitation services for full and decent employment, and to promote industrial peace based on social justice</p>	N/A	<ul style="list-style-type: none"> -Bureau of Labor and Employment Statistics -Bureau of Labor Relations -Bureau of Local Employment -Bureau of Rural Workers -Bureau of Women and Young Workers -Bureau of Working Conditions -Employees Compensation Commission -Institute for Labor Studies -Maritime Training Council -National Conciliation and Mediation Board 	N/A	<ul style="list-style-type: none"> -DOLE has interest in Public Policy and Public Administration and they are positive about sending many nominees for long-term scholarship program. -Have some concern on age requirement as DOLE froze hiring new people under the rationalization plan for the last few years. Although rationalization in terms of manpower has been already completed, they have been continually implementing said plan. DOLE suggested JDS should consider raising the age requirement to higher age. -Have no special concern on the length of study for 2 years. -DOLE suggested that JICE should periodically share the information/ updates on scholars and the JDS program with the nominating agency during their study and even after their return.
8	Department of Interior and Local Government (DILG)	5,152	5,092	3,088	<p><u>Mission:</u></p> <p>Promote peace and order, ensure public safety, strengthen capability of local government units through active people participation and a professionalized corps of civil servants.</p> <p><u>Vision:</u></p> <p>Primary catalyst for excellence in local governance that nurtures self-reliant, progressive, orderly, safe and globally competitive communities sustained by God centered and empowered citizenry.</p>	<ul style="list-style-type: none"> -Disaster management development for LGUs and uniformed to enhance skills and capabilities in rendering service to he public -Human resource development focused on personnel administration by using advance technology in information, communication and management -Prioritizing local economic development to reduce poverty focusing on 1) supporting improvement in the national enabling environment for LGU and LED; 2) Providing support at the local level to LGUs in developing and implementing their LED approaches. -Promoting accountability, transparency, participation and high level of performance in the barangays (smallest political unit in the Philippines comparable to Japans son or mura) to spur community growth, development and transformation and people empowerment. 	<ul style="list-style-type: none"> -Philippine National Police (PNP) -Bureau of Fire Protection (BFP) -Bureau of Jail Management & Penology (BJMP) -Philippine Public Safety College (PPSC) -National Police Commission (NAPOLCOM) -Local Government Academy (LGA) 	N/A	<ul style="list-style-type: none"> -Target priority areas/ development issues: Disaster management development for LGUs, Human resource development focused on personnel administration, Local economic development, Promoting accountability, transparency, participation and high level of performance in the barangays. -Approximately 30% of the employees should meet the age requirement below 39. They have been freezing the recruitment of new employees under the rationalization plan.

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
9	National Water Resources Board (NWRB) under DENR	N/A	N/A	N/A	<p>Vision WATER FOR ALL</p> <p>Mission -To ensure access to safe, adequate water supply and sanitation at acceptable rates and levels of service; -To allocate sufficient water that will ensure food security and spur economic development of the country; and -To protect the water environment in order to preserve flow regimes, biodiversity and cultural heritage as well as the mitigation of water related hazards.</p>	N/A	None	N/A	<p>-Relevance between CPI-1/ 2-2 and its mandates to provide stable water supply to various sectors including agriculture and irrigation and implement Integrated Water Resource Management.</p> <p>-Strong concerned on age requirement as they have been continuously affected by the rationalization plan. The number of qualified employees being below 39 should be very limited as the average age bracket is over 50.</p> <p>-Concerned the possibility of turnover after return from long-term study. They would prefer short-term training courses.</p>
10	Development Bank of the Philippines (DBP)	N/A	N/A	N/A	<p>The DBP, under its new charter, is classified as a development bank and may perform all other functions of a thrift bank. Its primary objective is to provide banking services principally to cater to the medium and long-term needs of agricultural and industrial enterprises with emphasis on small and medium-scale industries.</p>	N/A	None	N/A	<p>-Relevance between CPI-2/ 2-1 and its mandates. DBP requests the OC's consideration of involving DBP under CPI-1 in succeeding years, as President Aquino acknowledges DBP as a model organization for good governance, and they have big roles on said issue.</p> <p>-Would like to encourage the employees in Mindanao branches to participation in CPI-3.</p> <p>-No special concern on age requirement and the length of study for 2 years. They have been continuously recruiting new employees, who should have background of Economics, Finance, Accounting, Mathematics and Engineering.</p> <p>-Concerned on the age requirement</p> <p>-The young promising employees, who already completed an internal training program "Young Management Training Program" for fostering young economist and just finished their service obligation of 3 years, could be the targeted possible applicants for JDS.</p>
11	Land Bank of the Philippines (LBP)	N/A	N/A	N/A	<p>-An implementing agency of CARP involved in land evaluation, compensation to owners of private agricultural lands, and collection of amortizations from CARP farmer-beneficiaries</p> <p>-Provision of credit assistance to small farmers and fishfolk and ARBs</p> <p>-An official depository of government funds</p> <p>-A government bank with a social mandate to spur countryside development</p>	N/A	None	N/A	<p>-LBP finds relevance between CPI-2/ 2-1 and its mandates to finance and provide banking services mainly for agriculture/ fishery sector and SMEs. LBP also has branches in Mindanao to support regional economic development, which has relevance with CPI-3.</p> <p>-LBP has been implementing reorganization since 2006 and scaling down the number of employees for rationalization, although it is not affected by the rationalization plan instructed by DBM. There should be certain number of the qualified employees who meet the requirement.</p> <p>-LBP has not been active in participating in long-term trainings/ scholarship programs taking more than 6 months, as it is not allowed based on the current internal policy.</p> <p>-They would like to present the position paper to the higher level and try to secure the approval of participation in JDS this year, as LBP is considered as one of the Target Organizations on JDS.</p>
12	Local Water Utilities Administration (LWUA)	N/A	N/A	N/A	<p>The Local Water Utilities Administration, more commonly referred to as LWUA, is a government-owned and controlled corporation (GOCC) with a specialized lending function mandated by law to promote and oversee the development of water supply systems in provincial cities and municipalities outside of Metropolitan Manila.</p>	N/A	None	N/A	-

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
13	People's Credit and Finance Corporation (PCFC)	N/A	N/A	N/A	PCFC shall be the viable and sustainable leader in the provision of financial products and services to generate income opportunities and improve the lives of the poor. It shall assist in the development of microfinance institutions and the microfinance industry.	N/A	None	N/A	-Relevant with CP1-2. Many of the employees have background of economics and microfinance. -JDS should consider involving PCFC under CP1-1 as Good Governance proposed under CP1-1 is a common issue in public sector. -Strong concerns on age requirement, as PCFC is an aging organization and the average age bracket is over 40. -Also have concerned on the length of study for 2 years. They haven't had any cases before of sending employees to long-term scholarship for 2 years. They need to evaluate and consider if they can allow employees to take study leave for 2 years. They would like to make necessary coordination and arrangement in the organization to secure approval from the higher level.

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-3)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/Mandate of the Organization	The Prioritized development issues and the internal policies/strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
1	National Economic and Development Authority (NEDA)	806	741	217	<p>Country's highest socio-economic development planning and policy coordinating body.</p> <p>NEDA commits to continuously identify, deliver and improve poverty alleviation mechanism and programs of the government, to assert and implement sustainable development and to realize productivity and performance in highly competitive international markets.</p> <p>NEDA consists of the NEDA Board and the NEDA Secretariat.</p> <p>-The NEDA Board</p> <p>The governing body that sets major development policy directions for the Philippines. It is composed of the President (as the Chair), the Socioeconomic Planning Secretary as Vice Chair, and designated department secretaries as members. Assisting the NEDA Board are five Cabinet-level inter-agency committees.</p> <p>-The NEDA Secretariat</p> <p>Headed by the Socio-economic Planning Secretary, coordinates the formulation of medium and long-term socio-economic development plans; monitors approved national, sectoral and regional development plans, programs and projects; programs allocation of resources, particularly Build-Operate-Transfer and Official Development Assistance resources; and promotes and applies market mechanisms to rationalize economic incentives and rents.</p>	<p>-Planning and Policy</p> <p>Develop and formulate long term objectives, goals, strategies, and priorities. Formulate sound budget based on clear plans. Translate the institution's strategic directions and priorities into sound policies. Monitor and evaluate results.</p> <p>-Project Development:</p> <p>Overall planning and co-ordination of a project from inception to completion aimed at meeting the client's requirements and ensuring completion on time, within cost and to required quality standards.</p> <p>-Information and Communications Technology Management:</p> <p>Develop, install and maintain methods and techniques used in information collection, processing, storage, display, and dissemination by automatic means. These may include computers, telecommunications and office systems or any combination of these elements. Establish enabling mechanisms to maximize the use of ICT.</p> <p>-Leadership and Teamwork: Develop: Current and future leaders so that there is availability of qualified leaders at all levels who can mobilize the institution towards its goals. Build and support teams or work groups that are high performing, empowered and can be self-managing towards a common, agreed purpose.</p> <p>-Human Resources Development:</p> <p>Develop and manage the processes for HR planning, recruitment and selection, compensation and benefits, employee welfare, organization design, job design, job description, competency profiling and HRIS develop and manage the processes for training and development, training management, performance management, career planning and development, coaching mentoring, succession planning.</p>	<p>-National Statistical Coordination Board (NSCB)</p> <p>-National Statistics Office (NSO)</p> <p>-Philippine Institute for Development Studies</p> <p>-Philippine National Volunteer Service Coordination Agency (PNVSCA)</p> <p>-Statistical Research and Training Center (SRTC)</p> <p>-Tariff Commission</p>	<p>-Australia</p> <p>-India</p> <p>-Korea</p> <p>-Netherlands</p>	<p>(Promotion Seminar)</p> <p>-Found many possible applicants were very interested in JDS.</p> <p>-Some attendees had concern on age requirement and abolishment of the pre-departure Japanese language training.</p>
2	Autonomous Region in Muslim Mindanao (ARMM) Manila Liaison Office	N/A	N/A	N/A	<p>-Enhance easy access of the region's constituents to basic services;</p> <p>-Guide investment interest to ensure proper and effective use of the region's physical resources;</p> <p>-Establish an effective and rational population distribution pattern, both in the mainland and island provinces;</p> <p>-Promote and enhance protection and conservation of the environmental patrimony of the region; generate natural resources and achieve ecological balances; and development policies and strategies;</p> <p>-Encourage and assist the people to substantially participate in all facets of development;</p> <p>-Promote people encouragement by motivating people to involve them in all government development decision-making;</p> <p>-Improve the equality of life and well-being of the ARMM's constituents by providing a set or regulative policies on the utilization of the region's patrimony: forest, water, and marine resources;</p> <p>-Enhance capability building among skilled and unskilled working forces and to maximize the technical know-how of the region's human resources; and</p> <p>-To optimize investment opportunities through designing an integrated marketing policy.</p>	<p>N/A</p>	N/A	N/A	<p>-Very interested in JDS.</p> <p>-Relevant between its mandates and proposed CP1-3 and also CP1-1.</p> <p>-Secured 2 possible applicants from Cotabato office who are interested, although they are not familiar with application procedure of JDS and were late disseminating the information through the agency.</p> <p>-No internal scholarship committee as of today and do initial screening for applicants in Manila office.</p> <p>-Have never sent the employees for the long-term scholarship program for 2 years before, but have no special concern on the length of study.</p> <p>-Some Muslim employees may avoid applying for a Christian university, while others, especially young employees, may be open-minded and not care about the name and foundation of the university.</p>

Summary of the Results of Supplementary Survey on Target Organizations (CP 1-3)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
3	Office of Presidential Advisor on Peace Process (OPAPP) under OP	228	121(pl antilla)	N/A	Mandate Be embodies in executive order no. 3 "Defining Policy and Administrative Structure for Government Peace Efforts" which signed by President Gloria Arroyo on February 28,2001. The said EO reaffirmed government's commitment to the Philippines comprehensive peace process which was launched in 1993. The comprehensive peace process commits of six components, otherwise known as The Six Paths to Peace.	-Good Governance -Delivery of Basic Services -Economic Construction and Sustainable Development -Security Sector Reform	None	-AusAid -Rotary Club (Australia) -Singapore -KOICA -JICA	-Established based on EO no.3 in 1993 with special mission/ mandate for peace process. Due to uniqueness of its foundation and temporary mission, they do not have permanent employees bu plantilla employees, who are employed as regular position on yearly contract basis. -Prefer short-term training courses especially in the field of peace process, critical thinking, policy making, among others as they need employees engaging in peace process in the field and have concern on sending employees to long-term scholarship program. -IJCE received an email from Chief Administrative Officer of Finance & Administration Services, stating that after careful evaluation OPAPP regret that they cannot allow their employees to be away for 2 years considering that the current present administration wants to actively engage/proceed with the peace negotiations.
4	Mindanao Development Authority (MinDA)	N/A	N/A	N/A	Focus on the economic development of Mindanao, as well as on the social, political and cultural aspects of development in the island	N/A	N/A	N/A	-New organization which was just approved by the Congress in February 2010. They hold around 100 plantilla employees in the central office for the meantime, who should be considered as permanent after they officially secure appointment from DBM. -Concerned on age requirement as only half of the employees should be qualified as being below 39 due to influence of rationalization plan. -Preferable short-term training courses allowing senior officers to participate in, especially in the field of regional development in Mindanao. -Active in sending employees to short-term training courses and long-term scholarship program. However, they should limit the number of nominees for IDS as it is for 2 year course.
5	Department of Interior and Local Government (DILG)	5,152	5,092	3,088	Mission: Promote peace and order, ensure public safety, strengthen capability of local government units through active people participation and a professionalized corps of civil servants. Vision: Primary catalyst for excellence in local governance that nurtures self-reliant, progressive, orderly, safe and globally competitive communities sustained by God centered and empowered citizenry.	-Disaster management development for LGUs and uniformed to enhance skills and capabilities in rendering service to he public -Human resource development focused on personnel administration by using advance technology in information, communication and management. -Prioritizing local economic development to reduce poverty focusing on 1) supporting improvement in the national enabling environment for LGU and LED; 2) Providing support at the local level to LGUs in developing and implementing their LED approaches. -Promoting accountability, transparency, participation and high level of performance in the barangays (smallest political unit in the Philippines comparables to Japans son or mura) to spur community growth, development and transformation and people empowerment.	-Philippine National Police (PNP) -Bureau of Fire Protection (BFP) -Bureau of Jail Management & Penology (BJMP) -Philippine Public Safety College (PPSC) -National Police Commission (NAPOLCOM) -Local Government Academy (LGA)	N/A	-Target priority areas/ development issues: Disaster management development for LGUs, Human resource development focused on personnel administration, Local economic development, Promoting accountability, transparency, participation and high level of performance in the barangays. -Approximately 30% of the employees should meet the age requirement below 39. They have been freezing the recruitment of new employees under the rationalization plan.

Summary of the Results of Supplementary Survey on Target Organizations (CP2-1)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
1	National Economic and Development Authority (NEDA)	806	741	217	<p>Country's highest socio-economic development planning and policy coordinating body.</p> <p>NEDA commits to continuously identify, deliver and improve poverty alleviation mechanism and programs of the government, to assert and implement sustainable development and to realize productivity and performance in highly competitive international markets.</p> <p>NEDA consists of the NEDA Board and the NEDA Secretariat.</p> <p>-The NEDA Board</p> <p>The governing body that sets major development policy directions for the Philippines. It is composed of the President (as the Chair), the Socioeconomic Planning Secretary as Vice Chair, and designated department secretaries as members. Assisting the NEDA Board are five Cabinet-level inter-agency committees.</p> <p>-The NEDA Secretariat</p> <p>Headed by the Socio-economic Planning Secretary, coordinates the formulation of medium and long-term socio-economic development plans; monitors approved national, sectoral and regional development plans, programs and projects; programs allocation of resources, particularly Build-Operate-Transfer and Official Development Assistance resources; and promotes and applies market mechanisms to rationalize economic incentives and rents.</p>	<p><u>Planning and Policy</u></p> <p>Develop and formulate long term objectives, goals, strategies, and priorities. Formulate sound budget based on clear plans. Translate the institution's strategic directions and priorities into sound policies. Monitor and evaluate results.</p> <p><u>Project Development:</u></p> <p>Overall planning and co-ordination of a project from inception to completion aimed at meeting the client's requirements and ensuring completion on time, within cost and to required quality standards.</p> <p><u>Information and Communications Technology Management:</u></p> <p>Develop, install and maintain methods and techniques used in information collection, processing, storage, display, and dissemination by automatic means. These may include computers, telecommunications and office systems or any combination of these elements. Establish enabling mechanisms to maximize the use of ICT.</p> <p><u>Leadership and Teamwork:</u></p> <p>Current and future leaders so that there is availability of qualified leaders at all levels who can mobilize the institution towards its goals. Build and support teams or work groups that are high performing, empowered and can be self-managing towards a common, agreed purpose.</p> <p><u>Human Resources Development:</u></p> <p>Develop and manage the processes for HR planning, recruitment and selection, compensation and benefits, employee welfare, organization design, job design, job description, competency profiling and HRIS develop and manage the processed for training and development, training management, performance management, career planning and development, coaching mentoring, succession planning.</p>	<p>-National Statistical Coordination Board (NSCB)</p> <p>-National Statistics Office (NSO)</p> <p>-Philippine Institute for Development Studies</p> <p>-Philippine National Volunteer Service Coordination Agency (PNVSCA)</p> <p>-Statistical Research and Training Center (SRTC)</p> <p>-Tariff Commission</p>	<p>-Australia</p> <p>-India</p> <p>-Korea</p> <p>-Netherlands</p>	<p>(Promotion Seminar)</p> <p>-Found many possible applicants were very interested in JDS.</p> <p>-Some attendees had concern on age requirement and abolishment of the pre-departure Japanese language training.</p>
2	Department of Finance (DOF)	370	326	N/A	<p>-Formulation, institutionalization & administration of fiscal policies in coordination with other concerned subdivisions, agencies and instrumentalities of the government ;</p> <p>-Generation and management of the financial resources of government,</p> <p>-Supervision of the revenue operations of all local government units, or foreign; and</p> <p>-Review, approval & management of all public sector debt, domestic</p> <p>-Rationalization, privatization and public accountability of corporations and assets owned controlled or acquired by the government</p>	<p>Promoting economic growth to improve people's lives through:</p> <p>-Formulation of goals, action plans and strategies for the Governments resource mobilization efforts;</p> <p>-Formulation, institutionalization and administration of fiscal & tax policies and</p> <p>-Supervision, direction & control of the collection of government revenues.</p>	<p>-Bureau of Internal Revenue</p> <p>-Bureau of Local Government Finance</p> <p>-Phil. Deposit Insurance Corporation</p> <p>-Cooperative Development Authority</p> <p>-Privatization & Management Office</p> <p>-Bureau of the Treasury</p> <p>-Municipal Development Fund Office</p>	<p>-Kee Kuan Yew School of Public Policy (Singapore)</p> <p>-Australia Development Scholarship</p> <p>-Korea International Cooperation Agency</p> <p>-National Graduate Institute for Policy of Studies (Japan)</p> <p>-Asian Development Bank-Japan Scholarship Program</p>	<p>-Does not expect many nominees this year, as it has been affected by rationalization plan and freezing recruitment of new permanent employees.</p> <p>- Concerned on age requirement.</p> <p>- Concerned on returned scholars who are pirated by other government entities that officer higher positions with higher compensation package and benefits.</p>
3	Department of Budget and Management (DBM)	N/A	N/A	N/A	<p>-Formulates the overall resource application strategy to match the government's macro-economic policy;</p> <p>-Prepares the medium-term expenditure plan, indicating the programming, prioritization, and financing of capital investment and current operating expenditure requirements of medium-term sectoral development plans;</p> <p>-Undertakes the formulation of the annual national budget in a way that ensures the appropriate prioritization and allocation of funds to support the annual program of government;</p> <p>-Develops and administers a national accounting system essential to fiscal management and control;</p> <p>-Conducts a continuing study of the bureaucracy and assesses as well as makes policy recommendation on its role, size, composition, structure and functions to establish a government bureaucracy imbued with a spirit of public service;</p> <p>-Establishes the rules and procedures for the management of government organization resources i.e., physical, manpower and other resources, formulates standards of organizational program performance; and undertakes or provides services in work simplification or streamlining of systems and procedures to improve efficiency and effectiveness in government operations;</p> <p>-Conceptualizes and administers the government's compensation and position classification plan; and</p> <p>-Monitors and assesses the physical as well as the financial operations of local government units and government-owned and/or – controlled corporations</p>	<p>N/A</p>	<p>None</p>	<p>N/A</p>	<p>-DBM has strong concern on age requirement. JDS should consider raising the age requirement up to 45 years old as those employees are still expected to serve and contribute to the organization for long enough period after their return.</p> <p>-DBM already completed the rationalization plan last year and has resumed recruiting new permanent employees.</p> <p>-The length of study for 2 years is rather long. Some employees hesitate about application considering their position and promotion during study abroad.</p>

Summary of the Results of Supplementary Survey on Target Organizations (CP2-1)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
4	Bangko Sentral ng Pilipinas (BSP)	5,086	4,628	1,820	-Section 20, Article XII of the 1987 Philippine Constitution mandated Congress to establish an independent central monetary authority which shall provide policy directions in the areas of money, banking and credit; and which shall have supervision over the operations of banks and exercise such regulatory powers as may be provided by law over the operations of finance companies and other institutions performing similar functions. -Republic Act No. 7653, otherwise known as the “New Central Bank Act” created the Bangko Sentral ng Pilipinas as the country’s central monetary authority. Section 15, Subsection (b) of RA 7653 specifically states that in the exercise of its authority, the Monetary Board shall direct the management, operations, and administration of the Bangko Sentral, reorganize its personnel, and issue such rules and regulations as it may deem necessary or convenient for this purpose.	FINANCIAL LITERACY PROGRAM: to familiarize the public with various banking products and services; Initiatives: -Creation of Financial Consumer Affairs Group and Consumer Assistance Mechanism -Financial literacy campaign (regional and international fora) -Tulong Barya and Coin Recirculation -Economic and Financial Learning Center invitations ECONOMIC INFORMATION: for greater transparency of monetary policy-making Initiatives: Public information campaign -Role of BSP in the Philippine economy -Recent developments MICROFINANCE PROGRAM as flagship program on poverty alleviation -creating an enabling policy and regulatory environment -increasing the microfinance know-how, capacity and skills of the BSP employees and the banking sector -promoting and advocating for sustainable and viable microfinance operations within the banking sector ANTI-MONEY LAUNDERING (AMLA) -Anti-money laundering act of 2010 forensic accounting and its amendments Initiatives: examination of deposits and investments IMPROVEMENT OF OVERSEAS FILIPINO WORKER ENVIRONMENT: -Enhance transparency and promote competition in the remittance market -Improve access to financial services -Increase savings -Financial learning	None	-NZAID -AusAid -KAIST (Korea) -Japan-IMF -JICA -Target priority areas/ development issues: enhancement of financial literacy of the public, transparency of monetary policy-making, microfinance for poverty alleviation, anti-money laundering, improvement of overseas Overseas Filipino Worker environment, among others. -No limitation of the number of employees to be nominated for foreign scholarship programs in a year, as long as department head approves. -Concerned on the length of study for 2 years	
5	Department of Trade and Industry (DTI)	N/A	N/A	N/A	-Promoting and developing business, with focus on micro, small, and medium enterprises (MSMEs) -Preparing for the Knowledge Economy -Lowering the cost of doing business -Ensuring consumers get the best value for money -Upgrading the quality of DTI governance	N/A	-Philippine Economic Zone Authority -Securities and Exchange Commission -Board of Investment -Bureau of Export Trade Promotion -Bureau of Product Standard -Bureau of Micro, Small and Medium Enterprise Development -Management Information Service -Office of Policy Research, etc.	N/A	-Relevance between its mandates and Small and Medium-sized Enterprise Promotion, Investment Promotion, Development Policy, Economic Policy, Development Economic Infrastructure as proposed under CP 1-2/ 2-1/ 2-2. They also have interest in Good Governance under CP1-1 as said component is one of their priority issues. -Average age bracket is over 40, although there should be certain number of qualified employees. They have plan to recruit more new employees from next year, after they possibly secure the approval of completion of its rationalization plan by DBM on September this year.
6	Board of Investment (BOI) under DTI	N/A	N/A	N/A	Committed to generate local and foreign investments and develop globally competitive industries, thus, increasing employment through the responsible use of the countries resources, guided by the principles of private initiative and government cooperation.	N/A	None	N/A	-Relevance between CP2-1 and its mandates to promote investment through advisory, research, policy advocacy, among others. -Many of the employees have background of Economics Business Management, IT and Engineering. -Interested in human resources development of employees on CP1-1 Good Governance. -Concerned on age requirement. They are lacking the employees in the 30s as they froze recruitment of new employees for the last few years under implementation of the rationalization plan. -Used to be active in sending around 10 nominees to short-term training courses in a year, however, they could possibly send 1 nominee at the maximum to JDS this year.

Summary of the Results of Supplementary Survey on Target Organizations (CP2-1)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
7	Department of Foreign Affairs (DFA)	N/A	N/A	N/A	<p>Responsible for 1) Crafting of the State's foreign policy for approval by the President, and 2) Implementation of the State's foreign policy</p> <p><u>Vision:</u></p> <ul style="list-style-type: none">-Have a workforce which imbibes the following traits/values/principles: Competence, Dedication, Motivation, Professionalism, Commitment, Excellence, Integrity and Patriotism-An organization which works for social justice, human rights, fundamental freedoms, democratic way of life, world free from environmental degradation, transnational crime, and proliferation of weapons of mass destruction <p><u>Mission:</u></p> <ul style="list-style-type: none">-Advance the national interest of the Philippines and the Filipino people in the world community-Promote and protect the rights and wellbeing of Filipinos	<ul style="list-style-type: none">-Training and enhancing the workforce to deliver services with efficiency and effectiveness both in Manila and in the Foreign Service Posts.-Developing a Human Resource program which would focus on the effective 1) selection of suitable applicants; 2) rotation and placement of personnel in appropriate positions and offices/Foreign Service Posts (includes the determination of skills, capabilities, and interests of the employee); 3) development of the capacities and competencies of personnel to be flexible and able to handle multiple and varied tasks; 4) priority and time management; and 5) application of management techniques and counseling methods to shape, manage and control employee behavior to achieve desired goals and outcome.-Promoting the Philippines as a tourist and business destination for travelers and investors; Enhancing the pride and knowledge of Filipinos with regard to their country so that tourism and investment may begin with the citizens of the country.-Providing work opportunities for Filipinos, not only to alleviate poverty, but also to distribute the nation's resources equitably to reduce the disparity between those in the upper and lower income levels: This involves job creation in the country to reduce the number of Filipinos seeking work abroad and mitigate the social repercussions of having the best workers leaving for more financially-rewarding employment opportunities abroad.-Developing peace in the country through education and mutual cooperation among the different regions in the nation, particularly in the Muslim south.-Developing and promoting a responsive public policy and implementing a sound public administration contributing to poverty alleviation that focuses on strategic measures and activities to expand economic diplomacy efforts, preserve and enhance national security, protect the rights and promote the welfare of Filipinos overseas.	<p>Foreign Service Institute (FSIH)</p> <p>Technical Cooperation Council of the Philippines (TCU)</p> <p>Commission on Filipino Overseas (CFO)</p> <p>UNESCO National Commission of the Philippines</p>	<ul style="list-style-type: none">-Oxford University Foreign Service Programme (UK)-Master de Sciences Po Mention Affaires Internationals (France)-Masters in Diplomacy and International Relations at Escuela Diplomática (Spain)-Master of Arts in International Boundaries Programme (Malaysia)-Magisters Study Programme in Social Sciences (Czech Rep.)-Monbuscho Scholarship-Master Degree in Foreign Affairs and Trade (Australia)-Erasmus Mundus Masters in Human Rights Practice (Sweden, Norway, UK)	<ul style="list-style-type: none">-Scholars of the IDS may gain knowledge on governance through observing the systems, organizational structure, procedures and processes of the Japanese government and Japanese private institutions.-Students enrolled in different programs of the IDS could benefit from training which emphasizes the creation or formulation of practical and feasible work plans and strategies in their field of expertise, in order that they may contribute to nation-building. <ul style="list-style-type: none">-Interest in Public Policy and Public Administration contributing to poverty alleviation that focuses on measures/activities to expand economic diplomacy efforts, preserve and enhance national security, as well as protect the rights and promote the welfare of Filipinos overseas. It would like to enhance the human resource development of employees especially in economic security, economic diplomacy, national security issues, protection of human rights, and promotion of national welfare overseas.-There is a concern on the stringent age requirement and the length of study (2 years)-While the DFA has not been affected by the rationalization plan, it has a limited number of positions for permanent employees and many young employees are employed on a contractual basis.
8	Office of the President (OP)	N/A	N/A	N/A			<ul style="list-style-type: none">-Clark Development Corporation-Commission on Information and Communications Technology (CICT)-Committee on Intellectual Property Rights-Manila Economic & Cultural Office-Metropolitan Manila Development Authority-National Computer Center-National Solid Water Mgt. Commission-Office of the Presidential Adviser on the Peace Process (OPAPP)-Philippine Center on Transnational Crime-Presidential Commission on Visiting Forces Agreement	<p>N/A</p>	<ul style="list-style-type: none">-Interested in human resources development of employees in the field of Supervision and Management, HRM, Technical Writing, IT, among others.-Not very active in participating in long-term scholarship programs for the last 6 years.-Hope that some employees get interested in IDS and apply this year, although the OP employees have been very busy at this moment as there is reorganization after new administration. Now that there is a new administration, the opportunity of trainings/ scholarships for the employees should be more encouraged.-Preferable short-term training courses targeting senior officer as well.

Summary of the Results of Supplementary Survey on Target Organizations (CP2-1)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
9	Senate of the Philippines	N/A	N/A	N/A		N/A	None	N/A	<ul style="list-style-type: none">-Mandates have relevance with CP1-1/ 2-1. Interested in Public Administration/ Policy, Finance, HR Management, Climate Change, among others.-Not be active in sending nominees for JDS in previous years as Board members of Senate have concern on the length of study for 2 years to secure enough number of employees rendering service in Senate.-Preferable short-term training courses.-Concerned on age requirement. The number of qualified employees below 39 should be limited as they froze recruitment of new employees for the last few years.-Would like to consider and try to secure approval of participation in JDS from the Board this year. Once approved, they do not have any limited number for the nominees.
10	House of Representatives (HOR)	N/A	N/A	N/A		N/A	None	N/A	<ul style="list-style-type: none">-Secure approval of participation in JDS from the higher level this year as its internal policy basically discourages the employee to participate in long-term training/ scholarship program taking more than 6 months, although HOR sent 4 nominees last year with special consideration.-Not be active in participation in long-term training/ scholarship program in previous years because they need manpower rendering service at the Congress especially during session days, and they also have concern on possibility of turnover after their return from long-term study abroad.-The employees have been very busy at this time under new administration.-Would like to try to secure the approval of participation in JDS this year.
11	Development Bank of the Philippines (DBP)	N/A	N/A	N/A	The DBP, under its new charter, is classified as a development bank and may perform all other functions of a thrift bank. Its primary objective is to provide banking services principally to cater to the medium and long-term needs of agricultural and industrial enterprises with emphasis on small and medium-scale industries.	N/A	None	N/A	<ul style="list-style-type: none">-Relevance between CP1-2/ 2-1 and its mandates, DBP requests the OC's consideration of involving DBP under CP1-1 in succeeding years, as President Aquino acknowledges DBP as a model organization for good governance, and they have big roles on said issue.-Would like to encourage the employees in Mindanao branches to participation in CP1-3.-No special concern on age requirement and the length of study for 2 years. They have been continuously recruiting new employees, who should have background of Economics, Finance, Accounting, Mathematics and Engineering.-Concerned on the age requirement-The young promising employees, who already completed an internal training program "Young Management Training Program" for fostering young economist and just finished their service obligation of 3 years, could be the targeted possible applicants for JDS.

Summary of the Results of Supplementary Survey on Target Organizations (CP2-1)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
12	Land Bank of the Philippines (LBP)	N/A	N/A	N/A	-An implementing agency of CARP involved in land evaluation, compensation to owners of private agricultural lands, and collection of amortizations from CARP farmer-beneficiaries -Provision of credit assistance to small farmers and fishfolk and ARBs -An official depository of government funds -A government bank with a social mandate to spur countryside development		None	N/A	-LBP finds relevance between CP1-2/ 2-1 and its mandates to finance and provide banking services mainly for agriculture/ fishery sector and SMEs. LBP also has branches in Mindanao to support regional economic development, which has relevance with CP1-3. -LBP has been implementing reorganization since 2006 and scaling down the number of employees for rationalization, although it is not affected by the rationalization plan instructed by DBM. There should be certain number of the qualified employees who meet the requirement. -LBP has not been active in participating in long-term trainings/ scholarship programs taking more than 6 months, as it is not allowed based on the current internal policy. -They would like to present the position paper to the higher level and try to secure the approval of participation in JDS this year, as LBP is considered as one of the Target Organizations on JDS.
13	Philippine Economic Zone Authority (PEZA) under DTI	N/A	N/A	N/A	<u>Vision</u> To be a major player in providing a globally competitive environment that will generate investments, exports and employment for the Philippines. <u>Mission</u> To provide a globally competitive environment to investors through: -Effective management of economic zones; -Efficient administration of incentives; -Timest delivery of services; -Focused investment promotion; and -Proactive developmental activities.		*Total of 225 Economic Zones -Manufacturing Economic Zone -Information Technology Parks/Centers -Angro-Industrial Economic Zone -Tourism Economic Zone -Medical Tourism Parks/Centers	N/A	-Interested in human resources development in Technical know-how on zone operations, Computer operations and concepts - using computer based technologies, Client service skills, Management skills, Excellent marketing skills and techniques essential for company's success, Investment promotion, Decision making, Teamwork, Communication skills, Orientation of corporate programs supporting corporate core values. -Actively involved not only in investment promotion but also environmental preservation mainly by Environmental Group of PEZA, where many of young qualified employees belong. PEZA finds relevance between CP2-1/ 2-2 and its mandates. -About 30% of the total employees should be the qualified employees being below 39. -Same as previous years, Director General of PEZA basically discourages the employees to participate in long-term scholarship program taking more than 2 weeks, as PEZA has limited manpower. There were very few cases allowed in the past where the employees participated in the non-degree training programs for 6 month to 1 year. -Concerned on possibility of turnover after return from long-term study. -PEZA would like to consider participation of employees in JDS this year as it is now included as one of the Target Organizations under the new scheme on JDS.

Summary of the Results of Supplementary Survey on Target Organizations (CP2-1)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
14	Subic Bay Metropolitan Authority (SBMA)	1105	1085	391	Operating and implementing aim of the Government of the Philippine in developing the 67,000 hectare area of Subic Bay Freeport and Special Economic Zone into a self-sustaining industrial, commercial, financial, investment, and academe center to generate, among others, employment opportunities in and around the Zone.	-Promotes efficient, effective and transparent business process -Expand development to surrounding communities -Invest in Physical and manpower infrastructure -Increase revenues to Php. 3 billion by 2013 -Balance between development and environmental protection -Focus on Maritime, Tourism and high-value services	None	-Netherland Fellowship Program -Maritime Program in Maritime Law (Sweden)	-Master's degrees required for Division Chief positions and gained higher points for Education Qualification Standard.
15	Technical Education and Skills Development Authority (TESDA)	N/A	N/A	N/A	<p>Vision Be the leading partner in the development of the Filipino workforce with world-class competence and positive work values.</p> <p>Mission To provide direction, policies, programs and standards towards quality technical education and skills development.</p>	N/A	None	N/A	-Concerned on age requirement as the average age bracket is over 40. -No special concern on the length of study for 2 years. -TESDA send around 80 employees to short-term training courses, mainly in the field of ICT and vocational training every year, but not very active in participating in long-term scholarship programs due to its high competition.
16	Philippine Overseas and Employee Authority (POEA) under DOLE	N/A	N/A	N/A	-promote and develop the overseas employment program -protect the rights of migrant workers -regulate private sector participation in recruitment and overseas placement -maintain registry of skills -secure best terms of employment for OFWs -tripartism, full disclosure, deregulation, selective deployment, dynamism in systems and information technology -reinforced regulatory function -protect the rights of OFW as A worker and human being	N/A	N/A	N/A	-Relevant between CP2-1 and its mandate of promoting /facilitating Overseas Filipino Workers (OFW) and policy-making/ system-building for OFW's and their immigration. They are also interested in human resources development of employees in the field of Public Administration, as proposed under CP1-1. -Concerned on age requirement under implementation of rationalization plan. The number of qualified employees should be limited, as they froze recruitment of new employees and the organization has been aging. The average age bracket is between 40-45 years old. -Not sent employees to any long-term scholarship programs in the past.
17	Overseas Workers Welfare Administration (OWWA) under DOLE	N/A	N/A	N/A	<p>Mandate -Delivery of welfare services and benefits; and -Ensuring capital build-up and fund viability</p> <p>Objectives: -Protect the interest and promote the welfare of OFW's in recognition of their valuable contribution to the overall development effort; -Facilitate the implementation of the provisions of the Labor Code concerning the responsibility of the government to promote the well-being of OFW's; -Provide social and welfare services to OFW's, including insurance, social work assistance, legal assistance, cultural services, and remittance services; -Ensure the efficiency of collection and the viability and sustainability of the fund through sound and judicious investment and fund management policies; -Undertake studies and researches for the enhancement of their social, economic and cultural well-being; and -Develop, support and finance specific projects for the welfare of OFW's.</p>	N/A	N/A	N/A	-Interested in human resources development of employees on CP2-1, as well as CP1-1 and CP1-2. -Great interest in IDS but major concern is age requirement. The average age bracket is over 40 and the number of qualified employees should be limited, although they have been hiring new employees on a small scale under the rationalization plan.

Summary of the Results of Supplementary Survey on Target Organizations (CP2-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
1	National Economic and Development Authority (NEDA)	806	741	217	<p>Country's highest socio-economic development planning and policy coordinating body.</p> <p>NEDA commits to continuously identify, deliver and improve poverty alleviation mechanism and programs of the government, to assert and implement sustainable development and to realize productivity and performance in highly competitive international markets.</p> <p>NEDA consists of the NEDA Board and the NEDA Secretariat.</p> <p>-The NEDA Board</p> <p>The governing body that sets major development policy directions for the Philippines. It is composed of the President (as the Chair), the Socioeconomic Planning Secretary as Vice Chair, and designated department secretaries as members. Assisting the NEDA Board are five Cabinet-level inter-agency committees.</p> <p>-The NEDA Secretariat</p> <p>Headed by the Socio-economic Planning Secretary, coordinates the formulation of medium and long-term socio-economic development plans; monitors approved national, sectoral and regional development plans, programs and projects; programs allocation of resources, particularly Build-Operate-Transfer and Official Development Assistance resources; and promotes and applies market mechanisms to rationalize economic incentives and rents.</p>	<p>-<u>Planning and Policy</u></p> <p>Develop and formulate long term objectives, goals, strategies, and priorities. Formulate sound budget based on clear plans. Translate the institution's strategic directions and priorities into sound policies. Monitor and evaluate results.</p> <p>-<u>Project Development</u></p> <p>Overall planning and co-ordination of a project from inception to completion aimed at meeting the client's requirements and ensuring completion on time, within cost and to required quality standards.</p> <p>-<u>Information and Communications Technology Management:</u></p> <p>Develop, install and maintain methods and techniques used in information collection, processing, storage, display, and dissemination by automatic means. These may include computers, telecommunications and office systems or any combination of these elements. Establish enabling mechanisms to maximize the use of ICT.</p> <p>-<u>Leadership and Teamwork:</u> Develop:</p> <p>Current and future leaders so that there is availability of qualified leaders at all levels who can mobilize the institution towards its goals. Build and support teams or work groups that are high performing, empowered and can be self-managing towards a common, agreed purpose.</p> <p>-<u>Human Resources Development:</u></p> <p>Develop and manage the processes for HR planning, recruitment and selection, compensation and benefits, employee welfare, organization design, job design, job description, competency profiling and HRIS development and manage the processes for training and development, training management, performance management, career planning and development, coaching mentoring, succession planning.</p>	<p>-National Statistical Coordination Board (NSCB)</p> <p>-National Statistics Office (NSO)</p> <p>-Philippine Institute for Development Studies</p> <p>-Philippine National Volunteer Service Coordination Agency (PNVSCA)</p> <p>-Statistical Research and Training Center (SRTC)</p> <p>-Tariff Commission</p>	<p>-Australia</p> <p>-India</p> <p>-Korea</p> <p>-Netherlands</p>	<p>(Promotion Seminar)</p> <p>-Found many possible applicants were very interested in IDS</p> <p>-Some attendees had concern on age requirement and abolishment of the pre-departure Japanese language training.</p>
2	Department of Public Works and Highways (DPWH)	23,617	15,214	1,369 (approximate)	<p><u>Mission:</u></p> <p>To provide and manage quality infrastructure facilities and services responsive to the needs of the Filipino people in the pursuit of national development objectives.</p> <p><u>Vision:</u></p> <p>By 2030, DPWH is an effective and efficient government agency, improving the life of every Filipino through quality infrastructure.</p>	<p>Promoting national development and enhancing economic growth through the construction, maintenance of quality and safer roads and other infrastructure facilities.</p>	<p>-Bureau of Construction</p> <p>-Bureau of Design</p> <p>-Bureaus of Research and Standards</p> <p>-Bureau of Maintenance</p> <p>-Bureau of Equipment</p> <p>-Local Water Utilities Administration</p> <p>-National Water Resources Board</p> <p>-Metropolitan Waterworks and Sewerage System (MWSS)</p>	<p>-New Zealand</p> <p>-Netherlands</p> <p>-Australia</p> <p>-Japan</p>	<p>-Target priority areas/ development issues: promotion of national development and enhancing economic growth through the construction, maintenance of quality and safer roads and other infrastructure facilities.</p> <p>-Has more than 23,000 employees in total, while less than 10 % of those are qualified as being permanent position and below 39. Its 2 attached agencies have also the same concern on this.</p> <p>-Has been freezing the recruitment of new employees and promotions under the rationalization plan, and many of young employees hold non-permanent status.</p>
3	Department of Transportation and Communications (DOTC)	435	297	62	<p><u>Vision:</u></p> <p>Providing integrated transport and communication services, connecting people, islands, families, communities and the nation with the rest of the world, and constantly responding for environmentally sustainable and globally competitive transport and communication systems.</p> <p><u>Mission:</u></p> <p>To provide the country with efficient, effective and secure transportation and communications systems that are globally competitive, compliant with international standards and responsive to the changing times.</p>	<p>Guide government and private investments in the development of the country's inter modal transportation to ensure mobility of people and goods from one place to another.</p>	<p>-Office for Transportation Security</p> <p>-Civil Aviation Authority of the Philippines</p> <p>-Manila International Airport Authority</p> <p>-Civil Aeronautics Board</p> <p>-Mactan-Cebu International Airport Authority</p> <p>-Philippine Aerospace Development Corporation</p> <p>-Toll Regulatory Board</p> <p>-Office of Transport Cooperatives</p> <p>-Philippine National Railways</p> <p>-Light Rail Transit Authority</p> <p>-North Luzon Railways Corporation</p> <p>-Philippine Ports Authority</p> <p>-Maritime Industry Authority</p> <p>-Cebu Ports Authority</p> <p>-Philippine Merchant Marine Academy</p>	<p>-New Zealand Development Scholarship</p> <p>-Lee Kwan Yew Scholarship (Korea)</p> <p>-World Maritime University (International Maritime Organization)</p> <p>-Indian Technical and Economic Cooperation</p>	<p>-Age requirement should be revised as majority for the permanent employees are 40 and above.</p>

Summary of the Results of Supplementary Survey on Target Organizations (CP2-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
4	Department of Environment and Natural Resources (DENR)	20,078	18,527	3,500	The DENR shall be the primary government agency responsible for the conservation, management, development and proper use of the country's environment and natural resources.	Promoting agricultural and rural development contributing to poverty alleviation, especially focusing on the fields of food security and commercial production.	<ul style="list-style-type: none"> -National Mapping and resource Information Authority -Laguna Lake Development Authority -Natural Resources Development Corporation -River Basis Control Office -Pasig River Rehabilitation Corporation -Land Registration Authority -Philippine Reclamation Authority -National Water Resource Board -National Resources Mining Development Corporation -Palawan Council for Sustainable Development -Philippine Forest Corporation -National Council for Indigenous People -Pasey-Makati Realtors Board 	<ul style="list-style-type: none"> -NEF (Netherlands) -DAAD (Germany) -AusAid -BADC (Belgium) -JICA -NZODH (New Zealand) -ASEAN Countries (Thailand, Singapore, India) -Brunei 	<ul style="list-style-type: none"> -Target priority areas/ development issues: Forestry Environment, Protected Areas Biodiversity, Mining, Land Administration, Research Management, GIS/ Remote Sensing/ Hydrography, Administrative Management, Water Management, Climate Change, Disaster Management, Public Administration, ICT, Economics, among others. Master's degree of Science/ Environmental Management is also to be welcomed. -Concerned on age requirement as DENR has been freezing recruitment of new employees for the last 5 years under its rationalization plan, and most of young employees hold non-permanent status. The average age bracket is over 45. -No special concern on the length of study for 2 years. -No limitation of the number of nominees from the office in a year, although each regional office can send one nominee at the same time. They encourage the employees to apply for the foreign scholarship and nominate around 10 participants to short-term training/ long-term scholarship every year.
5	Department of Energy (DOE)	613	613	156	<u>Mandate:</u> To prepare, integrate, coordinate, supervise and control all plans, programs, projects and activities of the Government relative to energy exploration, development, utilization, distribution and conservation.	Developing indigenous energy resources and actively encouraging utilization of alternative options such as biofuels, solar, wind and other sources like geothermal, biomass, hydropower and ocean energy with the end in view of not only promoting clean and sustainable energy sources but also aiming to become a country that is energy independent.	<ul style="list-style-type: none"> -Philippine National Oil co. -National Power Corporation -National Electrification Administration -National Transmission Corp. -Power Sector Asset and Liabilities Management 	<ul style="list-style-type: none"> -ADS -The Netherlands Fellowship Programme -Agencia Espanol de Cooperacion Internacional (Spain) 	<ul style="list-style-type: none"> -Interested in the field of Rural Electrification, Energy Projects Development, Energy Management, as well as Public Administration, Economic Policy, Investment Promotion, Project Management/ Monitoring/ Evaluation. -Prefer short-term training courses in the field of Nuclear Technology, which is an arising priority issue at DOE. -Acknowledged as a model agency of rationalization and not been affected by the rationalization plan. They continuously hire new employees and majority of the employees are in the 20s to 30s. -No special concern on the length of study for 2 years. -Although they limit the number of nominees for long-term scholarship up to 10 % of the manpower in the department, they are very positive about sending as many nominees as possible this year. -Specialized courses particularly in field of energy should also be considered by JDS. Likewise increase in number of slots should also be taken into consideration.
6	Department of Trade and Industry (DTI)	N/A	N/A	N/A	<ul style="list-style-type: none"> -Promoting and developing business, with focus on micro, small, and medium enterprises (MSMEs) -Preparing for the Knowledge Economy -Lowering the cost of doing business -Ensuring consumers get the best value for money -Upgrading the quality of DTI governance 	N/A	<ul style="list-style-type: none"> -Philippine Economic Zone Authority -Securities and Exchange Commission -Board of Investment -Bureau of Export Trade Promotion -Bureau of Product Standard -Bureau of Micro, Small and Medium Enterprise Development -Management Information Service -Office of Policy Research, etc. 	N/A	<ul style="list-style-type: none"> -Relevance between its mandates and Small and Medium-sized Enterprise Promotion, Investment Promotion, Development Policy, Economic Policy, Development -Economic Infrastructure as proposed under CP 1-2/ 2-1/ 2-2. They also have interest in Good Governance under CP1-1 as said component is one of their priority issues. -Average age bracket is over 40, although there should be certain number of qualified employees. They have plan to recruit more new employees from next year, after they possibly secure the approval of completion of its rationalization plan by DBM on September this year.

Summary of the Results of Supplementary Survey on Target Organizations (CP2-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/Mandate of the Organization	The Prioritized development issues and the internal policies/strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
7	Department of Science and Technology (DOST)	N/A	N/A	N/A	The premiere science and technology body in the country charged with the twin mandate of providing central direction, leadership and coordination of all scientific and technological activities, and of formulating policies, programs and projects to support national development.	N/A	<ul style="list-style-type: none"> -Philippine Council for Advanced Science and Technology Research and Development -Philippine Council for Agriculture, Forestry and Natural Resources, Research & Development -Philippine Council for Aquatic and Marine Research and Development -Philippine Council for Health Research and Development -Industrial Technology Development Institute -Advanced Science and Technology Institute -Metals Industry Research and Development Center -Forest Products Research and Development Institute -Science and Technology Information Institute -Science Education Institute -National Academy of Science and Technology -National Research Council of the Philippines, etc. 	N/A	<ul style="list-style-type: none"> -Interest in the field of Urban Engineering and Environment Administration, as well as Climate Change and environmental issues, as proposed under CP2-2. One of its attached agencies has also mandates related to Road Administration. -Limited number of employees who should be qualified as being permanent position and below 39, as the average age bracket of permanent employee is rather high. They also have the contractual employees on a project basis, who are allowed to apply for some foreign training/ scholarship programs as long as they secure approval from department head, considering that they have high possibility to stay and contribute to the organization for longer period. -Have no special concern on the length of study for 2 years. -Completed the rationalization plan and secured approval from DBM, they have resumed hiring new permanent employees and promotion. -Aval of other foreign and local training/ scholarship programs. They sent around 100 employees to those training/ scholarship programs for the last 2 years.
8	Philippine Economic Zone Authority (PEZA) under DTI	N/A	N/A	N/A	<p><u>Vision</u> To be a major player in providing a globally competitive environment that will generate investments, exports and employment for the Philippines.</p> <p><u>Mission</u> To provide a globally competitive environment to investors through: <ul style="list-style-type: none"> -Effective management of economic zones; -Efficient administration of incentives; -Utmost delivery of services; -Focused investment promotion; and -Proactive developmental activities. </p>	N/A	<ul style="list-style-type: none"> *Total of 225 Economic Zones -Manufacturing Economic Zone -Information Technology Parks/Centers -Angro-Industrial Economic Zone -Tourism Economic Zone -Medical Tourism Parks/Centers 	N/A	<ul style="list-style-type: none"> -Interested in human resources development in Technical know-how on zone operations, Computer operations and concepts - using computer based technologies, Client service skills, Management skills, Excellent marketing skills and techniques essential for company's success, Investment promotion, Decision making, Teamwork, Communication skills, Orientation of corporate programs supporting corporate core values. -Actively involved not only in investment promotion but also environmental preservation mainly by Environmental Group of PEZA, where many of young qualified employees belong. PEZA finds relevance between CP2-1/ 2-2 and its mandates. -About 30% of the total employees should be the qualified employees being below 39. -Same as previous years, Director General of PEZA basically discourages the employees to participate in long-term scholarship program taking more than 2 weeks, as PEZA has limited manpower. There were very few cases allowed in the past where the employees participated in the non-degree training programs for 6 month to 1 year. -Concerned on possibility of turnover after return from long-term study. -PEZA would like to consider participation of employees in JDS this year as it is now included as one of the Target Organizations under the new scheme on JDS.

Summary of the Results of Supplementary Survey on Target Organizations (CP2-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
9	Bases Conversion and Development Authority (BCDA) under OP	153	153	79	<ul style="list-style-type: none"> -Accelerate the sound and balanced conversion of the Clark and Subic military reservations and their extensions into productive civilian use. -Raise funds from the sale of portions of Metro Manila Military camps and apply such funds for the development and conversion of the productive use of the baselands covered under the 1949 Military Bases Agreement between the Philippines and the United States of American, as amended; -Promote the economic and social development of Central Luzon in particular, and the country in general. 	<ul style="list-style-type: none"> -Financial stability through improvement of revenue generation ensuring viability of BCDA subsidiaries and sustaining the profitable SCTGX operations. -Improvement of processes and communication, better oversight of subsidiaries and effective SCTEX management leading to process excellence, -Customer stakeholders satisfaction by implementing the conversion and development of farmer baselands, supporting the AFP delivery of social projects and good governance. 	<ul style="list-style-type: none"> -Clark Development Corporation -Clark International Airport Corporation -Joka Hay Management Corporation -Poro Point Management Corporation -Bataan Technology Park Inc. 	None	<ul style="list-style-type: none"> -Target priority areas/ development issues: (1)Financial stability through improvement of revenue generation ensuring viability of BCDA subsidiaries and sustaining the profitable SCTEX operations, (2)Improvement of processes and communication, better oversight of subsidiaries and effective SCTEX management leading to process excellence, and (3)Customer stakeholders satisfaction by implementing the conversion and development of farmer baselands, supporting the AFP delivery of social projects and good governance. -Interested in human resources development of employees in the field of Economics and Business Development, Public Administration, Project Management, Industrial Development, Business Administration and Human Resource Management. -Relevance between its mandates and CP2-2 and CP2-1 as well, as BCDA has the mandates to develop the environment for business and promote private investment. BCDA requested consideration of involving BCDA under CP2-1 in succeeding years, as it has the similar responsibilities to PEZA and SBMA in wider areas in the Philippines. -Many of the employees have academic background of Finance, Business Development, Economics and Engineering. -BCDA has been some affected by rationalization plan, but continuously hiring new people on a small scale. -Have no special concern on age requirement as majority of the employees are in the 30s, while they have some concern on the length of study for 2 years. They would welcome shorter program taking only 1 to 1.5 years. -BCDA employees are comparatively paid well and its turnover is not high.
10	Subic Bay Metropolitan Authority	1105	1085	391	Operating and implementing arm of the Government of the Philippines in developing the 67,000 hectare area of Subic Bay Freeport and Special Economic Zone into a self-sustaining industrial, commercial, financial, investment, and academe center to generate, among others, employment opportunities in and around the Zone.	<ul style="list-style-type: none"> -Promotes efficient, effective and transparent business process -Expand development to surrounding communities -Invest in Physical and manpower infrastructure -Increase revenues to Php. 3 billion by 2013 -Balance between development and environmental protection -Focus on Maritime, Tourism and high-value services 	None	<ul style="list-style-type: none"> -Netherland Fellowship Program -Maritime Program in Maritime Law (Sweden) 	<ul style="list-style-type: none"> -Master's degree required for Division Chief positions and gained higher points for Education Qualification Standard.
11	Metro Manila Development Authority (MMDA) under OP	N/A	N/A	N/A	To assist the 17 political units in crafting and implementing an integrated development plan characterized by unity of purpose, innovation, resiliency, sustainability, adaptability and creativity in meeting the challenges of transport decongestion, climate change, waste management, and disaster prevention among others, in order to achieve a decent quality of life for Metro Manilaans	N/A	None	N/A	<ul style="list-style-type: none"> -Interested in urban transportation and environmental issues as proposed under CP2-2, and finds relevance between said CP and its mandates. They are also interested in Public Policy/ Administration under CP1-1. -Age requirement was a hindrance to applicants. They have been restricted to hiring limited number of new employees under the rationalization plan, and many of young employees are non-permanent. -May hesitate to leave the family home and participate in 2-year program, although MMDA has no special concern on the length of study for 2 years. Unlike before, MMDA has not been very active in sending nominees to long-term scholarship programs for the last few years.

Summary of the Results of Supplementary Survey on Target Organizations (CP2-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/ Mandate of the Organization	The Prioritized development issues and the internal policies/strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
12	Department of Tourism (DOT)	N/A	N/A	N/A	Responsible to encourage, promote, and develop tourism as a major socio-economic activity to generate foreign currency and employment and to spread the benefits of tourism to both the private and public sector.	N/A	-Bureau of International Tourism Promotion -Bureau of Domestic Tourism Promotion -Intramuros Administration -National Parks Development Committee -Nayong Pilipino Foundation -Philippine Convention and Visitors Corp. -Philippine Tourism Authority (PTA)	N/A	-Mandates include promotion of private participation and deregulation in the infrastructure field, as proposed under CP2-2. -Concerned on age requirement as they froze new recruitment and promotion of employees under the rationalization plan for the past years, and almost 80% of the employees are over 40 years old. -May hesitate to leave the family home and participate in 2-year program, although DOT has no special concern in sending employees to long-term scholarship program. -Another concern is too many documents to be prepared upon application. The employees have been currently very busy working on reorganization based on the new Tourism Act 2009 under new administration. -No limitation of the number of nominees in a year, but they possibly expect 2 to 3 nominees this year.
13	Department of National Defense (DND)	N/A	N/A	N/A	Responsible for guarding against external and internal threats to peace and security in the country	N/A	-Government Arsenal -National Defense College of the Philippines -Intelligence Services of the Armed Forces of the Philippines (ISAFP) -Office of Civil Defense / National Disaster Coordinating Council -Philippine Veterans Affairs Offices -Philippine Military Academy	N/A	-Relevance between CP1-1/ 1-3 and its mandates of Guard against external and internal threats to peace and security in the country, Disaster prevention/management and Peace process in Mindanao. JDS should consider involving DND under CP1-1/ 1-3 in succeeding years. -Has roles in development of infrastructure, however, they do not have many employees engaged in work relevant to the field of environment and engineering as proposed under CP2-2. -No special concern on age requirement and the length of study for 2 years. DND has certain number of young employees in the 20-30s. -1 year of work experience should be enough as application requirement considering that JDS targets younger governmental employees.
14 & 15	Commission on Information and Communication Technology (CICT) & National Computer Center (NCC)	199 *NCC only	185 *NCC only	26 *NCC only	<u>Mandate</u> To formulate and ensure the implementation of an integrated national ICT development program for government , formulate policies and prescribe standards on the acquisition and utilizations of ICT and manpower developments in the government, provide ICT support services to government agencies; and establish, operate and maintain an EDP Education and Research Center (now called National Computer Institute)	Internal Strategies. The internal strategies identified are geared towards the developments of a Culture and Excellence and Commitment. Specifically, this would mean a corps of employees who are highly motivated, globally competitive, committed and competent in the major functional areas of EGDG such as IT planning, policy and standards formulations, ISP review, eGovernment Fund management, manpower capability development, project management, and application design and development. This would mean an organization emulated by other agencies in the strategies use of ICT. Strategy #1: Internal Competency Building Strategy #2: Institutionalization of Internal Systems and Procedures	None	-Seoul National University's International IT Policy Program (Korea)	-Target priority areas/ development issues: IT planning, policy and standards formulations, ISP review, eGovernment Fund management, manpower capability development, project management, and application design and development. -Have strong concern on age requirement, as the average age brackets of CICT and NCC are both over 40. They have limited number of qualified applicants, as many of young employee hold non-permanent status. JDS should consider raising the age requirement up to 45. -Still affected by rationalization and freezing recruitment of new permanent employees. -No special concern on the length of study for 2 years.
16	Land Transportation Office (LTO) under DOTC	N/A	N/A	N/A	To rationalize the land transportation service and facilities and to implement effectively the various transportation laws, rules and regulations. -Inspection and Registration of Motor Vehicles -Issuance of Licenses and Permits -Enforcement of Land Transportation Rules and Regulations -Adjudication of Traffic Cases -Collection of Revenues for the Government	N/A	None	N/A	-Relevance between CP2-2 and its mandates to rationalize the land transportation service and facilities and to implement effectively the various transportation laws, rules and regulations. They are also interested in environmental field as its arising issue based on Clean Air Act. -Some concern on age requirement as the organization is aging. -Send many employees to short-term training courses, but have not been very active in participating in long-term scholarship program in previous years.

Summary of the Results of Supplementary Survey on Target Organizations (CP2-2)

NO	Organization	# of employees	permanent	below 40 yrs old	Role/Mandate of the Organization	The Prioritized development issues and the internal policies/ strategies to tackle those issues	Attached Agencies	Other Overseas Scholarship Opportunities	Comments/ Requests
17	Department of Interior and Local Government (DILG)	5,152	5,092	3,088	<p><u>Mission:</u> Promote peace and order, ensure public safety, strengthen capability of local government units through active people participation and a professionalized corps of civil servants.</p> <p><u>Vision:</u> Primary catalyst for excellence in local governance that nurtures self-reliant, progressive, orderly, safe and globally competitive communities sustained by God centered and empowered citizenry.</p>	<p>-Disaster management development for LGUs and uniformed to enhance skills and capabilities in rendering service to be public</p> <p>-Human resource development focused on personnel administration by using advance technology in information, communication and management.</p> <p>-Prioritizing local economic development to reduce poverty focusing on 1) supporting improvement in the national enabling environment for LGU and LED; 2) Providing support at the local level to LGUs in developing and implementing their LED approaches.</p> <p>-Promoting accountability, transparency, participation and high level of performance in the barangays (smallest political unit in the Philippines comparables to Japans son or mura) to spur community growth, development and transformation and people empowerment.</p>	<p>-Philippine National Police (PNP)</p> <p>-Bureau of Fire Protection (BFP)</p> <p>-Bureau of Jail Management & Penology (BJMP)</p> <p>-Philippine Public Safety College (PPSC)</p> <p>-National Police Commission (NAPOLCOM)</p> <p>-Local Government Academy (LGA)</p>	N/A	<p>-Target priority areas/ development issues: Disaster management development for LGUs, Human resource development focused on personnel administration, Local economic development, Promoting accountability, transparency, participation and high level of performance in the barangays.</p> <p>-Approximately 30% of the employees should meet the age requirement below 39. They have been freezing the recruitment of new employees under the rationalization plan.</p>

Selection/Recruitment of the First Batch (Coming to Japan in FY 2011) Candidates under the new system (Republic of the Philippines)

The first batch candidates under the new system from the Philippines were recruited and selected as follows:

1. Recruitment of applicants (General application: 6 September to 5 November 2010, Re-opening application: 10 November to 26 November)

The following assistance for recruitment was provided to the Target Organizations during the survey, according to the application qualifications, application guidelines/forms and the selection schedule, which were approved in the 1st Operating Committee meeting. However, sufficient number of applicants was not secured in some Components (only 1-2, 1-3 and 2-1) upon the deadline on 5 November, so the re-opening of application was conducted after informing the Operating Committee of the status (10 November to 26 November).

- (1) Preparation for the application guidelines/forms

As for the set of documents necessary for application, the following were prepared:

- Application guidelines/ Application forms - 1,200 copies
- Recruitment tools (poster - 800 copies, flyers - 50 copies (each), website)

- (2) Request for nomination of applicants

After the start of recruitment, JICE asked NEDA, which is the Managing Organization and one of the Target Organizations, to issue the invitation letters to all Target Organizations, and additionally, with the timely help from the Operating Committee of the Philippines, JICE delivered the documents necessary for application which are stated in (1) to the Target Organizations and regional offices by mail or at the Promotion Seminars to request them to nominate applicants.

- (3) Promotion Seminar

The Promotion Seminars were held on September 20 and September 23, 2010. As for the Promotion Seminars, with the help from NEDA, the invitation letters were sent to all Target Organizations in advance. The Promotion Seminar of September 20 was held in Davao city in Mindanao (at NEDA Regional XI) and 58 people including 53 representatives from 41 Target Organizations participated in it, while that of September 23 was held in Makati city in the National Capital Region (at NEDA sa Makati) and 80 people including 72 representatives from 52 Target Organizations participated in it.

And also, we visited the Target Organizations (in total 49 organizations) individually during the application period to enhance the application promotion, and additionally, we held individual Promotion Seminars targeting the staffs in charge of human resources and scholarships and the possible applicants in some Target Organizations.

- (4) Collection of application documents and application situation

The total number of the application documents which were submitted from Target Organizations to JDS Project Office¹ by the deadline of November 5 was 72.

Now, in the Philippines, they have a tendency to restrain the dispatch of employees to long-term overseas study or a negative tendency as a whole under the Rationalization Plan of government agencies and aging situation of organizations, and additionally certain numbers of Target Organizations were selected from this year. In this regard, the number of applicants at the application deadline was comparatively small, especially in Component 1-2, 1-3 and 2-1. With advice from the Operating Committee, it was decided, from the viewpoint of ensuring of fairness and quality of the selection, that only the application of the abovementioned Components would be re-opened until November 26, 2010. Upon re-opening application, we requested NEDA to send the invitation letters to the relevant Target Organizations again and the application promotion was continuously conducted. As a result, a total of 87 applicants were finally secured. When JICE checked the requirements, deficiency of documents and others about the application documents which were submitted, 83 documents of them were found valid/ qualified.

The valid number of applicants from Target Organizations per Component is shown in Table 1.

Table 1 Applicants/ Successful Candidates of 1st batch under the new system from Target Organizations per Component

**Sub-Program I: Capacity Enhancement of Administrative Institution
Component 1-1: Support for Good Governance**

Target Organization *1	JDS2011-2012 (1st batch under new system)			
	valid applicants	%	final successful candidates	%
National Economic and Development Authority	3	7.9%	2	28.6%
Department of Finance	0	0.0%	0	0.0%
Department of Budget and Management	1	2.6%	0	0.0%
Department of Foreign Affairs	0	0.0%	0	0.0%
Department of Justice	0	0.0%	0	0.0%
Department of the Interior and Local Government (inc.LGUs)	0	0.0%	0	0.0%
Department of Labor and Employment	0	0.0%	0	0.0%
Civil Service Commission	4	10.5%	1	14.3%
Office of the President	1	2.6%	0	0.0%
Senate of the Philippines	0	0.0%	0	0.0%
House of Representatives	1	2.6%	0	0.0%
Commission on Audit	10	26.3%	2	28.6%
Office of the Ombudsman	2	5.3%	1	14.3%
Philippine National Police	2	5.3%	1	14.3%
Philippine Coast Guard	1	2.6%	0	0.0%
Department of Health	4	10.5%	0	0.0%
Department of Education	7	18.4%	0	0.0%
Department of Social Welfare and Development	1	2.6%	0	0.0%
Technical Education and Skills Development Authority	1	2.6%	0	0.0%
Others *2	0	0.0%	0	0.0%
TOTAL	38	100.0%	7	100.0%

*1 including the attached agencies

*2 Commission on Higher Education (CHED), National Council on Disability Affairs (NCDA), Land Bank of the Philippines (LBP), Commission on Information and Communication Technology (CICT), National Computer Center (NCC)

**Comparison with the numbers of those in previous batches
For all fields of study (PA, ECO, BA, ICT, ID)**

JDS2008-2009 (6th batch)		JDS2009-2010 (7th batch)		JDS2010-2011 (8th batch)		TOTAL (6-8 batch)	
valid applicants	final successful candidates	valid applicants	final successful candidates	valid applicants	final successful candidates	final successful candidates	%
13	8	10	4	9	2	14	29.8%
1	0	0	0	0	0	0	0.0%
3	0	3	1	1	1	2	4.3%
0	0	2	0	1	1	1	2.1%
1	1	1	1	1	0	2	4.3%
13	2	14	3	11	2	7	14.9%
3	0	3	2	1	1	3	6.4%
2	0	3	0	5	0	0	0.0%
1	0	5	3	0	0	3	6.4%
1	0	0	0	0	0	0	0.0%
0	0	1	0	4	4	4	8.5%
1	1	0	0	1	0	1	2.1%
6	2	7	1	2	1	4	8.5%
3	1	0	0	0	0	1	2.1%
0	0	0	0	0	0	0	0.0%
1	1	3	1	1	0	2	4.3%
4	0	5	2	7	0	2	4.3%
6	0	1	0	3	1	1	2.1%
0	0	0	0	5	0	0	0.0%
0	0	0	0	1	0	0	0.0%
59	16	58	18	53	13	47	100.0%

¹ JDS Project Office: JICE established the Project Office in Makati when it started the project in 2002. Since then, the Project Office has recruited and selected participants, provided language training, gave orientation and carried out the procedures for visiting Japan. The Office is also effectively used for this survey.

Component 1-2: Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise for Improvement of Livelihood

Target Organization *1	JDS2011-2012 (1st batch under new system)			
	valid applicants	%	final successful candidates	%
National Economic and Development Authority	2	18.2%	1	33.3%
Department of Agriculture	2	18.2%	0	0.0%
Department of Agrarian Reform	0	0.0%	0	0.0%
National Irrigation Administration	0	0.0%	0	0.0%
Department of Trade and Industry	0	0.0%	0	0.0%
Department of Science and Technology	1	9.1%	0	0.0%
Department of Labor and Employment	3	27.3%	1	33.3%
Department of the Interior and Local Government (inc.LGUs)	2	18.2%	1	33.3%
Development Bank of the Philippines	1	9.1%	0	0.0%
Others *3	0	0.0%	0	0.0%
TOTAL	11	100.0%	3	100.0%

*3 National Water Resources Board (NWRB), Land Bank of the Philippines (LBP), Local Water Utilities Administration (LWUA), People's Credit and Finance Corporation (PCFC)

For all fields of study (PA, ECO, BA, ICT, ID)

JDS2008-2009 (6th batch)		JDS2009-2010 (7th batch)		JDS2010-2011 (8th batch)		TOTAL (6-8 batch)	
valid applicants	final successful candidates	valid applicants	final successful candidates	valid applicants	final successful candidates	final successful candidates	%
13	8	10	4	9	2	14	43.8%
14	2	10	2	4	0	4	12.5%
4	1	3	2	2	0	3	9.4%
1	0	0	0	0	0	0	0.0%
1	0	0	0	1	0	0	0.0%
2	0	2	0	1	1	1	3.1%
3	0	3	2	1	1	3	9.4%
13	2	14	3	11	2	7	21.9%
2	0	0	0	1	0	0	0.0%
0	0	0	0	2	0	0	0.0%
53	13	42	13	32	6	32	100.0%

Component 1-3: Regional Development Administration in Mindanao

Target Organization *1	JDS2011-2012 (1st batch under new system)			
	valid applicants	%	final successful candidates	%
National Economic and Development Authority	1	6.7%	0	0.0%
Autonomous Region in Muslim Mindanao	3	20.0%	1	25.0%
Office of the Presidential Advisor on the Peace Process	0	0.0%	0	0.0%
Mindanao Development Authority	0	0.0%	0	0.0%
Department of the Interior and Local Government (inc.LGUs exclusively located in Mindanao (Region IX-XIII))	2	13.3%	2	50.0%
Others *4	9	60.0%	1	25.0%
TOTAL	15	100.0%	4	100.0%

*4 Other Regional Offices of National Government located in Mindanao

For all fields of study (PA, ECO, BA, ICT, ID)

JDS2008-2009 (6th batch)		JDS2009-2010 (7th batch)		JDS2010-2011 (8th batch)		TOTAL (6-8 batch)	
valid applicants	final successful candidates	valid applicants	final successful candidates	valid applicants	final successful candidates	final successful candidates	%
13	8	10	4	9	2	14	66.7%
0	0	0	0	0	0	0	0.0%
0	0	0	0	0	0	0	0.0%
0	0	0	0	0	0	0	0.0%
13	2	14	3	11	2	7	33.3%
-	-	-	-	-	-	-	-
26	10	24	7	20	4	21	100.0%

Sub-Program 2-1: Sustainable Economic Growth Aimed at Creating Employment Opportunities

Component 2-1: Support for Financial Reform and Investment Promotion Policy

Target Organization *1	JDS2011-2012 (1st batch under new system)			
	valid applicants	%	final successful candidates	%
National Economic and Development Authority	6	66.7%	2	66.7%
Department of Finance	0	0.0%	0	0.0%
Department of Budget and Management	0	0.0%	0	0.0%
Bangko Sentral ng Pilipinas	1	11.1%	0	0.0%
Department of Trade and Industry	0	0.0%	0	0.0%
Department of Foreign Affairs	0	0.0%	0	0.0%
Office of the President	1	11.1%	0	0.0%
Senate of the Philippines	0	0.0%	0	0.0%
House of Representative	0	0.0%	0	0.0%
Development Bank of the Philippines	1	11.1%	1	33.3%
Subic Bay Metropolitan Authority	0	0.0%	0	0.0%
Others *5	0	0.0%	0	0.0%
TOTAL	9	100.0%	3	100.0%

*5 Board of Investments (BOI), Land Bank of the Philippines (LBP), Philippine Economic Zone Authority (PEZA), Technical Education and Skills Development Authority (TESDA), Philippine Overseas Employment Administration (POEA), Overseas Workers Welfare Administration (OWWA)

For all fields of study (PA, ECO, BA, ICT, ID)

JDS2008-2009 (6th batch)		JDS2009-2010 (7th batch)		JDS2010-2011 (8th batch)		TOTAL (6-8 batch)	
valid applicants	final successful candidates	valid applicants	final successful candidates	valid applicants	final successful candidates	final successful candidates	%
13	8	10	4	9	2	14	46.7%
1	0	0	0	0	0	0	0.0%
3	0	3	1	1	1	2	6.7%
5	3	1	0	4	1	4	13.3%
1	0	0	0	1	0	0	0.0%
0	0	2	0	1	1	1	3.3%
1	0	5	3	0	0	3	10.0%
1	0	0	0	0	0	0	0.0%
0	0	1	0	4	4	4	13.3%
2	0	0	0	1	0	0	0.0%
2	1	1	1	2	0	2	6.7%
0	0	0	0	6	0	0	0.0%
29	12	23	9	29	9	30	100.0%

Component 2-2: Development of Basis for Economic Growth

Target Organization *1	JDS2011-2012 (1st batch under new system)			
	valid applicants	%	final successful candidates	%
National Economic and Development Authority	2	20.0%	0	0.0%
Department of Public Works and Highways	3	30.0%	2	66.7%
Department of Transportation and Communications	3	30.0%	0	0.0%
Department of Environment and Natural Resources	0	0.0%	0	0.0%
Department of Energy	0	0.0%	0	0.0%
Department of Trade and Industry	0	0.0%	0	0.0%
Department of Science and Technology	0	0.0%	0	0.0%
Philippine Economic Zone Authority	0	0.0%	0	0.0%
Subic Bay Metropolitan Authority	1	10.0%	1	33.3%
Department of the Interior and Local Government (inc. LGUs)	1	10.0%	0	0.0%
Others *6	0	0.0%	0	0.0%
TOTAL	10	100.0%	3	100.0%

*6 Bases Conversion Development Authority (BCDA), Metropolitan Manila Development Authority (MMDA), Department of Tourism (DOT), Department of National Defense (DND), Commission on Information and Communication Technology (CICT), National Computer Center (NCC), Land Transportation Office (LTO)

For all fields of study (PA, ECO, BA, ICT, ID)

JDS2008-2009 (6th batch)		JDS2009-2010 (7th batch)		JDS2010-2011 (8th batch)		TOTAL (6-8 batch)	
valid applicants	final successful candidates	valid applicants	final successful candidates	valid applicants	final successful candidates	final successful candidates	%
13	8	10	4	9	2	14	56.0%
3	0	1	0	0	0	0	0.0%
5	1	6	0	1	0	1	4.0%
0	0	0	0	1	0	0	0.0%
1	0	0	0	2	0	0	0.0%
1	0	0	0	1	0	0	0.0%
2	0	2	0	1	1	1	4.0%
0	0	0	0	0	0	0	0.0%
2	1	1	1	2	0	2	8.0%
13	2	14	3	11	2	7	28.0%
0	0	0	0	1	0	0	0.0%
40	12	34	8	29	5	25	100.0%

2. Documents screening by accepting universities (1st selection) and its results

Among 87 application documents which were submitted, 83 of those were sent to the respective accepting universities (the rest 4 applicants were not nominated by the organizations prior to the documents screening or turned down for their own reasons), where the faculty members examined the received documents (December 6 to December 17: general applicants and those for 1st desired university, December 21 to January 13: re-opening applicants and those for 2nd desired university). And also, prior to the 1st selection, the English and math exams were conducted for all valid applicants in principle [the applicants who have effective score (more than IELTS6.0 or equivalent) upon application were exempted from taking the English exam], and the results of document screening were confirmed from the 8 accepting universities (graduate school) by December 17 and January 13 respectively. And the results of English and math exams were provided to the universities as reference of document screening. The details of each exam and selection are as follow.

(1) Basic Check

Checking the qualification requirements, the completion of necessary submitted documents, the contents of description in the application documents as the preliminary step of the document screening between November 8 and December 17 (November 8 to December 3: general applicants, November 30 to December 17: re-opening applicants), any deficiencies and any unclear points were clarified with the applicants or the nominating organizations. As a result, 83 out of 87 application documents passed the Basic Check (see Table 2), and the application documents were sent to the respective accepting universities through the JICE head office.

(2) English and mathematics exams

English and mathematics exams were conducted to check the basic academic abilities of the 83 candidates who passed the Basic Check as reference of document screening [November 27: 67 general candidates (in total), December 11: 16 re-opening candidates* (in total) (*one of them was a general candidates who could not take the exam on November 27). As for the English exam, IELTS, which is internationally standardized, was conducted to check the basic competency in English language of the candidates, and as for the mathematics exam, the examination questions prepared by the university which has accepted JDS participants in the field of Economics and Business Administration were provided in order to check the mathematical competence of the candidates satisfying the level of a Master's degree.

Neither exams set the minimum requirement for passing, but the results² of all the candidates were provided to the respective accepting universities as reference of document screening.

(3) Examination of the application documents

The evaluation elements included: (i) Academic record (25 points), (ii) How to use the knowledge after returning to the country (20 points), (iii) Research plan (25 points), (iv) Recommendation (10 points) and (v) Matching between the research plan and the Sub-Program/Component identified by candidate (20 points), which made the total of 100 points

² As for mathematics test, original answer sheets including sheets showing the process leading to the answer were provided to universities, in addition to the results.

for evaluation. Judgment of acceptance did not set any minimum requirement based on the score. Each accepting university ranked the candidates, and the candidates up to three times of allotted number per university passed the documents screening. The utilization of the results of the English and mathematics exams was left up to each university as the significance of English and mathematics competences, basic competence required for admission varied by universities.

As a result, 60 candidates passed the document screening for 2 Sub-Programs / 5 Components in total.

3. Technical Interview by faculty members of accepting universities (2nd selection) and its results

Subsequently, the Technical Interviews by faculty members of accepting universities as well as the Consultation Meetings between the representatives of Target Organizations and the faculty members were conducted between January 31 and February 4 as shown in the schedule below.

Date		Schedule
Jan 31	Mon	Arrival in Manila, JICE Briefing
Feb 1	Tue	NEDA Presentation on Philippine Development Plan
		JICA Presentation on outline of JICA Philippine office and JDS Program in the Philippines
		Consultation Meeting (Component 1-1, 1-2, 2-1, 2-2) *Attendees: faculty members, representatives from Target Organizations, JICA officers in charge of the concerned sector, among others.
Feb 2	Wed	Consultation Meeting (Component 1-3) *Attendees: faculty members, representatives from Target Organizations, JICA officers in charge of the concerned sector, among others.
		Technical Interview [International University of Japan, Kobe University, Ritsumeikan Asia Pacific University, Nagoya University (GS of International Development, GS of Environmental Studies), International Christian University, Meiji University]
Feb 3	Thu	Technical Interview (continued) (only Nagoya University, GS of Environmental Studies)
		Feedback Session on Interview Results with JDS Operating Committee members
Feb 4	Fri	Departure for Japan

The evaluation elements included: (i) Academic background and learning ability (50 points), (ii) Capacity to achieve the study in Japan (30points) and (iii) Possibility of contributing to the Philippines with learned knowledge (20 points), which made the total of 100 points for evaluation. Acceptability was judged with three phases where “◎” stands for Highly Acceptable, “○” for Acceptable and

“×” for Unacceptable. Without setting any minimum requirement based on the score, each accepting university ranked the candidates to let up to twice as many candidates as the allotted number of the university pass the Technical Interviews among those judged as ◎ or ○. As a result, 40 out of 56 candidates* passed the Technical Interviews (*the rest 4 candidates out of 60 turned down for their own reasons before the 2nd selection).

And also, the medical check was conducted to those 56 candidates before or during the Technical Interview. Although some candidates were reexamined with advice from the doctor, all the candidates' health status were found adequate to pursue studies in Japan, except one case where one of the reserved candidates (Component 2-1: IUJ) was found to have disease of his lung and he could not secure the certificate from the doctor to prove his adequate health status for study in Japan. In this regard, the Operating Committee agreed to disapprove said candidate for his current health status in the 2nd Operating Committee meeting.

4. Comprehensive Interviews by Operating Committee members (3rd selection) and its results

The Operating Committee conducted the interview on February 15 and 16 with the 40 candidates who passed the Technical Interviews by faculty members. The evaluation elements included: (i) Possibility of contributing to candidate's country with learned knowledge (40 points), (ii) Ability to utilize one's outcome in the long term (30 points), and (iii) Capacity to achieve the study in Japan (30 points), which made the total of 100 points for evaluation. For judgment of acceptance, the candidates of each accepting university were ranked to select the final candidates as many as the allotted number of each university. As shown in Table 2, 20 final successful candidates were selected.

The valid applicants and final successful candidates from Target Organizations are shown in Table 1. As for this year's recruitment / selection, as stated above, there was a trend that the whole number of applicants stagnated in spite of intensive promotion of application, under the influence of the Rationalization Plan of the Philippine government and aging situation of organizations and also due to the restriction of Target Organizations under the new system. And also, the participation from new Target Organizations was promoted by clarifying the Target Organizations and implementing targeted recruitment activities (Autonomous Region of Muslim Mindanao(ARMM), Department of Public Works and Highways(DPWH) and others), while the organizations were divided into those which recommend applicants positively and those which do not recommend any applicants due to the internal policy of the organization and the current situation (that the number of permanent employees below the age of 39 who would meet the JDS requirement is definite, and that the two-year overseas study is not permitted). And some organizations which recommend applicants positively are almost identical with those which have participated in JDS positively since previous years. [National Economic and Development Authority (NEDA), Department of the Interior and Local Government (DILG), Office of Ombudsman, Department of Education (DepEd) and others]

Toward the next year's project, based on the results of survey, recruitment and selection of this year, a part of Target Organizations will be considered to be reviewed in light of the current situation and needs of Target Organizations, and additionally application promotion will be also improved (For

example: Enhancing the application promotion toward the Target Organizations (especially in Mindanao) with the help from the JDS returned participants and the accepting universities, Providing right and effective information to the applicants and Target Organizations in consideration of the consistency between the definition of each Component / the direction of study and the programs of the accepting universities, etc.) to secure sufficient number of applicants and quality of them.

Table 2 Results of the Selection of the first batch under the new system (per Sub-Program/ Component)

Sub-Program	Component	University	Graduate School	Number of Applicants	Valid Applicants	Candidates after 1 st selection (*1)	Candidates after 2 nd selection (*2)	Candidates after 3 rd selection	Maximum number of acceptable participants
									1st batch
1. Capacity Enhancement of Administrative Institution	1-1. Support for Good Governance	International University of Japan	GS of International Relations	16	16	6	4	2	2
		Kobe University	GS of International Cooperation Studies	15	14	9	6	3	3
		Ritsumeikan Asia Pacific University	GS of Asia Pacific Studies	9	8	8	4	2	2
	1-2. Support for Agriculture and Rural Development/ Small and Medium-sized Enterprise Improvement of Livelihood	Nagoya University	GS of International Development	11	11	9	6	3	3
2. Sustainable Economic Growth Aimed at Creating Employment Opportunities	1-3. Regional Development Administration in Mindanao	International Christian University	GS of Arts and Sciences	8	8	6	4	2	2
		Meiji University	GS of Governance Studies	7	7	6	4	2	2
	2-1. Support for Financial Reform and Investment Promotion Policy	International University of Japan	GS of International Relations	9	9	9	6	3	3
		Nagoya University	GS of Environmental Studies	12	10	7	6	3	3
	2-2. Development of Basis for Economic Growth								
		TOTAL		87	83	60	40	20	20

(*1) Up to three times as many as the acceptable number of participants

(*2) Up to twice as many as the acceptable number of participants