

**FINAL REPORT  
ON  
PREPARATORY SURVEY  
REGARDING  
JAPANESE GRANT AID FOR HUMAN RESOURCE  
DEVELOPMENT SCHOLARSHIP (JDS)  
IN  
LAO PEOPLE'S DEMOCRATIC REPUBLIC**

**March 2013**

**JAPAN INTERNATIONAL COOPERATION AGENCY (JICA)**

**JAPAN INTERNATIONAL COOPERATION CENTER (JICE)**

# Summary

## 1. Summary of the Preparatory Survey

### Background of the Survey

The Japanese Grant Aid for Human Resource Development Scholarship (hereinafter referred to as “JDS”) Program<sup>1</sup> was first launched in Uzbekistan and Lao People’s Democratic Republic (hereinafter referred to as “Laos”) in fiscal 1999 as part of the “100,000 International Students Plan” of the Japanese government, with the aim of developing human resources who can play core roles in the formulation and implementation of social and economic development policies in developing countries. The program has later been introduced to other countries as well, and the number of target countries has reached 14 by fiscal 2012.

JDS has introduced a new system (hereinafter referred to as “the new system”) gradually for further effectiveness and efficiency since 2008 in Uzbekistan, Laos, Mongolia and Tajikistan, in which the dispatch of participants to Japan in 2012 marked the completion of the dispatch of JDS participants in the six-year project cycle.

Under such circumstances, this Preparatory Survey was decided to be conducted with the aim of verifying the appropriateness of continuing with this project and properly reflecting the Country Assistance Policy for Laos, relevant JICA programs, etc. in the formulation of the project based upon the results of reviewing the needs of the Lao government.

### Objectives of the Survey

The main objectives of the survey are as follows:

- For the survey team and the JDS Operating Committee of Laos to discuss and agree on target priority areas (Sub-Programs)/development issues (Components) based on the Seventh Five-Year National Socio-Economic Development Plan of Laos and the Country Assistance Policy for Laos by the Japanese government and allotted number of participants per Sub-Program. 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.

---

<sup>1</sup> 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.

## Method of the Survey

As part of the Preparatory Survey, the survey in Laos has been conducted from August 2012 to March 2013.

- August 2012: Confirmation of the principle/policy for the survey
  - (1) to set Sub-Programs and Components in accordance with Country Assistance Policy for Laos by Japanese government and development needs of Laos
  - (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 2012 to February 2013: Recruitment and Selection of the JDS applicants of the 1st batch
- October 2012: Estimation of the program scale
- December 2012: Formulation of the drafts of Basic Plans for each Sub-Program
- February 2013: Confirmation of the Basic Plans for Sub-Programs

## Results of the Survey

### **Sub-Programs/ Components in Laos**

Sub-Program	Component	Target Organization	University	Graduate School	Slot
1. Improving Administrative Ability and Institution Building	1-1. Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies	Government Office, Ministry of Foreign Affairs, Ministry of Home Affairs, Ministry of Health, Ministry of Planning and Investment, Ministry of Finance, Central Committee for Organization and Personnel, Bank of Lao PDR, Lao Securities and Exchange Commission, National Academy of Politics and Public Administration	International University of Japan	Graduate School of International Relations	4
			Yamaguchi University	Graduate School of Economics	2
	1-2. Improvement of Legal System	Ministry of Justice, People's Supreme Court, Office of Public Prosecutor, National Assembly	Kobe University	Graduate School of International Cooperation Studies	2
2. Building a Strong Base for Sustained Economic Growth	2-1. Improvement of Social and Economic Infrastructure	Ministry of Planning and Investment, Ministry of Natural Resources and Environment, Ministry of Energy and Mines, Ministry of Public Works and Transport, Ministry of Science and Technology, Vientiane Capital	Hiroshima University	Graduate School for International Development and Cooperation	3
	2-2. Agriculture and Rural Development Policy	Ministry of Agriculture and Forestry, Ministry of Natural Resources and Environment, Ministry of Industry and Commerce, Ministry of Science and Technology	Kyushu University	Graduate School of Bioresource and Bioenvironmental Sciences	3
	2-3. Economic Policy on Investment and Export Promotion	Ministry of Foreign Affairs, Ministry of Planning and Investment, Ministry of Finance, Ministry of Industry and Commerce, Lao Securities and Exchange	Hiroshima University	Graduate School for International Development and Cooperation	2

Sub-Program	Component	Target Organization	University	Graduate School	Slot
		Commission, Bank of Lao PDR	Ritsumeikan Asia Pacific University	Graduate School of Asia Pacific Studies	2
3-1. Improvement of Educational Policy		Ministry of Education and Sports	International Christian University	Graduate School of Arts and Sciences	2

### Evaluation of the JDS

Through the evaluation of the JDS, the Sub-Programs and Components which were set in line with the human resource development needs of Laos were found to be consistent with the challenges facing the country in its development efforts and the priority areas of the Country Assistance Policy for Laos by the Japanese government.

As the effects of human resource development projects should be considered from a long-term point of view, Project Designs, particularly the Project Purpose, which is the goal to be achieved by the time of completion of the project, can be nothing more than to improve the abilities of human resources working for the formulation of policies and other tasks in respective Target Organizations through getting them to learn the knowledge required to resolve relevant development issues. Ultimately, however, this is expected to lead to “contribution to resolving development issues facing one’s country” through effective utilization of the knowledge acquired by JDS participants in respective organizations back in their countries and provision of appropriate opportunities and duties to these former participants that will allow them to make good use of their knowledge.

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 participants assigned to a workplace which has good relevance to their research/expertise after their return from Japan

The indicator of “ratio of JDS participants who obtain Master’s degree” has been highly achieved in previous years, through encouragement of application targeted at 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 overall achievement rate of the whole JDS program reached 99%<sup>2</sup>.

As for the other indicator, “ratio of JDS participants assigned to a workplace which has good relevance to their research/expertise after their return from Japan,” it can be said that their return to the organizations to which they belonged at the time of application is guaranteed to a certain degree, since

<sup>2</sup> The overall achievement rate of the whole JDS program as of February 2013 (targeted at those participating in the JDS program in Japan in 2010 and earlier years)

JDS participants are required to sign agreements with the Lao government before leaving for Japan to promise to return to the workplaces to which they belonged before going to Japan to work there again as government employees for at least two years after returning to their home countries. In addition, the results of questionnaire and interview surveys conducted on former JDS participants back in their home countries have revealed that their current work duties allow them to make use of what they have learned from participating in the JDS program. It is expected that continued communication to Ministry of Education and Sports (hereinafter referred to as “MOES”) and Target Organizations will further increase the “ratio of JDS participants assigned to a workplace which has good relevance to their research/expertise” in the future.

### Outline of Program Expenses

The total amount of expenses required to implement JDS is 247 million yen, which does not represent the limit on grants based on Exchange of Notes.

(1) Expenses borne by the Japanese side

247 million yen (three-year government bonds for the 2013 program)

(2) Expenses borne by the Lao side

No expenses

(3) Estimation conditions

1) Time of estimation: October 2012

2) Exchange rates: US\$1 = ¥79.39  
US\$1 = Kip 7,992

3) Program implementation period: As shown in Figure 4: Implementation Process in this report

4) Others: Estimation is based on the Grant Aid system of the Japanese government.

## 2. Recommendations

The concerns and recommendations obtained through the Survey are as follows:

(1) Setting of Target Organizations

Target Organizations were decided upon based on the results of discussions/consultations with the JDS Operating Committee members in Laos by reviewing the roles and mandates of individual organizations, and their relevance to Sub-Programs/Components, etc. After the examinations, the Government Office and the Ministry of Health were newly selected for the Component “Capacity

Enhancement of Formulating and Implementing Administrative and Fiscal Policies” and other Components. In addition, the Ministry of Science and Technology, which was established in 2011 as a result of reorganization of government ministries, and Vientiane Capital were selected as new Target Organizations for the Component “Improvement of Social and Economic Infrastructure”. As for the Component “Improvement of Legal System”, the Ministry of Planning and Investment and the Ministry of Industry and Commerce, which did not have many applicants, were excluded, and the Ministry of Justice, the People’s Supreme Court, the Office of Public Prosecutor and the National Assembly, which are related to legal affairs at higher levels, like adopting bills, than just drafting new bills, were set as Target Organizations.

Respective Target Organizations are urged to recommend more candidates meeting the requirements of the program in the future.

## (2) Selection of Accepting University

As regards the selection of Accepting Universities, this year’s Preparatory Survey has revealed that JICA has fairly selected universities in accordance with its clearly-defined evaluation standards, and the appropriateness of the selection has gained a certain level of understanding from the Lao side as well. Consequently, the Lao side has basically agreed to what the Japanese side has proposed. On the whole, universities have been judged by whether they show good understanding of the fact that the basic English and mathematics skills of Lao participants tend to be lower than those of their counterparts from other countries, which has been found out through the past four years of implementation of the program, and have appropriate systems in place to accordingly provide these participants the education they need.

It is expected that direct discussions and cooperation between Accepting Universities in Japan and Target Organizations and other related parties in Laos will be enhanced in the process of formulating a framework for the program, including setting of Accepting Universities, in the future. Respective Accepting Universities are urged to develop and implement more effective measures to resolve development issues in each Sub-Program before JDS participants come to Japan, during their stay in Japan, and after they return home, in an integrated manner.

## (3) Application Requirements

As many government employees in Laos are relatively young, as mentioned in 2-1, and the age limit was reviewed when the new system was introduced in 2008, the Lao side has not made any requests for a change to the age requirement (between 22 and 39 years old as of April 1 of the year of arrival in Japan), as with to the other requirements. However, given the fact that respective Target Organizations do not have many employees whose English skills meet the standard required by JDS, the most prominent challenge facing them is to improve the English skills of prospective applicants. In fact, the MOES and Target Organizations are urged to work on this task.

#### (4) Number of Applicants

The recruitment period of this year was seven weeks due to the Survey schedule, three weeks shorter than that of last year. As there were not adequate applicants at the time of the application deadline, additional recruitment of applicants took place. Nevertheless, the total number of applicants was still quite small. Particularly, there were vacancies for two people after the Technical Interview in the Component “Improvement of Social and Economic Infrastructure”, in which only five valid applications were made for the quota of three people. According to Target Organizations, they do not have many employees who have the adequate English skills to participate in the JDS program because employees with good scientific backgrounds tend to have insufficient English skills. These organizations are required to continue to work to encourage prospective applicants to improve their English skills.

At the same time, however, some increase in potential applicants is expected from two organizations that became new Target Organizations for the above Component as the result of this year’s Preparatory Survey. Thus, there is a need to encourage applications from these new Target Organizations through various methods in the future, for example by directly communicating to the department working on infrastructure development in each organization with the support of each organization’s personnel department, Operating Committee, JICA experts, former JDS participants back in Laos, and other involved parties.

## Table of Contents

Chapter 1. Background of the Japanese Grant Aid for Human Resource Development Scholarship (JDS) .....	1
1-1. Present Situations and Issues of JDS.....	1
1-2. Background and Overview of the Grant Aid.....	8
1-3. Trend of the Japanese Official Development Assistance (ODA) .....	9
1-4. Trend of Other Donor's Aid .....	11
Chapter 2. Contents of the JDS .....	13
2-1. Outline of JDS.....	13
2-2. Four-year Program Scale Design.....	24
2-3. JDS Implementation Schedule .....	27
2-4. Obligations of Recipient Country.....	27
2-5. Follow-ups of the Project .....	28
Chapter 3. Evaluation of the JDS and Recommendations.....	30
3-1. Evaluation by JDS Participants in Laos and the Accepting Universities .....	30
3-2. Expected Effect of JDS .....	35
3-3. Implementation of Supplementary Surveys for Evaluation at the End of the Project.....	36
3-4. Issues and Recommendations.....	39
3-5. JDS and Development Issues, and Conformity with the Country Assistance Policy .....	41
3-6. Conclusion.....	43
[Appendix]	
1. Member List of the Survey Team	
2. Flowchart of the Preparatory Survey for JDS	
3. List of Contact Persons during the First Survey in Laos	
4. Minutes of Discussions	
5. The numbers of JDS participants to be accepted for the next four years under the JDS Program in Laos	
6. Basic Plan for the Sub-Programs	
7. Summary of the Result of Supplementary Survey of Target Organizations	
8. Selection and Recruitment of the First Batch of Candidates Coming to Japan in FY 2013 (Lao People's Democratic Republic)	



ABBREVIATION	DESCRIPTION
ASEAN	Association of Southeast Asian Nations
GDP	Gross Domestic Product
IMF	International Monetary Fund
JAOL	Japan Alumni of Laos
JBIC	Japan Bank for International Cooperation
JDS	Japanese Grant Aid for Human Resource Development Scholarship
JENESYS	Japan-East Asia Network of Exchange for Students and Youths
JICA	Japan International Cooperation Agency
JICE	Japan International Cooperation Center
LDC	Least Developed Country
MBA	Master of Business Administration
MDGs	Millennium Development Goals
M/P	Master Plan
NGO	Non Governmental Organization
ODA	Official Development Assistance
OECD	Organization for Economic Co-operation and Development
SP/ CP	Sub-Program/Component
TOEFL	Test of English as a Foreign Language
WTO	World Trade Organization

Remarks:

In this report, JDS program before introduction of the new system (system which accepts 4-batch participants under the same field, Target Organization and Accepting University) is mentioned as “JDS old system”. In addition, it is distinguished acceptance of 4-batch participants since Preparatory Survey in 2008 as “the first phase of the new system” and acceptance of another 4-batch participants since this Preparatory Survey as “the second phase of the new system”.

# 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 (hereinafter referred to as “JDS”) Program<sup>3</sup> was first launched in Uzbekistan and Lao People’s Democratic Republic (hereinafter referred to as “Laos”) in fiscal 1999 as part of the “100,000 International Students Plan” of the Japanese government. JDS aims to develop human resources who can play core roles in formulating and implementing social and economic development plans in developing countries. The program has later been introduced to other countries as well, and the number of target countries has reached 14 countries<sup>4</sup> by fiscal 2012. The total number of JDS participants who had come to Japan exceeded 2,700 by fiscal 2012.

Government employees in the target countries highly evaluate the overall achievements that the JDS Program has made in the past 13 years, stating that “JDS participants contribute significantly to the development of their own countries, taking advantage of what they have acquired through their studies in Japan in various ways.” At the same time, however, they recognize the need to review the following items for further effectiveness and efficiency:

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

This is the background against which it was decided that a new system for JDS (hereinafter referred to as “the new system”<sup>5</sup>) would be introduced. The Preparatory Survey for the introduction of the new system was conducted first in Uzbekistan, Laos, Mongolia and Tajikistan<sup>6</sup> in fiscal 2008, and then in Vietnam, Cambodia, Bangladesh and Sri Lanka<sup>7</sup> in fiscal 2009. In fiscal 2010, Kyrgyz and the

---

<sup>3</sup> 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.

<sup>4</sup> 14 countries: Uzbekistan, Laos, Vietnam, Cambodia, Bangladesh, Mongolia, Myanmar, China, the Philippines, Indonesia, Kyrgyz, Tajikistan, Sri Lanka and Ghana. The Project terminated with the dispatch in 2006 in Indonesia and the dispatch in 2012 in China.

<sup>5</sup> 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 universities which are suitable for the efforts for the Sub-Programs/Components. While the prime purpose of the JDS Program was originally to improve the abilities of individual international students, the new system aims to develop human resources who will be able to formulate policies to resolve issues facing their countries in the future, by making the administrative capacity enhancement of each country its major purpose in 2009. In the new system, four years are regarded as one package. JDS participants are dispatched under the same schemes, with the same Sub-Programs/Components, Target Organizations and Accepting Universities for four years. This results in improvement in the core human resources’ abilities to make policies and manage projects, which leads to improvement of Target Organizations’ ability in policy-making. In addition, Accepting Universities can provide education through programs suitable for target countries through the acceptance of JDS participants from the same countries and Target Organizations for four years.

<sup>6</sup> Tajikistan joined JDS in 2008.

<sup>7</sup> Sri Lanka joined JDS in 2009.

Philippines also became target countries of the new system. In fiscal 2011, Ghana became the first in Africa to participate in the JDS Program, and the Preparatory Survey was implemented in the country.

In Uzbekistan, Laos, Mongolia and Tajikistan, to which the new system was introduced in 2008, the dispatch of participants to Japan in 2012 marked the completion of the dispatch of JDS participants in the six-year project cycle. Under such circumstances, this Preparatory Survey was decided to be conducted with the aim of verifying the appropriateness of continuing with this project, reviewing the needs of the Lao government, and properly reflecting the Country Assistance Policy for Laos, relevant JICA programs, etc. in the formulation of the project. As of January 2013, a total of 274 JDS participants from Laos have been accepted by Japanese organizations since 1999, in which the JDS Program was launched in the country (Table 1).

**Table 1: Number of JDS participants from Laos (As of January 2013)**

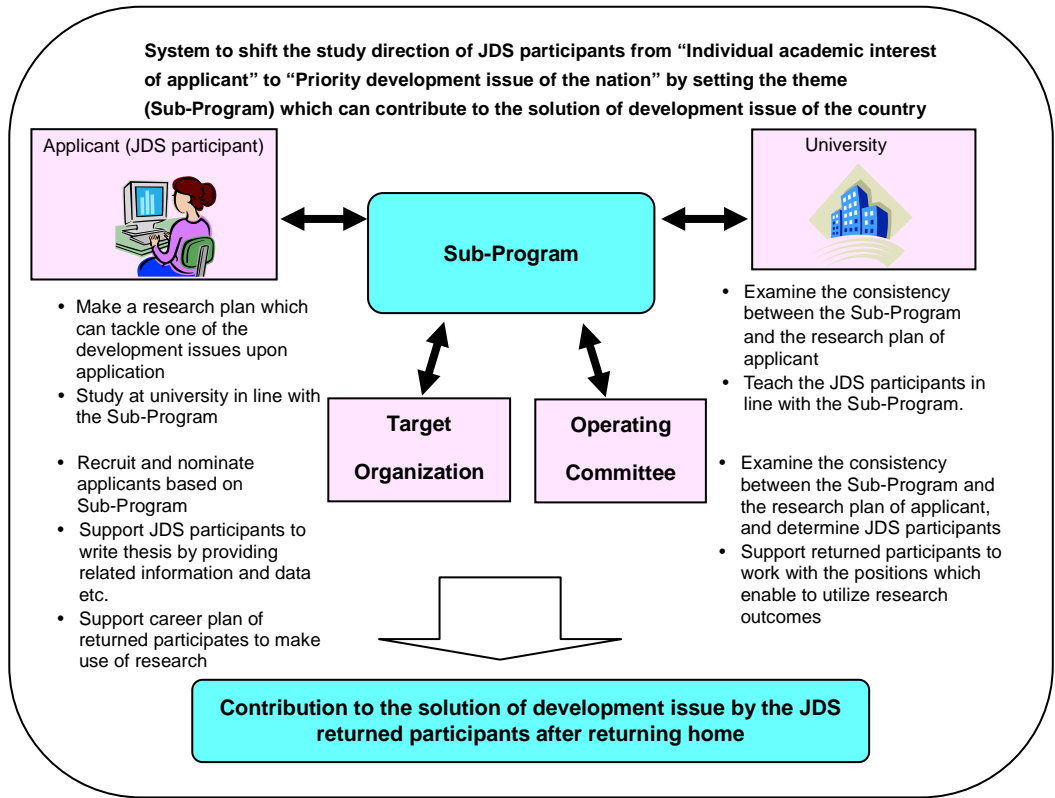
Batch	Year	Number of Participants	Field of Study	Ratio of Public/Private Sector		Restoration (*1)	
				Public	Private	Upon return	At present (Jan. 2013)
1st Batch	2000	20	Law, Economics, Business Administration, International Relations, Engineering	55%	45%	20	20
2nd Batch	2001	20	Law, Economics, Business Administration, International Relations	55%	45%	20	19
3rd Batch	2002	20	Law, Economics, Business Administration, International Relations, Education, Agriculture	70%	30%	20	17
4th Batch	2003	20	Law, Economics, Business Administration, International Relations, Education, Agriculture	65%	35%	20	17
5th Batch	2004	20	Law, Economics, Business Administration, International Relations, Engineering, Education, Agriculture	50%	50%	20	18
6th Batch	2005	20	Law, Economics, Business Administration, International Relations, Engineering, Education, Agriculture, Public Policy	65%	35%	20	17
7th Batch	2006	25	Law, Economics, Business Administration, Engineering, Education, Agriculture, Public Policy, Health Administration	60%	40%	25	24
8th Batch	2007	25	Law, Economics, Business Administration, International Relations, Engineering, Education, Agriculture, Public Policy, Health Administration	76%	24%	25	25
9th Batch	2008	25	Law, Economics, Business Administration, International Relations, Engineering, Education, Agriculture, Public Policy	80%	20%	25	23
10th Batch	2009	20	Law, Economics, Business Administration, Engineering, Education, Agriculture, Public Policy	100%	0%	20	19
11th Batch	2010	20	Law, Economics, Business Administration, Engineering, Education, Agriculture, Public Policy	100%	0%	16 (*2)	16
12th Batch	2011	20	Law, Economics, Business Administration, Engineering, Education, Agriculture, Public Policy	100%	0%	Studying in Japan	
13th Batch	2012	19	Law, Economics, Business Administration, Engineering, Education, Agriculture, Public Policy	100%	0%	Studying in Japan	
Total		274					

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

(\*2) With regards to 4 of 20 participants who are in the 11th Batch, as of January 2013, they are continuing their studies at Nagoya University and Osaka University (expected to graduate in March 2013).

In order to achieve the “training of young government officers” which is the objective of the JDS, the appropriate appointments must be made during the selection of JDS fellows. Laos has limited its target to government employees since 2009 (the 10th Batch) and has been recruiting and selecting with a focus on the development of young government officers. In addition, from the point of view of producing effects with the project, basically for four years placements in the same fields and of the same numbers should be continued, with the participants from the 10th Batch to the 13th Batch being carried out in 7 fields such as “Law,” “Economics,” “Business Administration,” “Engineering,” “Education,” “Agriculture” and “Public Policy.”

In addition, since 2009 (the 10th Batch) the recognition that “it is necessary to aim at the production of effect by creating a ‘critical mass,’ meaning a group of graduates with similar background without subdividing the fields of acceptance to be targeted by this project in order to effectively utilize the limited number of 20” has been shared between the Operating Committee members and in order to achieve a higher effect of the project, sub-programs were set up (see Figure 1).



**Figure 1: Structure of Sub-Program**

In addition, with regards to the improvement of the retention rate after returning home which becomes a necessary condition in order for the young government officers who receive a training to contribute to solve the challenges of the social and economic development of their home countries, there have been discussions between the Operating Committee members and efforts have been made by signing a contract between the Ministry of Education and Sports (the executing agency of the JDS program)

before coming to Japan so that a JDS participant will be able to return to work at the previous organization he or she used to belong to after returning home.

On the other hand, challenges for the project such as securing applicants with the qualities that match the field of acceptance and with enough English proficiency to study in the master's program and securing applicants that will be able to contribute with a high degree of probability after returning home and the strengthening of matching the universities which will accept the applicants and the research plans of the applicants, have been revealed.

### **1-1-2. Development Plan**

Under the “Sixth Five-Year National Socio-Economic Development (year 2006–2010),” the rate of economic growth had exceeded 7.5%, which had been the initial goal and achieved an average of 7.9%. According to the International Monetary Fund (IMF) GDP per capita (Gross domestic product) had doubled from 463 dollar (2005) to 1,003 dollar (2010)<sup>8</sup> and Laos had achieved steady economic growth due to the acceleration of industrialization and promotion of the market economy. In addition, according to the announcement of the Ministry of Planning and Investment in Laos, while the rate of poverty had decreased from 46% (1992) to 26% (2010) the disparities between urban and rural areas has become an issue.

In response to the 9th national convention of the Lao People's Revolutionary Party in March 2011, in June 2011 the “Seventh National Socio-Economic Development Five-Year Plan (2011–2015)” was approved and in order to achieve further economic development the following four general goals were set.

- (1) With regards to the GDP growth rate, more than 8% per year is aimed at (GDP per capita in 2015 aims at 1,700 dollar).
- (2) The Millennium Development Goals (MDGs) and the participation in the ASEAN community will be achieved by the year 2015 and there is the aim to break away from LDC-status by the year 2020.
- (3) While promoting cultural and social development and environmental protection, sustainable economic development will be achieved.
- (4) The stability of politics and society will be maintained and the integration of the regional and international community will be promoted.

In order to achieve these goals, the direction is shown by sector in the following.<sup>9</sup>

---

<sup>8</sup> Source of Information: Website of IMF  
<http://www.imf.org/external/pubs/ft/weo/2012/01/weodata/weorept.aspx?sy=2005&ey=2010&scsm=1&ssd=1&sort=country&ds=.&br=1&cc=544&s=NGDPDPC&grp=0&a=&pr.x=28&pr.y=3>

<sup>9</sup> Source of Information: Prepared based on “The Seventh Five-year National Socio-Economic Plan (2011–2015), Ministry of Planning and Investment of the Lao P.D.R., October 7, 2011 (Full Version),” “‘Draft’ National Socio-Economic Development Plan (2011–2015), Ministry of Planning and Investment of the Lao P.D.R., 2011 (Abridged Version),” Noriyuki Yamada (ed.) “The 9th National Convention

No	Specific areas (sector)	Direction and target
1	Rural development and poverty alleviation	With goals such as reducing the rate of poverty to less than 19% of the population by the year 2015, the spread of the electrification rate and the expansion of the road traffic network, etc., the improvement of administrative services and the improvement of the income of the people in the rural and poverty areas will be promoted.
2	Development of economic sectors (Agriculture, commerce and industry, energy and mining industry, public works and transportation, post and telecommunications, public finances and banking)	<ul style="list-style-type: none"> <li>• Sector of agriculture and forestry: Aiming for the planned promotion of agriculture and forestry in favorable areas in order to achieve modernization and industrialization, food security, domestic consumption and crop production for export and the improvement of production and improvement of quality.</li> <li>• Commerce and industry sector: Aiming for the promotion of products of agriculture and forestry as export goods, the promotion of SME/handicraft objects, the centralization and integration of overseas trade, attracting investment from inside and outside the country and joining the WTO.</li> <li>• Energy and Mining sector: Aiming for the compatibility between the development of hydroelectric power, coal mine, recyclable electric power and environmental protection which are to become the source of electrical energy for ASEAN, the understanding of the quality and the amount of distribution based on the implementation of a survey of mineral resources, the phasing out of exporting pure minerals by processing and production.</li> <li>• Public works and transportation sectors: Aiming for the growth of national and international connection points through the development of road networks such as the North-South and East-West Corridors, railway networks and waterways and airways and the improvement of the rate of commercial production associated with the growth.</li> <li>• Postal and communications sectors: Aiming for the development of postal and communications infrastructure, the realization of high-speed Internet and the integration of domestic and foreign countries based on it.</li> <li>• Public finance and banking sectors: Aiming for macro-economic management, stabilization and an increase in revenues, as well as deficit reduction through the strengthening of monetary and fiscal policies, and the stability of the currency.</li> </ul>
	Development of the social sector (Education and Human Resource Development, public health, labor and social welfare, information and culture, justice, population, gender equality and women's development, youth development, science and technology, national unity, resolution of social problems)	<ul style="list-style-type: none"> <li>• Education and human resource development sectors: Aiming for the assurance of the ongoing qualitative and quantitative expansion of education, the ongoing implementation of the active reform of the national education system, the improvement of education in the three aspects of physical, intellectual and social behavior and the training of human resources in a variety of occupations by improving vocational training schools and vocational training.</li> <li>• Legal sector: Focus on the quantitative and qualitative training of lawyers and legal staff and the implementation of a strategic plan in the area of equality under the law (Master Plan of Law of Lao PDR) by the year 2020. Aiming for the improvement of the organizational structure of the legal sector, operating procedures and operating rules towards the provision of quick and effective services to the people.</li> </ul>
	Environmental protection and natural resource management and sustainable development, land management and development	<ul style="list-style-type: none"> <li>• Making sustainable use of natural resources and land, while minimizing the environmental and social impacts of socio-economic development.</li> </ul>
3	Enterprise development	<ul style="list-style-type: none"> <li>• Building an environment where all the economic sectors are equal under the law and are able to act in accordance with the market mechanism.</li> </ul>
4	Local development	<ul style="list-style-type: none"> <li>• In the Northern region, the focus will be put on the development of the provinces of Vientiane, Xiangkhouang and Oudomxay. The central region will be developed into a leading center of economy and services and become the contact point of regional and international integration. The Southern region will be developed in order to become a contact point with the triangle zone of regions and development.</li> </ul>
5	Development of the public sector	<ul style="list-style-type: none"> <li>• Aiming to improve the organization of central and local government institutions in accordance with the policies of simplification and streamlining, as well as the modernization of administrative operations, meaning the establishment of more efficiency and transparency.</li> </ul>

No	Specific areas (sector)	Direction and target
6	National defense and security	<ul style="list-style-type: none"> <li>The full execution of national defense and the maintenance of public order policies by the whole society will be continued.</li> </ul>
7	International and regional cooperation	<ul style="list-style-type: none"> <li>Emphasis will be placed on the implementation of regional and international economic integration policies.</li> </ul>
8	Industrialization and modernization	<ul style="list-style-type: none"> <li>The industrialization and modernization in order to achieve national development and prosperity and the improvement of the people's livelihood will be continued. The sectors to be developed will be selected in order to fill the development gap with other countries. In particular agriculture, hydroelectric power, tourism, manufacturing industry, construction materials are major sectors and other than these the emphasis is placed on human resource development, technology development and their utilization and also infrastructure development and service development.</li> </ul>

### 1-1-3. Socio-economic Situation

Since 1975, Laos has been maintaining political stability under the one-party-leadership of the Lao People's Revolutionary Party. In 1986 the country introduced the "New Thinking (Chintanakan Mai) Policy" and it has been promoting the "New Economic Mechanism," but it is still ranked as an LDC<sup>10</sup> with a GDP per capita of 1,069 dollar in 2009 (fiscal year) (Laotian Ministry of Planning and Investment) and a rank of 122 out of 169 countries according to the Human Development Index (HDI).<sup>11</sup>

Laos is a landlocked country bordering the five countries China, Myanmar, Thailand, Cambodia and Vietnam, and its economic development had been delayed, because of these geographical constraints as well as the influence of the civil war in the past, etc., but in recent years, the government has changed its way of thinking from that of a "Land locked country" to that of a "Land linked country," focusing on the geographic advantage as a country located in the center of Indochina, and has been trying to find new opportunities for economic development such as by creating a logistics hub in the region and improving the connectivity of the region.

With respect to economic aspects, the impact on the financial sector in Laos during the global financial crisis of 2008 was relatively minor, as the domestic financial market only has thin ties with the international market and against the backdrop of the strong growth of sectors such as mineral resources and hydroelectric power, real GDP growth has maintained a robust growth rate of 7.9% in 2009.

With respect to political aspects Laos has been facing a season of politics, with the National Convention of the Lao People's Revolutionary Party (9th) which decided the policy and the personnel of the party leadership for the next five years in March 2011, elections for the 7th National Assembly in April, as well as the inauguration of the new cabinet and the approval of the Seventh National Socio-Economic Development Five-Year Plan in June. It can be assumed that the political situation will continue to remain stable under the leadership of the People's Revolutionary Party. However, in December 2010 before there was a change in the political situation as Prime Minister Bouasone

<sup>10</sup> Least Developed Country

<sup>11</sup> Source of Information: Human Development Report 2010 of UNDP

resigned without waiting for the expiration of his term. Continued attention to the political situation is required for the future.

On the fiscal front, expenditure and income management is an important issue, as there still is a budget deficit, but the deficit of 2009, primarily due to the increase in tax revenue, has improved to 2.3% from 3.4% of GDP last year. It should be noted that in the sector of trade, the amount of exports from mining (copper and gold) and hydroelectric power have been increasing, but since there has been an increase in imports of investment-related materials, there is a deficit situation.<sup>12</sup>

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

##### **(1) Situation of Higher Education**

The formal education system of Laos basically consists of a 5-3-4-system for primary and secondary education and 4–6 years of university education. Founded in 1996 as the country's first national comprehensive university, the National University of Laos is the largest comprehensive university comprising 11 faculties (Agriculture, Architecture, Economics & Business Administration, Education, Engineering, Forestry, Law and Political Sciences, Letters, Natural Sciences, Environmental Sciences), 7 centers and institutions and more than 40,000 students. In addition, although there are other National Universities, the Souphanouvong University (Luangprabang province), Champasak University, Savannakhet University and University of Health Sciences, they have only been established recently (the University of Health Sciences became independent from the National University of Laos just in 2007), there is only a small number of faculties, which means that most of the applicants have graduated from the National University of Laos (about 78% of the applicants of the selection for the year 2012 are from the National University of Laos). Although in 2005, master's courses were opened at the National University of Laos for Architecture, Agriculture, Economics & Business Management, Education, Engineering, Forestry, Law and Law Political Sciences, Letters, Natural Sciences and the Social Sciences, there are only very few government employees who have acquired a master's degree within the country and therefore there is a particular need for study abroad programs at the master's course level such as JDS.

##### **(2) System of Public Administration/Government Employees**

In Laos, reorganization was carried out at the same time as the birth of the new government in June 2011 and the central government consists of the Government's Office, 18 ministries and two other organizations (a total of 21 institutions). As for administrative divisions, there are Vientiane Capital and 17 provinces Vientiane and below that are the "districts" and the "villages."

National government employees in Laos are classified into (1) government employees who are employed or appointed as permanent employees at each of the central and local public sector

---

<sup>12</sup> Source of Information: National Data Book of the Ministry of Foreign Affairs  
[http://www.mofa.go.jp/mofaj/gaiko/oda/shiryo/kuni/11\\_databook/pdfs/01-11.pdf](http://www.mofa.go.jp/mofaj/gaiko/oda/shiryo/kuni/11_databook/pdfs/01-11.pdf)



organizations and diplomatic missions, including the ministries, who are paid a monthly salary and other benefits out of the national budget, (2) government employees related to the military and police who have their own administrative provisions, and (3) government employees working in state-owned enterprises.

The recruitment procedures of public officials are carried out by the ministries and offices that intend to employ the staff at each ministry, province or district. However, the actual recruitment has to be discussed and approved by the top organization. The personnel affairs concerning the level of director and above at the central government organizations are under the jurisdiction of the Central Committee for Organization and Personnel, and the personnel affairs of the level of deputy director and below fall under the jurisdiction of the Ministry of Home Affairs (the former Public Administration and Civil Service Authority at the Government Office). As work, promotions and personnel transfers after recruitment are basically carried out within the same government agency, there are practically no transfers of personnel between the ministries or between provinces and districts. In addition, opportunities for salary increases for government employees in Laos are dependent in almost all cases on their years of service, but increases may also be carried out for reasons such as an excellent work performance. The statistics for the year 2008–2009 show that the number of government employees in central government agencies and organizations was 114,156.

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

Recently, as part of the preparatory survey, a supplementary investigation was conducted with respect to the 21 Target Organizations in Laos, in order to grasp the situation of the Target Organizations (the need for development of human resources in Target Priority Areas/Development Issues at the Target Organizations, role, number and breakdown of employees at the Target Organizations, number of candidates for JDS at the Target Organizations, etc.) as well as comments and requests for JDS (the details are included in 2-1-1 (2)).

From the survey results, it could be seen that target priority areas/development issues and needs of human resource development are shared in many of the government agencies, but as for the situation of human resource development, there was a lot of variation between government agencies due to the difference of the budget and utilization of scholarship opportunity in each government agency. There are government agencies where few opportunities of overseas scholarship are provided, but there were also government agencies such as the Ministry of Justice, where opportunities of scholarships are provided by multiple donors and where training programs within the ministry were actively utilized.

## **1-2. Background and Overview of the Grant Aid**

Since its founding in 1975 the system of one-party rule by the Lao People's Revolutionary Party has continued in Laos, but in 1986, under the idea of "Chintanakan Mai (New Thinking)," the government embarked on reforms to liberalize the economy called "Rabop mai (New Economic Mechanism),"

which had the market economy principle as its pillar. Especially after the accession to the Association of Southeast Asian Nations (ASEAN) in 1997, economic development has been progressing rapidly, but there remain many problems to be solved, such as institution-building and infrastructure development, in order to redress the gap between inside and outside the country.

Against this backdrop, the Japanese government started the Japanese Grant Aid for Human Resource Development Scholarship (JDS) Program in 1999, which is aimed at the “development of young government officials who are expected to engage in the formulation and implementation of social and economic development plans” with respect to developing countries with a demand for human resource development in the fields of development of law, economy and business administration that are essential for the transition to a market economy.

When compared to the challenges it should tackle, Laos in general lacks the personnel, organizational, institutional and financial capabilities and systems at the government organizations and the relevant ministries and agencies that are dealing with development issues. Therefore the improvement of administrative capacity and institution-building are the biggest challenges for any of the aid priority areas, and great expectations are held for the development of government officers, etc. which will form the core of these efforts.

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

For Laos Japan has been the top donor of bilateral aid since 1991. As Figure 2 shows, the economic cooperation performance of Japan to Laos in 2010 amounted to 121.45 million dollar on a net disbursement base, which accounts for 43 percent of the total bi-lateral aid Laos receives.

(Net imbursement base, unit: million dollar)

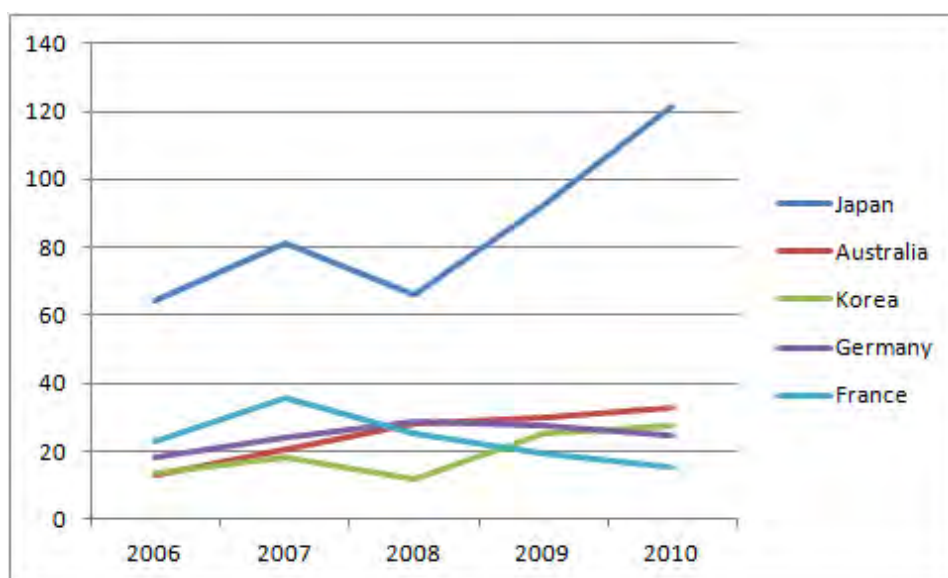


Figure 2: Economic cooperation performance of foreign countries to Laos<sup>13</sup>

<sup>13</sup> Source of Information: Prepared based on OECD [http://stats.oecd.org/Index.aspx?DatasetCode=ODA\\_RECIP#](http://stats.oecd.org/Index.aspx?DatasetCode=ODA_RECIP#)

The following are similar projects for studying abroad targeting Laos by the Japanese government.

- (1) Young Leaders Program (YLP) (Ministry of Education, Culture, Sports, Science and Technology: MEXT)

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

- 1) Objectives: To invite young government officers, etc. that are expected to play an active role as future national leaders in Asian countries to Japan, to create a human and intellectual networks of leaders, etc. of countries throughout the world by deepening the understanding of Japan, and to contribute to the construction of friendly relations between countries including Japan and the improvement of policy formulations functions.
- 2) Fields of study: Public Administration, Business, Law, Local administration, Health administration
- 3) Language used: English
- 4) Length of study: 1 year (Master's course)
- 5) Main qualifications and requirements:
  - (Age): 40 or younger
  - (Academic background): At least Bachelor degree (or equivalent and above) is required
  - (Work experience): Actual work experience of 3 to 5 years is required

(As for the health administration course, the requirements are: with regards to health administration, in principle it is preferable that the person has actual work experience of at least 2 years at an administrative agency or a public educational institution)
- 6) How to select candidates: System based on recommendations from the recommending institutions of the target country
- 7) Number of accepted participants: A total of 39 participants since fiscal year 2001 (for details refer to Table 2)

**Table 2: Number of accepted participants in the YLP from Laos**

Year	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	Total
Participants (No. of persons)	1	2	3	3	3	4	6	3	5	5	2	2	39

(Source: information received from the Embassy of Japan in the Lao PDR)

## (2) The Japanese Government (MEXT) Scholarship

This system was established in fiscal 1954 and students have been accepted from Laos since 1993. At present “Research students,” “Undergraduate students,” “College of technology students,” “Special training college students,” “Japanese studies students,” and “Teacher training students” are being accepted and “Research students” are at the postgraduate level.

- 1) Objectives: To promote the international cultural exchange between Japan and other countries, promote mutual friendship and goodwill, while contributing to the development of human resources in other countries.
- 2) Field of study: A field that is related to the field of study at the university, and can be studied in Japan
- 3) Language used: Generally Japanese
- 4) Length of study: standard course period (the time required to complete the standard course of studies)
- 5) Main qualifications and requirements:
  - (Age): 35 or younger
  - (Academic background): At least Bachelor degree (or equivalent and above) is required
  - (Work experience): No experience required
- 6) How to select candidates: System of recommendation by Japanese diplomatic establishments abroad, system of recommendation by universities
- 7) Number of accepted participants: Since participants were started to be accepted in 1993 a total of 104 research students has been accepted (for details refer to Table 3)

**Table 3: Number of participants from Laos in the Japanese Government (MEXT) Scholarship program**

Year	1993 to 2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	Total
Participants (No. of persons)	34	5	5	6	9	8	8	8	9	5	7	104

(Source: Information received from the Embassy of Japan in the Lao PDR)

## 1-4. Trend of Other Donor's Aid

The donors that are implementing similar scholarship programs in Laos are China, Vietnam, Australia and others as shown in Table 4. Although all the programs are grant aid, the objectives, targeted

applicants, etc. are different for each project and like the JDS program for human resource development which target mainly government employees are also provided.

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

Program/Project	Implementing Country	Outline
Fulbright Scholarship	United States of America	<ol style="list-style-type: none"> <li>1) Outline: Studying at universities and research institutes in the United States. Other than government employees are also eligible. Especially women and ethnic minorities, etc. who are not from Vientiane are encouraged.</li> <li>2) Requirements: Undergraduate and experts</li> <li>3) Acquisition of degree: Master's degree (2 years) and Doctor's degree (3 years)</li> <li>4) Fields of study: Science, Engineering</li> <li>5) Number of Participants: 5 (Master and Doctor)</li> </ol>
Korean Scholarship	South Korea	<ol style="list-style-type: none"> <li>1) Outline: Studying at universities in South Korea. Provision of one-year of Korean language training</li> <li>2) Requirements: Undergraduates and experts</li> <li>3) Acquisition of degree: Master's degree and Doctor's degree</li> <li>4) Number of Participants: 1</li> </ol>
Guangxi Government Scholarship Program for Lao Students	China	<ol style="list-style-type: none"> <li>1) Outline: Studying at universities in China. To promote the mutual understanding between China and other countries.</li> <li>2) Requirements: (a) High school or college graduates (b) Bachelor's degree (c) Master students</li> <li>3) Acquisition of degree: (a) Chinese language (1 year) (b) Bachelor's degree (4 years) (c) Master's degree (3 years)</li> <li>4) Fields of study: Education, Science and engineering, Culture, Economics, Trade</li> <li>5) Number of participants accepted: (a) 20, (b) 12, (c) 8</li> </ol>
Asia Development Scholarships (ADS)	Australia	<ol style="list-style-type: none"> <li>1) Outline: The objectives are alleviation of poverty and sustainable development. Depending on the level of English proficiency, there is language training for up to 12 months in advance.</li> <li>2) Requirements: Intended for all kinds of persons (government employees and those from the private sector)</li> <li>3) Acquisition of degree: Bachelor's degree and Master's degree</li> <li>4) Fields: To promote a market economy and regional integration, poverty alleviation</li> <li>5) Number of participants accepted: 40</li> </ol>
China, Vietnam, Thai Scholarships	China, Vietnam, Thailand	<ol style="list-style-type: none"> <li>1) Outline: With the Ministry of Education and Sports as the organization in charge, all the ministries and government employees are targeted. There is a language training course for 6 months to 1 year.</li> <li>2) Acquisition of degree: Master's degree</li> <li>3) Number of participants accepted: China: 60, Vietnam: 200, Thailand: 50 to 60</li> </ol>

## **Chapter 2. Contents of the JDS**

### **2-1. Outline of JDS**

As stated in Section 1-1-1, the Japanese Grant Aid for Human Resource Development Scholarship Program is the project for acceptance of international students by grant aid and was launched in fiscal 1999 as part of the “100,000 International Students Plan” of the Japanese government, with the aim of developing human resources who can play core roles in the formulation and implementation of social and economic development policies in developing countries.

At the beginning of the JDS program, the project focused mainly on capacity development of individual participants. However, since 2009 as the JDS new system, the project aimed at administrative capacity development of each country and targeted those who have potential to be policy-maker to solve issues of each country. Therefore, the feature of the new system is focusing on development of human resources whose duties are closely related to the target propriety areas (called Sub-Programs in the second phase as well as first phase of the new system) determined by the target country based on discussion with related organizations of Japanese side, differing from former scholarship programs that support individuals for overseas study.

On the basis of the above mentioned aim and features of the JDS into consideration, the Preparatory Survey team investigates human resource development needs corresponding to concerned Sub-Programs established based on the national development plan of the target country and Country Assistance Policy by Japanese government, and availability of potential candidates at 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 (the Basic Plan for the Sub-Program).

In Laos, there are not major changes from the previous phase in the Sub-Programs/Components of the JDS framework. And Target Organizations are reviewed and decided, taking organization’s roles, mandates and its relevance to the Sub-Programs/Components into consideration (see Table 5).

**Table 5: Framework in New System of JDS in Laos**

Framework in the First Phase of New System				Framework in the Second Phase of New System			
Sub-Program (Target Priority)	Component (Development Issue)		Target Organizations	Sub-Program (Target Priority)	Component (Development Issue)	Expected Theme of the Research/ Possible Fields of Study	Target Organizations
1. Improving Administrative Ability and Institution Building	1-1. Capacity Development in Administrative and Financial Institutions	1-1-1. Capacity Development in Management of Public Finance	Ministry of Finance Ministry of Planning and Investment National Academy of Politics and Public Administration Bank of Lao P.D.R.	1. Improving Administrative Ability and Institution Building	1-1. Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies	-Management of Public Revenue/Expenditures, Local Finance -Budget Control Management -Administrative and Fiscal Policy -Public Administration/ Public Policy -Good Governance	Government Office Ministry of Foreign Affairs Ministry of Home Affairs Ministry of Health Ministry of Planning and Investment Ministry of Finance Central Committee for Organization and Personnel Bank of Lao PDR Lao Securities and Exchange Commission National Academy of Politics and Public Administration
		1-1-2. Capacity Development in Administrative Institutions	Ministry of Home Affairs Ministry of Planning and Investment Central Committee for Organization and Personnel National Academy of Politics and Public Administration				
	1-2. Improvement of Legal System		Ministry of Justice People's Supreme Court Public Prosecutor's Office Ministry of Planning and Investment Ministry of Industry and Commerce National Assembly		1-2. Improvement of Legal System	-Commercial Law and Civil Law for Economic Development -Legal System for Promoting Trade and Investment -Legal Policy and Legal Stability for Solving Economic Conflicts -Enhancement of Judicial Institution and Mechanism	Ministry of Justice People's Supreme Court Office of Public Prosecutor National Assembly
	1-3. Improvement of Road and Transportation / Urban Environment Development		Ministry of Public Works and Transport Ministry of Planning and Investment Ministry of Natural Resources and Environment Ministry of Energy and Mines		2-1. Improvement of Social and Economic Infrastructure	-Road Management and Transportation Planning -Urban Environmental Development -Urban Planning - Infrastructural Development Policy	Ministry of Planning and Investment Ministry of Natural Resources and Environment Ministry of Energy and Mines Ministry of Public Works and Transport Ministry of Science and Technology Vientiane Capital
	1-4. Improvement of Agricultural Facilities, the Residential Environment, and Livelihoods in Rural Areas, Support for the Politics and Institution Building in the Area of Agricultural and Forest Preservation		Ministry of Agriculture and Forestry Ministry of Industry and Commerce Ministry of Natural Resources and Environment Ministry of Planning and Investment		2-2. Agriculture and Rural Development Policy	-Improvement of Basic Facilities and Living Environment in Rural Inhabitants -Improvement of Livelihoods of Local Residents -Development of Local Industries, -Promoting Agricultural Products -Food Security -Politics and Institution Building of Agricultural and Forest Preservation	Ministry of Agriculture and Forestry Ministry of Natural Resources and Environment Ministry of Industry and Commerce Ministry of Science and Technology
	2. Institution Building and Human Resource Development for Enhancing the Private Sector		Ministry of Planning and Investment Ministry of Industry and Commerce, Ministry of Foreign Affairs Ministry of Finance		2-3. Economic Policy on Investment and Export Promotion	-Improvement of Investment and Custom Procedures -Transparency and Stability of Business Regulation -SMEs Development -Providing Attractive Business Environment -Business Administration	Ministry of Foreign Affairs Ministry of Planning and Investment Ministry of Finance Ministry of Industry and Commerce Lao Securities and Exchange Commission Bank of Lao PDR
3. Improving Basic Education			Ministry of Education and Sports Teacher Training College Teacher Training School Research Institute for Education Sciences	3-1. Improvement of Educational Policy		-Educational Policy -Educational Budget Management -Educational Institution Building	Ministry of Education and Sports

## 2-1-1. Implementation System of the JDS

### (1) Operating Committee

As for the implementation system of the JDS, the implementation system, functions and roles of the Operating Committee were explained at the on-site meeting of the Preparatory Survey, which started August 2012, and approved by the Government of Laos. At the meeting, MOES was chosen as the Managing Organization, based on the achievements in the past 13 years and the roles MOES plays in the government of Laos<sup>14</sup>. It was also agreed that the MOES took the role of Operating Committee Chair, because it remained to be the organization in charge of the management of all students studying abroad including JDS participants (see Figure 3).

The Operating Committee consists of Lao committee members (MOES, Ministry of Planning and Investment, Ministry of Foreign Affairs, Central Committee for Organization and Personnel and Ministry of Home Affairs), and Japanese committee members (Embassy of Japan, hereinafter referred to EOJ, and JICA Laos Office, hereinafter referred to as JICA), and it was agreed that the Operating Committee would discuss on implementation and operation of JDS.

The functions and roles of the Operating Committee are, based on the JDS Operating Guidelines, as follows:

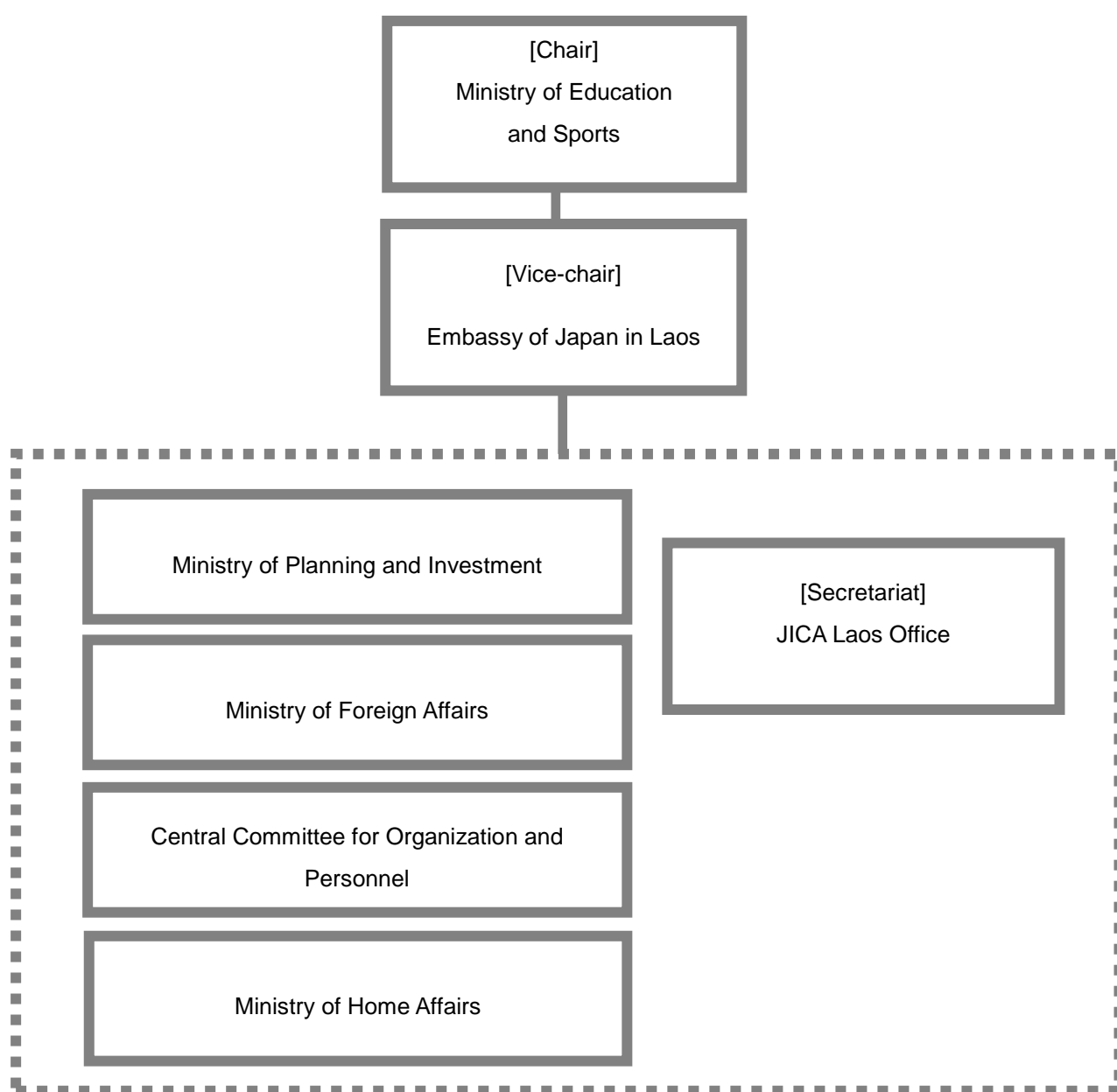
- (a) Participation in the conference for the formulation of this program plan in the Preliminary Survey:
  - To set the priority areas (Sub-Programs) and development issues (Components) based on the Laos national development plan, policies of Japan's Country Assistant Program for Laos.
  - To select 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 select JDS participants from the candidates:
  - To cooperate for smooth selection after deciding the selection policy in the Operating Committee.

---

<sup>14</sup> Restructuring of government ministries and agencies was implemented when the new government was born in June 2011. Among the ministries related to the Operating Committee, two became the subject of restructuring: (1) former Ministry of Education became Ministry of Education and Sports; and (2) former Public Administration and Civil Service Authority became Ministry of Home Affairs.



- 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 to make full use of the program.
- (d) To review other matters related to the management and implementation of this program:
- To consider other matters necessary for operating and managing the program



**Figure 3: Operating Committee of Laos**

## (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 MOES was selected as the Managing Organization for all the Components in view of the following matters: (1) MOES has served as the chair of the Operating Committee and taken a major role as an implementing agency as well as a responsible agency since the beginning of the JDS; and (2) MOES is in charge of the management of all students studying abroad.

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

### (a) Method of Supplementary Survey

After the Preparatory Survey started, the questionnaires were sent to the organizations which were considered as candidate Target Organizations and asked for responding to the questionnaires. The hearing on (b), collection of questionnaires and follow-ups were also carried out by individual visits and/or by telephone to Target Organizations during the period of accepting candidates.

### (b) Contents of Supplementary Survey

- 1) Roles of organization, issues, needs of human resource development
- 2) Possibility of potential candidates (e.g., number of permanent employees, number of employees who meet age requirements)

- 3) Possibility that a person can come back to the former position after returning home, and expected level of contribution, availability of opportunities for training and scholarship by other donors
- 4) Comment and request for the JDS

(c) Organizations Surveyed

The Supplementary Survey was conducted targeting 21 organizations including Managing Organization, Target Organizations and main Attached Agencies, with questionnaires and by individual visit. Among 21 concerned organizations, 15 organizations responded to the questionnaires and the results of hearing were obtained from 16 organizations through individual visits.

(d) Summary of the Results of Supplementary Survey

1) Roles of organization, issues and needs of human resource development

As shown in Appendix 7, the roles/requirements 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 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.

2) Availability of Potential Candidates

According to the Survey results, the percentage of the staff members younger than 40 years old, which is the age requirements for JDS, is more than 50% in majority of organizations, indicating that there are relatively many potential candidates. The percentage of staff with English proficiency varies between organizations. It was found that while in organizations related to the component of “Improvement of Legal System,” including Ministry of Justice and People’s Supreme Court, the number of staff members with English background tends to be limited, there are more in Ministry of Foreign Affairs, Bank of Lao PDR, and MOES. Currently, being able to performing a task in English is required to be hired by MOES, and the trend of focusing on English ability is seen also in other Ministries. The Ministry of Finance is implementing English training programs for the staff members in an Australian language school with the support of the World Bank. The Ministry of Foreign Affairs offers six-month English training program for staffs in 13 ministries with the cooperation by volunteers from abroad. Many of JDS successful applicants in the past were from the training program.

Further, recently the Government raised salaries of public workers, promoting improvement of labor conditions. Also, an increasing number of people who have worked at aid organizations in foreign countries take employment exams for public worker positions, which are attractive because of the stability. It is considered that the number of potential candidates with academic ability levels sufficient to perform studies in Japan will be increasing in the near future.

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

Among the Lao public worker participants in the JDS, 166 completed academic work, and almost all of them are confirmed to have returned to Laos. Prior to visiting Japan, participants signed an agreement with MOES, by which the participants have obligation to work as a public worker for twice the period of the duration of study abroad. Returnees tend to stay at the original work positions beyond the obligated work period, and the job retention rate is high after returning to the original work positions. At the same time, the achievements as a result of studying abroad are recognized, and majority of the participants have been promoted with some highly successful cases including director generals in People's Supreme Court, and Ministry of Planning and Investment.

On the other hand, there are participants who cannot make full use of their knowledge and experiences obtained through studies in Japan, because they have not been placed to positions relevant to their field of study. This is because few Target Organizations send participants with long-term human resource development plans; for this reason, returned participants have not been utilized in an efficient manner within the organization. We intend to visit ministries and agencies to emphasize the importance of sending participants considering the contributions after returning, which is the purpose of the program. Based on the discussion among the Operating Committee, it was agreed that the Government of Laos is the one who has responsibility for actively conducting monitoring and evaluation of the JDS returned participants and especially it is expected that the Operating Committee of Laos 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 Project" 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, it was found that the Target Organizations have generally deep understanding of and high interest in studies in Master's programs abroad, and there is a need for it, while others wanted short training programs.

#### 4) Comment and Request for the JDS

Laos has sent a total of 274 JDS participants since the beginning of the program in 1999, and more than 230 have returned. The work performance of returned JDS participants is consistently high, and many of them are promoted to chief/director general positions. For this reason, JDS is highly recognized and valued in the Ministry, with many thanks and expectation for continuing the program.

### (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 four 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 issues<sup>15</sup> of JDS of Laos 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, 36 questionnaires in total were submitted from 20 graduate schools of 16 universities.

JICA and EOJ in Laos 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 guideline<sup>16</sup>. After that, in the Preparatory Survey, JICA presented the proposals (short list) of the top 3 universities in each Component to the Government of Laos and the Accepting Universities were finally selected after discussion between the survey team and the Operating Committee (see Table 6).

---

<sup>15</sup> 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 determined based on the result of the discussion between JICA and the target country.

<sup>16</sup> Evaluation guideline of Questionnaire for Accepting Universities: Scoring the evaluation points by the item of the questionnaire, Embassy of Japan, JICA Headquarters (Training Affairs and Citizen Participation Department), and JICA Laos 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.

**Table 6: Accepting Universities in Laos**

Sub-Program	Component	Accepting University	Graduate School
1. Improving Administrative Ability and Institution Building	1-1. Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies	International University of Japan	Graduate School of International Relations
		Yamaguchi University	Graduate School of Economics
	1-2. Improvement of Legal System	Kobe University	Graduate School of International Cooperation Studies
2. Building a Strong Base for Sustained Economic Growth	2-1. Improvement of Social and Economic Infrastructure	Hiroshima University	Graduate School for International Development and Cooperation
	2-2. Agriculture and Rural Development Policy	Kyushu University	Graduate School of Bioresource and Bioenvironmental Sciences
	2-3. Economic Policy on Investment and Export Promotion	Hiroshima University	Graduate School for International Development and Cooperation
		Ritsumeikan Asia Pacific University	Graduate School of Asia Pacific Studies
3-1. Improvement of Educational Policy		International Christian University	Graduate School of Arts and Sciences

**(b) Discussion and Exchange Views with Government of Laos**

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 JDS participants, therefore, faculty members of Accepting Universities will be dispatched to Laos to interview candidates and at the same time it is planned to have opportunity to exchange opinions with the concerned parties on the JDS including the Operating Committee, Managing Organization, and Target Organizations. The following are the objectives of exchanging opinions:

- 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 Program<sup>17</sup>) specially organized for the Sub-Programs/Components of the country.

<sup>17</sup> The Special Program is a combination of the “Contract Research” established in the old system and the “Research Activity Facilitation” set in the 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

Through the exchange of views between the Accepting Universities and the concerned parties on the JDS, Accepting Universities will be able to understand the issues and the needs of human resource development under the Sub-Programs/Components, and the background of the Target Organizations and candidates, which allows the Accepting Universities 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 before/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

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

Through the discussion of the Preparatory Survey, target priority areas (Sub-Programs) and development issues (Components) on the JDS were selected, sufficiently considering the consistency with Laos national development plan, Japan's Country Assistance Policy, and ongoing JICA's projects. Based on the Supplementary Survey of Target Organizations in the Preparatory Survey and questionnaires submitted from those Accepting Universities, the Sub-Program Basic Plan for three Sub-Programs and five Components (draft) were respectively formulated (see Document 6). The final plan for the Basic Plan will be formulated after the discussion between faculty members of Accepting Universities and the Target Organizations in Laos during the Technical Interview in the selection process.

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

---

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.

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 Laos exclusively and promote the development of the relationship with organizations of the Government of Laos. 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 (Positioning of the JDS Program in the Development Policy of Laos)
- (3) Japan's and JICA'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 Universities   (5) Activity
- (6)-1 Inputs from the Japanese Side   (6)-2 Input Duration and the Number of JDS Participants
- (7) Inputs from the Laos Side   (8) Qualifications and Requirements

After the consultation with the Operating Committee, the “Qualifications and Requirements of JDS Applicants” described in the above-mentioned Basic Plan for the Sub-Programs were set as shown below. The recruitment and selection process for the 1<sup>st</sup> batch has been completed as of March 2013.

#### **<Qualifications and Requirements of JDS Applicants>**

- 1) Nationality: Must be citizens of the Lao People's Democratic Republic
- 2) Age: Between 22 and 39 years old as of April 1, in the year of dispatch
- 3) Occupation:
  - Should be a government employee with permanent status



- Has a minimum of two years of work experience relevant to the selected field in the Target Organization
  - Should not be in the military service at the time of application
- 4) Should have a bachelor's degree
- 5) Other:
- Should have a sufficient English ability to study at a graduate school
  - Has never received a scholarship from the Japanese and other governments in order to acquire a master's degree. (An applicant who has received a scholarship for at least one year's study from any of other governments can apply for the JDS Program if two years have passed since the applicant returned home.)

It was confirmed that those Sub-Programs and Components are associated with the Laos' development issues and the Country Assistance Policy (see "3-5 JDS and Development Issues, and Conformity with the Country Assistance Policy" for details), and these were officially agreed as priority areas/issues to be tackled on the JDS during the discussion on the local survey conducted in August 2012 (see Appendix 4 for details).

## **2-2. Four-year Program Scale Design**

### **2-2-1. Outline**

After considering the maximum number of JDS participants in each of the four consecutive years from fiscal year 2013 onwards proposed by the Japanese government in April 2012 (20 participants per year), 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 (proposal for four 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 is set for each fiscal year. However, like in the previous cases, it was confirmed that, if the prescribed number is not achieved and there is a vacant slot for certain Component or Accepting University 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.

### **2-2-2. Estimate of Cost**

The total cost required for implementing the JDS Program is 247 million yen, and the cost borne by Japan and Laos is classified and estimated as shown below based on the Estimation conditions described in (3). However, the amount of the cost does not represent the maximum limits of grant on the Exchange of Notes.

(1) Expenses borne by Japan

**2013 Human Resource Development Scholarships Plan for Laos  
(Three-year Government Bonds)**

**Estimated Total Cost of the Program:                      Approx. 247 million yen**

(Unit: ¥1,000)

Classification	Amount (¥1,000)	Term 1	Term 2	Term 3
		FY 2013	FY 2014	FY 2015
<b>1. Implementation Cost (Payment Coverage Cost)</b>	<b>177,187</b>	<b>64,837</b>	<b>67,447</b>	<b>44,903</b>
1-1 University-related direct cost (enrollment fee, tuition, etc.)	47,143	17,710	21,011	8,422
1-2 Direct cost for accepting participants (airfare, preparation cost, scholarship, etc.)	89,212	30,938	36,436	21,838
1-3 Cost in Japan for participants (transportation cost required for coming to Japan and returning home, accommodation cost)	10,832	6,189	0	4,643
1-4 Special program fee	30,000	10,000	10,000	10,000
<b>2. Service Cost</b>	<b>28,561</b>	<b>21,726</b>	<b>2,582</b>	<b>4,253</b>
2-1 Activity cost in Laos (travel cost, national staff cost, office rental cost, etc.)	6,867	5,980	0	887
2-2 Recruitment and selection support cost	6,269	6,269	0	0
2-3 Prior training cost	505	505	0	0
2-4 Material cost for participants	647	647	0	0
2-5 Insurance cost for participants	2,097	2,097	0	0
2-6 Briefing and orientation cost in Japan	4,114	4,114	0	0
2-7 Monitoring cost	4,749	1,583	2,111	1,055
2-8 Incidental cost (response to emergencies)	1,023	341	341	341
2-9 Special program support cost	260	130	130	0
2-10 University conference cost	60	60	0	0
2-11 Cost for the returning home program (in Japan)	1,704	0	0	1,704
2-12 Cost for the returning home program (in Laos)	266	0	0	266
<b>3. Agent Service and Manpower Cost</b>	<b>41,655</b>	<b>27,152</b>	<b>10,403</b>	<b>4,100</b>
3-1 Direct manpower cost	33,325	21,722	8,323	3,280
3-2 Administrative cost	8,330	5,430	2,080	820
<b>&lt;Total&gt;</b>	<b>247,403</b>	<b>113,715</b>	<b>80,432</b>	<b>53,256</b>

FY 2013 Estimated Total Cost of the Program                      247,403  
(Three-year National Bonds)

(Note) The above-described estimated cost of the program does not represent the maximum limits of grant on the Exchange of Notes.

(2) Expenses borne by Laos

No expenses

(3) Estimation conditions

- 1) Time of estimation: October 2012
- 2) Exchange rates: US\$1 = ¥79.39  
US\$1 = Kip 7,992
- 3) Program implementation period: As shown in the Implementation Process
- 4) Others: Estimation is based on the Grant Aid system of the Japanese government.

## 2-3. JDS Implementation Schedule

When Ministry of Foreign Affairs of Japan and JICA officially make a decision to implement the JDS from fiscal 2013 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 Figure 4 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 Laos. The agent will conclude a contract with the Government of Laos to implement the JDS Program on behalf of the government.

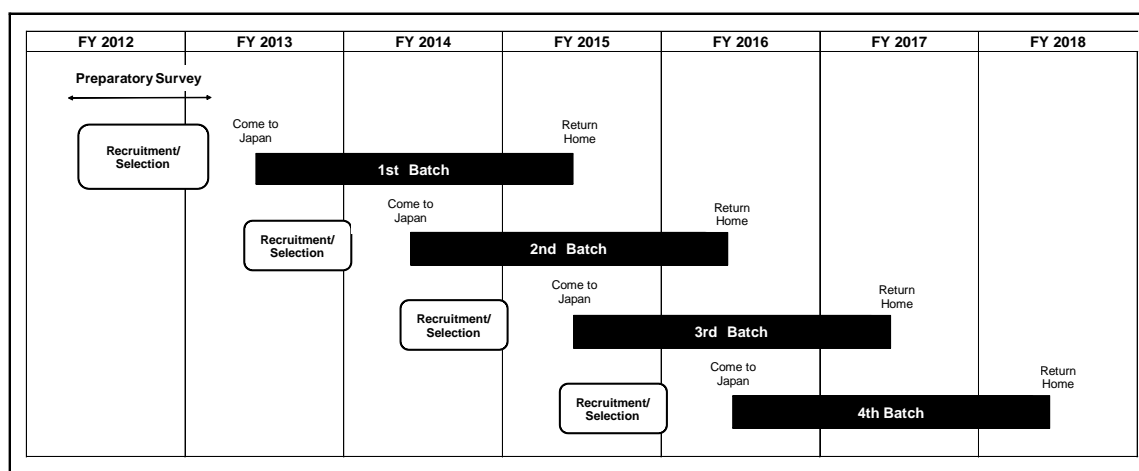


Figure 4: Implementation Process

## 2-4. Obligations of Recipient Country

During the period of recruitment and selection of JDS participants, Ministry of Education and Sports takes a main role in planning, implementation, management and supervision of the JDS as a Managing

Organization of all the Components; cooperates in promoting the applications for the JDS through the collaboration on promotion seminars and test seminars operated by the agent; encourages the cooperation for the JDS to the Target Organizations set for each Component; and conducts the consultation and discussion between the Accepting Universities and the Target Organizations for formulating the Basic Plan for the Sub-Programs.

While the JDS participants study in Japan, the Government of Laos monitors the participants via the 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 Committee 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 Laos 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, MOES as a Managing Organization encourages relevant government ministries to provide the JDS returned participants with the same duties as before or the duties that enable them to work actively at the core of governmental administration so that the effects of the program will become apparent.

## **2-5. Follow-ups of the Project**

The purpose of the JDS is “to develop human resources including highly capable young governmental officials who are expected to engage in formulating and implementing socio-economic development plans and to become leaders of their countries,” and “JDS returned participants are expected to use their expertise to contribute to practically solving the socio-economic development issues that their countries are facing.” To accomplish the purpose, it is necessary to provide various follow-ups to JDS returned participants, in addition to encouraging them to study and acquire specialized knowledge and building human network in Japanese universities. The effective follow-ups will largely depend on understanding, cooperation and voluntary efforts by the Government of Laos and the concerned parties involved in the JDS Program.

The JDS Program in Laos started 14 years ago, and a total of 235 participants (participants of the 1st to 11th batch) already returned home. Among the JDS returned participants, there are 166 government employees, approximately 95% of whom have returned to their previous offices, partly thanks to the return-to-work regulations. The JDS returned participants who hold relatively high positions include director-general and deputy director-general level personnel in the People's Supreme Court, Ministry of Planning and Investment, and other government ministries.

However, although applicants receive recommendations from the organizations they belong to, many of the governmental organizations still do not have a long-term human development plan for sending applicants on the JDS. Accordingly, JDS returned participants are not yet utilized sufficiently in each organization. When there is a chance to visit government ministries, it is requested to them to send applicants on the JDS with an eye toward the future so that applicants can make a contribution after they return home. That is the purpose of the program, and their understanding is desired.

An independent alumni association for JDS participants has not yet been organized, but some of the JDS returned participants are joining the Japan Alumni Of Laos (JAOL) established in 2003 in cooperation with the Japanese Embassy in Laos and other organizations, and a JDS returned participant is currently serving as Chairman of the JAOL. In order to maintain good relationship with Japan, JAOL holds Japan-related events.

The new system of JDS narrows the range of Target Organizations, and requires the Government of Laos to make more proactive efforts to acquire the sufficient number of applicants in accordance with the intent of JDS. Under such circumstances, full understanding and cooperation of the Government of Laos is indispensable for the JDS. In particular, it is necessary to maintain the connection with JDS returned participants so that government ministries will have a better understanding of the JDS through the active utilization of JDS returned participants who belong to Target Organizations. Support from Accepting Universities is also expected. For instance, some of the Accepting Universities enhance network with JDS returned participants by establishing their own alumni associations. In this way, the achievement of the program is expected to become more apparent through the organic follow-up efforts made by JDS related organizations, including the Operating Committee and the Accepting Universities, not merely through the follow-ups provided by the Government of Laos.

## Chapter 3. Evaluation of the JDS and Recommendations

### 3-1. Evaluation by JDS Participants in Laos and the Accepting Universities

#### 3-1-1. Evaluation by JDS Participants in Laos

As described below, of all the JDS participants who have returned to Laos, eight participants in total including those in the position of Division Chief or higher, those who came to Japan in 2008 before the introduction of the new system, and those who came to Japan in 2009 after its introduction were chosen as targets. Questionnaires were distributed and collected and, in addition, interviews were conducted in order to learn the reasons for applying to the JDS, the awareness of the development issues, the methods for determining their research topics, and the application (planned application) of their research results in Japan after returning to their home country.

	Position and Workplace before Studying in Japan	Position and Workplace after Studying in Japan	Number of Targeted Returned Participants
JDS participants who came to Japan in 2008 (before the introduction of the new system)	Private citizens		3
	Finance Assistant at the Mekong River Commission	Finance Officer at the Asian Development Bank	1
	Legal and Tax Advisor at the DFDL Mekong Law Firm	(Ditto)	1
	Assistant at Vientiane Automation Product Co. Ltd.	Senior Executive of the Vientiane Office of Sumitomo Corporation Asia Pte.Ltd.	1
	Government employees		3
	Deputy Division Chief of the Ministry of Justice	Division Chief of the Ministry of Justice	1
	Deputy Division Chief of the National Assembly	Director General of the National Assembly	1
	Technical Staff at the National Science and Technology Authority	Acting Director of Division of the Ministry of Science and Technology	1
JDS participants who came to Japan in 2009 (after the introduction of the new system)	Government employees		2
	Technical Staff at the Public Administration and Civil Service Authority	Deputy Division Chief of the Ministry of Home Affairs	1
	Academic Officer at the Ministry of Foreign Affairs	Acting Director of Division of the Ministry of Foreign Affairs	1
Total Number of Interviewed Returned Participants			8

#### (1) Reasons for Applying to the JDS

All the eight targeted participants of the JDS applied for a personal reason after they heard about the JDS and saw a newspaper advertisement.

#### (2) Awareness of Development Issues

Five JDS participants in Laos, who filled the vacancies reserved for government employees, answered that they had decided the contents of their research based on the duties they held before their

participation. In addition, four of them replied that the research contents match their actual duties at home. One of the former JDS participants conducted research on laws on commercial arbitration in Japan and engaged in the elaboration of the final draft of a bill concerning the resolution of economic disputes after returning home. At the moment, with regard to the government recruitment examinations, each ministry has an original selection system. A former JDS participant is constructing a recruitment system unifying the local and central governments and promoted to the position of the Deputy Division Chief of the Ministry of Home Affairs after his return to Laos. In his opinion, the reason why he was promoted to the current position was because his research topic concerning the management of government employees matched his present duties.

As for the government employee who participated in the JDS before the introduction of the new system, she was assigned to the Office of the Cabinet Secretariat of the National Science and Technology Authority. Since she had a bachelor's degree in law, she studied the legal field in the JDS. At present, she is assigned to the Department of Science, and while she does not have a science background, she is working on the drafting of a bill on science and technology in collaboration with the Ministry of Justice, applying her research conducted in Japan.

### (3) Methods for Determining Research Topics

The applicants, who are private citizens, determined a research topic based on his/her personal interest. However, all the government employees chose research topics related to their duties. This is because even if they came to Japan to participate in the JDS in 2008 before the introduction of the new system, they received an authorization from their workplace before applying.

### (4) Applying the Research Results of the Study under the JDS

One of the three JDS participants in Laos who filled the vacancies reserved for private citizens and who were also chosen as the targets of the survey originally worked in a legal office in the country. After earning a master's degree in law, he went back to his original workplace, and it has been confirmed that he is applying his research in Japan in the current workplace. Most JDS participants who are private citizens, however, resigned their posts before they came to Japan to study and changed their jobs after returning home. The remaining two JDS participants in Laos found employment in an international organization and a famous Japanese company, and they acknowledge that the master's degree obtained in Japan worked in their favor in finding their new jobs. The level of utilization of their research results in Japan, however, resulted low because of the finance and other positions they occupy.

A former JDS participant in Laos who filled one of the vacancies reserved for government employees, in contrast, holds an important position, in which he examines bills as the Director General of Department of Law of the National Assembly, which is in charge of the adoption of bills. Another JDS participant as the Division Chief of the Center for Economic Disputes Resolution of the Ministry of



Justice and also as the representative of Laos in the ASEAN Securities and Exchange Commission is involved in the formulation of rules and regulations for the resolution of economic disputes, which arise in securities trading, with support of the ADB. There were, in addition, comments indicating that all the skills and abilities acquired during their study in Japan, such as analytical skills and logical thinking, have been found useful in their present duties, even when they are not directly related to their research conducted in Japan.

#### (5) Advantages and Merits of the Participation in the JDS

According to some survey responses, the government employees were staff before studying in Japan, but they tend to be promoted and assume posts with heavy responsibilities, with the presence of subordinates, after returning home. Specifically, important positions are held by JDS participants in the Ministry of Justice and the People's Supreme Court. In this regard, the JDS participant in Laos, who has been an interviewer in job interviews at the Ministry of Foreign Affairs, shared his observation that during recruitment, those who studied in Japan tend to be evaluated as being equipped with better skills and abilities, compared to those who studied in Thailand or Vietnam.

Furthermore, with regard to one of the JDS participants (government employee) in Laos, there was a comment from her supervisor that after studying in Japan, she has been filled with confidence and has actively engaged in duties, and for this reason she has been grateful for the JDS.

In addition, as to the continued relationship between Japan and JDS participants in Laos, there are examples such as involvement in the coordination with the IAEA<sup>18</sup> and the Japan Atomic Energy Agency, participation in the training offered by JICA, and a contribution to creating an alumni association of the Accepting University as the Vice-President of its branch office in Laos.

### **3-1-2. Evaluation by the Accepting Universities**

Since 2009, to conduct a questionnaire survey concerning the merits and impacts of accepting JDS participants for the seven graduate schools at the seven Accepting Universities (Graduate School of International Relations of the International University of Japan, Graduate School of Governance Studies of the Meiji University, Graduate School of Law of the Nagoya University, Graduate School of Science and Engineering of the Ritsumeikan University, Graduate School of Bioresource and Bioenvironmental Sciences of the Kyushu University, Graduate School for International Development and Cooperation of the Hiroshima University, and Graduate School of Human Sciences of the Osaka University), questionnaires have been sent before a hearing survey based on the responses to these questionnaires. The following shows the survey results:

---

<sup>18</sup> International Atomic Energy Agency

### (1) Information about the JDS Participants from Laos under Evaluation

Many universities commented that Lao students worked for classes seriously as a whole, and this was highly appreciated. Furthermore, many answers stated that even when they faced academic challenges, they worked with positive attitude and enthusiasm. On the other hand, some responses indicated generally inferior basic competency in English and mathematics of Lao students, compared to students from other countries.

### (2) Background to Accepting JDS Participants under the New System

As a background to accepting JDS participants from Laos, most universities reported to have already had some point of contact with Laos. For example, the International University of Japan was already accepting students from Laos under different scholarship schemes of the IMF, the ADB, and so on. In the Meiji University, on the hand, faculty members already had some exchanges with their counterparts at the National University of Laos since its foundation. In view of the great importance of building a relationship with the countries in the Mekong region and making a contribution to the region for the diplomatic relations of Japan, some universities expressed their desire to accept JDS participants from Laos in their questionnaire responses. It seemed that in the future the universities intend to deepen their exchanges in East Asia, especially in the Mekong region.

### (3) Changes due to the Acceptance of JDS Participants under the New System, and Their Merits and Impacts

With reference to the merits and impacts of accepting JDS participants under the new system for the Accepting Universities, questions were made on several dimensions.

First, many universities answered that the presence of the Special Program is very helpful for the general university program. It was reported that in the context, in which each graduate school has a limited research budget, the Special Program not only supplements the preexisting program, but it also permits various activities to provide better education. In addition, the Osaka University responded that the acceptance of JDS participants played a pioneering role in improving the English program of the University. The JDS can be said to have played a certain role in globalizing the Universities.

In terms of the university system, it was observed that several universities developed a special system and distribution of personnel in order to accept the JDS participants (Special Program, teaching in English, and so on). From the perspective of the Universities, the ease in the distribution of the manpower including the staff was cited as a merit, because the number of students from abroad, who are likely to be enrolled in the university, will be fixed. In addition, some universities responded that their government officers also began to communicate in English with no hesitation, feeling impelled to handle messages in English on campus. It can be said that this has also contributed to creating a global atmosphere on campus.

As regards the influence on Japanese students, many universities emphasized that an increase in the number of students from abroad in principle served as a great incentive for Japanese students. It seems that they were not only exposed to more opportunities to speak in English, but they also developed greater understanding of government organizations to work on more practical issues, thanks to the opportunity to study together with active administrators from abroad. In addition, there was an opinion that the classroom, where they study together, had undoubtedly become a place for diplomacy in a sense. The Japanese students also felt familiar to Laos, experiencing a different culture. Given that the JDS participants are active administrators from the developing country facing pressing issues, it appears that their sincere attitudes to deal with them themselves positively impacted the Japanese students.

In relation to the students from other countries, in the present situation, in which many students from abroad in Japanese universities are generally speaking from China, adding a case of another country was considered beneficial for the classrooms, even if it is only one country, as they led to more diverse opinions.

With respect to a network of personal contacts between the Accepting Universities and Laos, it became obvious that the establishment of such a network was very highly regarded. For example, the Kyushu University informed that seeking collaboration from the former JDS participants in Laos in the execution of studies in the country helped the University achieve better-quality results. The International University of Japan also pointed out that the fact that the Accepting Universities are fixed for the four consecutive batches of JDS participants facilitated the construction of a network consisting of the past JDS participants in Laos, the actual JDS participants studying in Japan, and the future JDS participants who have not yet arrived in Japan. Some Accepting Universities used social networks including Facebook to exchange information in a timely manner to establish a strong network.

#### (4) Positions and Results of the Special Program

As stated above, the Special Program is highly significant and acclaimed. The reasons for this positive evaluation include not only the activities of the JDS participants during their stay in Japan, but also a diverse set of other activities ranging from the creation of opportunities to provide training in English and basic academic skills before their arrival in Japan to the follow-up of the JDS participants after they return home. There was, however, a response indicating that the budget for the Special Program is basically geared towards the JDS participants and, in some situations, it was difficult for the educators to ensure fairness in treating other students. Furthermore, the paperwork for contracts and settlements became voluminous and complex after the introduction of the new system to the budget execution, and this was cited as a challenge for the future.

### (5) Evaluation of the JDS Participants under the New System

The Universities are about to conclude the acceptance of the four batches of JDS participants. They answered that they had achieved the objectives raised in the Plan for Accepting JDS Participants (Basic Plan) developed in the first year. Several Universities including the International University of Japan, however, responded that the actual evaluation of the JDS under the new system should not be limited to this particular moment but also wait until the JDS participants achieve concrete successes after they return home.

### (6) Follow-Up Status of the JDS Participants after Being Accepted under the New System

It seems that many universities, such as the Hiroshima University, the Kyushu University, and the International University of Japan, carried out follow-ups including additional lectures and feedback seminars, under the Special Program. In addition, as stated above, active steps were observed to have been taken in order to maintain a network of personal contacts through the use of social networks and the institutionalization of alumni organizations in Laos.

## **3-2. Expected Effect of JDS**

As already stated, the JDS aims to develop human resources including young government officials who will have technical knowledge to offer practical solutions to the issues of socio-economic development and will actively contribute to resolving the issues. To implement the JDS effectively to achieve the objective, Project Design (consisting of Overall Goal and Project Purpose) has been established for each Sub-Program and Component (see Appendix 6). The effect of the human resource development program is expected to manifest itself in the long term. Therefore, the Project Design, particularly the Project Purpose which defines the performance target at the time of project completion, can only refer to the acquisition of knowledge necessary to solve the development issues and the resulting increase in the competence of the personnel involved in policy-making in the Target Organizations. Nevertheless, it is expected that JDS participants will ultimately “contribute to solving development issues in their countries” by applying the acquired knowledge effectively and being given responsibilities and opportunities to do so in the Target Organizations.

The following indicators are used to measure the achievement of Project Purposes, and in light of the above perspective they are applied to all Components:

- Ratio of JDS participants who obtain Master’s degree
- Ratio of JDS participants assigned to a workplace which has good relevance to their research/expertise after their return from Japan

With respect to the indicator, “Ratio of JDS participants who obtain Master’s degree,” a high completion rate has been achieved as a result of the steady implementation of the following: 1. Encouraging applications by appealing to persons in charge of personnel in the Target Organizations

of each Sub-Program and Component as well as the human resources that match the intent of the program at the time of recruitment; 2. Selecting JDS participants on the basis of, among others, academic knowledge, relevant work experience, basic training, and potential for contribution after returning home; and 3. Offering various types of support and periodic monitoring (namely, managing and advising on academic, lifestyle, and health issues in the form of interviews) to JDS participants in Japan.

This time, the adequacy of the new JDS system, which was introduced in 2008, will be evaluated on the basis of this survey, and its continued application in Laos will eventually be reviewed by the Japanese government. It is, however, necessary for the Government of Laos and Target Organizations dispatching JDS participants to provide support during their study and, in addition, for the Accepting Universities to offer a curriculum that make ever-greater contributions to solving the development issues of the country. It is, therefore, expected that the achievement of the Project Purpose, which is measured by the first indicator, will continue to be promoted.

In terms of the second indicator, “Ratio of JDS participants assigned to a workplace which has good relevance to their research/expertise after their return from Japan,” as described in 1-1 above, in the case of Laos, the JDS participants sign an agreement with the Government of Laos before their arrival in Japan. The agreement stipulates that when they return home, they go back to the organizations, in which they were working before they came to study in Japan, to work as government employees for at least two years.

The JDS Program in Laos started 14 years ago, and a total of 235 participants (participants of the 1st to 11th batches) already returned home. Among the JDS returned participants, there are 166 government employees, approximately 95% of whom have returned to their previous offices, partly thanks to the return-to-work regulations. The JDS returned participants who hold relatively high positions include director- and deputy director-level personnel in the People’s Supreme Court, Ministry of Planning and Investment, and other government ministries

The MOES and the Target Organizations are expected to continue monitoring the JDS participants after they return to Laos in an active manner and also to help them use the knowledge acquired in Japan, so that they can flourish in their careers and eventually contribute to the socio-economic development of Laos.

### **3-3. Implementation of Supplementary Surveys for Evaluation at the End of the Project**

Along with the introduction of the new system, for the purpose of a more multidimensional evaluation, new indicators were added to the two verifiable indicators, which have been already stated in the Basic Plan for the Sub-Programs since 2009, in order to supplement evaluation at the end of the JDS program.

The effectiveness of the project after the introduction of the new JDS system can be measured on the basis of various criteria, including the independence of relevant organizations and the activities of JDS participants after returning home, in addition to the management and progress of the project. Attention was, however, focused on the function of management of information about the JDS participants, or their monitoring considered characteristic of the JDS. Primarily, this was used to create indicators for evaluating the “Degree of capacity building of JDS participants” and the “Level of appropriateness of university curricula” and also to conduct a questionnaire survey. The survey respondents were principally JDS participants themselves. With respect to the “Degree of capacity building of JDS participants,” however, the managerial staff at the Target Organizations and the academic advisors at the Accepting Universities were asked to answer a questionnaire concerning changes in the abilities of JDS participants from an objective point of view.

#### (1) Contents of the Survey

As for the “Degree of capacity building of JDS participants,” given that the “Cultivation of young government officials” is the objective of the JDS, it was aimed to examine changes in the abilities required of government employees in the developing country as a result of the JDS. In concrete terms, the survey was conducted to measure improvements in skills and thinking abilities such as “Scientific research and analytical skills,” “Logical thinking ability,” “Problem-solving ability,” and “Leadership,” as well as changes in attitudes including “Morality,” “Discipline,” “Sense of responsibility,” and “Aggressiveness.”

The appropriateness of university curricula for the solution of development issues, on the other hand, was already confirmed when the curricula were presented for screening before the beginning of the survey. Survey items were, therefore, created in order to check whether the proposed curricula were actually implemented and, in addition, whether the offered curricula truly produced an outcome that contributes to resolving the development issues.

#### (2) Survey Method

The questionnaire survey targeting JDS participants was undertaken in the following four stages: Upon their arrival in Japan, during their study, upon their completion of study, and after their return to their home country (after their reinstatement in their jobs). At the time of their arrival in Japan and during their study, preliminary reports on the periodic monitoring of the JDS participants were received. At the time of the completion of their study and shortly before their return to their home country, questionnaires were distributed and collected, instead of preliminary reports on the evaluation meetings that had been convened with the JDS participants at each Accepting University and in each graduate school. As for the JDS participants who have already returned home, JICA plans to distribute and collect questionnaires in the third year after they return to the home country.

As regards the questionnaire survey of the managerial staff of the Target Organizations, questionnaires were distributed and collected by the JDS Project Office in Laos before and after the arrival of the JDS participants in Japan.

Lastly, with respect to the academic advisors of the Accepting Universities, questionnaires were distributed along with reports on the final monitoring of the JDS participants, to whom they were offering advice, and their responses were received.

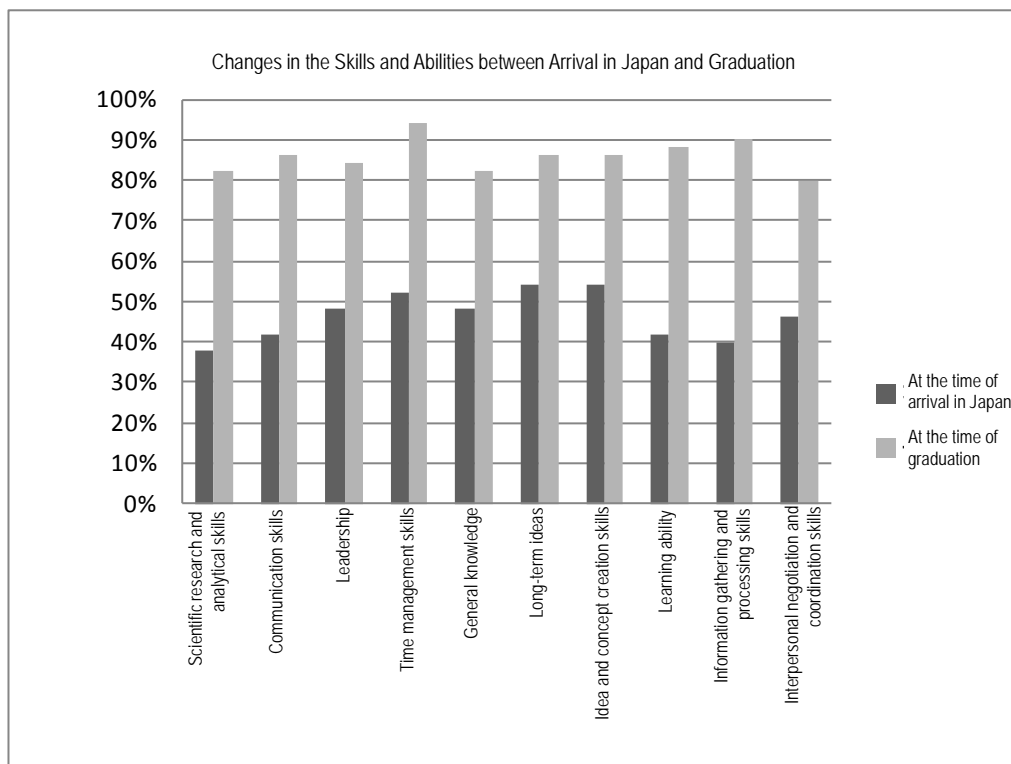
### (3) Use of the Survey Results

The following questions were analyzed from the results of the questionnaire survey on the JDS participants, the managerial staff of the Target Organizations, and the academic advisors of the Accepting Universities: Of various abilities required of government employees, what skills and thinking abilities are needed in the Target Organizations, what abilities the JDS improved the most, and what attitudes it changed. The analysis was carried out to verify the validity and effectiveness of the JDS.

The suitability of the curricula, research guidance, and research environments provided by the Accepting Universities was also verified through the analysis of the results.

To turn the survey results into future improvements in the JDS, at the end of every year, the results of aggregation and analysis, including of the questionnaire surveys conducted this year and, as needed, in previous years, are scheduled to be shared with the Operating Committee and the Accepting Universities.

Figure 5 presents an analysis of the results of the questionnaires filled out by the five JDS participants who returned home (JDS participants who had come to Japan in 2009). All the skills and abilities were improved at the time of graduation, compared with the time of arrival in Japan. However, in Laos, the especially large increases in “Information gathering and processing skills,” “Scientific research and analytical skills,” and “Learning ability” can be described as being characteristic. The result of this analysis leads to a conclusion that through graduate studies, the JDS participants acquired the skills to gather, process, and analyze information on their own and, in addition, they understood the need for self-learning and gained the ability to learn on their own.



**Figure 5: Ten Largest Increases in the Skills and Abilities of the JDS Participants from Laos during Their Study in Japan (between Their Arrival in Japan and Graduation)**

The improvements in the skills and abilities of government employees, including information gathering and processing skills, through the JDS are considered to be one of the achievements of the JDS. The participants are expected to apply these skills and abilities to make contributions to the Target Organizations and to the issues of development in Laos.

### 3-4. Issues and Recommendations

The concerns and recommendations obtained through the Survey are as follows:

#### (1) Setting of Target Organizations

Target Organizations were decided upon based on the results of discussions/consultations with the JDS Operating Committee members in Laos by reviewing the roles and mandates of individual organizations, and their relevance to Sub-Programs/Components, etc. After the examinations, the Government Office and the Ministry of Health were newly selected for the Component “Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies” and other Components. In addition, the Ministry of Science and Technology, which was established in 2011 as a result of reorganization of government ministries, and Vientiane Capital were selected as new Target Organizations for the Component “Improvement of Social and Economic Infrastructure”. As for the Component “Improvement of Legal System”, the Ministry of Planning and Investment and the



Ministry of Industry and Commerce, which did not have many applicants, were excluded, and the Ministry of Justice, the People's Supreme Court, the Office of Public Prosecutor and the National Assembly, which are related to legal affairs at higher levels, like adopting bills, than just drafting new bills, were set as Target Organizations.

Respective Target Organizations are urged to recommend more candidates meeting the requirements of the program in the future.

## (2) Selection of Accepting University

As regards the selection of Accepting Universities, this year's Preparatory Survey has revealed that JICA has fairly selected universities in accordance with its clearly-defined evaluation standards, and the appropriateness of the selection has gained a certain level of understanding from the Lao side as well. Consequently, the Lao side has basically agreed to what the Japanese side has proposed. On the whole, universities have been judged by whether they show good understanding of the fact that the basic English and mathematics skills of Lao participants tend to be lower than those of their counterparts from other countries, which has been found out through the past four years of implementation of the program, and have appropriate systems in place to accordingly provide these participants the education they need.

It is expected that direct discussions and cooperation between Accepting Universities in Japan and Target Organizations and other related parties in Laos will continued to be enhanced in the process of formulating a framework for the program, including setting of Accepting Universities, in the future. Respective Accepting Universities are urged to develop and implement more effective measures to resolve development issues in each Sub-Program before JDS participants come to Japan, during their stay in Japan, and after they return home, in an integrated manner.

## (3) Application Requirements

As many government employees in Laos are relatively young, as mentioned in 2-1, and the age limit was reviewed when the new system was introduced in 2008, the Lao side has not made any requests for a change to the age requirement (between 22 and 39 years old as of April 1 of the year of arrival in Japan), as with to the other requirements. However, given the fact that respective Target Organizations do not have many employees whose English skills meet the standard required by JDS, the most prominent challenge facing them is to improve the English skills of prospective applicants. In fact, the MOES and Target Organizations are urged to work on this task.

## (4) Number of Applicants

The recruitment period of this year was seven weeks due to the Survey schedule, three weeks shorter than that of last year. As there were not adequate applicants at the time of the application deadline, additional recruitment of applicants took place. Nevertheless, the total number of applicants was still

quite small. Particularly, there were vacancies for two people after the Technical Interview in the Component “Improvement of Social and Economic Infrastructure”, in which only five valid applications were made for the quota of three people. According to Target Organizations, they do not have many employees who have the adequate English skills to participate in the JDS program because employees with good scientific backgrounds tend to have insufficient English skills. These organizations are required to continue to work to encourage prospective applicants to improve their English skills.

At the same time, however, some increase in potential applicants is expected from two organizations that became new Target Organizations for the above Component as the result of this year’s Preparatory Survey. Thus, there is a need to encourage applications from these new Target Organizations through various methods in the future, for example by directly communicating to the department working on infrastructure development in each organization with the support of each organization’s personnel department, Operating Committee, JICA experts, former JDS participants back in Laos, and other involved parties.

### **3-5. JDS and Development Issues, and Conformity with the Country Assistance Policy**

#### **(1) Outline**

As described up to this point, the JDS has been reviewed since 2008 to strengthen the Preparatory Survey in order to clarify the positioning of the JDS in line with the development issues confronting the target country, the Country Assistance Policy for Laos, and the programs of JICA, to identify the needs of the target country through fieldwork, and to improve the matching of the needs with the Accepting Universities that are capable of offering an educational program satisfying the needs. In view of the purposes and background of the review, the validity of the JDS will be verified in terms of its conformity with the (1) Priority Development Issues in Laos and also the (2) Country Assistance Policy for Laos.

#### **(2) Conformity with the Priority Development Issues in Laos**

Major donors view the “Seventh National Socio-Economic Development Five-Year Plan (2011–2015)” written by the Government of Laos as a strategic document in planning and implementing their Official Development Assistance. With respect to the Country Assistance Policy for Laos, the Japanese government also formulated its aid programs based on the “Seventh National Socio-Economic Development Five-Year Plan (2011–2015).”

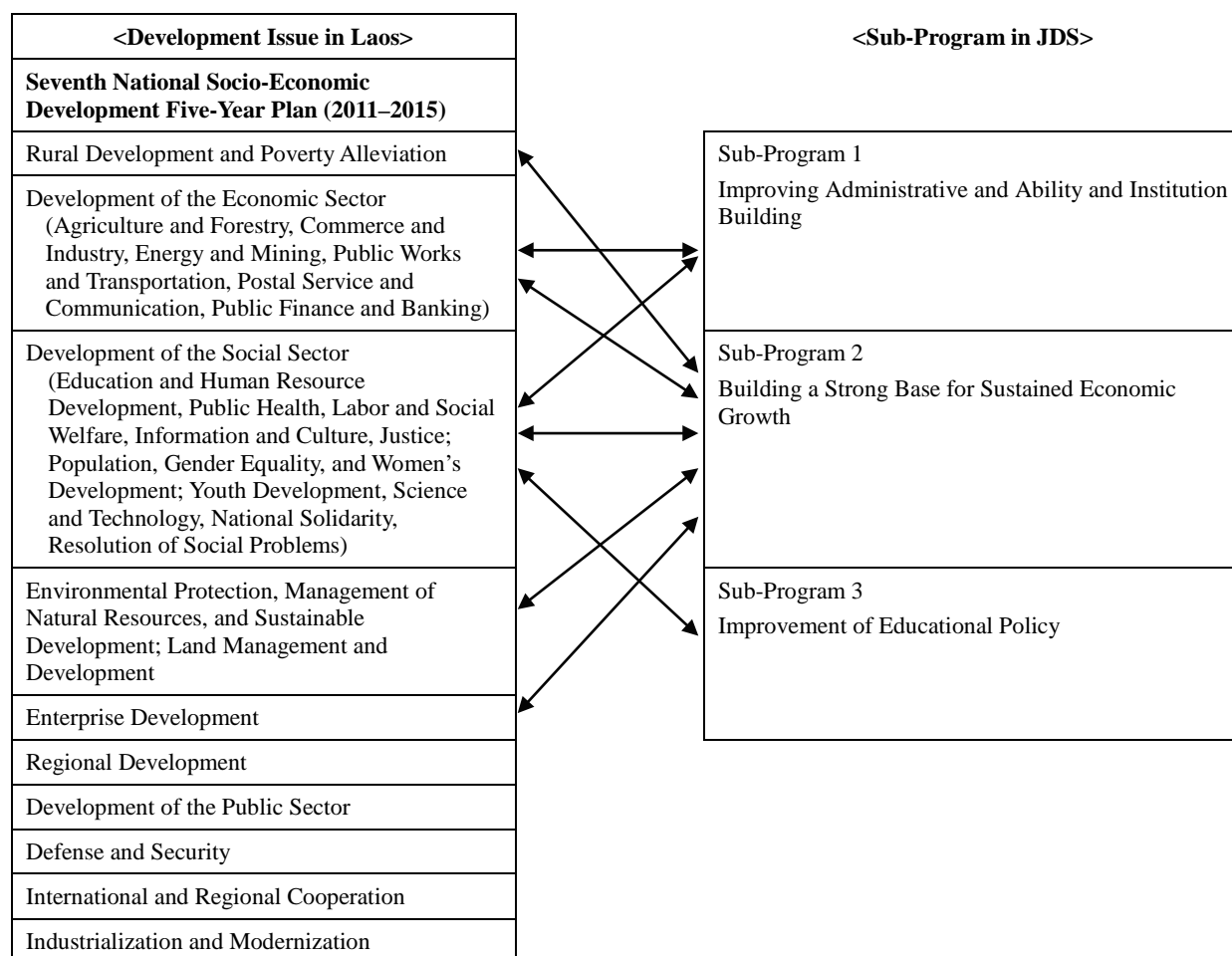
When the Preparatory Survey was conducted to implement the new JDS system in 2008, the Country Assistance Program<sup>19</sup> was consulted to define the target areas addressing the priority issues. As the JDS was reviewed this time, the priority issues in the Country Assistance Policy for Laos<sup>20</sup>, which was

---

<sup>19</sup> The Country Assistance Program for Laos was developed in September 2006.

<sup>20</sup> The Country Assistance Policy for Laos was developed in April 2012.

intended to be more strategic, were also refined in accordance with the review of the JDS implementation over the past 13 years and the Sub-Programs were established (see Figure 6).

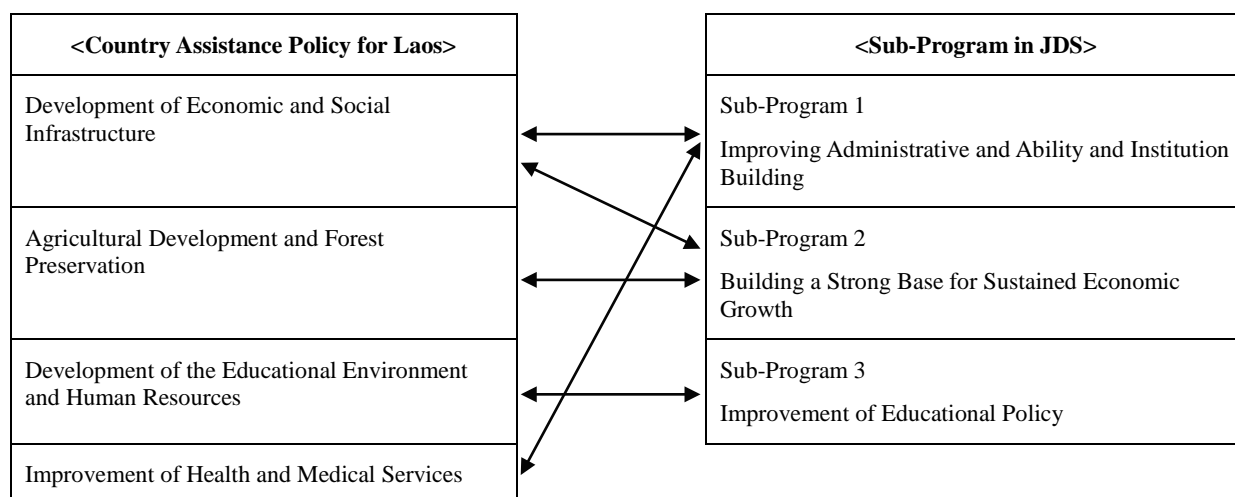


**Figure 6: Position of the JDS in the Country Assistance Program for Laos**

### (3) Conformity with the Country Assistance Policy for Laos

According to the Country Assistance Policy for Laos, comprehensive assistance is to be offered to Laos with four priority assistance areas as pillars giving consideration to the “Seventh National Socio-Economic Development Five-Year Plan (2011–2015)” of Laos. In addition, “Administrative and Fiscal Capacity Enhancement” is raised as a point of concern that encompasses all the assistance priority areas. From the perspective of promoting development and improving the effectiveness of assistance, the need to strengthen governance, such as administrative and fiscal capacity and the legal systems, is defined to be a cross-cutting issue.

The Sub-Programs established in the JDS match the assistance priority areas. They are intended to be human resource development programs, which contribute to the assistance priority areas (Figure 7).



**Figure 7: Position of the JDS in the Country Assistance Policy for Laos**

### 3-6. Conclusion

In this Preparatory Survey, the intent and characteristics of the JDS, along with the political and social backgrounds and situation of Laos, were considered in organizing the priority development issues of Laos. These priority development issues based on the National Development Plan of Laos, the Country Assistance Policy of the Japanese government, and so forth, were selected as the Sub-Programs/Components. In addition, the Supplementary Survey aimed at the Target Organizations that are assumed to be related to the Sub-Programs/Components was conducted to investigate the organizational roles and positions of the Organizations as well as their human resource development needs and the presence or absence of potential candidates in the Organizations. The results of the Survey served as the basis for the adoption of the scale of the JDS, which consists of four years, and the foundation for the elaboration of the Draft Project Plans for the Sub-Programs/Components (Basic Plans for the Sub-Programs). As stated in 3-4, it can be concluded that the position of the JDS is clear and highly appropriate and the continued implementation of the new JDS system in Laos will be very meaningful.

However, the new JDS system is in principle a four-year program, and the human development needs of Laos could change as a result of government policies, socio-economic conditions, and so on. In light of this possibility, it is considered necessary to ascertain the technical knowledge that should be acquired under the JDS and the types of human resources that should be developed in the Target Organizations, while at the same time securing a certain level of flexibility by allowing discussions with those involved in the JDS in Laos.

Finally, under the new JDS system, the Accepting Universities offer the programs addressing the needs of the Target Organizations in the course of four years. As a result, it can be expected that one of the purposes of the JDS, “Acquisition of Technical Knowledge by Earning of a Master’s Degree,” will be ensured. However, as stated above, with regard to the human resource development program, it is considered necessary to measure its long-term effects by monitoring the application of knowledge after the “Acquisition” and the level of knowledge returned to the society.

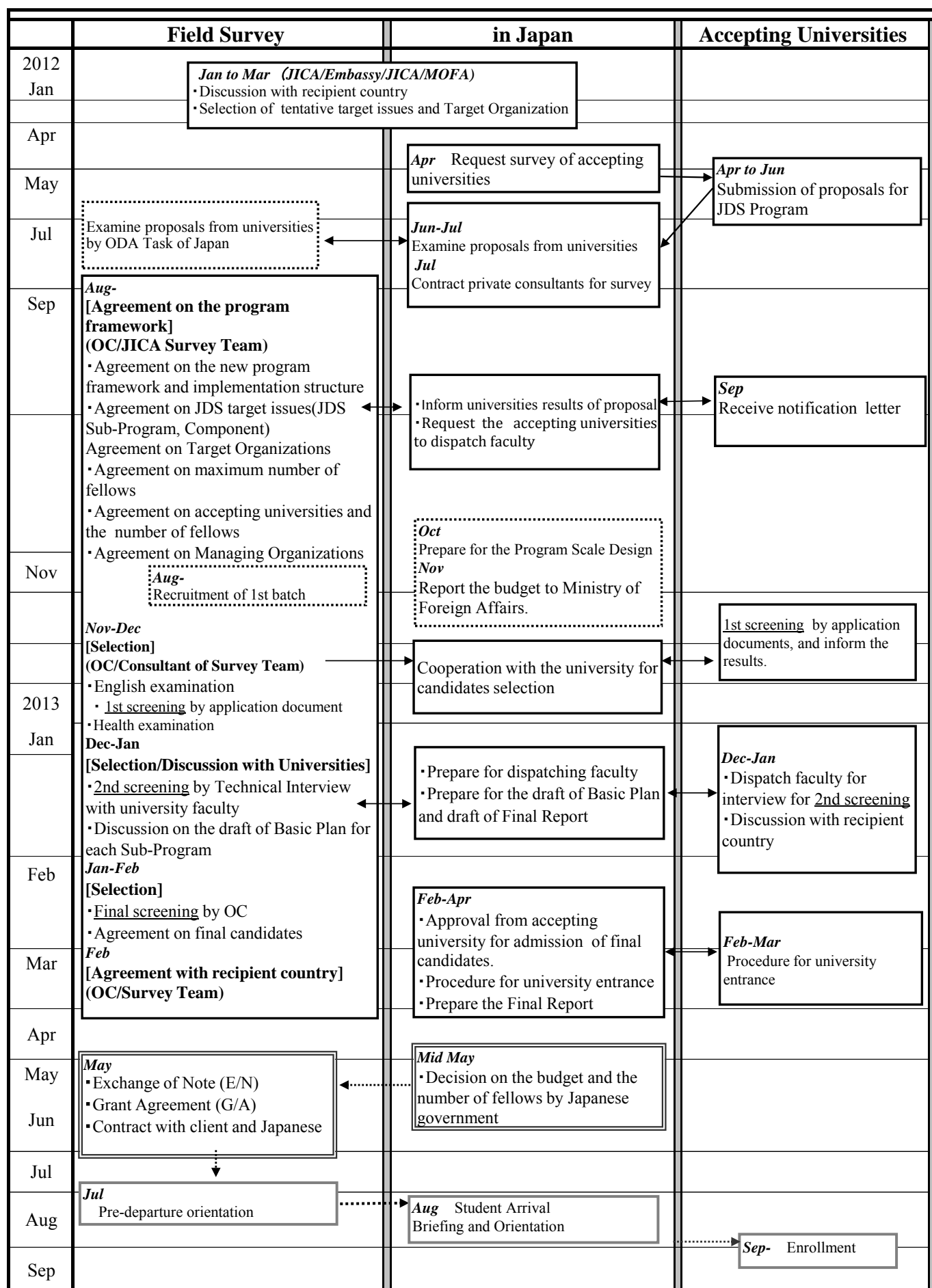
## **List of Appendixes**

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 Laos
4. Minutes of Discussions
5. The numbers of JDS participants to be accepted for the next four years under the JDS Program in Laos
6. Basic Plan for the Target Priority Area
7. Summary of the Result of Supplementary Survey of Target Organizations
8. Selection and Recruitment of the First Batch of Candidates Coming to Japan in FY 2013 (Lao People's Democratic Republic)

**Member List of the Survey Team**

Yoshiharu Yoneyama	Leader	Senior Representative JICA Laos Office
Tsuyoshi Shionoya	Acceptance Planning	Director Regional Business Division 1 Overseas Business Department, JICE
Shoko Kubo	Recruitment/ Selection	Regional Business Division 1 Overseas Business Department, JICE

Flowchart of the Preparatory Survey for JDS



### List of Contact Persons during the First Field Survey in Laos

#### Discussion on the Minutes

	Date and time	Contact Persons	Remarks
1	13 August 2012 (Mon) 11:30–12:30	<b>■ JICA Laos Office</b> <ul style="list-style-type: none"> <li>- Mr. Yoshiharu Yoneyama, Senior Representative (Survey Team Leader)</li> <li>- Mr. Koichi Toya, Representative</li> </ul>	Discussion with the Survey Team
	14:30–15:30	<b>■ Embassy of Japan in the Lao PDR</b> <ul style="list-style-type: none"> <li>- Ms. Yuko Futamoto, Second Secretary</li> <li>- Mr. Koichi Toya, Representative, JICA Laos Office</li> </ul>	Discussion with Operating Committee members (Japanese Side)
2	14 August 2012 (Tue) 10:30–12:50	<b>■ Ministry of Education and Sports</b> <ul style="list-style-type: none"> <li>- Ms. Chanthavone Phandamnong, Director General of the Department of External Relations</li> <li>- Ms. Vathanavanh Sayasane, Department of External Relations</li> <li>- Mr. Koichi Toya, Representative, JICA Laos Office</li> <li>- Mr. Daovanh Senghalath, Program Officer Assistant, JICA Laos Office</li> </ul>	Discussion with Operating Committee Members (Laos Side) and the Survey Team
3	15 August 2012 (Wed) 10:30–12:00	<b>■ Central Committee for Organization and Personnel</b> <ul style="list-style-type: none"> <li>- Mr. Vilaphan Silitham, Deputy Director General of the Department of Personnel Development</li> <li>- Mr. Koichi Toya, Representative, JICA Laos Office</li> <li>- Mr. Daovanh Senghalath, Program Officer Assistant, JICA Laos Office</li> </ul>	Discussion with Operating Committee members (Laos Side) and the Survey Team
	14:00–15:00	<b>■ Ministry of Foreign Affairs</b> <ul style="list-style-type: none"> <li>- Mr. Amphay Kindavong, Deputy Director General of the Department of Asia-Pacific &amp; Africa</li> <li>- Mr. Soulideth Sengmany, Japan Desk Officer, Department of Asia-Pacific &amp; Africa</li> <li>- Mr. Koichi Toya, Representative, JICA Laos Office</li> <li>- Mr. Daovanh Senghalath, Program Officer Assistant, JICA Laos Office</li> </ul>	Discussion with Operating Committee members (Laos Side) and the Survey Team
	17:00–18:30	<b>■ Ministry of Home Affairs</b> <ul style="list-style-type: none"> <li>- Ms. Vilaythone Sounthone Xayamongkhounh, Deputy Permanent Secretary, Cabinet Office, Ministry of Home Affairs</li> <li>- Mr. Koichi Toya, Representative, JICA Laos Office</li> <li>- Mr. Daovanh Senghalath, Program Officer Assistant, JICA Laos Office</li> </ul>	Discussion with Operating Committee members (Laos Side) and the Survey Team
4	16 August 2012 (Thurs) 10:00–11:30	<b>■ Ministry of Planning and Investment</b> <ul style="list-style-type: none"> <li>- Ms. Saymonekham Mangnomek, Deputy Director General, Department of International Cooperation</li> <li>- Mr. Koichi Toya, Representative, JICA Laos Office</li> <li>- Mr. Daovanh Senghalath, Program Officer Assistant, JICA Laos Office</li> </ul>	Discussion with Operating Committee members (Laos Side) and the Survey Team
5	17 August 2012 (Fri) 10:00–11:10	<b>■ Agreement about the acceptance plan with the Government of Laos (Ministry of Education and Sports)</b> <ul style="list-style-type: none"> <li>- Ms. Chanthavone Phandamnong, Director General of the Department of External Relations</li> <li>- Ms. Vathanavanh Sayasane, Department of External Relations</li> <li>- Mr. Yoshiharu Yoneyama, Senior Representative, JICA Laos Office (Survey Team Leader)</li> <li>- Mr. Koichi Toya, Representative, JICA Laos Office</li> <li>- Mr. Daovanh Senghalath, Program Officer Assistant, JICA Laos Office</li> </ul>	Discussion with Operating Committee members (Laos Side) and the Survey Team



**MINUTES OF DISCUSSIONS**  
**ON THE PREPARATORY SURVEY OF**  
**THE JAPANESE GRANT AID**  
**FOR HUMAN RESOURCE DEVELOPMENT SCHOLARSHIP**  
**TO LAO PEOPLE'S DEMOCRATIC REPUBLIC**

In response to a request from the Government of Lao People's Democratic Republic (hereinafter referred to as "GOL"), the Government of Japan (hereinafter referred to as "GOJ") decided to conduct a Preparatory Survey in respect of "Japanese Grant Aid for Human Resource Development Scholarship" (hereinafter referred to as "the JDS Program") to be implemented in Lao People's Democratic Republic (hereinafter referred to as "Lao P.D.R."). The survey was entrusted to the Japan International Cooperation Agency (hereinafter referred to as "JICA").

In view of the above, JICA dispatched a Preparatory Survey Team (hereinafter referred to as "the Team") headed by Yoshiharu YONEYAMA, Senior Representative, JICA Laos Office, to Vientiane from 13<sup>th</sup> to 17<sup>th</sup> August, 2012.

The Team held a series of discussions with GOL members of Operating Committee (hereinafter referred to as "O/C"). The two parties confirmed the design of the JDS Program and the related items attached hereto.

The Team is to report the result of the discussions to GOJ for further preparation to implement the JDS Program in Lao P.D.R..

Vientiane, August 17, 2012

米山



Yoshiharu YONEYAMA  
 Leader  
 Preparatory Survey Team  
 Japan International Cooperation Agency



Chanthavone PHANDAMNONG  
 Director General  
 Department of External Relations  
 Ministry of Education and Sports, Lao P.D.R.

## **I. Design of the JDS Program**

### **1. Flow of the JDS Program for the Succeeding Four Batches and the Preparatory Survey of JDS Program**

The flow of the JDS Program for the next four batches and the Preparatory Survey of the Program were agreed as attached in the ANNEX-1 "Flowchart of JDS Program for the Succeeding Four Batches" and ANNEX-2 "Flowchart of the Preparatory Survey of JDS Program".

### **2. Maximum Number of JDS Participants**

The total number of JDS participants for the first batch in Japanese fiscal year 2013, shall be at twenty (20) and this number would indicate the maximum number per batch for four batches, from Japanese fiscal year 2013 to 2016.

### **3. JDS Sub-Program and Component**

Based on the discussion held between the both parties, target priority areas as Sub-Program and target development issues as Component are identified as below.

#### **(1) Priority Area as Sub-Program 1 :**

Improving of Administrative Ability and Institution Building

Development Issue as Component :

- 1-1. Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies
- 2-2. Improvement of Legal System

#### **(2) Priority Area as Sub-Program 2 :**

Building a Strong Base for Sustained Economic Growth

Development Issue as Component :

- 2-1. Improvement of Social and Economic Infrastructure
- 2-2. Agriculture and Rural Development Policy
- 2-3. Economic Policy on Investment and Export Promotion

#### **(3) Priority Area as Sub-Program 3 as well as Development Issue as Component :**

- 3-1. Improvement of Educational Policy

### **4. Target Organizations and Managing Organization**

Based on the discussion held between the both parties, the target organizations and managing organization were identified as ANNEX-3 "Design of JDS Program for Four Batches".

It was agreed that possibility of some adjustment on the target organizations shall be discussed in accordance with the result of recruitment/ selection in the O/C meeting.

## **5. Accepting Universities and Maximum Numbers of JDS Participants per University**

Based on the discussion held between the both parties, the following educational programs of the universities and the slot allocation per Component was agreed, considering the development issues in Lao P.D.R..

### **(1) Development Issue as Component :**

#### **1-1. Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies**

University:

Graduate School of International Relations, International University of Japan (4 slots)

Graduate School of Economics, Yamaguchi University (2 slots)

### **(2) Development Issue as Component :**

#### **1-2. Improvement of Legal System**

University:

Graduate School of International Cooperation Studies, Kobe University (2 slots)

### **(3) Development Issue as Component :**

#### **2-1. Improvement of Social and Economic Infrastructure**

University:

Graduate School for International Development and Cooperation (Development Technology Course), Hiroshima University (3 slots)

### **(4) Development Issue as Component :**

#### **2-2. Agriculture and Rural Development Policy**

University:

Graduate School of Bioresource and Bioenvironmental Sciences, Kyushu University (3 slots)

### **(5) Development Issue as Component :**

#### **2-3. Economic Policy on Investment and Export Promotion**

University:

Graduate School for International Development and Cooperation (Development Policy Course), Hiroshima University (2 slots)

Graduate School of Asia Pacific Studies, Ritsumeikan Asia Pacific University (2 slots)

### **(6) Development Issue as Component :**

#### **3-1. Improvement of Educational Policy**

University:

Graduate School of Arts and Sciences, International Christian University (2 slots)



## **6. Research Area of JDS Applicants**

Those assumed development needs described above shall be notified as “research area” to JDS applicants in order to identify the direction of study/ research as well as to accepting universities in order to prevent the mismatching between the accepting universities and the JDS applicants.

## **7. Basic Plan for Each Component**

The Team explained a Basic Plan on each component, which included the background, project objectives, summary of the activities of the project and other, would be prepared for mutual understanding of both parties and finalized in the O/C meeting during the Preparatory Survey.

## **8. Monitoring and Evaluation**

It was agreed that monitoring and evaluation of JDS graduates should be done actively by GOL.

## **II. Other Matters Discussed**

It was agreed that GOL should provide an office space for a consultant during the survey and for an agent which implements JDS Program.

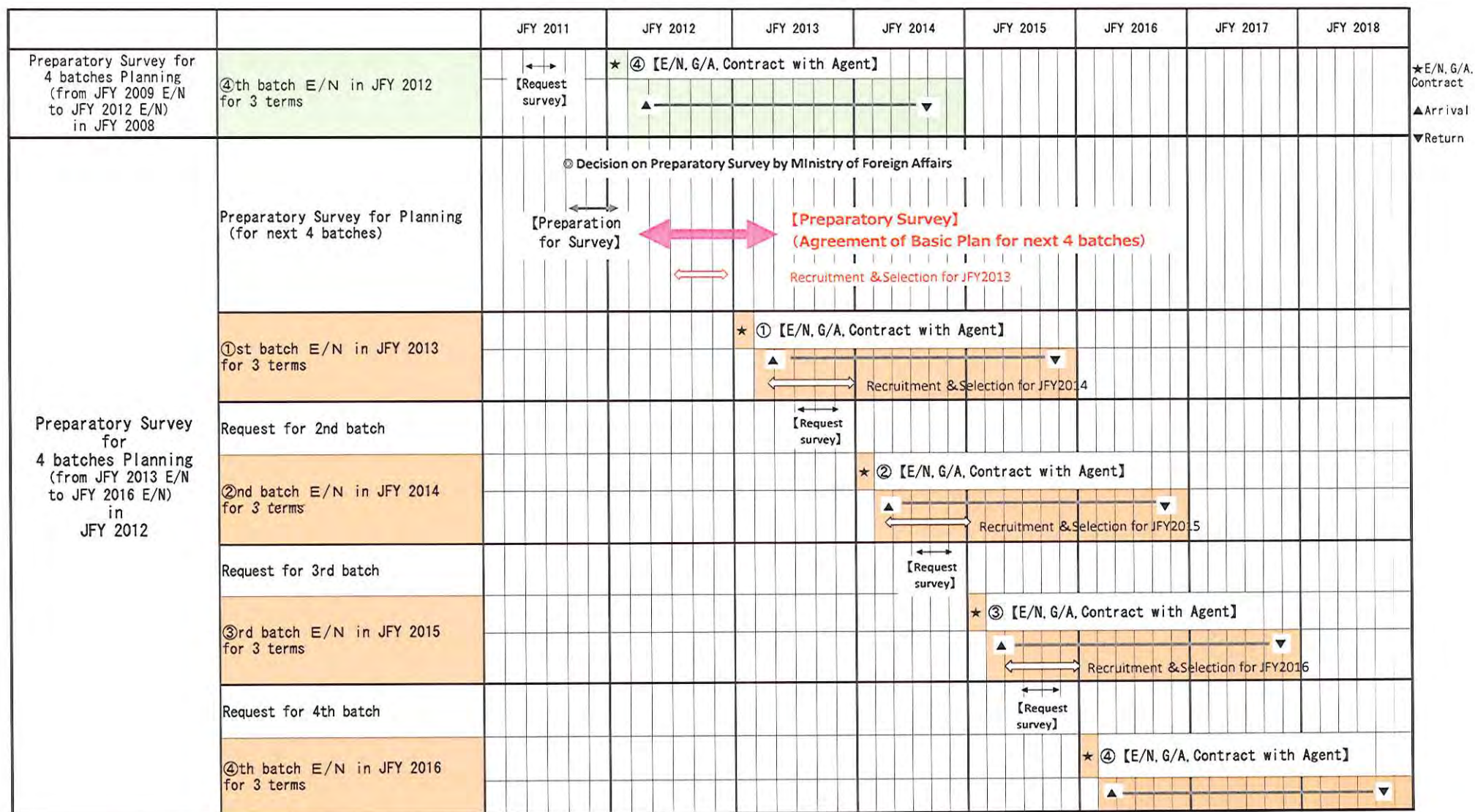
- ANNEX-1: Flowchart of JDS Program for the Succeeding Four Batches
- ANNEX-2: Flowchart of the Preparatory Survey of JDS Program
- ANNEX-3: Design of JDS Program for Four Batches (2013-2016)



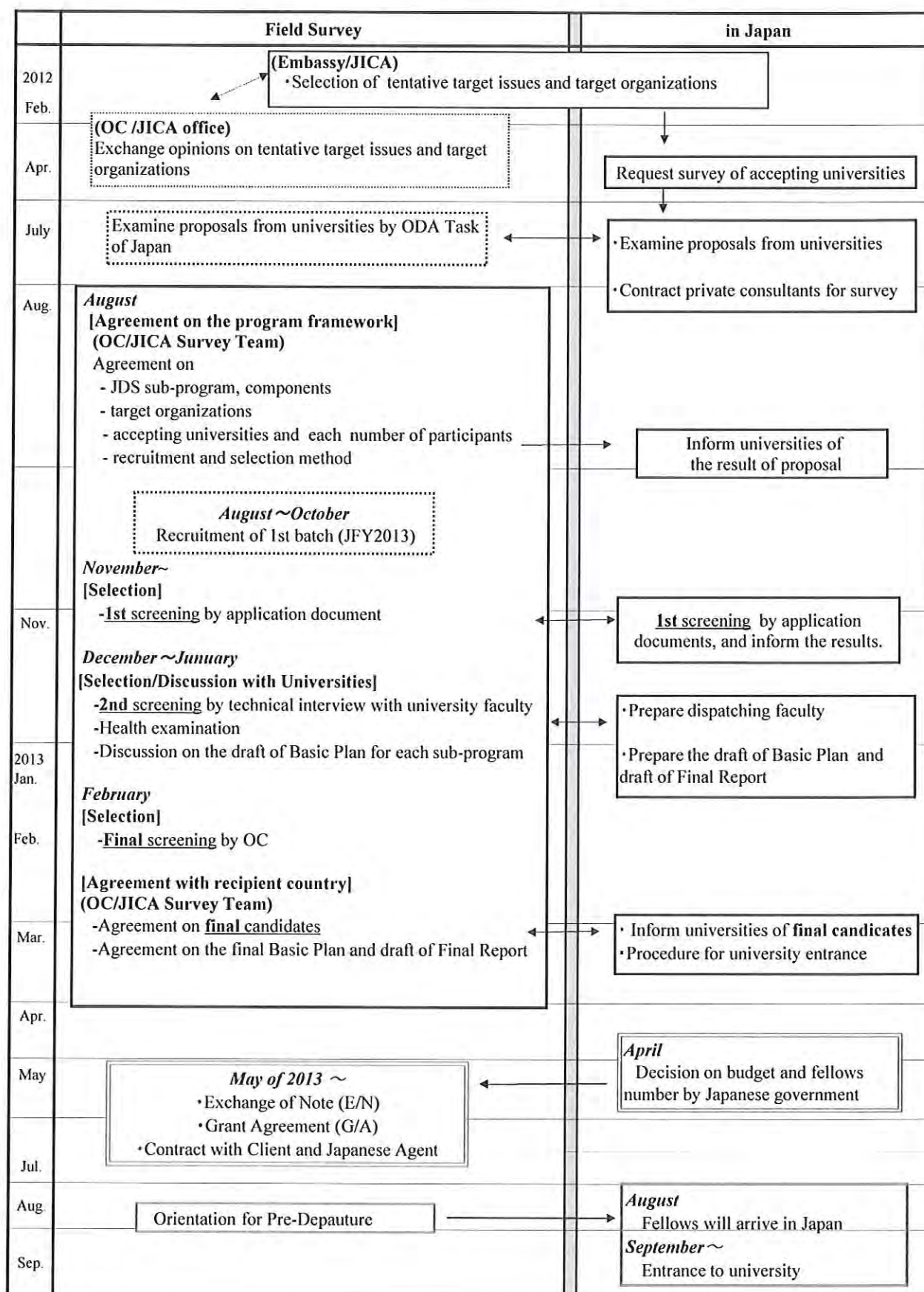


Flowchart of JDS Program for the Succeeding Four Batches

ANNEX1



Flowchart of the Preparatory Survey for JDS Program





## Design of JDS Program for Four Batches (2013 - 2016)

Sub-Program (Target Priority Area)	Component (Development Issue)	Expected Theme of the Research/ Possible Fields of Study	Target Organizations	University	Slot
1. Improving Administrative Ability and Institution Building	1-1 Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies	-Management of Public Revenue/Expenditures, Local Finance -Budget Control Management -Administrative and Fiscal Policy -Public Administration/ Public Policy -Good Governance	-Government Office -Ministry of Foreign Affairs -Ministry of Home Affairs -Ministry of Health -Ministry of Planning and Investment -Ministry of Finance -Central Committee for Organization and Personnel -Bank of Lao P.D.R. -Lao Securities and Exchange Commission -National Academy of Politics and Public Administration	International University of Japan (IUJ)	4
				Yamaguchi University	2
	1-2 Improvement of Legal System	-Commercial Law and Civil Law for Economic Development -Legal System for Promoting Trade and Investment -Legal Policy and Legal Stability for Solving Economic Conflicts -Enhancement of Judicial Institution and Mechanism	-Ministry of Justice -People's Supreme Court -Office of the Public Prosecutor -National Assembly	Kobe University	2
2. Building a Strong Base for Sustained Economic Growth	2-1 Improvement of Social and Economic Infrastructure	-Road Management and Transportation Planning -Urban Environmental Development -Urban Planning - Infrastructural Development Policy	-Ministry of Planning and Investment -Ministry of National Resources and Environment -Ministry of Energy and Mines -Ministry of Public Works and Transport -Ministry of Science and Technology -Vientiane Capital	Hiroshima University	3
	2-2 Agriculture and Rural Development Policy	-Improvement of Basic Facilities and Living Environment in Rural Inhabitants -Improvement of Livelihoods of Local Residents -Development of Local Industries, -Promoting Agricultural Products -Food Security -Politics and Institution Building of Agricultural and Forest Preservation	-Ministry of Agriculture and Forestry -Ministry of Natural Resources and Environment -Ministry of Industry and Commerce -Ministry of Science and Technology	Kyushu University	3
	2-3 Economic Policy on Investment and Export Promotion	-Improvement of Investment and Custom Procedures - Transparency and Stability of Business Regulation -SMEs Development -Providing Attractive Business Environment -Business Administration	-Ministry of Foreign Affairs -Ministry of Planning and Investment -Ministry of Finance -Ministry of Industry and Commerce -Lao Securities and Exchange Commission -Bank of Lao P.D.R.	Hiroshima University	2
				Ritsumeikan Asia Pasific University (APU)	2
3-1 Improvement of Educational Policy		-Educational Policy -Educational Budget Management -Educational Institution Building	-Ministry of Education and Sports	International Christian University(ICU)	2
Total					20

Managing Organization for each Sub-Program: Ministry of Education and Sports

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

Sub-Program	Component	University	Graduate School	Expected Number of JDS Participants				
				1st Batch	2nd Batch	3rd Batch	4th Batch	Total
1. Improving Administrative Ability and Institution Building	1-1 Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies	International University of Japan	Graduate School of International Relations	4	4	4	4	16
		Yamaguchi University	Graduate School of Economics	2	2	2	2	8
	1-2 Improvement of Legal System	Kobe University	Graduate School of International Cooperation Studies	2	2	2	2	8
2. Building a Strong Base for Sustained Economic Growth	2-1 Improvement of Social and Economic Infrastructure	Hiroshima University	Graduate School for International Development and Cooperation	3	3	3	3	12
	2-2 Agriculture and Rural Development Policy	Kyushu University	Graduate School of Bioresource and Bioenvironmental Sciences	3	3	3	3	12
	2-3 Economic Policy on Investment and Export Promotion	Hiroshima University	Graduate School for International Development and Cooperation	2	2	2	2	8
		Ritsumeikan Asia Pacific University	Graduate School of Asia Pacific Studies	2	2	2	2	8
3-1 Improvement of Educational Policy		International Christian University	Graduate School of Arts and Sciences	2	2	2	2	8
Total				20	20	20	20	80



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

**Basic Information of Target Priority Area (Sub-Program)**

1. Country : Lao People's Democratic Republic
2. Target Priority (Sub-Program) Area : Improving Administrative Ability and Institution Building
3. Operating Committee: Ministry of Education and Sports, Ministry of Planning and Investment ,  
Ministry of Foreign Affairs, Central Committee for Organization and Personnel (CCOP), Ministry of  
Home Affairs, Embassy of Japan in the Lao PDR, JICA Laos Office

**Itemized Table1**

**1. Outline of Sub-Program / Component**

**(1) Basic Information**

1. Target Priority (Sub-Program) Area : Improving Administrative Ability and Institution Building
2. Component: Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies
3. Managing Organization : Ministry of Education and Sports
4. Target Organization: Government Office, Ministry of Foreign Affairs, Ministry of Home Affairs,  
Ministry of Health, Ministry of Planning and Investment, Ministry of Finance, Central Committee for  
Organization and Personnel(CCOP), Bank of Lao P.D.R.(Lao Securities and Exchange  
Commission), National Academy of Politics and Public Administration

**(2) Background and Needs (Position of JDS in Development Plan of Lao P.D.R.)**

For the cross-sectoral issues which support and realize continuous economic growth and poverty reduction in Lao P.D.R., capacity building of formulating and implementing economic and development policies, management of public finances, reformation of administrative and financial systems including public servant systems, and improvement of government systems and others should be further enhanced. From medium and long term perspectives, it is important to develop institution capacity building and appropriate administrative implementation abilities in administrative and financial related institutions, which is common to sectoral issues. However, in Lao P.D.R., it is the fact that there are few human resources to solve these issues. Also in the 7th National Socio-Economic Development Plan (NSED) (2011-2015), the focused issues are an improvement on governance in government institutions, as well as an ability enhancement of government administrators who act for socio-economy development.

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

Japan has been providing support to the Target Priority area, "improving administrative capacity and institution building" under one of Goals of Assistance for Lao P.D.R., "support capacity development which is a prerequisite for self-help efforts by Lao P.D.R. to achieve poverty reduction and economic growth." This component is a part of the efforts to address this Target Priority area. Under the Project for

Capacity Building in Public Investment Program (PIP) Management, Japan has been trying to develop and improve methods for examining, monitoring and evaluating PIP and to promote and establish such methods in the planning sectors of all the ministries, and all provinces. Also, the experts have been dispatched in relation to local administrative and financial reform.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in Lao P.D.R. has started in 1999. 272 JDS fellows of 1st to 13th batch in total have been sent to Japan under the JDS (out of 272 fellows, 18 fellows are for the field of Public Administration and 107 fellow for the field of Economics and Business Administration related with the concerned Component), and 231 fellows have successfully accomplished the respective degrees and returned home as of December 2012.

## 2. Cooperation Framework

### (1) Project Objective

The project objective is to strengthen the government's administrative capacities in the Lao P.D.R., 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 Lao P.D.R.

### (2) Project Design

#### (1) Overall goal

To ensure that ex-JDS fellows will help the government agencies concerned to improve their policymaking and institution building capacity, particularly with regard to the management of public spending and current spending for development plans.

#### (2) Upon completion of each batch of studying in Japan

To ensure that personnel at the target organizations under JDS who are responsible for improving the capacity to manage administrative and financial affairs will improve their capacity for policymaking and institution building in relation to administrative and financial management, including the management of public spending and current expenditures for development plans.

### (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 after their return.

### (4) Number of JDS Participants and Accepting University

International University of Japan (IUJ)	4 participants / year	total 16 participants / 4 years
Yamaguchi University	2 participants / year	total 8 participants / 4 years

### (5) Activity

#### Graduate School of International Relations, International University of Japan

Target	Contents/ Programs to achieve target
1) Before arrival to Japan	
To provide adequate orientation for smooth	- To send a list of textbooks to be used for basic

research activities in Japan	<p>subjects to the JDS fellows.</p> <p>- To implement advance training courses on such subjects as Basic Mathematics, Basic Economics and Management.</p>
2) During study in Japan	
To acquire basic knowledge and deeper understanding of economic policies.	- JDS fellows will take microeconomics and macroeconomics as first-year required courses to develop specialized theoretical knowledge.
To improve administrative and financial capabilities as well as acquire practical ability.	<p>- JDS fellows will study in courses specialized in applied fields of macroeconomics, fiscal and monetary policy.</p> <p>- Course work that focuses on case studies and introducing the policies implemented will be provided.</p> <p>- Case studies, seminars and workshops will be implemented by inviting outside instructors from other universities and foreign government organizations as part of the Special Program.</p>
To work out solutions to the issues through thesis writing	- JDS fellows will be offered professional editing services useful for improving the outcomes of their efforts to address the issues.
3) After return	
To help ex-JDS fellows to contribute to their country	<p>- Ex-JDS fellows will be offered support in such fields as joint surveys/studies and database development.</p> <p>- Follow-up trainings will be implemented as part of the Special Program after graduation.</p>

#### **Graduate School of Economics, Yamaguchi University**

Target	Contents/ Programs to achieve target
1) Before arrival to Japan	
To prepare for study/ research through pre-departure training and information gathering for smooth research activities in Japan	<p>-(For the university) To give assignments to the JDS fellows via email etc.</p> <p>-(For the university) To implement advance training courses on basic knowledge on public finance and policy.</p>
2) During study in Japan	
To improve administrative and financial capabilities as well as acquire practical ability.	- To take Academic Writing, a compulsory course and learn the procedure for thesis writing in the social sciences and social survey methodology.

To acquire abilities to analyze and implement solutions to administration and finance issues.	<p>JDS fellows will:</p> <ul style="list-style-type: none"> <li>- Systematically learn the basics and applications of public administrations, economic analysis of developmental issues, and analysis of and solutions to individual developmental issues.</li> <li>- Make field visits and attend lectures by administrators and consultants specialized in enhancing debt management capability.</li> <li>- Participate in additional curriculum activities provided by relevant university teaching staff and attend lectures by outside instructors as part of the Special Program.</li> <li>- Take lectures on local government functions together with field trip to learn about disaster management and visit several central government agencies as part of the Special Program.</li> </ul>
To work out solutions to the issues through thesis writing.	- JDS fellows will be offered professional editing services useful for improving the outcomes of their efforts to address the issues.
3) After return	
Utilization of outcome of research	<ul style="list-style-type: none"> <li>- To exchange updated information with the faculty members and receive advice regularly.</li> <li>- To share especially outstanding researches with JDS fellows' belonging organizations by publishing it in journals and holding symposiums.</li> </ul>

#### **(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      6 participants × 4 years = 24 participants
From the year 2013 (Until 2015) : 6 participants
From the year 2014 (Until 2016) : 6 participants
From the year 2015 (Until 2017) : 6 participants
From the year 2016 (Until 2018) : 6 participants

## **(7) Inputs from the Lao Side**

- 1) Dispatch of JDS participants
- 2) Pre-departure activities (e.g. improving English skills 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) Work experience
  - A full-time employee at a target organization who is engaged in duties particularly related to improving the capacity of the administrative and financial management, administrative reforms and public policies management
  - Two years or more of work experience in duties particularly related to improving the capacity of the administrative and financial management, administrative reforms and public policies management
- 2) Other qualifications
  - The applicant must have a bachelor's degree
  - Adequate English proficiency for research activities in a Master's program
  - Nationality: Citizenship of Lao PDR
  - Age: 22-39 years old
  - The applicant is not on a scholarship or has no plans to receive scholarship.
  - The applicant has not acquired a master's degree in a foreign country on any kind of scholarship.

## **Itemized Table2**

### **1. Outline of Sub-Program / Component**

#### **(1) Basic Information**

1. Target Priority (Sub-Program) Area : Improving Administrative Ability and Institution Building
2. Component: Improvement of Legal System
3. Managing Organization : Ministry of Education and Sports
4. Target Organization: Ministry of Justice, People's Supreme Court, Office of the Public Prosecutor, National Assembly

#### **(2) Background and Needs (Position of JDS in Development Plan of Lao P.D.R.)**

In Lao P.D.R., since the creation of the constitution, the development of legal systems has been continued in order to realize law-abiding country. However, during a decade after revolution in 1975, human resource development related to laws has not been focused, so that there are not enough law experts. Currently, in addition to Faculty of Laws and Political Sciences of National University of Laos, there are 3 law colleges under the control of the Ministry of Justice, but the shortage in human resources with law expertise is still a big issue.

Especially since Lao P.D.R. joined ASEAN in 1997, the nation has been rapidly progressing in market-oriented economic reform, while achieving relatively stable economic growth. However, in order to activate extra economic actions in the future, they must: (1) expand investments domestically and internationally and develop laws related to trade and investment to realize the task, and train law practitioners in the intuitions related to Ministry of Justice, and (2) enact new laws and amend existing laws in commercial law and civil law sections to advocate the economic development.

To solve these issues, the government has been implementing new legislation and amendment including enterprise law, new budget law, commercial banking law and value-added tax law since 2005 according to social economy changes. Yet the confidence both at home and abroad in the legal stability and the legal system is still low, especially in the context of facilitating a market economy, promoting investment, and developing private enterprises. These contexts highlight the urgent need for improving the legal system and strengthening the judicial mechanism in Lao P.D.R. Also in the 7th National Socio-Economic Development Plan (NSED) (2011-2015), it is highlighted that from legal system development perspective, Lao P.D.R. will enhance the administrative abilities to realize a fair and righteous society without any corruption and legal abuse.

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

Japan has been providing support to the Target Priority area, "improving administrative capacity and institution building" under one of Goals of Assistance for Lao P.D.R., "support capacity development which is a prerequisite for self-help efforts by Lao P.D.R. to achieve poverty reduction and economic growth." This component is a part of the efforts to address this Target Priority area. Based on the legal sector master plan to 2020 for Lao P.D.R. Japan has been implementing the legal human resource development project for Ministry of Justice, People's Supreme Court and Office of the Public Prosecutors by dispatching the experts.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in Lao P.D.R. has started in 1999. 272 JDS fellows of 1st to 13th batch in total have been sent to Japan under the JDS (33 fellows out of 272 fellows are for the field of Law), and 231 fellows have successfully accomplished the respective degrees and returned home as of December 2012.

## 2. Cooperation Framework

### (1) Project Objective

The project objective is to strengthen the government's administrative capacities in the Lao P.D.R., 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 Lao P.D.R.

### (2) Project Design

#### (1) Overall goal

To ensure that ex-JDS fellows will help the government agencies concerned to improve their policymaking and institution building capacity, particularly with regard to improving the legal system concerning the commercial and civil codes and trade and investment for economic development as well as settling economic disputes.

#### (2) Upon completion of each batch of studying in Japan

To ensure that personnel at the target organizations under JDS who are responsible for improving the legal system will improve their ability for policymaking and institution building in the context of improving the legal system with focus on the commercial and civil codes, and trade and investment for economic development, as well as of settling economic disputes.

### (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 after their return.

### (4) Number of JDS Participants and Accepting University

Kobe University      2 participants / year    total 8 participants / 4 years

### (5) Activity

#### Graduate School of International Cooperation Studies, Kobe University

Target	Contents/ Programs to achieve target
1) Before arrival to Japan	
2) During study in Japan	
To acquire basic knowledge and deeper understanding on the development of legal systems	- JDS fellows will deepen their insight into the substantive law and procedural law of Japan, Asia and transition economies through the lectures in the Law and Development

	<p>Program.</p> <ul style="list-style-type: none"> <li>- JDS fellows deepen their knowledge on relationship between international and domestic laws through lectures in the International Law Program.</li> </ul>
To acquire basic knowledge about improvement of legal system	<ul style="list-style-type: none"> <li>- JDS fellows will take lectures on basic economics and public policy, which enables students to enhance general knowledge on market economy as the basis for studying legal system.</li> <li>- In order to encourage students to learn how to deal with real world problems, JDS fellows have opportunities to attend International Field Work and Internship.</li> <li>- JDS fellows will participate in lectures by prestigious professors and practitioners in the field of transition economy, in order to enhance the comparative knowledge of students as part of the Special Program.</li> </ul>
To work out solutions to the issues through thesis writing	<ul style="list-style-type: none"> <li>- JDS fellows will select a thesis theme which will contribute to solving issues in the participant's country and complete the thesis with the help of their instructors.</li> <li>- JDS fellows will take lectures of Academic Writing in English and a system of checking their theses by native English instructors.</li> </ul>
3) After return	
Utilization of outcome of research	<ul style="list-style-type: none"> <li>- To exchange updated information with the professors and receive advice regularly.</li> </ul>

#### **(6)-1 Inputs from the Japanese Side**

<p>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)</p> <p>2) Expenses for studying in Japan (e.g. travel expenses, scholarships during stay in Japan, examination fees, tuition fees, etc.)</p> <p>3) Expenses for supports during stay in Japan (e.g. monitoring, daily life support, etc.)</p>
--

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

<p>1 batch      2 participants × 4 years = 8 participants</p> <p>From the year 2013 (Until 2015) : 2 participants</p>
---



From the year 2014 (Until 2016) : 2 participants  
From the year 2015 (Until 2017) : 2 participants  
From the year 2016 (Until 2018) : 2 participants

#### **(7) Inputs from the Lao Side**

- 1) Dispatch of JDS participants
- 2) Pre-departure activities (e.g. improving English skills 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) Work experience
  - A full-time employee at a target organization who is engaged in duties directly related to legal affairs
  - Two years or more of work experience at a specialized department in charge of legal affairs
- 2) Other qualifications
  - The applicant must have a bachelor's degree
  - Adequate English proficiency for research activities in a Master's program
  - Nationality: Citizenship of Lao PDR
  - Age: 22-39 years old
  - The applicant is not on a scholarship or has no plans to receive scholarship.
  - The applicant has not acquired a master's degree in a foreign country on any kind of scholarship.

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

**Basic Information of Target Priority Area (Sub-Program)**

1. Country : Lao People's Democratic Republic
2. Target Priority (Sub-Program) Area : Building a Strong Base for Sustained Economic Growth
3. Operating Committee: Ministry of Education and Sports, Ministry of Planning and Investment ,  
Ministry of Foreign Affairs, Central Committee for Organization and Personnel (CCOP), Ministry of  
Home Affairs, Embassy of Japan in the Lao PDR, JICA Laos Office

**Itemized Table1**

**1. Outline of Sub-Program / Component**

**(1) Basic Information**

1. Target Priority (Sub-Program) Area : Building a Strong Base for Sustained Economic Growth
2. Component: Improvement of Social and Economic Infrastructure
3. Managing Organization : Ministry of Education and Sports
4. Target Organization : Ministry of Planning and Investment, Ministry of Natural Resources and  
Environment, Ministry of Energy and Mines, Ministry of Public Works and Transport, Ministry of  
Science and Technology, Vientiane Capital

**(2) Background and Needs (Position of JDS in Development Plan of Lao P.D.R.)**

The land of Lao P.D.R. lies long from north to south, which consists of mostly mountains. Due to the geographic condition, the essential infrastructure for life environment improvement including the people's access to markets, education and medical care is insufficient. Also, for Lao economic development, it is vital to improve the international competitiveness based on the activation of private sectors and the enticement of foreign direct investments. However, the foundation for economic development is fragile due to the inadequate infrastructure as a blocking factor. In addition, in Vientiane Capital with more than 10% of the nation's population, the infrastructure development is still needed in order to be compatible with the capital functions.

Also in the 7th National Socio-Economic Development Plan (NSED) (2011-2015), it is noted that basic and comprehensive infrastructure development is essential for sustained economic growth and correction of regional disparities. Moreover, while the large infrastructure development related projects called "mega projects" has been implemented with public and foreign investments, the government officials with engineering expertise are urgently needed in order to layout and implement proper projects, and organize a policy framework that is essential to proceed them effectively.

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

Japan has been providing support to the Target Priority area, "developing socio-economic infrastructure and effectively utilizing existing infrastructure" under one of Goals of Assistance for Lao P.D.R., "support foundation building for the economic growth with a view to promoting economic growth constituting the driving force for independent, sustained growth." This component is a part of the efforts to address this

Target Priority area. Japan has also provided experts in the areas of human resources development, organizational strengthening, and institution building, so that the existing infrastructure, including facilities constructed with Japanese assistance, will be maintained and managed properly with profitability of the project.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in Lao P.D.R. has started in 1999. 272 JDS fellows of 1st to 13th batch in total have been sent to Japan under the JDS (20 fellows out of 272 fellows are for the field of Engineering), and 231 fellows have successfully accomplished the respective degrees and returned home as of December 2012.

## **2. Cooperation Framework**

### **(1) Project Objective**

The project objective is to strengthen the government's administrative capacities in the Lao P.D.R., 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 Lao P.D.R.

### **(2) Project Design**

#### **(1) Overall goal**

To ensure that ex-JDS fellows will help the government agencies concerned to improve their policymaking and institution building capacity with regard to social and economic infrastructure development that takes account of environmental conservation and disaster reduction

#### **(2) Upon completion of each batch of studying in Japan**

To ensure that personnel at the target organizations under JDS who are responsible for developing transport networks and improving the urban environment will improve their ability for policymaking and institution building in relation to social and economic infrastructure development that takes account of environmental conservation and disaster reduction.

### **(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 after their return.

### **(4) Number of JDS Participants and Accepting University**

Hiroshima University      3 participants / year    total 12 participants / 4 years

### **(5) Activity**

#### **Graduate School of International Development and Cooperation, Hiroshima University**

Target	Contents/ Programs to achieve target
1) Before arrival to Japan	
To acquire in advance the basic knowledge required to take the course	- To implement an advance training program as part of the Special Program as well as exams (to confirm their achievements)

	<ul style="list-style-type: none"> <li>- To provide English language textbooks and implement an advance training program for participants whose English ability is insufficient.</li> </ul>
2) During study in Japan	
To acquire basic knowledge and deeper understanding of transportation and urban environment development	<ul style="list-style-type: none"> <li>- JDS fellows will enroll in the developmental technology course to learn about global views on earth system and environmental science as well as local and practical development technologies related to watersheds, ecosystems, urban areas, transportation, and energy.</li> </ul>
To acquire abilities to analyze and implement solutions to transportation and urban environment development issues	<p>JDS fellows will:</p> <ul style="list-style-type: none"> <li>- Acquire academic expertise on traffic engineering, transportation planning, rural and urban planning, etc.</li> <li>- Participate in seminars taught by supervisors.</li> <li>- Develop expertise and attend special lectures and seminars, summer courses, field research and internships in “Global Environmental Leaders (GELs) Education Program.”</li> <li>- Acquire practical knowledge from officers of the government and international organizations through a wide variety of lectures and seminars.</li> </ul>
To work out solutions to the issues through thesis writing.	<ul style="list-style-type: none"> <li>- JDS fellows will select a thesis theme which will contribute to solving issues in the participant’s country and complete the thesis with the help of their instructors.</li> </ul>
3) After return	
Utilization of outcome of research	<ul style="list-style-type: none"> <li>- To exchange updated information with the professors and receive advice regularly.</li> <li>- To hold feedback seminars as part of the Special Program.</li> </ul>

#### **(6)-1 Inputs from the Japanese Side**

<p>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)</p> <p>2) Expenses for studying in Japan (e.g. travel expenses, scholarships during stay in Japan, examination fees, tuition fees, etc.)</p> <p>3) Expenses for supports during stay in Japan (e.g. monitoring, daily life support, etc.)</p>
--

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

1 batch      3 participants × 4 years = 12 participants

From the year 2013 (Until 2015) : 3 participants

From the year 2014 (Until 2016) : 3 participants

From the year 2015 (Until 2017) : 3 participants

From the year 2016 (Until 2018) : 3 participants

## **(7) Inputs from the Lao Side**

1) Dispatch of JDS participants

2) Pre-departure activities (e.g. improving English skills 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) Work experience

- A full-time employee at a target organization who is engaged in duties particularly related to developing transport networks and/or improving the urban environment
- Two years or more of work experience in duties particularly related to developing transport networks and/or improving the urban environment

2) Other qualifications

- The applicant must have a bachelor's degree
- Adequate English proficiency for research activities in a Master's program
- Nationality: Citizenship of Lao PDR
- Age: 22-39 years old
- The applicant is not on a scholarship or has no plans to receive scholarship.
- The applicant has not acquired a master's degree in a foreign country on any kind of scholarship.

**Itemized Table 2****1. Outline of Sub-Program / Component****(1) Basic Information**

1. Target Priority (Sub-Program) Area : Building a Strong Base for Sustained Economic Growth
2. Component: Agriculture and Rural Development Policy
3. Managing Organization : Ministry of Education and Sports
4. Target Organization: Ministry of Agriculture and Forestry, Ministry of Natural Resources and Environment, Ministry of Industry and Commerce, Ministry of Science and Technology

**(2) Background and Needs (Position of JDS in Development Plan of Lao P.D.R.)**

People in rural areas usually dedicate in self-sufficient agriculture and forestry, but their yields vary according to the weather. Also, they have limited access to agricultural technics and market information. In addition, due to an inadequate basic infrastructure, they have difficulties in selling their products, and this expands the disparities among people in rural areas, cities and Mekong River watershed plains. Moreover, there are issues including the reduction of shifting cultivation, the establishment of alternative living measure and reconstruction of local industry for excess and illegal deforestation.

In the 7th National Socio-Economic Development Plan (NSED) (2011-2015), as an issue for social economic development, agriculture/forestry/rural area development is placed under an environment protection and an effective management of natural resources. The share of agricultural sector against GDP by 2015 is calculated as 23% of the total, with the lower value up to that time. Also, in the agriculture development strategy to 2020 formulated by the Ministry of Agriculture and Forestry, the following 4 goals are noted: "food security improvement", "increased production and value added of commodities", "sustainable expansion of production system", and "sustainable forestry management". In order to provide administrative services widely, from an effective policy/strategy establishment suitable to Lao situation, to circulation activities for people in rural areas, the capacity development of government officials in policy-making for agriculture and rural development is urgently needed.

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

Japan has been providing support to the Target Priority area, "developing rural regions and sustainable use of forest resources" under one of Goals of Assistance for Lao P.D.R., "support Laos in its steady steps towards the achievement of the Millennium Development Goals (MDGs) with a view to promoting the reduction of poverty from standpoint of 'human security'." This component is a part of the efforts to address this Target Priority area. To date, Japan has implemented technical cooperation projects and provided experts for supporting policy-making and institution building in agriculture and forestry preservation sectors.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in Lao P.D.R. has started in 1999. 272 JDS fellows of 1st to 13th batch in total have been sent to Japan under the JDS (27 fellows out of 272 fellows are for the field of Agriculture), and 231 fellows have successfully accomplished the respective degrees and returned home as of December 2012.

## 2. Cooperation Framework

### (1) Project Objective

The project objective is to strengthen the government's administrative capacities in the Lao P.D.R., 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 Lao P.D.R.

### (2) Project Design

#### (1) Overall goal

To ensure that ex-JDS fellows will help the government agencies concerned to improve their policymaking and institution building capacity with regard to improving access to farming techniques, market information, and microfinance; promoting the sale of agricultural produce; providing agricultural extension services; and conserving forest resources

#### (2) Upon completion of each batch of studying in Japan

To ensure that personnel at the target organizations under JDS who are responsible for "improving the basic facilities and living environment of rural residents," "improving the livelihoods of rural residents," and "implementing policies and institution building in the area of agricultural and forest preservation" will improve their ability for policymaking and institution building in the context of improving access to farming techniques, market information, and microfinance; promoting the sale of agricultural produce; providing agricultural extension services; and conserving forest resources

### (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 after their return.

### (4) Number of JDS Participants and Accepting University

Kyushu University	3 participants / year	total 12 participants / 4 years
-------------------	-----------------------	---------------------------------

### (5) Activity

#### Graduate School of Bioresource and Bioenvironmental Sciences, Kyushu University

Target	Contents/ Programs to achieve target
1) Before arrival to Japan	
To provide adequate orientation for smooth research activities in Japan	<ul style="list-style-type: none"><li>- To give advance advice so that JDS fellows can make research plans which correspond more to current situation and needs in Laos</li><li>- To provide basic mathematics textbooks as well as information on textbooks in this field and advise to improve their basic academic ability</li></ul>
2) During study in Japan	
To work out solutions to the issues through thesis writing	<ul style="list-style-type: none"><li>- Academic advisors will accompany JDS fellows in their field surveys as long as possible and offer</li></ul>

	<p>advice on the spot. The idea is to achieve research outcomes that better accommodate the realities in Laos with regard to “improving the basic facilities and living environment of rural residents,” “improving the livelihoods of rural residents,” and “implementing policies and institution building in the area of agricultural and forest preservation.”</p> <ul style="list-style-type: none"> <li>- JDS fellows will be encouraged to attend academic societies in Japan and make presentations there. The idea is to allow them to improve their presentation skills and introduce the realities in Laos so as to gain support for the development of the country.</li> <li>- To offer opportunities for them to conduct field surveys in Japan.</li> </ul>
3) After return	
To help ex-JDS fellows to contribute to their country	<ul style="list-style-type: none"> <li>- To hold follow-up seminar on Agriculture and rural development so that Ex-JDS fellows will be encouraged to conduct a small project in the field of agricultural or rural development, and make good use of their research outcomes for the development of Laos.</li> </ul>

#### **(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 2013 (Until 2015) : 3 participants
From the year 2014 (Until 2016) : 3 participants
From the year 2015 (Until 2017) : 3 participants
From the year 2016 (Until 2018) : 3 participants

#### **(7) Inputs from the Lao Side**

1) Dispatch of JDS participants
2) Pre-departure activities (e.g. improving English skills 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) Work experience**

- A full-time employee at a target organization who is engaged in duties related to “improving the basic facilities and living environment of rural residents,” “improving the livelihoods of rural residents,” or “implementing policies and institution building in the area of agricultural and forest preservation”
- Two years or more of work experience in the field of “improving the basic facilities and living environment of rural residents,” “improving the livelihoods of rural residents,” or “implementing policies and institution building in the area of agricultural and forest preservation”

##### **2) Other qualifications**

- The applicant must have a bachelor’s degree
- Adequate English proficiency for research activities in a Master’s program
- Nationality: Citizenship of Lao PDR
- Age: 22-39 years old
- The applicant is not on a scholarship or has no plans to receive scholarship.
- The applicant has not acquired a master’s degree in a foreign country on any kind of scholarship.

**Itemized Table 3****1. Outline of Sub-Program / Component****(1) Basic Information**

1. Target Priority (Sub-Program) Area : Building a Strong Base for Sustained Economic Growth
2. Component: Economic Policy on Investment and Export Promotion
3. Managing Organization : Ministry of Education and Sports
4. Target Organization: Ministry of Foreign Affairs, Ministry of Planning and Investment, Ministry of Finance, Ministry of Industry and Commerce, Bank of Lao P.D.R.( Lao Securities and Exchange Commission)

**(2) Background and Needs (Position of JDS in Development Plan of Lao P.D.R.)**

Despite the fact that the government of Lao P.D.R. has been implementing various approaches to proceed economic development by capital import, related systems are not fully developed, and investment procedures remain unclear and cumbersome. In addition, there are many issues such as undeveloped preference systems for special economic zone and conflict resolution measures, which prevent creating an attractive environment for investors. There are also many issues in terms of trade, such as the underdevelopment of trade related information management including statistics, and extremely complicated customs and trade procedures. In order to promote trade and investment, the development corresponding each industry is crucial, but there is still lack of administrative efforts such as making effective development policies for industries which have potentialities, quality control or introduction of international standards for expanding exports.

In the 7th National Socio-Economic Development Plan (NSED) (2011-2015), the share of investment amount in GDP is calculated as 32%, of which more than half is planned as private investment. In order to promote private investment, the development of government officials is urgently needed, who are capable of planning and implementing economic policies, such as investment policies for preferential economic development sectors, development of small and medium-sized enterprises which consist the base of the industries, relaxation of business related regulations, and facilitating trade and investment procedures.

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

Japan has been providing support to the Target Priority area, "Institution building and human resources development for enhancing the private sector" under one of Goals of Assistance for Lao P.D.R., "support foundation building for the economic growth with a view to promoting economic growth constituting the driving force for independent, sustained growth." This component is a part of the efforts to address this Target Priority area. To date, under Trade/Investment Promotion and Industrial Development Program and Higher Education Support Program for Private Sector Strengthening, Japan has implemented technical cooperation projects and provided experts with a view to enhancing the administrative capacity of the Lao government in many fields, ranging from improving the investment environment at the institutional level to the roles of government in luring foreign investment.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in Lao P.D.R. has started

in 1999. 272 JDS fellows of 1st to 13th batch in total have been sent to Japan under the JDS (107 fellows out of 272 fellows are for the field of Economic or Business Administration), and 231 fellows have successfully accomplished the respective degrees and returned home as of December 2012.

## **2. Cooperation Framework**

### **(1) Project Objective**

The project objective is to strengthen the government's administrative capacities in the Lao P.D.R., 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 Lao P.D.R.

### **(2) Project Design**

#### **(1) Overall goal**

To ensure Ex-JDS fellows will help the government agencies concerned to improve their policymaking and institution building capacity in order to strengthen the private sector, increase the attractiveness of and encourage development of small and medium-sized businesses, and improve the business environment, etc., based on investments and export promotion for strengthening infrastructure for sustainable socio-economic development.

#### **(2) Upon completion of each batch of studying in Japan**

To ensure that the personnel at the target organizations under JDS who are responsible for developing economic policies in relation to investments and export promotion, support and development of small and medium-sized businesses, and improvement of the business environment, etc. will improve their ability for economic policymaking and institution building, including trade procedures, industrial promotion, international standards, and development of international entrepreneurs, 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 after their return.

### **(4) Number of JDS Participants and Accepting University**

Hiroshima University                      2 participants / year    total 8 participants / 4 years

Ritsumeikan Asia Pacific University (APU)      2 participants / year    total 8 participants / 4 years

### **(5) Activity**

#### **Graduate School of International Development and Cooperation, Hiroshima University**

Target	Contents/ Programs to achieve target
1) Before arrival to Japan	
To provide adequate orientation for smooth research activities in Japan	- To provide textbooks on development microeconomics and development macroeconomics in order to guide JDS fellows in acquiring basic knowledge on economics and to

	<p>implement periodical tests (to confirm participants' academic progress)</p> <ul style="list-style-type: none"> <li>- To provide textbooks in advance and to implement an advance training program for participants whose English ability is insufficient.</li> </ul>
2) During study in Japan	
To acquire methodologies and policy theories of social sciences, with special focus on economics	<ul style="list-style-type: none"> <li>- JDS fellows will acquire analytical skills regarding socioeconomic problems in the development processes, including poverty reduction, environmental conservation, and economic stability. They will also learn the theoretical and practical aspects of development and assistance policies designed to address these problems.</li> </ul>
To work out solutions to the issues through thesis writing	<ul style="list-style-type: none"> <li>- JDS fellows will pursue their research on the themes of their choice and compile the research findings into theses with the help of their academic advisors in the relevant fields and through field surveys abroad.</li> </ul>
To learn how to put the acquired knowledge into practice through hands-on experiences for deeper understanding	<p>JDS fellows will:</p> <ul style="list-style-type: none"> <li>- Learn how to put what they have acquired to practical use through study tours that will take them to local authorities, regional offices of central government agencies, and local enterprises;</li> <li>- Deepen their understanding of various efforts to enhance the private sector by taking advantage of Hiroshima University's global internship program (G-ECBO); and</li> <li>- Deepen their acquired knowledge by attending seminars given by guest lecturers, including those from partner universities and Japanese experts in Laotian affairs</li> <li>- Participate in some parts of the country-focused training course for Laos that JICA will offer in Japan (namely, the seminar for supporting the development of human resources capable of operating and managing industrial parks [export processing zones] and SMEs) to deepen the understanding of the relevant issues and get acquainted with Lao government officials who will</li> </ul>

	participate in this course.
3) After return	
To brush up the acquired knowledge	- Ex-JDS fellows will obtain latest information on the relevant fields by participating in follow-up programs offered for those who completed a course at the School.
To support human resources development in Laos	- Ex-JDS fellows will give economic seminars in the local language for target organizations that are not knowledgeable about economics and other fields and their local branches. The objectives include disseminating their knowledge and raising the capacity level of the whole organizations, as well as making good use of ex-JDS fellows. (Faculty members will visit Laos to support these seminars.)

#### **Graduate School of Asia Pacific Studies, Ritsumeikan Asia Pacific University**

Target	Contents/ Programs to achieve target
1) Before arrival to Japan	
To Help JDS students increase their readiness for studying at APU	- To provide English textbooks so as to help JDS students improve their academic English.
2) During study in Japan	
To strengthen academic writing capability	- To provide a special English course for strengthening the academic writing capability of JDS students, along with the general English ability required in an academic setting.
To learn basic theories of Economics and International Cooperation	- To study Development Economics, Econometrics and Comparative Economic Development so as to enhance basic understanding of economic mechanisms of the world including those of developing countries. .- To acquire knowledge and skills regarding development through the study of Development Finance, Operational Policies of Multilateral Aid Agencies and Project Management/Evaluation with the aim of strengthening the capacity of prospective policy planners to utilize foreign aid in a more effective and beneficial manner. - To attend special lectures and/or field trips associated with economics and/or international

	cooperation.
To enhance the capacity for policy planning/ formulation in order for JDS students to maximize their contribution to the development of their home country	<ul style="list-style-type: none"> <li>- To study key policy measures in the areas of foreign direct investments, microfinance, trade facilitation, private sector development and integration into global trade.</li> <li>- To organize a workshop in Vientiane on a topic of special importance to the Lao PDR (e.g. infrastructure development through PPP, trade facilitation)</li> </ul>
To work out solutions to the issues through thesis writing.	- To receive guidance and supervision in writing a thesis which will contribute to the solution of developmental challenges in the Lao PDR.
3) After return	
To share findings and experiences from their two years of study at APU with other government officials and potential candidates for the JDS program	- To provide former JDS fellows with an opportunity to share their findings or experiences of studying at APU with other government officials and also with potential candidates for JDS and other scholarship programs. This event would take place when an APU faculty member visits for the regular interview session for the next year's JDS candidates.

#### **(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 2013 (Until 2015) : 4 participants
From the year 2014 (Until 2016) : 4 participants
From the year 2015 (Until 2017) : 4 participants
From the year 2016 (Until 2018) : 4 participants

#### **(7) Inputs from the Lao Side**

1) Dispatch of JDS participants
2) Pre-departure activities (e.g. improving English skills 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) Work experience**

- A full-time employee at a target organization who is responsible for promoting investment, trade, or SME development
- Two years or more of work experience in the field of promoting investment, trade, or SME development

##### **2) Other qualifications**

- The applicant must have a bachelor's degree
- Adequate English proficiency for research activities in a Master's program
- Nationality: Citizenship of Lao PDR
- Age: 22-39 years old
- The applicant is not on a scholarship or has no plans to receive scholarship.
- The applicant has not acquired a master's degree in a foreign country on any kind of scholarship.

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

**Basic Information of Target Priority Area (Sub-Program)**

1. Country : Lao People's Democratic Republic
2. Target Priority (Sub-Program) Area : Improvement of Educational Policy
3. Operating Committee: Ministry of Education and Sports, Ministry of Planning and Investment (MPI), Ministry of Foreign Affairs, Central Committee for Organization and Personnel (CCOP), Ministry of Home Affairs, Embassy of Japan in the Lao PDR, JICA Laos Office

**Itemized Table 1**

**1. Outline of Sub-Program / Component**

**(1) Basic Information**

1. Target Priority (Sub-Program) Area : Improvement of Educational Policy
2. Component: Same as Target Priority (Sub- Program)
3. Managing Organization : Ministry of Education and Sports
4. Target Organization: Ministry of Education and Sports

**(2) Background and Needs (Position of JDS in Development Plan of Lao P.D.R.)**

The government of Lao P.D.R. is determined that reinforcement of the education system is needed to promote modernization and industrialization, under the goal to grow out of least developed countries (LDC) by 2020. Also, in the 7th National Socio-Economic Development Plan (NSED) (2011-2015), the nation noted the importance of human resource development with ability and technics to solve their development issues.

However, as for the current situation on educational administration, there is a mountain of issues including the deviation between policy and implementation, the shortage on educational administrators in quality and quantity, the indistinctness of responsibility for the central, provincial and district governments, the inefficient location of teachers, the shortage on educational budget. The development of government officials is urgently needed, who are capable of solving these issues.

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

Japan has been providing support to the Target Priority area, "improving basic education" under one of Goals of Assistance for Laos, "support Lao P.D.R. in its steady steps towards the achievement of the Millennium Development Goals (MDGs) with a view to promoting the reduction of poverty from standpoint of 'human security'." This component is a part of the efforts to address this Target Priority area.

The Japanese Grant Aid for Human Resource Development Scholarship (JDS) in Lao P.D.R. has started in 1999. 272 JDS fellows of 1st to 12th batch in total have been sent to Japan under the JDS (29 fellows out of 272 fellows are for the field of Education), and 231 fellows have successfully accomplished the respective degrees and returned home as of December 2012. Most of the graduated fellows are faculty at university or teachers at Teacher training College.



## 2. Cooperation Framework

### (1) Project Objective

The project objective is to strengthen the government's administrative capacities in the Lao P.D.R., 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 Lao P.D.R.

### (2) Project Design

#### (1) Overall goal

To ensure that ex-JDS fellows will help the government agencies concerned to improve their policymaking and institution building capacity, particularly with regard to improving the educational environment and access, mitigating factors inhibiting school enrollment, and improving the quality of education

#### (2) Upon completion of each batch of studying in Japan

To ensure that personnel at the target organizations under JDS who are responsible for improving education will improve their capacity for policymaking and institution building, particularly with regard to improving the educational environment and access, mitigating factors inhibiting school enrollment, and improving the quality of education.

### (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 after their return.

### (4) Number of JDS Participants and Accepting University

International Christian University      2 participants / year    total 8 participants / 4 years

### (5) Activity

#### Graduate School of Arts and Sciences, International Christian University

Target	Contents/ Programs to achieve target
1) Before arrival to Japan	
2) During study in Japan	
To acquire basic knowledge on and deepen one's understanding of educational policies in general	-JDS fellows will take standard classes in the university's existing programs in the fields of education policy studies, development studies, comparative education, and sociology of education.
To acquire the abilities to analyze and implement solutions to educational policy issues	JDS fellows will: -Learn about analysis and evaluation methodologies through discussions of case studies and presentations in specialized

	<p>courses such as “International Development Policy”, “Research Methodology in Sociology of Education”, “Comparative Studies of Educational Reforms”, and “Seminar in Literacy and Non-Formal Education”</p> <ul style="list-style-type: none"> <li>- Deepen academic knowledge through making research presentations and participating in discussions in research seminars in which students and professors participate together.</li> <li>- Attend skill-up training in which outside lecturers are invited, such as the Project Cycle Management Training Workshop.</li> <li>- Participate in the Global Seminar (UN University) as part of the Special Program to deepen one’s knowledge on the roles of nations, the United Nations, civil society and the private sector in global governance.</li> <li>- Perform group work with students from other countries to acquire practical applied skills which contribute to solving issues.</li> </ul>
To work out solutions to the issues through thesis writing	-JDS fellows will select a thesis theme which will contribute to solving issues in the participant’s country and complete the thesis with the help of their instructors.
3) After return	
Utilization of outcome of research	-To exchange updated information with the professors and receive advice regularly.

#### **(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      2 participants × 4 years = 8 participants
From the year 2013 (Until 2015) : 2 participants
From the year 2014 (Until 2016) : 2 participants

From the year 2015 (Until 2017) : 2 participants

From the year 2016 (Until 2018) : 2 participants

#### **(7) Inputs from the Lao Side**

- 1) Dispatch of JDS participants
- 2) Pre-departure activities (e.g. improving English skills 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) Work experience
  - A full-time employee at a target organization who is engaged in duties related to improving basic education (e.g. improving the educational environment and access, mitigating factors inhibiting school enrollment, and improving the quality of education)
  - Two years or more of work experience in duties related to improving basic education (e.g. improving the educational environment and access, mitigating factors inhibiting school enrollment, and improving the quality of education)
- 2) Other qualifications
  - The applicant must have a bachelor's degree
  - Adequate English proficiency for research activities in a Master's program
  - Nationality: Citizenship of Lao PDR
  - Age: 22-39 years old
  - The applicant is not on a scholarship or has no plans to receive scholarship
  - The applicant has not acquired a master's degree in a foreign country on any kind of scholarship.

**Summary of the Result of Supplementary Survey of Target Organizations (1-1. Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies)**

No.	Organization	No. of Valid applications 2012	Basic Information of Staff			Role of Organization (as of November 2012)	Development Issues and the Internal Policies /Strategies to Tackle those Issues	Affiliated Agencies	Monitoring / Supporting system for scholars during study
			No. of Permanent Staff	Ratio of Staff (20-39 Years Old)	Staff with English Skills				
1	Ministry of Foreign Affairs (MOFA)	4	878	94%	70%	The Ministry of Foreign Affairs is a state management organization at the central level within the government apparatus, responsible for studying and advising the Party Central Committee and the government on foreign policy. The Ministry is also responsible for the execution of its authority and duties with regard to state management in accordance with its mandates	1. International Relations, International Law, Economics, and Business Administration. 2. Information Technology 3. Foreign Languages (Japanese, English etc).	N/A	N/A
2	Ministry of Home Affairs (MOHA)	3	402	68%	10-15%	Ministry of Home Affairs (MOHA: former The Public Administration and Civil Service Authority (PACSA)), is established in June 2011, which was a former the Public Administration and Civil Service Authority. It used to be a part of the Prime Minister's office yet became an independent Ministry. It has an advisory role for the government in the management and structural improvement of government organizations at central and local levels; civil service management; study and formulation of regulations on establishment of civil society organizations (NGOs) throughout the country.  Remark: 1. Reformed as Ministry of Home Affairs as of June 2011 and 1 Department (Department of Competition and Awards) was restructured from CCOP. 2. There are total of 12 departments, and 1 Centre of Survey and Mapping in MOHA.	1. Local Administration Development 2. Human Resource Management Development 3. Public Policy or Public Administration	N/A	MOHA has follow up system of staff studying abroad in collaboration with MOES and Lao embassy especially in Japan.
3	Ministry of Health (MOH)	3	14,189	74%	N/A	Ministry of Health is the central and academic organization of the government. The MOH attaches to the government structure and play the role as secretariat to the government, emphasizing on equity, accessibility to quality health care services and reduction of incidence of communicable diseases by increasing availability of health workers in the appropriate quantity and quality, particularly in district and community level.	N/A	N/A	No
4	Ministry of Planning and Investment (MPI)	5	414	60%	30-35%	1. Macro-management on Socio-Economic development planning 2. An annual planning, 5 year plan and strategic plan for Lao P D R 3. Planning related to Poverty Eradication	1. Economic Management through collecting and Analyzing Statistics 2. Project Management regarding International Relations, Public Investment Program, 3. Rural development at Provincial Office	N/A	N/A
5	Ministry of Finance (MOF)	3	870	59%	20%	Ministry of Finance has the role of the Administrative staff of the Party's Central Committee and the Government in the finance work and is responsible for the centralized and uniform management of the finance sector in the country, in conformity with the principle of unified centralism, the political directives of the Party and of the state's law.	1. Macroeconomic management 2. Mechanisms and regulations on financial management is not precise in order to serve as the edge of finance work operation, resulting financial management appears ineffectiveness.	N/A	N/A
6	Central Committee for Organization and Personnel (CCOP)	0	126	57%	N/A	Role of Central Committee for Organization and Personnel (CCOP) remains responsible: The CCOP is the highest body in charge of assisting the Government with advice, planning and implementation of policies on organizational development and personnel management. It functions include making recommendations on policies, structures, systems and regulations, and coordinating and participating in the drafting of laws, government decrees related human and organization development. The CCOP is responsible for management of senior civil servants from Deputy Director General (DDG) up to Minister at the central level. The CCOP has units in all provinces and districts (PCOP and DCOP) respectively) responsible for organizational development matters and personnel management of provincial governors and vice-governors, district chiefs and deputy. The CCOP is responsible for formulate the strategy for a short-term and longest-term in Human Resource Development for Lao PDR. The CCOP is in collaboration with Ministry of Home Affairs (MOHA: former the Public Administration and Civil Service Authority (PACSA)) on issue related to human resources development of civil service from division head and below, as well as assisting the Lao Government to define the public Administration reform strategy for a short-term and longest-term to be suitable.  Remark: 1 department was restructured under Ministry of Home Affairs as Department of Competition and Awards	1. Organization strengthening; 2. Public Administration; 3. Strategic plan formulation and implementation; 4. Human Resources Development and Management; 5. Monitoring and evaluation.	N/A	N/A
7	Bank of Lao P.D.R. (BOL)	11	1,070	71%	60%	The Bank of the Lao PDR as a central bank is a secretariat for the government in the administration of macro finance with in the country maintain in order to macro economic stability, promote banking system and strengthen the efficiency of payment system. Hence Major roles of the bank include monetary policy formulation and implementation; Supervisory banking system and facilitation payment network.	1. Financial system development (specific security market); 2. Financial sector infrastructure (legal framework); 3. Accounting and ICT development system; 4. Modernizing Banking sector process.	N/A	N/A
8	National Academy of Politics and Public Administration (NAPPA)	0	220	73%	10%	National Academy of Politics and Public Administration is a ministry-equivalent agency of the Lao Government. The mandates: 1. Train and build middle and high-ranking officials in public policies, administration and management. 2. Research in the fields of public policies, public administration and management.	1. Building rule of law state. 2. FDI management. 3. Public policy formulation and evaluation. 4. Local development and policy. 5. Public management policy.	N/A	N/A

**Summary of the Result of Supplementary Survey of Target Organizations (1-2. Improvement of Legal System)**

No.	Organization	No. of Valid applications 2012	Basic Information of Staff			Role of Organization (as of November 2012)	Development Issues and the Internal Policies /Strategies to Tackle those Issues	Affiliated Agencies	Monitoring / Supporting system for scholars during study
			No. of Permanent Staff	Ratio of Staff (20-39 Years Old)	Staff with English Skills				
1	Ministry of Justice (MOJ)	2	1,627	79%	10-20%	Ministry of Justice performs the function of state management over the legislative work, examination of normative legal documents, law dissemination and education, execution of civil judgments, judicial administration, legal support as well as other judicial work throughout the country; performs state management over public services under the MOJ's management according to legal provisions; coordinate with International Communities and Organizations on the legal cooperation and information.	<ul style="list-style-type: none"> <li>Civil and commercial and procedures laws</li> <li>Criminal and criminal procedure laws</li> <li>Public and private international laws</li> </ul>	N/A	N/A
2	People's Supreme Court (PSC)	4	166	62%	12%	The People's Supreme Court is the highest judicial organ which has the roles to adjudicate case, aiming to educate the citizens, protect the legitimate right, ensure fairness and justice, and prevent the violation of the law. The People's Supreme Court also has the roles to administer the organization of the people's court and supervise the administrative work of the local courts.	N/A	N/A	N/A
3	Public Prosecutor's Office (PPO)	1	1,264	75%	10-20%	The Organ of the People's Prosecutors of the Lao PDR is a Supervisory State Organ and responsible for monitoring and inspecting the proper and uniform adherence to laws by all ministries, ministry-equivalent organizations, government organizations, Lao Front For National Construction, mass organizations, social organizations, local administrations enterprises, and citizens and for exercising the rights of prosecution. (Established in 1999 and trying to recruit 20-30 new staff/year.)	1. Judicial and legal Process of dealing with the cases 2. Court management and administration (How to make better court for conflict parties and victims) 3. Making and changing better law for the court and people  - The person must be achieved a certain knowledge especially in the field of judicial development that can re-apply and contribute to develop the judicial system in Laos	N/A	N/A
4	National Assembly (NA)	0	221	67%	38%	1. To approve the laws 2. To supervise/oversee/control the activities of the government 3. To consider complaints and petitions	N/A	N/A	N/A

# Summary of the Result of Supplementary Survey of Target Organizations (2-1. Improvement of Social and Economic Infrastructure)

No.	Organization	No. of Valid applications 2012	Basic Information of Staff			Role of Organization (as of November 2012)	Development Issues and the Internal Policies /Strategies to Tackle those Issues	Affiliated Agencies	Monitoring / Supporting system for scholars during study
			No. of Permanent Staff	Ratio of Staff (20-39 Years Old)	Staff with English Skills				
1	Ministry of Planning and Investment (MPI)	5	414	60%	30-35%	1. Macro-management on Socio-Economic development planning 2. An annual planning, 5 year plan and strategic plan for Lao P D R 3. Planning related to Poverty Eradication	1. Economic Management through collecting and Analyzing Statistics 2. Project Management regarding International Relations, Public Investment Program, 3. Rural development at Provincial Office	N/A	N/A
2	Ministry of Natural Resources and Environment (MoNRE)	3	303	77%	30%	Ministry of Natural Resources and Environment was established in June 2011 by merging the Water Resource and Environment Administration (WREA) with parts of the National Land Management Authority (NLMA) and the Geology Department, as well as the Protection and Conservation Divisions of the Department of Forestry. Its mandate is to assist the Government of Lao PDR in managing water resources, natural resources, environment, meteorology, and hydrology at national level throughout the country. The main duties are: (1) Elaborate and implement guidelines, policy, strategy, rules and regulations which issued by the Party and the Government concerning water resources, natural resources, environment, meteorology, and hydrology. (2) Draft policy, strategy, master plan, long term plan, law and decree concerning water resources, natural resources, environment, meteorology, and hydrology. Provide guidance on the implantation of the Government endorsed. (3) Formulate plan to manage, conserve, and rehabilitate water resources, natural resources, and environment in sustainable manner. (4) To promote education, scientific research, raise public awareness on the conservation of water resources, natural resources, and environment. (5) Prior to the project approval, the Water Resources and Environment Agency shall coordinate with lined agencies concerned. (6) Ensuring the balance between the proposed development project and the conservation of water resources, natural resources, and environment. (7) Manage, monitor, inventories and share data and information concerning water resources, natural resources, environment, meteorology, and hydrology in nationwide.	Watershed Management Water Resources Management Natural Resources Management Hydraulic Engineering Hydrology and hydro meteorology Capacity development in administration organization Environment Development Flood and Drought Risk Management Remote sensing development Information Technology	N/A	N/A
3	Ministry of Energy and Mines (MOEM)	0	848	70%	40%	To provide energy over the country. To supervise and oversee mining companies. (established in 2006) The ministry of Energy and Mines is a state management organization at the central level within the government apparatus which has the role of implementing party and government policy in the Energy and Mines sector in order for it to grow and modernize step by step, based on research and exploration into water power and mining, providing basic information for the formulation of strategies and systematic development of Energy and Mines, and the enforcement of macro management in the energy and mines sector throughout the country. The Ministry of Energy and Mines is responsible for the implementation of its duties and for state management activities under the scope of its authority, in accordance with the law on the government of the LAO PDR. <Remark> • 1 department (Department of Geology) was restructured under Ministry of Natural Resources and Environment. • 1 department was restructured as Department of Energy Business from Department of Energy Promotion and Development. • 1 department was divided into 2 departments and 1 institute: Department of Electricity was divided into 1. Department of Energy Management 2. Department of Energy Policy and Planning 3. Renewable Energy Promotion Institute	1 Hydro power development 2 Petroleum Engineering 3 Economic energy planning 4 Energy administration and management 5 Environment management 6 Mineral and natural analysis 7 Human resource management & development 8 Energy analysis data base	N/A	N/A
4	Ministry of Public Works and Transport (MPWT)	2	2,850	15%	60%	The Ministry of Public Works and Transport (MPWT) takes responsibilities to manage inland transport, waterway transport, railway, urban and housing and water supply nationwide. Remark: 1. Department of Telecommunication became independent from MPWT and reformed as Ministry of Telecommunication. 2. Department of Inland Waterway was newly established.	N/A	N/A	N/A

No.	Organization	No. of Valid applications 2012	Basic Information of Staff			Role of Organization (as of November 2012)	Development Issues and the Internal Policies /Strategies to Tackle those Issues	Affiliated Agencies	Monitoring / Supporting system for scholars during study
			No. of Permanent Staff	Ratio of Staff (20-39 Years Old)	Staff with English Skills				
5	Ministry of Science and Technology (MOST)	3	291	74%	20-25%	<p>Ministry of Science and Technology is the central and academic organization of the government. The MOST attaches to the governmental structure and plays the role as secretarial to the government. The MOST consist of:</p> <ul style="list-style-type: none"> <li>• <b>Cabinets = 2</b> <ol style="list-style-type: none"> <li>1. Cabinet Office.</li> <li>2. Cabinet academy of Science and Technology</li> </ol> </li> <li>• <b>Institutes = 3</b> <ol style="list-style-type: none"> <li>1. Institute of Ecology and Biotechnology.</li> <li>2. Institute of Renewable Energy and new material.</li> <li>3. Institute of Technology computer and Electronic</li> </ol> </li> <li>• <b>Department = 8</b> <ol style="list-style-type: none"> <li>1. Department of Organization and Personnel.</li> <li>2. Department of Inspection,</li> <li>3. Department of Planning and Cooperation.</li> <li>4. Department of Science, Technology and Innovation.</li> <li>5. Department of Intellectual Property,</li> <li>6. Department of Standardization and Metrology.</li> <li>7. Department of Information Technology,</li> <li>8. Department of Ecology and Biotechnology.</li> </ol> </li> </ul>	N/A	N/A	N/A

Summary of the Result of Supplementary Survey of Target Organizations (2-2. Agriculture and Rural Development Policy)

No.	Organization	No. of Valid applications 2012	Basic Information of Staff			Role of Organization (as of November 2012)	Development Issues and the Internal Policies /Strategies to Tackle those Issues	Affiliated Agencies	Monitoring / Supporting system for scholars during study
			No. of Permanent Staff	Ratio of Staff (20-39 Years Old)	Staff with English Skills				
1	Ministry of Agriculture and Forestry (MAF)	9	8,548	55%	30%	Overall management of agriculture and forestry. (No148/PM)	1. Food production. 2. Commodity production and farmenr organizations. 3. Sustainable production patterns, land allocation and rural development. 4. Forestry development. 5. Irrigated agriculture. 6. Other agricultureand forestry infrastructure 7. Agriculture and forestry research and extension. 8. Human Resource development.	N/A	N/A
2	Ministry of Natural Resources and Environment (MoNRE)	3	303	77%	30%	Ministry of Natural Resources and Environment was established in June 2011by merging the Water Resource and Environment Administration (WREA) with parts of the National Land Management Authority (NLMA) and the Geology Department, as well as the Protection and Conservation Divisions of the Department of Forestry. Its mandate is to assist the Government of Lao PDR in managing water resources, natural resources, environment, meteorology, and hydrology at national level throughout the country. The main duties are: (1) Elaborate and implement guidelines, policy, strategy, rules and regulations which issued by the Party and the Government concerning water resources, natural resources, environment, meteorology, and hydrology. (2) Draft policy, strategy, master plan, long term plan, law and decree concerning water resources, natural resources, environment, meteorology, and hydrology. Provide guidance on the implantation of the Government endorsed. (3) Formulate plan to manage, conserve, and rehabilitate water resources, natural resources, and environment in sustainable manner. (4) To promote education, scientific research, raise public awareness on the conservation of water resources, natural resources, and environment. (5) Prior to the project approval, the Water Resources and Environment Agency shall coordinate with lined agencies concerned. (6) Ensuring the balance between the proposed development project and the conservation of water resources, natural resources, and environment. (7) Manage, monitor, inventories and share data and information concerning water resources, natural resources, environment, meteorology, and hydrology in nationwide.	Watershed Management Water Resources Management Natural Resources Management Hydraulic Engineering Hydrology and hydro meteorology Capacity development in administration organization Environment Development Flood and Drought Risk Management Remote sensing development Information Technology	N/A	N/A
3	Ministry of Industry and Commerce (MOIC)	3	2,024	40%	N/A	Ministry of Industry and Commerce is the central administrative organization in the government of Laos PDR, MOIC play the role of agency administrate related to industry and Commerce in Lao PDR in general.	1. Trade policy issues 2. Management Skills. 3. Import – Export Management	N/A	N/A
4	Ministry of Science and Technology (MOST)	3	291	74%	20-25%	Ministry of Science and Technology is the central and academic organization of the government. The MOST attaches to the governmental structure and plays the role as secreatarial to the government. The MOST consist of: • <b>Cabinets = 2</b> 1. Cabinet Office. 2. Cabinet academy of Science and Technology • <b>Institutes = 3</b> 1. Institute of Ecology and Biotechnology. Institute of Renewable Energy and new material. 3. Institute of Technology computer and Electronic • <b>Department = 8</b> 1. Department of Organization and Personnel. 2. Department of Inspection, 3. Department of Planning and Cooperation. 4. Department of Science, Technology and Innovation. 5. Department of Intellectual Property, 6. Department of Standardization and Metrology. 7. Department of Information Technology, 8. Department of Ecology and Biotechnology.	2. • N/A	N/A	N/A



**Summary of the Result of Supplementary Survey of Target Organizations (2-3. Economic Policy on Investment and Export Promotion)**

No.	Organization	No. of Valid applications 2012	Basic Information of Staff			Role of Organization (as of November 2012)	Development Issues and the Internal Policies /Strategies to Tackle those Issues	Affiliated Agencies	Monitoring / Supporting system for scholars during study
			No. of Permanent Staff	Ratio of Staff (20-39 Years Old)	Staff with English Skills				
1	Ministry of Foreign Affairs (MOFA)	4	878	94%	70%	The Ministry of Foreign Affairs is a state management organization at the central level within the government apparatus, responsible for studying and advising the Party Central Committee and the government on foreign policy. The Ministry is the centre for coordination, integrating the implementation of foreign policy throughout the country. The Ministry is also responsible for the execution of its authority and duties with regard to state management in accordance with its mandates	1. International Relations, International Law, Economics, and Business Administration. 2. Information Technology 3. Foreign Languages (Japanese, English etc).	N/A	N/A
2	Ministry of Planning and Investment (MPI)	5	414	60%	30-35%	1. Macro-management on Socio-Economic development planning 2. An annual planning, 5 year plan and strategic plan for Lao P D R 3. Planning related to Poverty Eradication	1. Economic Management through collecting and Analyzing Statistics 2. Project Management regarding International Relations, Public Investment Program, 3. Rural development at Provincial Office	N/A	N/A
3	Ministry of Finance (MOF)	3	870	59%	20%	Ministry of Finance has the role of the Administrative staff of the Party's Central Committee and the Government in the finance work and is responsible for the centralized and uniform management of the finance sector in the country, in conformity with the principle of unified centralism, the political directives of the Party and of the state's law.	1. Macroeconomic management 2. Mechanisms and regulations on financial management is not precise in order to serve as the edge of finance work operation, resulting financial management appears ineffectiveness.	N/A	N/A
4	Ministry of Industry and Commerce (MOIC)	3	2,024	40%	N/A	Ministry of Industry and Commerce is the central administrative organization in the government of Laos PDR, MOIC play the role of agency administration related to industry and Commerce in Lao PDR in general.	1. Trade policy issues 2. Management Skills. 3. Import – Export Management	N/A	N/A
5	Bank of Lao P.D.R. (BOL)	11	1,070	71%	60%	The Bank of the Lao PDR as a central bank is a secretariat for the government in the administration of macro finance with in the country maintain in order to macro economic stability, promote banking system and strengthen the efficiency of payment system. Hence Major roles of the bank include monetary policy formulation and implementation; Supervisory banking system and facilitation payment network.	1. Financial system development (specific security market); 2. Financial sector infrastructure (legal framework); 3. Accounting and ICT development system; 4. Modernizing Banking sector process.	N/A	N/A

# Summary of the Result of Supplementary Survey of Target Organizations (3. Improvement of Educational Policy)

No.	Organization	No. of Valid applications 2012	Basic Information of Staff			Role of Organization (as of November 2012)	Development Issues and the Internal Policies /Strategies to Tackle those Issues	Affiliated Agencies	Monitoring / Supporting system for scholars during study
			No. of Permanent Staff	Ratio of Staff (20-39 Years Old)	Staff with English Skills				
1	Ministry of Education and Sports (MOES)	11	589	55%	70-80%	<p>Macro-management of education throughout the country, focusing on capacity building and the improvement of the social and scientific knowledge of the nation, increasing patriotism and solidarity, among ethnic groups, increasing international solidarity, awareness of national benefits and the obligations of the community, preserving national cultures, educating people to be economical and aware of public and individual benefits, aware of self- reliance and self-motivation, the availability of theoretical and scientific-technical knowledge, the physical health of the nation, creative capability and intelligence. (No.167/PM)</p> <p>Remark:            •Reformed as Ministry of Education and Sports            •15 Departments            •3 Departments were added:              1. Department of Activity Education              2. Department of Elite Sports              3. Department of Public Sports            •2 Committees were added:              1. National of UNESCO Sport Committee              2. National of Institute for Education Sciences            •2 Institutes:              1. Research Institute for the Educational Sciences              2. Education Development Institute</p>	1. Education Development 2. Education Quality Improvement 3. Education Monitoring and Evaluation 4. Education Management 5. Education Planning 6. Project Management 7. Topics related to Sports 8. Other topics related to education development and socio-economic development in Lao PDR.	N/A	MOES is reported on result of monitoring every three months by Lao embassies.

## Selection and Recruitment of the First Batch of Candidates Coming to Japan in FY 2013 (Lao People's Democratic Republic)

The first batch of candidates for study in Japan from Laos under the new system were recruited and selected as follows:

### 1. Recruitment of Applicants (General Recruitment from September 11 to October 30, 2012 and Reopened Recruitment from November 9 to 27, 2012)

According to the applicant qualifications, application guidelines and forms, and selection schedule that have been approved at the 1st Operating Committee meeting, the following assistance for recruitment was provided to the Target Organizations during the period of the survey:

#### (1) Preparation of the Application Guidelines and Forms

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

- Application guidelines and forms: 600 copies
- Posters: 80 copies
- Three-fold leaflets: 500 copies
- Fliers for each Component: 400 copies
- Publication on the web site (publication period: From September 11 to October 30, 2012 for the general recruitment, and from November 7 to November 27, 2012 for the reopened recruitment)

#### (2) Request for the Selection of Applicants

The documents necessary for application mentioned above were distributed<sup>1</sup> to the contact personnel of the departments in charge of the JDS of all the Target Organizations through the JDS Project Office to request they nominate applicants.

#### (3) Organization of a Recruitment Seminar

Before the start of the recruitment, twenty Target Organizations were visited. During the visits, a summary of the JDS and an explanation of the recruitment schedule of this year were given to the contact personnel for scholarship programs. During the period of reopened recruitment, other visits were mainly made to the target ministries and agencies under the Components that failed to attract many applicants and those that failed to interest many applicants under other Components. These ministries and agencies were encouraged to submit applications.

In addition, Promotion Seminars were held at the beginning of October. The fifty potential applicants who attended the seminar received explanations of the JDS, the background of the creation of each Sub-Program and Component, the characteristics of the Accepting Universities, and how to prepare application documents and research plans. Besides, the JDS participants who had returned to Laos after studying in Japan were invited to share information about conducting research and living in Japan and also to provide advice on the elaboration of research plans.

---

<sup>1</sup> The application materials were also provided in the form of data when requested.

#### (4) Collection of Application Documents and Application Status

The number of applicants as of the October 30 deadline for the open recruitment was 64, falling short 80, the number that is four times the quota. Given the circumstance, with the approval of the Operating Committee, the recruitment was opened during the period between November 9 and 27, 2012. The total number of applicants as of the deadline established for the reopened recruitment reached 96. Of this, the effective number of applicants was 67. Table 1 shows the effective number of applicants by Target Organization under each Sub-Program and Component.

Table 1: The Effective Numbers of Applicants and Successful Candidates for the 1st Batch by Target Organization (by Sub-Program and Component)

(Unit: Person)

1-1. Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies	
Target Organizations	Applicants (*1)
Government Office	0(0)
Ministry of Foreign Affairs	1(1)
Ministry of Home Affairs	3(0)
Ministry of Health	3(1)
Ministry of Planning and Investment	3(1)
Ministry of Finance	3(2)
Central Committee for Organization and Personnel	0(0)
Bank of Lao P.D.R (Lao Securities and Exchange Commission)	4(1)
National Academy of Politics and Public Administration	0(0)
<b>Total</b>	<b>17(6)</b>

1-2. Improvement of Legal System	
Target Organizations	Applicants (*1)
Ministry of Justice	2(1)
People's Supreme Court	4(1)
Public Prosecutor's Office	1(0)
National Assembly	0(0)
<b>Total</b>	<b>7(2)</b>

\*1 Number of successful candidates in parentheses

\*2 Percentage of the total number of participants in the 1st to 4th batches under each Component

(Unit: Person)

1-1-1. Capacity Development in Management of Public Finance		2009-2010 1st Batch of Participants		2010-2011 2nd Batch of Participants		2011-2012 3rd Batch of Participants		2012-2013 4th Batch of Participants		Participants in 1st to 4th Batches (Total)		
Target Organizations		Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	% (*2)
Ministry of Finance		5	3	6	2	8	3	3	3	22	11	50
Ministry of Planning and Investment		2		1		2	1	1		6	1	4.5
Bank of Lao P.D.R.		9	2	10	2	4	1	8	4	31	9	41
National Academy of Politics and Public Administration		1		1	1					2	1	4.5
<b>Total</b>		<b>17</b>	<b>5</b>	<b>18</b>	<b>5</b>	<b>14</b>	<b>5</b>	<b>12</b>	<b>7</b>	<b>61</b>	<b>22</b>	<b>100%</b>

1-1-2. Capacity Development in Administrative Institutions		2009-2010 1st Batch of Participants		2010-2011 2nd Batch of Participants		2011-2012 3rd Batch of Participants		2012-2013 4th Batch of Participants		Participants in 1st to 4th Batches (Total)		
Target Organizations		Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	% (*2)
Ministry of Home Affairs		5	2	5	1	8	2	4	1	22	6	75
Ministry of Planning and Investment		2						1	1	3	1	12.5
Central Committee for Organization and Personnel		2		2	1					4	1	12.5
National Academy of Politics and Public Administration		1		1		1		4		7	0	0
<b>Total</b>		<b>10</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>9</b>	<b>2</b>	<b>36</b>	<b>8</b>	<b>100%</b>

1-2. Improvement of Legal System		2009-2010 1st Batch of Participants		2010-2011 2nd Batch of Participants		2011-2012 3rd Batch of Participants		2012-2013 4th Batch of Participants		Participants in 1st to 4th Batches (Total)		
Target Organizations		Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	% (*2)
Ministry of Justice		5	1	5	2	4	1	2		16	4	57
People's Supreme Court		7	1	3		4		5	1	19	2	29
Public Prosecutor's Office		2		2		2		1		7	0	0
Ministry of Planning and Investment		1								1	0	0
Ministry of Industry and Commerce		2		1						3	0	0
National Assembly		1		1		1	1			3	1	14
<b>Total</b>		<b>18</b>	<b>2</b>	<b>12</b>	<b>2</b>	<b>11</b>	<b>2</b>	<b>8</b>	<b>1</b>	<b>49</b>	<b>7</b>	<b>100%</b>

2-1. Improvement of Social and Economic Infrastructure	
Target Organizations	Applicants (*1)
Ministry of Planning and Investment	0(0)
Ministry of Natural Resources and Environment	1(0)
Ministry of Energy and Mines	0(0)
Ministry of Public Works and Transport	2(1)
Ministry of Science and Technology	2(0)
Vientiane Capital	0(0)
<b>Total</b>	<b>5(1)</b>

2-2. Agriculture and Rural Development Policy	
Target Organizations	Applicants (*1)
Ministry of Agriculture and Forestry	9(3)
Ministry of Industry and Commerce	0(0)
Ministry of Natural Resources and Environment	2(1)
Ministry of Science and Technology	1(0)
<b>Total</b>	<b>12(4)</b>

2-3. Economic Policy on Investment and Export Promotion	
Target Organizations	Applicants (*1)
Ministry of Planning and Investment	2(2)
Ministry of Industry and Commerce	3(1)
Ministry of Foreign Affairs	3(0)
Ministry of Finance	0(0)
Bank of Lao P.D.R (Lao Securities and Exchange Commission)	7(2)
<b>Total</b>	<b>15(5)</b>

\*1 Number of successful candidates in parentheses

\*2 Percentage of the total number of participants in the 1st to 4th batches under each Component

1-3. Improvement of Road and Transportation / Urban Environment Development	2009-2010 1st Batch of Participants		2010-2011 2nd Batch of Participants		2011-2012 3rd Batch of Participants		2012-2013 4th Batch of Participants		Participants in 1st to 4th Batches (Total)		
Target Organizations	Applicants	Parti- cants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	% (*2)
Ministry of Planning and Investment	1						1		2	0	0
Ministry of Natural Resources and Environment	5		1	1	3	1	2	1	11	3	37.5
Ministry of Energy and Mines	5	2			2		3	1	10	3	37.5
Ministry of Public Works and Transport	3		6	1	8	1	3		20	2	25
Total	14	2	7	2	13	2	9	2	43	8	100%

1-4. Improvement of Agricultural Facilities, the Residential Environment, and Livelihoods in Rural Areas, Support for the Politics and Institution Building in the Area of Agricultural and Forest Preservation	2009-2010 1st Batch of Participants		2010-2011 2nd Batch of Participants		2011-2012 3rd Batch of Participants		2012-2013 4th Batch of Participants		Participants in 1st to 4th Batches (Total)				
	Target Organizations		Applicants	Parti- cants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	% (*2)
	Ministry of Agriculture and Forestry		8		8	1	5	1	4		25	2	20
	Ministry of Industry and Commerce		1		1	1			1		3	1	10
	Ministry of Natural Resources and Environment		3	2	5	1	8	2	2	1	18	6	60
	Ministry of Planning and Investment		1								1	0	0
	(National Authority for Science and Techonology)		2	1							2	1	10
	Total		15	3	14	3	13	3	7	1	49	10	100%

2. Institution Building and Human Resource Development for Enhancing the Private Sector	2009-2010 1st Batch of Participants		2010-2011 2nd Batch of Participants		2011-2012 3rd Batch of Participants		2012-2013 4th Batch of Participants		Participants in 1st to 4th Batches (Total)		
Target Organizations	Applicants	Participants	Applicants	Participants	Applicants	Participants	Applicants	Participants	Applicants	Participants	% (*2)
Ministry of Planning and Investment	4		3	2	3	2	4		14	4	25
Ministry of Industry and Commerce	4	3	3	1	4	1	5	2	16	7	44
Ministry of Foreign Affairs	3	1	4	1	7	1	6	2	20	5	31
Ministry of Finance	2		2						4	0	0
Total	13	4	12	4	14	4	15	4	54	16	100%

3-1.Improvement of Educational Policy	
Target Organizations	Applicants (*1)
Ministry of Education and Sports	11(2)
Total	11(2)

\*1 Number of successful candidates in parentheses

\*2 Percentage of the total number of participants in the 1st to 4th batches under each Component

3. Improving Basic Education	2009-2010 1st Batch of Participants		2010-2011 2nd Batch of Participants		2011-2012 3rd Batch of Participants		2012-2013 4th Batch of Participants		Participants in 1st to 4th Batches (Total)		
Target Organizations	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	Applicants	Partici- pants	% (*2)
Ministry of Education and Sports	8	1	10	1	7		7	1	32	3	37.5
Teacher Training College	17	1	23	1	13	2	9	1	62	5	62.5
Teacher Training School	4		8						12	0	0
Research Institute for Education Sciences	2		1						3	0	0
(Vocational Education Development Center)	2								2	0	0
Total	33	2	42	2	20	2	16	2	111	8	100%

## 2. Screening of Application Documents by Accepting Universities (1st Screening) and Its Results

Of the submitted application documents, 67 fulfilling the necessary qualifications were sent to the Accepting Universities, where faculty members examined the documents (in the case of the Hiroshima University for Component 2-3, from December 3 to December 21 with an extension until January 16 for the other Components due to the reopened recruitment). In addition, prior to the document screening, English and mathematics examinations were administered (on November 17, and for the reopened recruitment on December 8). Before January 16, the results of the screening were submitted by 8 graduate schools of 7 Universities. The results of the English and mathematics tests were offered to the Accepting Universities as reference materials for the screening and technical interviews.

The details of each examination and selection are as follows:

### (1) Basic Check

During the period between November 1 and November 29 (December 13 for the reopened recruitment), as a prior step to the document screening, the following items were verified: The satisfaction of the qualifications established at the time of the application, the submission of all the necessary documents, and the entered contents of the application documents. Any unclear points were clarified with the applicants themselves or the Targeting Organizations. As a result of this process, 67 out of 96 application documents cleared the Basic Check.

### (2) English and Mathematics Examinations

As reference materials for the document screening, English and mathematics examinations were administered on November 17 (December 8 for the reopened recruitment) to check basic academic skills. The TOEFL test (ITP) was used to verify basic competency in English on the part of the candidates, and the questions prepared by the university that had previously accepted JDS participants in the economics field were used to validate necessary skills in mathematics at a master's level.

With respect to both examinations, no minimum threshold was set for selecting JDS participants, and the test results of all the applicants<sup>2</sup> were submitted to the Accepting Universities as reference materials for the screening and technical interviews<sup>3</sup>.

In the case of Laos, after the introduction of the new system, improving the basic academic skills of the candidates has been an issue. Given the circumstance, Preparatory Seminars were organized for the eligible applicants who were interested in preparing for the English and mathematics tests in advance of the actual examinations. After the explanation of the composition and time allocation of the TOEFL test, the participants of the seminar actually answered sample questions. As regards the mathematics examination, a practice test containing past questions was administered, and solutions were explained afterwards.

---

<sup>2</sup> As for the mathematics examination, in addition to the scores, the original answer sheets including the math problem solving process were also submitted to the Accepting Universities.

<sup>3</sup> With regard to the handling of the results of the English and mathematics examinations, it is left up to the Accepting Universities, because the importance of competency in English and mathematics and the literacy required after enrollment, among others, differ across the Universities.



### (3) Document Screening

The following five items were considered in the screening: The academic record (25 points), the manner of applying the knowledge after returning home (20 points), the research plan (30 points), the recommendation letters (5 points), and the level of fit with the concerned development issues (20 points), which made the total of 100 points. As for the acceptance decision, the passing score was not set. Instead, the applicants were rank-ordered based on the scores by Accepting University. At a maximum as many applicants as the number that was three times the number of participants to be accepted by a given university, were allowed to pass the document screening.

As a result of this process, 50 applicants passed the document screening (including two of them who resigned later).

### 3. Technical Interviews by the Faculty Members of the Accepting Universities (2nd Screening) and Its Results

Subsequently, technical interviews by the faculty members of the Accepting Universities and Consultation Meetings between the persons concerned in the Target Organizations and the faculty members were held between February 4 and February 6, 2013 according to the following schedule.

Date		Schedule
February 3	Sun.	Departure from Japan and arrival in Laos
February 4	Mon.	Briefing and orientation
		Consultation Meeting with the Target Organizations (by Component)
February 5	Tue.	Technical interview
February 6	Wed.	Technical interview
		Feedback Session to the Operating Committee
		Departure from Laos

The following three items were considered in the screening: The academic background and the learning ability (50 points), the foundation to complete the study in Japan (25 points), and the potential for making contributions to the development of Laos (25 points), which made the total of 100 points. In addition, the acceptance decision was made with two options (“○” for acceptable and “×” for unacceptable). The passing score was not set. Instead, the applicants were rank-ordered based on the scores by Accepting University. Of the candidates who were given “○,” at a maximum as many applicants as the number that was twice the number of the participants to be accepted by a given university, were allowed to pass the technical interviews. As a result of this process, 31 out of 48 interviewees passed the technical interviews.

Finally, along with the technical interviews, a medical examination was carried out during the period between January 25 and February 5, 2013. Even if some were requested to reexamine, no health program affecting the ability to study in Japan was detected in the 31 applicants described above.

#### 4. Comprehensive Interview by the Operating Committee (3rd Screening) and Its Results

The 31 candidates who passed the technical interviews by the faculty members were interviewed next by the Operating Committee during the period between February 14 and February 15. The following three items were considered in the screening: The potential for making contributions to the development of Laos (40 points), the grounding to make long-term use of the results of the study in Japan (30 points), and the foundation to complete the study in Japan (30 points), which made the total of 100 points. As for the acceptance decision, the applicants were rank-ordered based on the score in the respective Universities, and 20 candidates were selected.

The number of applicants and successful candidates by each Target Organization is shown in Table 1. The results of the selection display a tendency, which is very similar to that observed during the past four years. The successful candidates were mainly selected from the Target Organizations, including the Bank of Lao P.D.R. and the Ministry of Finance. The number of successful candidates from the Ministry of Planning and Investment as well as the Ministry of Agriculture and Forestry also increased. In addition, one successful candidate was selected from the Ministry of Health, which became a Target Organization this year.

It is essential to maintain or increase the number of applicants in order to improve the quality of candidates. It is, therefore, considered necessary to continue appealing to the Target Organizations actively in the future to encourage applications.

Table 2: Selection Results for the 1st Batch of Applicants (by Sub-Program and Component)

Sub-Program	Component	University	Graduate School	Number of Applicants	Effective Number of Applicants	Candidates after the Document Screening (*1)	Candidates after the Technical Interviews (*2)	Candidates after the Comprehensive Interview	Final Successful Candidates	Maximum Acceptable Number of Participants
1. Improving Administrative Ability and Institution Building	1-1 Capacity Enhancement of Formulating and Implementing Administrative and Fiscal Policies	International University of Japan	Graduate School of International Relations	17	11	11	9	4	4	4
		Yamaguchi University	Graduate School of Economics	7	6	6	3	2	2	2
	1-2 Improvement of Legal System	Kobe University	Graduate School of International Cooperation Studies	8	7	6	4	2	2	2
2. Infrastructure Development for Sustainable Economic Growth	2-1 Improvement of Social and Economic Infrastructure	Hiroshima University	Graduate School for International Development and Cooperation	7	5	4	1	1	1	3
	2-2 Agriculture and Rural Development Policy	Kyushu University	Graduate School of Bioresource and Bioenvironmental Sciences	14	12	5	4	4	4	3
	2-3 Economic Policy on Investment and Export Promotion	Hiroshima University	Graduate School for International Development and Cooperation	7	6	6	3	2	2	2
		Ritsumeikan Asia Pacific University	Graduate School of Asia Pacific Studies	10	9	6	3	3	3	2
	3-1. Improvement of Educational Policy		International Christian University	Graduate School of Arts and Sciences	26	11	6	4	2	2
			TOTAL	96	67	50	31	20	20	20

(\*1) Roughly, three times the maximum acceptable number    (\*2) Roughly, twice the maximum acceptable number