平成24年度課題別研修事後評価調査・現況調査

添付資料 I

(テーマ別実証調査)

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1. 好事例集

好事例(ベトナムーその1)

□ 本企業向け工業団地の優遇施策
□ にアドバイス

研修コース	投資環境法整備コース	
研修期間	2008 年	
研修員名	Le Hoai Nam	
所属先	Vietnam Investment Network Corporation	
肩書	Director of Project Development	

|背景と活動の展開状況

Nam 氏は 2004 年に MPI (計画投資省) に入省し、海外投資部門に配属。2008 年に 民間投資促進会社へ異動し、JICA 課題別研 修の機会を得ました。ベトナムでは、好況 な経済活動のもとで各地での工業団地の創 設が進んでいますが、国としての入植企業 向け優遇施策のほか、各地域でも独自の特 色を打ち出し、企業の獲得合戦が進められ ています。

Nam 氏が参加した「投資環境法整備コース」では、海外投資 FDI 獲得に向けた諸要件、優遇施策、進出企業のニーズ、プロセス等を学び、帰国後ベトナム北部 Hoa Binh州で建設が進む Luong Son 工業団地の優遇施策創出にアドバイザーとして携わっています。

成功の秘訣

Nam氏は工業団地のマネージメント企 業とHoa Binh州に対して企業のニーズ把 握、支援手法、諸外国の工業団地の優遇施 作事例についてのアドバイスを行ってきま した。

現在、Hoa Binh 州には8つの工業団地が あります。そのうち Luong Son と Da River Left-Bank は特に日本の企業をターゲット として質の高いインフラ整備が進められて います。すでに作業服メーカー(埼玉県)



やアルミ製品加工(大阪府)などの日本企 業が操業を始めており、現在、精密機器や 工作機械(京都府)の企業が進出準備を始 めています。

帰国後、Nam 氏は研修での企業ニーズ把 握実習を踏まえ、外資系企業のニーズ調査 を行いました。結果として、ベトナムでの 投資手続き簡素化を提案し、Hoa Binh 州の 工業団地進出支援室が進出準備段階から投 資者会議を開催しながら各種手続きのサポ ートを行うこととなりました。また、立地 が決定した企業には、準備室を無料で提供 して、現場で工場建設の進捗を確認しなが ら現地準備を進めることができるよう配慮 するなどの工夫が功を奏しています。

今後の抱負、JICA 研修の印象

「JICA 研修で日本企業を訪問し、企業が ベトナムへの進出に際してどのようなニー ズを持っているか把握できたことが一番の 収穫」と Nam 氏は言います。「ベトナム には優れた技術を持った中小企業が多数あ ります。しかし、海外からのニーズをタイ ムリーに把握することができない。最新の 企業ニーズを提供しながら、日本とベトナ ムの産業を「つなぐ」役割を担っていきた い」。今後も Nam 氏は、両国の架け橋と なることを目指して活躍したいと語ってい ます。

が事例 (ベトナムーその2)

研修コース	生産性向上のための実践的経営管理コース		
研修期間	2010 年		
研修員名	Nguyen Minh Lam		
所属先	PINACO Saigon Storage Battery		
肩書	Director		



背景と活動の展開状況

Lam氏が工場長を務める PINACO-Saigon は ベトナム国内に4ヶ所ある PINACO グループ (国資本 50%)の主要工場の1つです。Saigon 工場は従業員数 220 名でバッテリーの生産を 行っています。PINACO は、JICA シニア・ボ ランティアが支援を行っている VCCI-Ho Chi Minh (ベトナム商工会議所ホーチミン支部) の登録企業であり、課題別研修に参加する以 前より、VCCI と JICA シニア・ボランティア による生産性向上のための巡回指導を受けて きました。概念としての 5S、カイゼンは理解 していた Lam 氏ですが、課題別研修で実際に 日本の中小企業での取り組みを目の当たりに し、帰国後はカイゼンの"ベトナム化"に取 り組んだと言います。

成功の秘訣

「JICA 研修参加前には 2%であった製品不 良率が研修後には 0.7% (2011 年)に、在庫管 理は 80.5 億ドン (2010 年:資材在庫)から 50.7 億ドン (2012 年:同)に激減しました」 と語る Lam 氏。研修での視察先で中小企業の 社長が自ら行動し、従業員も自然と社長を見 習っていた姿に感銘を受けたと言います。「帰 国後はまず 5 人の中間管理職に研修成果の普 及を図り、部門ごとに 5 つのグループを作っ て自分たちなりのチェックリストやガイドラ インを作りました。チェックリストは何度も 議論を重ね、作成までに1年かかりました」 という Lam 氏。現在では、工場内の道具や資 材置き場は清掃が行き届き、きれいに整備さ れています。休憩時間に清掃を行う従業員も 増え、従業員の意識改善が図られている様子 がうかがえます。「日本式カイゼンは項目が多 すぎて適用が難しかったため、段階的に少し ずつ取り組んだことが良かったと考えていま す」との Lam 氏の言葉通り、チェックリスト には写真が添付されて可視化されており、常 に従業員の目につく場所に掲示されていまし た。

今後の抱負、JICA 研修の印象

「カイゼンはようやく従業員に定着してき ましたが、今後は形骸化させないことが重要 と考えています」という Lam 氏。課題別研修 の視察先で、過去の苦労話も含めて学ぶこと ができた点が大きな収穫だと言います。「ベト ナムでは、先進事例はあくまで良い点しか見 せません。日本では、問題が起こったときに どのように解決したかまで学ぶことができま した」。今後も、Lam 氏はベトナム化カイゼン を進めていきたいと抱負を語っています。



工場のチェック リストは毎日記 載され、毎週報告 される

好事例(インドネシアーその1)

IECEE/CB スキーム加盟で工業製
品の輸出促進へ

研修コース	アセアン製品認証 IECEE/CB スキーム		
	実践コース		
研修期間	2011年		
研修員名	Elis Sofianiti		
所属先	Agency for Industrial Policy, Business		
	Climate and Quality Assessment		
肩書	Quality Coordinator		



背景と活動の展開状況

テレビや洗濯機、冷蔵庫といった電気製品 には製品の安全性の確保や効率のよい流通の ため製品基準が定められています。国際的に 流通する製品は電気・電子機器は国際電気標 準会議(IEC)が定めた国際規格に適合してい なければならず、輸出の際には国際規格に適 合していることを証明する CB 証明が必要で す。IECEE/CB スキームは CB 証明が必要で す。IECEE/CB スキームは CB 証明によって、 多国間での製品認証の手続きを簡略化する国 際的な枠組みです。IECEE/CB スキームに加 盟するには、試験場の審査技術が IEC の要件 を満たしている必要があります。

インドネシアは IECEE/CB スキームに加 盟できておらず、インドネシア国内の電気製 品のメーカーはこれまで輸出のためにシンガ ポールなど海外で認証試験を受けなければな りませんでした。

2008年に発効した日・イ経済連携協定

(IJEPA) に関連して、インドネシア工業省 (MOI) は産業基盤強化にむけて 13 分野 26 案件の達成目標のパッケージを策定しました。 そのうちの一つとし IECEE/CB スキーム加 盟が目標として掲げられました。

成功の秘訣

MOI と国家標準局 (BSN) は、IECEE/CB スキーム加盟にむけて、①試験設備の充実と ②人材育成に取り組みました。試験設備の充 実については、500 億 Rp (\Rightarrow 5 億円)かけて、 試験所を新たに建設。試験所内に電気製品の 試験を実施するための最新の検査機器をそろ えました。人材の育成については、JICA の専 門家派遣スキームを利用し、2009 から 2012 年は1年に1回、2名(多い年は年に2回) の日本の認証試験の専門家が B4T を訪れ、ス タッフに試験技術の指導を行いました。

こうした、政府機関をあげての目標達成に 向けた取り組みに、JICA 課題別研修「アセア ン製品認証 IECEE/CB スキーム実践コース」 が効果的に組み込まれました。2009 年~2011 年の実施においては、1年目の2009 年~2011 年の実施においては、1年目の2009 年に MOT と BSN のディレクターレベルの管理職(準高 級)が研修に参加、この時訪日した MOI 産業 基盤局の局長、Mr. Mugohofur は JICA 専門 家としてインドネシアに招へいする予定の認 証試験の専門家と面談したほか、IECEE/CB スキーム加盟に向けたロードマップを作成し ました。試験所(B4T)マネージャー、Mr. Budi も 2009 年に JICA 研修に参加し、B4T の人 材育成を効果的に進めていくうえで、翌年以 降の B4T スタッフをどのように研修に参加 させ、研修効果を最大限に活かすかを検討し ました。

2年目以降は一般の技術者が研修を受けま した。2011年に研修に参加した B4T の技術 スタッフの Ms. Elis は IECEE/CB スキーム で使用される書類の作成方法について研修で 学びました。上司の Mr. Budi の指示を受けて、 帰国後、学習した内容を同僚スタッフに指導 するなど、組織内での知識の波及が図られま した。

JICA 課題別研修「アセアン製品認証 IECEE/CB スキーム実践コース」がインドネ シアの IECEE/CB スキーム加盟に向けて有 効に活用された要因には、次のようなインド ネシア側の取り組みと日本側の支援双方の協 調がうまくかみあったことがあげられます。

<インドネシア側>

 ①目標が明確であり、目標達成に向けた計画 と実践が政府をあげて着実に行われたこと
 ②上級管理職からスタッフにいたるまでの組 織の分業が的確に実践されたこと <日本側>

①国家間の経済協力のフレームワークに基づ いた体系だった支援が実施されたこと ②JICAによる複合的な支援スキームを提供

したこと

③受講者ニーズにあったハイレベルな研修内 容だったこと

今後の抱負、JICA 研修の印象

B4T は 2012 年 3 月に IEC の審査を受ける 予定です。「この 2 年間で IECEE/CB スキー ム加盟に向けできる努力はすべてやってきた。 あとは 3 月に審査を受けるのを待つだけ」と Ms. Elis は自信をもって語りました。

インドネシアが IECEE/CB スキームに加 盟すればインドネシアの電気製品の製造業基 盤強化につながり、インドネシア経済のさら なる発展への貢献が見込まれるだけでなく、 インドネシアに製造拠点を置く日本のメーカ ーにとっても、インドネシア国内で製造した 製品の第3国への輸出がより簡単におこなえ るようになり、日・イ間の経済連携のよりい っそうの強化が期待されます。

	<目 標>	<計 画>	<実 践>
上級管理 職	IJEPA に基づく経済関 係の結びつき強化、イン ドネシア産業基盤の整 備と国際競争力強化	予算の確保と、日本に 対する必要な支援要請	- 目標達成にむけたロー ドマップ作成
一 般 管 理 職	IECEE/CB スキーム加 盟に向けた組織構築	JICA 研修参加、JICA 専門家招へい、スタッフ 育成計画の検討	JICA 専門家受け入れ と JICA 課題別研修に 対するスタッフの目標 明確化と意識づけ、組 織の実践的技術のレベ ルアップ
スタッフ	IECEE/CB スキーム加 盟のための個々人の能 力向上	必要とされる技術・知 識の向上にむけた実践 計画の策定・協力	JICA 専門家による指導 と JICA 課題別研修に よる技術・知識の向上

好事例(フィリピン-その1)

本から学んだ知識・技術を活かし た省エネルギーへの取組み

所属先	エネルギー省エネルギー利用管理局省エネルギー部	
研修コース①	省エネルギーコース	
研修期間	2008 年	
研修員名	Rosalie Joan D.R. Sotelo	
肩書	シニアサイエンスリサーチスペシャリスト	
研修コース2	アジア地域省エネルギー技術と設備診断	
研修期間	2009 年度	【写真】省エネルギーに関する啓発
研修員名	Marlon Romulo U. Domingo	活動の為に同僚とともに作成した
肩書	シニアサイエンスリサーチスペシャリスト	「パンフレットとドン・エミリオ賞の プログラムを手にする Ms. Sotelo

背景と活動の展開状況

エネルギー省エネルギー利用管理局省エネ ルギー部は技術移転課とエネルギー管理課か らなり、フィリピンの省エネ活動推進を担う 部署です。1990年代前半に JICA 課題別研修 「Energy Conservation」に参加し、「研修は非 常にインテンシブで総合的、週末も殆ど勉強 に費やした。今でも研修監理員の顔を思い出 すほど。」と語った省エネルギー部長は「Ms. Sotelo と Mr. Domingo を課題別研修の候補者 として選定したのは、①技術者であったこと、③ 省エネルギー部の任務は住居、工業、商業施 設などに対し幅広く省エネルギーを推進する 中で、職員は能力向上を図る必要があったか ら。」と述べました。

Ms. Soteloは「フィリピン政府は省エネルギ ーへの取組みを政策課題として挙げており、 環境への負担を軽減し、費用対効果の高い技 術の促進を図っていたところ、研修目標・課 題と自身のニーズが合致していたといえる」 と研修参加当時の目的意識を語りました。「省 エネルギーへの取り組みの先進国である日本 から学ぶことは多く、課題別研修を通して、 特に、省エネルギー診断、分析に係る知識と 技術を高めることができた。JICA の研修は実 践的なので有益だった。」帰国後、課題別研修 を通じて蓄積された知識と技術をフルに活用 し、多岐にわたる業務に携わっています。省 エネルギー部長は「彼女は元々の技術的な能 力が高く、研修の成果としてのアクションプ ランも職場に適用できるものを作成した。帰 国後は省エネモニタリングや評価、ドン・エ ミリオ賞¹の実施チームとして候補企業の審 査等、幅広く研修の成果を活用している。」と 課題別研修の効果を高く評価しています。

Mr. Domingo は同部で活躍する帰国研修員 です。2010年の研修以前にも2002年にエネ ルギー管理、1997年に省エネルギー関連の課 題別研修にも派遣されたおり、「日本の省エネ ルギーの取り組みの経験から学べるものは多 く、同僚にも参加を勧めたい。」と語りました。 同氏は、2010年の研修参加当時から、エネル ギー審査と省エネルギー研修での講義を行っ ています。講義は NEECP²のコンポーネント

¹省エネルギーを推進している企業向けの表彰制度

² NEECP: National Energy Efficiency and Conservation Program 国家省エネルギープログラム (2005-2014) エネルギー利用の効率化、省エネ推進の

の一部である GEMP³、PEEP⁴を始め、小学校 から大学、また企業に対して行い、小学校で の講義などでは、例えば日本の住宅や街燈に 関して、課題別研修で習得した知識を「電気 の未来」として活用しています。更に、アセ アンの PROMETEEC⁵の研修でも講師を務め ています。省エネルギー部長は「Mr. Domingo は今ではエネルギー監理を単独で行えるまで になった。」と課題別研修を通した技術レベル の向上を評価しています。

成功の秘訣

Ms. Sotelo は NEECP を踏まえたアクション プランを作成しました。具体的には省エネル ギーに関するサービスを提供する ESCOs⁶の 拡大を促進する ESCO の取り組みを計画し、 現在 12 企業が認証されるに至っています。

更に、毎年、産業分野の企業の省エネルギ ー診断を行い、エネルギー省が主催し10機関 の協賛企業とともに優秀な取り組みを選定し、 ドン・エミリオ賞を授与しており、そのプロ ジェクトメンバーとして活動に従事していま す。その他、エネルギー省内の CDM (Clean Development Mechanism)の技術ワーキンググ ループのメンバーとしての活動や、NEECP の 省エネルギー部の業務として、4 つのグルー

ため 2004 年制定。

 4 PEEP: Philippine Industrial Energy Efficiency Project 工業製品製造施設での理想的な省エネシステム モデルを提示し、ISO5001に基づくフィリピンのエネル ギー管理基準の確立を目指すUNIDO支援プロジェクト。
 5 PROMEEC: Promotion of Energy Efficiency and Conservation (2000 年~) アセアン 10 か国のエネル ギー関係省大臣会合で認証された我が国経済産業省との 協力プロジェクト。

⁶ESCO: Energy Service Companies 省エネ支援サービス 会社。 ESCO 事業者は、顧客の水道光熱費の使用状況の 分析、改善、設備の導入といった初期投資から設備運用 の指導や装置類の保守管理まで、顧客の水道光熱経費削 減に必要な投資の全て、あるいは大部分を負担し顧客の 経費削減を実施する。これにより実現した経費削減実績 から一定額を報酬として受け取り、5~20 年の長期間を かけて投資を回収、利益を確保する。 プ(①商業、②工業、③交通、④世帯)を対 象に省エネルギーの啓蒙キャンペーン活動を 行っています。このキャンペーン活動は「EC Way of Life」⁷を指針として掲げており、人々 の生活や環境へ資するもので、外部よりセミ ナーの要請があると、局長の承認を得て、Ms. Sotelo 自ら講師としてセミナーを年間 50 件程 実施し、啓蒙用のパンフレット等も作成して います。

今後の抱負、JICA 研修の印象

省エネルギー部長は JICA 課題別研修を振 り返り「1990年代当時の研修もそうであった が、その後部下の研修、自身の研修をみても 非常に総合的な内容である。他ドナーによる 研修は期間が短く、内容もあるテーマに特化 している。DOE 内研修や企業による研修も国 内で実施されているが、どれも期間が短い。 それに比して JICA 研修は最低でも2週間、長 い研修だと数か月間かけ、グッドプラクティ スの紹介や現地視察も含まれており、総合的 にじっくりと省エネルギーについて学べる点 が良いと思う。省エネルギーを扱う、省エネ ルギー部の業務は主に企業を相手にしている ことから常に職員は知識や技術をアップデー トし自信を持って対応する必要がある。日本 の省エネルギー法は常にアップデートされて おり知見の蓄積があることから、JICA には省 エネルギーにまつわる法律に関する研修を更 に充実させて欲しい。フィリピンには省エネ ルギー法が存在せず、JICA から専門家が 10 名ほど派遣され法案策定支援を頂いた。JICA による研修は極めて価値が高く、今後とも継 続的に職員を日本での研修に派遣したい」と

JICA への期待を述べました

【写真】**Mr. Domingo** が講師を務める診断 研修のワークショッ プの様子。 (左から**3**番目)



7 EC: Energy Conservation

³ GEMP: Government Energy Management Program 各政府機関で使用された毎月の電気と公用車の熱量の消 費量が DOE に報告される。DOE 診断チームは省エネ活 動に伴う削減金額証明書を予算管理省に発行。各機関は 証明書を同省に提示し削減金額の返金を受領できる。

^{好事例(フィリピン-その2)} 中 生可能エネルギー開発を担う 帰国研修員

所属先	エネルギー省再生可能エネルギー局		
研修コース①	バイオマス利用システム		
研修期間	2009 年度		
研修員名	Ms. Ruby B. de Guzman		
肩書	再生可能エネルギー局バイオマスエネ		
	ルギー管理部長		
研修コース2	アジア地域太陽光発電導入のための基		
	礎研修		
研修期間	2009年度		
研修員名	Mr. Ricardo Galcia. dela Cruz		
肩書	再生可能エネルギー局太陽光・水力エネ		
	ルギー管理部リサーチャー		

【写真】バイオマス発電設備を備えるボホー ル州にあるサタケの精米工場で検査を行っ た。日本のサタケの施設は課題別研修時に訪 れており、研修で得た知識が現在の業務とつ ながっている。「日本の機械に対しては皆信 頼を寄せている」と語った Ms. De Guzman

背景と活動の展開状況

フィリピンでは 2009 年に再生可能エネ ルギー法が施行され、当時、エネルギー省 のエネルギー利用局内に設置されていた再 生可能エネルギー部は、再生可能エネルギ ー局として独立し、4 つの部(地熱エネル ギー管理部、太陽光・水力エネルギー管理 部、バイオマスエネルギー管理部、水力・ 海洋エネルギー管理部)と国家再生可能エ ネルギー委員会を設置しました。部長に就 任した職員たち、その部下達は各分野の最 新の知識と技術の習得が求められていまし た。

2003 年から所属していた代替燃料部から 異動し、バイオマスエネルギー管理部長に 任命された Ms. De Guzman は JICA 課題 別研修の研修員として、日本へ派遣される ことになりました。Ms. De Guzman が課題 別研修に参加したのは、バイオマスエネル ギー管理部長職についてまだ 3 ヶ月が経過 した頃でした。異動前の代替燃料部に在籍 していた時代は天然ガスや LPG、バイオ燃 料を取扱っていましたが、バイオマスエネ ルギー部長に任命され、部の組織強化が急 務でした。その為、最新技術の技術と知識 を習得し、部の同僚に指導する必要があっ たことから、極めて時勢を得た機会で、明 確な目的意識をもっての課題別研修への参 加となったのです。

自国に存在する利用可能なバイオマス資源に関し、科学的見地から最も効率的かつ 経済的にバイオマスを活用するための計画 が研修員によって策定されることを目標と した「バイオマス有効利用システム」コースで は、バイオマス有効利用分野に関する講義 を受講した上で、関連産業や研究機関の現 場視察を行うプログラムが組まれています。 Ms.De Guzman は「サトウキビや籾殻を利 用したバイオマス施設の制度整備とプロジ ェクトのモニタリング計画を策定した。フ ィリピンへ帰国後はまず同僚と部下に日本 で習得した知識と技術を指導し、また、研 修教材を配布してバイオマス設備の評価や F/S の際に活用するよう指導した。通常業 務として、部下達と共に民間バイオマス発 電施設を視察し検査を行っている。」

再生可能エネルギー局設立と同時に設置 された、太陽光・水力エネルギー管理部で は帰国研修員 Mr. Dela Cruz が活躍してい ます。フィリピン全国にある 21 の提携大学 における再生エネルギーセンターの事業管 理を統括し、同時に 2017 年の世帯電化率 90%を目指した国家事業を担当しており、 太陽光発電技術の導入推進活動を担ってい ます。フィリピンにおける太陽光発電を利 用した世帯レベルの電化の目標達成の為に は、任務上、日本の政策や最先端技術を学 ぶことで知見を深め、スキルを向上させる 必要があったのです。

研修派遣中はフィリピン国エネルギー計 画に沿ったアクションプランを作成し、フ ィリピンへ帰国後は習得した知識と技術を 活用し、電化率向上のための太陽光発電の 推進活動に従事しています。更に、プロポ ーザルを作成したメトロマニラでの太陽光 発電を利用したクリーンエネルギー推進事 業案が、日本政府の6億円の支援を受ける ことになり、現在はサイト候補地の選定準 備を行っているところです。(2013年1月 現在)

成功の秘訣

再生可能エネルギー局長は当時のことを 振り返り、「彼らの上司としての自分の業務 負担が減り、JICA には感謝している。」と 述べました。「2009 年に局が設立され、各 部が設置された当時は局長である自分自身 が、バイオマス分野の問題分析や業務計画 の策定に際し、時間をかけて事細かに指導 する必要があったが、Ms. De Guzman が研 修から帰国後は、部長である彼女自身が考 え、部下と協議し指導するという変化がみ られた。また、バイオマスエネルギー管理 部から局長である自分に提出される提案・ 報告内容の質と効率性が向上し、以前とは 違い、業務を全て任せられるところまで部 としての機能レベルが向上した。」と課題別 研修事業を活用し人材育成を行い、組織強 化を図った経緯を語りました。

今後の抱負、JICA 研修の印象

太陽光・水力エネルギー管理部長は「他 国・機関と比較するとすれば JICA による 研修事業は日本人の専門技術を学べ、実践 的であり、時間管理が徹底していることが 特徴的だと思う。また、昔から継続的にフ ィリピンのエネルギー省から職員が派遣さ れている研修はJICA研修事業だけである。 時代の技術の進歩に合わせた内容の長期的 かつ継続的な人材育成は必要であると認識 している。」と研修事業の意義と組織として のニーズを語りました。

「人材への投資」を自身のマネージメン ト指針として掲げている局長は、部下への 投資として研修への派遣、その後いかに活 用するかというキャパシティディベロップ メントを重要視しています。「研修員が帰国 後に部の同僚たちに研修で習得した知識と 技術を指導できるようになることを目的と して、JICA課題別研修を活用している。今 後もエネルギー分野の問題点を解決するに 為に、不足している技術や知識を補える人 材育成事業をJICA に期待したい。また、 日本のエネルギー関連の機関からのフィリ ピンへの協力には感謝しており、今後も連 携していくことを望む。」と語りました。



【写真】「再生可能エネ ルギーセンターでの講 義や国際会議でのフィ リピンを代表して太陽 光発電の取り組みに関 する発表等も行ってお り、研修で得た知識と 技術はとても役立って いる。」と語った Mr. Dela Cruz

2. 質問票

Questionnaire for Ex-trainee in JICA Training

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the date of interview.

1. Impact of JICA Training Program on "Private Sector Development" in Vietnam

1-1. Benefit and Gain from JICA training program in Japan on "Private Sector Development"

- Please provide information on the benefit and gain from JICA Training Program to your professions.
- Is it effective enough to your current duties?
- Is there any superiority in the JICA training, compared to other training program operated in Vietnam?
- 1-2. Utilization of the skill
- Is there any scope you are able to utilize your skills and techniques you acquired by JICA Training Program? Was it practical to your professions?
- Are there any significant outcomes on producing new policy making, new government-law, new projects or reconstructing those by utilizing skills or techniques you acquired by JICA Training?
- Does there any trials to implement "action plan"?
- Does there any actions to disseminate your skills and techniques after JICA Training?

1-3. Impact on the outcomes in Vietnam

- Do the skills and techniques you acquired in JICA Training make any good impact on your country?
- In what extent does it effective to produce impacts?
- Is there any positive impact on budget, personnel etc. to implement Action Plan after JICA Training?

1-4. Constraints

Please provide information for the constraints and bottleneck to apply your skills and techniques you acquired by JICA Training to your professions, if any.

1-5. Impressions to Japan

- Is there any change of your impressions to Japan after JICA training?
- Is there any change of your level of satisfaction to JICA Training Program in Japan? (Contents, Lecturers, Duration, Selection Policy of JICA Training program, etc.)

2. Expectation for JICA's training scheme

- Does your organization have clear vision for the utilization of personnel who had trained on JICA training scheme in Japan?
- In what extent do you find the merit/demerit on JICA Training compared to the training

operated by other donors?

• Is there any advice to improve JICA's training scheme in Japan on your relevant sector development?

3. Basic Data

Please inform the availability and place of the basic data listed below other than the ones produced by your organization in Vietnam, if any.

- Progress of Action Plan
- Assignment of personnel in your department
- Current training program operated by your organization/department
- Tendency of budget and partner-ship organization for the training
- Monitoring system on training

Thank you very much for your esteemed cooperation in advance.

Questionnaire for KOICA-Vietnam

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the date of interview.

1. Current Training Program on "Private Sector Development" in Vietnam

1-1. Capacity Building Program on "Private Sector Development" in Vietnam

Please provide information on the latest situation of the activities and projects by KOICA relevant to Private Sector Development in Vietnam.

Please state the share of the "training in own-country" among the whole training course on relevant to.

Does the share of "training in own-country" be increasing?

1-2. Selected Policy on Training course in Vietnam

Does your organization have any idea and discussions on the selection of training course on private sector development in the aspects of determining subjects, criteria, procedures of the candidates and expected output?

1-3. Trend of implementing training course on "Private Sector" and status of evaluation scheme Does the importance of training on private sector development be growing in your organization?

Are there any specific schemes for follow-up on training course? (budget, duration, monitoring system by experts etc.)

2. Constraints

Please provide information for the constraints and bottleneck on the capacity building or general training course in Vietnam, if any.

3. Utilization of personnel and the expectation for JICA's training scheme

Does your organization have clear vision for the utilization of personnel who had trained on other donors?

In what extent do you expect to JICA's training scheme in Japan on Private Sector Development?

4. Basic Data

Please inform the availability and place of the basic data listed below other than the ones produced by your organization in Vietnam, if any.

- Number of training course on "Private sector development"
- Tendency of budget and partner-ship organization for the training
- Monitoring system on training

Thank you very much for your esteemed cooperation in advance.

Questionnaire for GIZ-Vietnam

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the date of interview.

1. Current Training Program on "Private Sector Development" in Vietnam

1-1. Capacity Building Program on "Private Sector Development" in Vietnam

Please provide information on the latest situation of the activities and projects by GIZ relevant to Private Sector Development in Vietnam.

Please state the share of the "training in own-country" among the whole training course on relevant to.

Does the share of "training in own-country" be increasing?

1-2. Selected Policy on Training course in Vietnam

Does your organization have any idea and discussions on the selection of training course on private sector development in the aspects of determining subjects, criteria, procedures of the candidates and expected output?

1-3. Trend of implementing training course on "Private Sector" and status of evaluation scheme Does the importance of training on private sector development be growing in your organization?

Are there any specific schemes for follow-up on training course? (budget, duration, monitoring system by experts etc.)

2. Constraints

Please provide information for the constraints and bottleneck on the capacity building or general training course in Vietnam, if any.

3. Utilization of personnel and the expectation for JICA's training scheme

Does your organization have clear vision for the utilization of personnel who had trained on other donors?

In what extent do you expect to JICA's training scheme in Japan on Private Sector Development?

4. Basic Data

Please inform the availability and place of the basic data listed below other than the ones produced by your organization in Vietnam, if any.

- Number of training course on "Private sector development"
- Tendency of budget and partner-ship organization for the training
- Monitoring system on training

Thank you very much for your esteemed cooperation in advance.

Questionnaire for Ex-trainee in JICA Training

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the data for interview.

0. Basic Information

- Current position in organization/ position at participating the training
- Experience of training course in abroad
- Please describe your objectives to participate to JICA training (before training)

1. Impact of JICA Training Program on "Private Sector Development" in Indonesia

1-1. Benefit and Gain from JICA training program in Japan on "Private Sector Development"

- Please provide information on the benefit and gain from JICA Training Program to your professions.
- Is it effective enough to your current duties? Did it attain your objectives?
- Is there any superiority in the JICA training, compared to other training program operated in Indonesia?

1-2. Utilization of the skill

- Is there any scope you are able to utilize your skills and techniques you acquired by JICA Training Program? Was it practical to your professions?
- Are there any significant outcomes on producing new policy making, new government-law, new projects or reconstructing those by utilizing skills or techniques you acquired by JICA Training?
- Does there any trials to implement "action plan"?
- Does there any actions to disseminate your skills and techniques after JICA Training?

1-3. Impact on the outcomes in Indonesia

- Do the skills and techniques you acquired in JICA Training make any good impact on your country/ organization?
- In what extent does it effective to produce impacts?
- Is there any positive impact on budget, personnel etc. to implement Action Plan after JICA Training?

1-4. Constraints

• Please provide information for the constraints and bottleneck to apply your skills and techniques you acquired by JICA Training to your professions, if any.

1-5. Impressions to Japan

- Is there any change of your impressions to Japan after JICA training?
- Is there any change of your level of satisfaction to JICA Training Program in Japan? (Contents, Lecturers, Duration, Selection Policy of JICA Training program, etc.)

2. Expectation for JICA's training scheme

- Does your organization have clear vision for the utilization of personnel who had trained on JICA training scheme in Japan?
- In what extent do you find the merit/demerit on JICA Training compared to the training operated by other donors?
- Is there any advice to improve JICA's training scheme in Japan on your relevant sector development?

3. Basic Data

Please inform the availability and place of the basic data listed below other than the ones produced by your organization in Indonesia, if any.

- Progress of Action Plan
- Assignment of personnel in your department
- Current training program operated by your organization/department
- Tendency of budget and partner-ship organization for the training
- Monitoring system on training

Ex-participants of the JICA Energy Sector thematic training FY2007-FY2011

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the data for interview.

[Basic Information]

1. Organization, position and duties (Current and the time of training in Japan)

2. Experience of training course in abroad

[Relevance]

Philippines Energy Sector

2.1 How did the JICA training contents match your needs in terms of the mandate/roles of your organization, and your duty at the time of your training?

Action Plan

2.2 How did the contents of the Action Plan that you prepared during JICA training match the contents of the Energy Sector policies & goals of your country?

JICA training

2.3 To what extent was JICA training course that you participated, adequate for you in terms of its curriculum, textbooks, lecturers, site visits, and the course period?

Training by other Development Partners (DPs)

- 2.4 If you participated in the training programs sponsored by other DPs, what types of trainings did you participate?
- 2.5 To what extent have you utilized trained skills & knowledge? How?
- 2.6 What did you like more/less about other DPs' training?[In terms of technical elements][In terms of other elements that you experienced during your stay in Japan]
- 2.7 To what extent have you involved in programs/projects funded by other DPs? How?

[Effectiveness]

- 3.1 Did you find that you reached your objectives to participate in the training when you completed the course?
- 3.2 If Yes, what was/were contributing factors to your achievement?
- 3.3 If No, what was/were constrains?

[Efficiency]

- 4.1 What did you like more/less about the JICA training program?
 - [In terms of technical elements]
 - [In terms of timing and length of the program]
 - [In terms of other elements that you experienced during your stay in Japan]
- 4.2 Do you find that selection process of participants to the JICA training program was fair and reasonable?
- 4.3 To what extent was JICA training course that you participated, adequate for you compared to

other programs/projects funded by other DPs in terms of its curriculum, textbooks, lecturers, site visits, and the course period?

[Impact]

The respective Overall goal of the training was as follows:

- 1) The Action Plan prepared by the participants will be reflected to the medium/long term policy of participant's country. (Training: Energy Policy)
- The draft policy recommendations prepared by the participants will be reflected to promotion of Energy Efficiency & Conservation (EE&C) in participant's country (Training: Energy Efficiency & Conservation)
- EE&C and/or Machine Diagnosis techniques were improved in participant's organization (Training: Energy Conservation Technology and Machine Condition Techniques for Asian Countries)
- 4) Research plan for efficient and economic utilization of available biomass will be made in participant's country. (Training: Biomass Utilization System)

Action Plan

- 5.1 To what extent did you implement your 'Action Plan'? (Please describe contents, operation framework, financial sources, target number & sites, timeframe, outcomes, constraints, management of equipment & machinery etc.)
- 5.2 What activities are still continued if there is any?

Policy/regulations in the Energy Sector

- 5.3 How is the current situation of the policy making and preparations/implementation of regulations relating to the development of the Energy Sector?
- 5.4 To which current policy/regulations in the Energy Sector is the Action Plan/Policy Recommendations prepared by the participant reflected and how?

Budget support

5.5 In order to achieve the overall goal to what extent did you receive budget support from your organization?

Technical transfer

- 5.6 How is your organization managing human resources capacity development system/approaches for staff members?
- 5.7 How technical transfer is conducted within/by your organization? (Structure, Extension techniques & methods, Budget source, Facilities/machinery/equipment utilized)
- 5.8 What types of tools and opportunities are available for you to access in terms of sharing information of trained techniques & transferring technology among internal staff members and among external relevant personnel?
- 5.9 What have you tried to get organizational supports to utilize your trained techniques & knowledge to actual work as well as to implement action plan?

Environment/Society

5.10 Do you find any change in environment and/or people's life by utilizing your techniques and knowledge obtained through the training in Japan?

[Sustainability]

6.1 What kind of techniques/knowledge of that you gained in JICA Training has been taken root in your organization?

- 6.2 In what way do you think you will be able to keep/improve your techniques and knowledge gained in JICA Training in future? What is needed for that?
- 6.3 In what way do you think you will be able to disseminate your techniques and knowledge gained JICA Training in Japan to wider range of organizations/regions in the Philippine? What is needed for that?

Thank you very much for your cooperation.

Supervisors of ex-participants of the JICA Energy Sector thematic training FY2007-FY2011

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the data for interview.

[Basic Information]

1.Organization, position and responsibilities (Present and the time of training in Japan of ex-participant)

2. Please describe your objectives to send your staff to JICA training (before training)

[Relevancy]

Philippines Energy Sector

3-1. What have been the major issues of the energy sector in Philippines?

3-2. What have been the needs of the energy sector in Philippines?

JICA training

- 3-3. To what extent did the techniques & knowledge that ex-participants gained through JICA training match the needs of your organization? How?
- 3-4 How candidate for JICA trainees was/is selected in your organization? Who are involved in the selection process?

[Effectiveness]

4-1 Do you think that ex-participants achieved their objectives of JICA training?

4.2 What do you think was contribution/constraint factors for their achievement?

[Efficiency]

5-1. Do you think that JICA training is cost effective? Reasons:

5-2. What do you think advantages/disadvantages of JICA training compared to other training program operated by the Ph9lippine Government / other Development Partners?

[Impacts]

6-1. Has the Action Plan prepared by the ex-participants been implemented in your organization?

- 6-2. If Yes, what is contributing factors for it?
- 6-3. If No, what is hindering factors for it?
- 6-4. What activities/cases do you rise as the good practices conducted by ex-participants of JICA training? (Please describe the cases with information of activities, multiplication, site, procurements of equipment & machinery)

6-5. Please describe other impacts of ex-participants in terms of:

- 1) Policy/regulations in power sector
- 2) Capacity and/or institutional development of your organization

[Sustainability]

- 7-1. What kind of techniques/knowledge of that the ex-participants gained has been taken root in your organization?
- 7-2.In future, in what way do you think the ex-participants will be able to keep/improve their techniques and knowledge gained through training in Japan? What is needed for that?
- 7-3. In what way do you think the ex-participants will be able to disseminate their techniques and knowledge gained through training in Japan to wider range of organizations/regions in the Philippines? What is needed for that?

Thank you very much for your cooperation.

Colleagues of ex-participants of the Energy Sector thematic training FY2007-FY2011

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the data for interview.

[Basic Information]

1. Organization, position and duties (Present and the time of training in Japan of ex-participant)

[Relevancy]

2.1 To what extent did the techniques & knowledge that ex-participants gained in JICA training match the needs of your organization? How?

[Impacts]

3.1 What activities/cases do you raise as the good practices conducted by ex-participants of JICA training? (Please describe the cases with information of activities, multiplication, site, procurements of equipment & machinery)

[Sustainability]

4-1. What kind of techniques/knowledge of that the ex-participants gained in JICA Training has been introduced to your section/organization?

4-2. In what way do you think the ex-participants will be able to disseminate their techniques and knowledge gained in JICA Training to wider range of sections/organizations/regions in the Philippines? What is needed for that?

Thank you very much for your cooperation.

Question List for JICA Philippines Office

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the data for interview.

<General Information>

Please update the following organization structure of JICA Philippines Office for management of training in Japan.

- 1) Economic Growth and Governance Section
- 2) Poverty Reduction Section
- 3) Mindanao Support Section
- 4) Training Program Section: To manage training course in Japan for three Sections
- 2. Total No of participants, training course in energy sector, and participants from JICA Philippine Office

FY	2007	2008	2009	2010	2011
Total No. of Participants ⁸	3,314	2,978	2,745	1,318	
No. of Training course in Energy sector					
No. of participants in training in Energy sector					

3. Relations between JICA's directions (JICA Thematic Guidelines on Energy Supply in 2004, on Energy Conservation in 2005, and on Renewable Energy in 2006) and training in Japan in energy sector

- 4. Relations of training in Japan among the Electricity and Energy Improvement Program stated in the Rolling Plan of Aug.2010
- 5. Good practices of collaboration between training and other JICA projects (TA/GA/JOCV/etc.) and future direction, if any
- 6. Good practices of collaboration between ex-participants and private sector in Japan/Philippines, if any
- 7. Present situation and achievement of the review of training in Japan since 2010-
 - 1) Reasons and results of classification of training into 4 categories and clarified it in the GI
 - 2) Reasons and results of unification of format for preparation/implementation/monitoring/reporting
- 8. Implementation process of training in Japan in JICA Philippines Office
 - 1) Training needs assessment and setup of training theme/objectives
 - 2) Consultation from JICA Philippines Office for curriculum development
- 3) Dissemination of training information to candidates/organizations and process of participants selection (Major criteria for selection)
- 4) Logistics for preparation to dispatch participants
- 5) Follow-ups for ex-participants/organizations from JICA Philippines Office
- (Ex. Utilization of the funding scheme for Action Plan made by ex-participants)
- 6) Impacts of training in Japan to ex-participants/organizations/related organizations
- 9. Present issues and recommendations for future implementation of training in Japan

⁸ Database of Ministry of Foreign Affairs of the Japanese Government in 2011 for 2007 -2010

10. Remainders for the study in the Philippines (if any)

Thank you very much for your cooperation.

Department of Energy (DOE)

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the data for interview.

[General Information]

- 1. Organization Structure
- Please provide the latest organization chart of DOE
- 2. Laws, Policies and Programs
- Please provide us with the current status of Laws and programs as follows:

Laws	Electric Power Industry Reform Act (EPICA, 2001)	 Renewable Energy Act (RET, 2008) Energy Efficiency and Conservation Law
Policies & Programs	 Philippine Energy Plan (PEP) (2009-2030) : Aims to reach 60% of energy self-sufficiency rate till 2010. Priorities: Domestic fuels development	 1)National Renewable Energy Program 2011-2030 (2011) 2)Government Energy Management Program (GEMP) 3)The Fueling Sustainable Transport Program 4) AEMAS Training 5) Philippine Energy Efficiency Project by ADB (Private Sector Operation Dept.) 6)E&C Project by UNEP/SIDA 7) Promotion of Energy Efficiency and Conservation (PROMEEC) by ASEAN ★ Development Study on Energy Efficiency and Conservation for the Philippines (2011-2012) by JICA

3. JICA's Training in Japan

How do you evaluate the following training in Japan by JICA for DOE staff as a whole?

- 3-1. Energy Policy (2008)
- 3-2. Energy Efficiency and Conservation (208, 2010)
- 3-3. Policy Planning for Energy Efficiency & Conservation (2011)
- 3-4. Area Focused Training Course in Energy Conservation Technology and Machine Condition Diagnosis Techniques for Asian Countries (2008, 2009)
- 3-5. Introduction to Solar Power Generation System for Asian Countries (2011)
- 3-6. Technology for Effective Use of Biomass (2010)

4. What do you expect ex-participants to utilize their new knowledge and skills gained through

training? And how do you support them?

5. What do you recommend for betterment of training in Japan?

[Information and documents requested]

- The 2012-2030 Philippine Energy Plan (PEP)
- Result of the 2011 Household Energy Consumption Survey (2011) by National Statistics Office (NSO)

Questions to Human Resource Management Division in DOE

[training for DOE staff]

- 1. Needs and training opportunities of JICA Group Training
- 2. Selection process of candidates for JICA Group training in DOE
 - Time frame between receiving GI from TESDA and determination of candidates
 - Roles and member composition of the Personnel Development Committee
 - Selection criteria
- 3. Kinds and frequency of DOE in-house training (position / status) and its relation to JICA Group training
- 4. Promotion system and its relation to training
- 5. Relation and comparison of JICA training with other training such as AEMAS training and Promotion of Energy Efficiency and Conservation(PROMEEC) training

[Salaries of DOE staff]

- 1. Wage structure of Philippines government officials
- 2. Major positions and salaries of DOE staff

Thank you very much for your cooperation.

Philippines Japan Fellow Association

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the data for interview.

[Basic Information]

- 1-1. Organization structure, number of personnel at each division/section
- 1-2. Major activities of the Association especially in the Power Sector
- 1-3. Membership of the Association and number of its member who participated in the training in Japan from 2007 to 2011

[Relevancy]

2-1. Do you think that JICA training in Japan is meeting the needs of participants? [In terms of technical elements]

[In terms of other elements that you experienced during your stay in Japan]

- 2-2. What types of trainings opportunities (by other donors) have the Philippines Japan Fellow Association Members participated?
- 2-3. What is the advantage and disadvantage of those training opportunities by other Development Partners compared to JICA training?

[Impacts]

- 3-1. In the Energy Sector, what activities/cases do you rise as the best practice conducted by ex-participants of JICA training?
- 3-2. What is other impacts than mentioned above in terms of:
- 1) laws/regulations/policies of the Government of Philippines
- 2) programs/project in the Power Sector at national/regional/community level
- 3) Institutional development in/outside of ex-participants' organizations
- 4) Impact to Environment/Society

[Sustainability]

- 4-1. In future, in what way do you think the ex-participants will be able to keep/improve their techniques and knowledge gained in JICA Training? What is needed for that?
- 4-2. In what way do you think the ex-participants will be able to disseminate their techniques and knowledge gained in JICA Training to wider range of organizations/regions in the Philippines? What is needed for that?

Information required

It will be appreciated if you could provide us with the following information for further survey.

 Member list (with name, organization, title and contact address) of participants of training in Japan from year 2007 to 2011.

Thank you very much for your cooperation.

Donor organizations

This questionnaire is prepared to collect necessary information and data for the study of Ex-post Evaluation and Monitoring Survey of JICA Training and Dialog Program. Please provide the answers to the following questions and relevant data and documents available on the data for interview.

[General Information]

- 1-1.What types of programs/projects have your organizations implemented for the Philippines Energy Sector? What is the current strategy?
- 1-2. What were the focus areas of your organization in the Energy Sector cooperation in Philippines in the past? What about now & future?
- 1-3. What types of training opportunities (topics, methods, period, targets etc.) have your organization offered for Philippines by dispatching them to donor countries?
- 1-4. To what extent ex-participants of those training programs utilize trained skills & knowledge? How?
- 1-5. How do you see the situation of the aid coordination in the Energy Sector?

[Issues of the Energy Sector in Philippines]

- 2-1. How do you observe the current situation of the policies/regulations and national programs/projects relating to the development of the Energy Sector in Philippines?
- 2-2. What are the cooperation issues and constraints in the Energy Sector in Philippines?
- 2-3. How is the situation of the private sector in the Energy Sector?

[Training effects in future]

- 2-5. In future, in what way do you think the trainees will be able to keep/improve their techniques and knowledge gained through training in abroad? What is needed for that?
- 2-6. In what way do you think the trainees will be able to disseminate their techniques and knowledge gained through training in abroad to wider range of organizations/regions in the Philippines? What is needed for that?

Thank you very much for your cooperation

3. その他(調査日程、面談者リスト)

3-1-1.調査日程(ベトナム)

Month	th Day		Time	Activities	Transport	Stay		
12	2 Sun			Flight to Hanoi (Kansai 10:30→Hanoi 14:20 (VN331))	Car	Hanoi		
					AM	Courtesy call on JICA Vietnam Office		
	3	Mon		Discussion of the schedule, personnel assigned etc.	Car	Herei		
			PM	Courtesy call on VJCC-Hanoi, Collect detailed information of Ex-trainee	Car	Hanoi		
	4	Tue	AM	JICA Vietnam Office: preparation of interview				
	-	Tue	PM	Group Interview-1: MPI (investment)	Car	Hanoi		
	5	Wed	AM	Group Interview-2: MPI (statistics)				
	5	weu		Group Interview-3: MPI (other courses)	Car	Hanoi		
	6	Thu	AM	Group Interview-4: MOST				
	0	Inu	PM	Site Visit-1	Car	Hanoi		
		.	AM	Group Interview-5: MOIT				
	7	Fri	РМ	Group Interview-6: VCCI-Hanoi	Car	Hanoi		
	8Sat9Sun10Mon		all	Data Accumuration		Hanoi		
			all	Data Accumuration Move to Ho Chi Minh (Hanoi 10:00→Ho Chi Minh 12:00 (VN1133))	Air	Ho Chi Minh		
			AM	Group Interview-7: VCCI-Ho Chi Minh				
				Site Visit-2	Car	Ho Chi Minh		
	11	Tue	AM	Data Collection on Site Data Accumuration				
		Tue	PM	Move to Hanoi (Ho Chi Minh 17:00→Hanoi 19:00)	Air	Hanoi		
		Wed	AM	Data collection on donors Optional day for Group Interview				
	12 W			Courtesy call on GIZ-DEG, interview	Car	Hanoi		
	12	THu	AM	Courtesy call on KOICA, interview				
	13 TI		PM	Courtesy call on ADB, interview	Car	Hanoi		
			AM	Result analysis Documentation				
	14	Fri	PM	JICA Vietnam Office	Car	Hanoi		
	15	Sat	all	Reporting the results of survey Documentation		Hanoi		
	16	Sun		Flight to Japan	Car			
	10 Dui							

3-1-2. 面談者リスト (ベトナム)

Date	Name	Organization	Title
3	3 Mr. Le Manh Hung TAC- Hanoi D		Director
	Mr Le Hoai Nam	Vietnam Investment Network Corporation	Director of Project Development
4	Mr Nguyen Khac Huy	MPI	Head of post registration/Division-agency for Business Registration
	Mr Vu Xuan Thuyen	MPI	Deputy General Director
	Ms Duong Thi Thanh Hang	GSO	Deputy Chief of Industrial Statistics
5	Mr Le Thuy Trung	GSO	Deputy Director General, Department for Industrial Economy
	Ms. Nguyen Thi Thu Huong	GSO	Expert/ Contruction Statistics and Investment Department
	Mr Nguyen Danh Van	MOST	Expert, It'l Cooperation Div., State Agency for Technology Innovation
	Mr Le Huy Long	OMT/Online Management Training JSC	Elearning Development manager, OMT
6	Mr Trieu Viet Phuong	VMI/MOST	Technical manager of Time and Frequency laboratory, Vietnam Metrology Insitute, Directorate for Standards and Quality, Ministry of Science and Technology
	Ms Phung Kim Anh Mr. Takao FUJII Ms. Seiko TANIGAMI	VJCC	Director Chief Adviser Coordinator
	Mr. Nguyen Bang	VMI/MOST	Head of Time&Frequency Labaratory
	Mr Le Thanh Tuan	TAC- Hanoi	Engineer Officer in Administration Department
7	Ms Bui Thanh Hang	Viet An Joint-Stock Company	Vice Director
	Mr Le Thanh Hung	Ha Noi Mould Tech Co., Ltd.	Director
	Mr Chu Vu Viet	TAC- Hanoi	Chief of Administration
	Mr Chu Van Dung	VCCI-Ho Chi Minh	Staff in Training Department
	Mr Nguyen Minh Lam	PINACO/Dry Cell & Storage Battery Joint Stock Company	Director
10	Mr Nguyen Duc Minh	Vittronics and Mechanics Phu Tho Hoa Company	Deputy Director
	Mr Nguyen Hong Sam	Mida Precision Mold Co., Ltd	Mold Director
	Ms Tran Ngoc Dao	VCCI-Ho Chi Minh	Vice Director/International Relations Dept.
	Mr Vu Quoc Thuan	Thien My Industrial Company Ltd	Deputy Director
11	Mr Tran Che Linh	Dong Tho Pte Ltd	Deputy Director
	Mr. Nguyen Manh Khoi	Vittronics and Mechanics Phu Tho Hoa Company	Director/President
	Mr. Duong Nhu Du	Hoa Binh Provincial Management	Vice Director
10	Ms. Phan Thi Thu Hang	Board of Indstrial Parks	Head of Investment Promotion Division
12	Mr. Vinh Nguyen Tue Ms. Ngoc Vu	An Thinh Hoa Binh Land Joint Stock Company	Managing Director Manager/ Investment Promotion Dept.
	Mr. Fabian Scindler	GIZ	Technical Advisor
├	Mr. Do Manh Khoi	MPI / Dept. of Personnel and	Deputy Director General
	Ms. Nguyen Thi Han Van	Organization	Officer
	Mr. Phan Duy Dong	MPI	Expert in Training
13	Mr. Yi Jong Su	KOICA	Deputy Resident Representative
	Ms. Doan Thuy Nga	VCCI-Hanoi/Enterprise Development Foundation	Manager

Month Day Time Activities Transport Stay Organization 1 Flight to Jakarta (Narita 09:55 \rightarrow Jakarta 15:40 (NH937)) 13 Sun All Air Jakarta Courtesy call on JICA Indonesia Office AM Car Jakarta JICA Discussion of the Schedule, personal assignd etc. 14 Mon PM Courtesy call on HIDA Indonesia Office, Interview HIDA AM Group Interview - DGIPR Car Jakarta DGIPR 15 Tue Group Interview - DGIPR PM DGIPR Interview - DGIPR JICA Expart Group Interview - MOI, BSN MOI, BSN AM Car Jakarta Wed 16 Group Interview - MOI, BSN PM MOI, BSN AM Traveling Car Jakarta 17 Thu Group Interview - BPPT, LIPI PM BPPT, LIPI Group Interview - SMOC & SMEs AM Car Jakarta SMOC & SMEs Courtesy call on BAPPENAS, Interview 18 Fri PM Courtesy call on SetNeg, Interview SetNeg 19 Sat A11 Data Summarization Jakarta AM Data Summarization Car Bandung 20 Sun PM Move to Bandung Site Visit - B4T B4T AM Car Bandung Group Interview - ITB ITB 21 Mon Group Interview - MOT (Directorate of Metrology) PM Directorate of Metrolog Site Visit - MIDC AM Car Jakarta MIDC Tue 22 PM Move to Jakarta AM Courtesy call on KOICA indonesia Office, Interview KOICA Wed 23 PM Interview - MOT JICA Expart MOT AM Result Analysis Car Jakarta 24 Thu PM Documentation JICA Indonesia Office AM Car Jakarta JICA 25 Fri Reporting the result of survey PM Documentation Documentation AM Car 26 Sat PM Fright to Japan (Jakarta 21:30 → Narita 06:50 (NH938)) Air Arrive at Narita 27 San AM

3-2-2. 調査日程 (インドネシア)

3-2-2. 面談者リスト (インドネシア)

Date	Name	Organization	Title
	Damar Swarno Dwipo	Dwipo, Lubis & Partners	Layer
14	Dea Intau Wada	HIDA	Manager
	Furuhashi Miho	HIDA	General Manager
	Dwi Rahayu Eka Setyowati	Ministry of Law and Human Rights (DGIPR)	Staff
	Anis Kesumahayati	Ministry of Law and Human Rights (DGIPR)	Staff
	Husein Syahroni	Ministry of Law and Human Rights (DGIPR)	Staff
	Rusdi Saleh	Ministry of Law and Human Rights (DGIPR)	Staff
	Aniah	Ministry of Law and Human Rights (DGIPR)	Staff
15	Saswita Eka	Ministry of Law and Human Rights (DGIPR)	Patent Examiner
	Saeffulloh Aziz	Ministry of Law and Human Rights (DGIPR)	Patent Examiner
	Syarizal	Ministry of Law and Human Rights (DGIPR)	Patent Examiner
	Dampu Awang Mayorini	Ministry of Law and Human Rights (DGIPR)	Patent Examiner
	Nagahashi Yoshihiro	Ministry of Law and Human Rights (DGIPR)	JICA Expert - Chief Advisor
	Kuroda Ryuji	Ministry of Law and Human Rights (DGIPR)	JICA Expert - Project coordinator
	Kurniati Anisa	MOT (Directorate of Metrology)	Staff
	Sitorus Hotma Rina Janita	BSN	Technical Officer Standard
	Susi Sugesty	MOI	Head of Research and Standardization Division Head of Sub Division for Infrastructure of
	Sutarwanto	BSN	Standard Application
16	Saputro Purwanto Hadi	BSN	Technical Officer
	Budi Susanto	MOI (B4T)	Manager
	Mughofur	MOI	Deputy Director for Industry
	Teguh Prakosa	BSN	Head of Sub Division for Infrastructure of Standard Application
	Kosasih Abdurohim	MOI	Head of Testing Section
17	Parmiyatni Sih	BPPT	Researcher
17	Artanti Nina	LIPI	Research Scientist
	Dwi Andriani Sulistyowati	SMOC & SMEs	Head
	Hari Nasiri Mochtar	BAPPENAS	Head Division of Education and Training
18	Wahyu Ris Indarko	BAPPENAS	Head of Sub Division, M anagement Education Planning & Training I
	Wiwit Kuswidianti	BAPPENAS	Staff
	Agus Anwar	SetNeg	Staff
	Wieke Pratiwi	MOI (B4T)	Director
	Budi Susanto	MOI (B4T)	Manager
	Elis Sofianti	MOI (B4T)	Quality Coordinator of Laboratories
	Titi Rachmawati	MOI (B4T)	Staff
	Rhoito Frista	MOI (B4T)	Staff
21	Partono Sigit Purwanto	SMOC & SMEs	Business Advisor
	Abdurrachim	ITB	Lecturer, Ass Professor
	Rumaksono	MOT (Directorate of Metrology)	Associate director
	Seswara Denny Tresna	MOT (Directorate of Metrology)	Staff on Sub-Dit. of Metrological Technique
	Priyo Syamsul Nugraha	MOT (Directorate of Metrology)	Technical Staff
	Kurniati Anisa	MOT (Directorate of Metrology)	Head of Section
	Agun Pramudya	MOT (Directorate of Metrology)	Staff
22	Mahaputra	MIDC	Testing Laboratory Staff
22		WOLCA	Deputy Resident Representative
	Mi park	KOICA	
23	Mi park Utari Widura Ando Hisao	KOICA KOICA MOT	Coordinator JICA Expert

3-3-1. 調査日程(フィリピン)

th	Date		Time	Activities	Transporting	Stay
	6 Sun			【Tokyo 09:30→Manila 13:05 (PR431)】 •Inernal meeting with the local consultant (15:00-)	Air	Manila
	σ		AM	·JICA Philippine Office courtesy call, interviews & discussion with relevant personel	C	Manila
	7	Mon		Compiling interview results	— Car	
	8	Tue	AM	•DOE courtesy call, Confirming interview scheduled following days \oplus		Manila
			PM	•DOE Interviews, Collecting questionnaire/Site visit②	— Car	
	9	Wed	AM	[Manila 07:55→Cebu 09:15 (PR847)] •DOE Interviews, Collecting guestionnaire/Site visit③	Air (Manila-	Cebu, Manila
			РМ	•DOE Visaya Field Office courtesy call •Interviews, Collecting questionnaire •DOE Manila Interviews,	Cebu), Car (1. Manila,	
				[Cebu 18:00→Manila 19:15 (PR862)] Collecting questionnaire④	2. Cebu)	
	10	Thu	AM	• DOE Manila Interviews, Collecting questionnaire (5)		Manila
			PM	•DOE Interviews, Collecting questionnaire/Site visit⑥	— Car	
	11	Fri	AM	• EDC Interviews, Collecting questionnaire	0	Manila
	11		PM	•DOE Interviews, Collecting questionnaire	— Car	
	12	Sat		Compiling interview results		Manila
	13	Sun		Compiling interview results		Manila
	14	Mon	AM	• PHILJAFA Interviews	C	Manila
	14		PM	• UNDP Interviews	— Car	
	15	Tue	AM	•DOST-MIRDC Interviews, Collecting questionnaire/Site visit	– Car	Manila
	15		PM	PSALM Interviews, Collecting questionnaire	Cai	
	16	Wed	AM	•TESDA Interviews	– Car	Manila
	10		PM	•DOST-PCAARRD Interviews, Collecting questionnaire		
	17	Thu	AM	•KOICA Interview		Manila
			DM	• UNIDO Interview	Car	
			PM	•DOE Interviews, Collecting questionnaire ⑧		
	18	Fri	AM	•Result analysis	Car	Manila
			PM	•JICA Philippine Office reporting & discussing results of the survey	— Car	
	19	Sat		•Result analysis •Writing report		Manila
	20	Sun		[Manila 14:55 → Tokyo 20:10 (PR432)]	Air	

DOE: Department of Energy

EDC: Energy Development Corporation (Privatized since 2007, previously under Philippine National Oil Company)

PSALM: Power Sector Assets and Liabilities Management Corporation

DOST: Department of Science and Technology

TESDA: Technical Education & Skills Development Authority

PHILJAFA: Philippines Japan Fellow Association

KOICA: Korea Internatinal Cooperation Agency

UNIDO: United Nations Industrial Development Organization

3-3-2. 面談者リスト (フィリピン)

Date	Name	Organization	Tide
	Mr. Hiroyuki MATSUDA		Representative, Economic Growth Section
7	Mr. Juan Paulo M. Fajardo	JICA Philippine Office	Program Officer, Economic Growth Section
·	Ms. Salima B. Macahilig	JICA Philippine Office	Senior Program Officer/Chief, Training Program Section and Procuremenet Section
	Ms. Mary Ann G. Bakisan	JICA Philippine Office	Program Officer, Training Program Section and Procuremenet Section
	Ms. Angelina V. Manga	DOE	Director III, Administrative service
	Ms. Rozalina T. Rapi	DOE	Supervising Administrative Officer, Human Resource Management Division, Administrative se
	Ms. Rosalie Joan Del Rosario SOTELO	DOE	Senior Science Research Specialist, Energy Efficiency and Conservation Division, Energy
	Mr. Marlon Romulo Umipig	DOE	Utilization Management Bureau Soniar Science Recently Specialist, Energy Efficiency and Concernation Division Energy
	Mr. Marlon Romulo Umpig DOMINGO	DOL	Senior Science Research Specialist, Energy Efficiency and Conservation Division, Energy Utilization Management Bureau
8	Mr. Michael O.SINOCRUZ	DOE	Divison Chief, Planning Division, Energy Policy and planning Bureau
	Ms. Rowena Tuiza VILLANUEVA	DOE	Senior Science Research Specialist, Planning Division, Energy Policy and planning Bureau
	Ms. Jane M. PERALTA	DOE	Senior Science Research Specialist, Planning Division, Energy Policy and planning Bureau
	Mr. Francis Richard Rabulan	DOE	Planning Division, Energy Policy and planning Bureau
	Ms. Desiree Joy Solis	DOE	Planning Division, Energy Policy and planning Bureau
	Mr. Artemio Habitan	DOE	Officer in Charge, Chief, Energy Efficiency and Conservation Division, Energy Utilization
	Eng. Antonio E. Labios	DOE	Management Bureau Director, Visayas Field Office
	Mr. Edurardo Amante	DOE	Division Chief, Visayas Field Office
	Mr. Felix Tadena TIMBAL	DOE	Senior Science & Research SpecialistEnegy Resource Dev & Utilization Division, Visayas Field
	Mr. Isidro Villeta ALMENTEROS	DOE	Office Division Chief Lengel Course Iling Division Lengt Services
		DOE	Division Chief, Legaal Counselling Division, Legal Services
	Atty. Maria Rhea Mallillin Ms. Jeannie DY	DOE	Legal Services, Counselling Division Sanior Science Reference Science Specialist, Alternative Fuel & Energy Technology Division
	wis. Jeannie D'i	DUE	Senior Science Reference Science Specialist, Alternative Fuel & Energy Technolgoy Division, Energy Utilization Management Bureau
9	Atty. Arthuz T. Tenazas	DOE	Director, Legaal Counselling Division, Legal Services
	Mr. Lourdes Maria A. CAPRICHO	DOE	Division Chief (Supervisors Science Research Specialist), Alternative Fuel & Energy Technolge
			Division, Energy Utilization Management Bureau
	Dir. Mario C. Marasigan	DOE	Director, Biomass Energy Management Division, Renewable Enery Management Bureau
	Mr. Arnel Garcia	DOE	Supervising Science Specialist, Alternative Fuel & Energy Technolgoy Division, Energy Utiliza
		DOF	Management Bureau
	Mr. Loreto Moncada	DOE	Alternative Fuel & Energy Technolgoy Division, Energy Utilization Management Bureau
	Ms. Magdaleno Jr. Manano BACLAY	UNIDO	Industrial Liaison Officer, Philippine Industrial Energy Efficiency Project
	Mr. Ruby Bugagao DE GUZMAN	DOE	Officer in Charge, Division Chief, Biomass Energy Management Division, Renewable Enery
		DOE	Management Bureau Sunarvising Science Desearch Specialist, Biomass Energy Management Division, Denewable Fi
	Mr. Andresito F. Ulgado		Supervising Science Research Specialist, Biomass Energy Management Division, Renewable Er Management Bureau
	Mr. Ricardo Galicia DELA CRUZ	DOE	Senior Science Research Specialist, Solar and Wind energy Management Division, Renewable
10			Enery Management Bureau
	Mr. Ronaldo T. Angeles	DOE	Senior Science Research Specialist, Solar and Wind Energy Management Division
		DOE	Division chief, Solar and Wind energy Management Division, Renewable Enery Management
	Mr. Fortunato S Sibayan		Bureau
	Ms.Ma. Pamela Grace Calixto MUHI	DOE	Senior Science Research Specialist, Policy Formulation and Research Division
	Ms. Ma. Victoria Cabito	DOE	Supervising client specialist, OIC, Policy formulation and research Division
	Mr. Pio Diomedes Biscocho MANALO		Manager, Steam Field Operation Sector
11	Mr. Michael Borlaza COLIGADO	DOE	Science Research Specialist 2, Policy Formulation and Research Division
	Mr. Arnel Julia ANTONIO Atty. Ernesto P. Martinez	DOE PHILJAFA	Senior Science Research Specialist, Policy Formulation and Research Division
	Prof. Enrico R. Hilario	PHILJAFA PHILJAFA	Chairman of the Board, Former Deputy Executive Secretary, Office of the President. Malacanan
			Dean, College of Industrial Technology, Technological University of the Philippines, Manila
	Ms. Lourdes V. Homecillo	PHILJAFA	OIC-President, Regional Director, National Statistics Office, NCR
14	Dr. Gisela V. Rolluqui	PHILJAFA	Chair, Education and Training Committee, Professor, Information Technology, College of Indus
	Leticia C. Uyaco	PHILJAFA	Technology, Technological University of the Philippines
	Leticia C. Oyaco		Professor I, Head, Print Media Technology Department, Integrated Research & Training Center Technological University of the Philippines
	Ms. Imee F. Manal	UNDP	Programme Manager, Energy and Environemtn
	Ms. Charmion Grace Reyes	UNDP	Programme Associate, Energy and Environemtn
	Dr. Agustin M. Fudolig	DOST	Officer in Charge, Office of the Executive Director, Metals Industry Research & Development
			Center (MIRDC)
	Eng. Fred P. Liza	DOST	Officer in Charge, Prototyping Division, Metals Industry Research & Development Center (MII
45	Mr. Ronel O. Tamayo	DOST	Officer in Charge, Materials & Process Research Division, MIRDC
15	Mr. Pablo Quimbo ACUIN	DOST	Senior Science Research Specialist, Materials & Process Research Division, MIRDC
	Mr. Emerito Velasco BANAL	DOST	Senior Science Research Specialist, Prototyping Division, MIRDC
	Mr. Rolando J Medina	PSALEM	Manager, Fuel Management Division
	Mr. Peterjo Comple ALDAY	PSALEM	Power Management Specialist A, Fuel Management Division
	Ms. Maria Paz T. Urcia	TESDA	Director in charge, Foreign Scholarship Training Program Unit
	Ms. Jean I. Alvero	TESDA	JICA Desk Officer, Foreign Scholarship Training Program Unit
		DOST	Director, Institution Development Division, Philippine Council for Agriculture, Aquatic Natural
16		DOST	
16	Ms.Elaine F. Lasting		Resources Research and Development (PCAARRD)
16		DOST	Resources Research and Development (PCAARRD) Senior Science Research Specialist, Institution Development Division, Philippine Council for
16	Ms.Elaine F. Lasting Mr. Wilmar Jose LASTIMOSA	DOST	Resources Research and Development (PCAARRD) Senior Science Research Specialist, Institution Development Division, Philippine Council for Agriculture, Aquatic Natural Resources Research and Development (PCAARRD)
	Ms.Elaine F. Lasting Mr. Wilmar Jose LASTIMOSA Ms. Maria Christine	DOST KOICA	Resources Research and Development (PCAARRD) Senior Science Research Specialist, Institution Development Division, Philippine Council for Agriculture, Aquatic Natural Resources Research and Development (PCAARRD) Program officer
16	Ms.Elaine F. Lasting Mr. Wilmar Jose LASTIMOSA	DOST	Resources Research and Development (PCAARRD) Senior Science Research Specialist, Institution Development Division, Philippine Council for Agriculture, Aquatic Natural Resources Research and Development (PCAARRD)

添付資料 I −35

平成24年度課題別研修事後評価調査・現況調査

添付資料Ⅱ

(アンケート調査)

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1. アンケート様式

December 27, 2012

Dear Ex-Participants in JICA training,

JICA is conducting the survey, as described in the attached letter. We ask you to cooperate in the questionnaire survey.

We send you the excel file questionnaire and also the questionnaire is on the website below. The excel type and the website type are the same in content.

Spanish; https://docs.google.com/spreadsheet/viewform?formkey=dHVWdGpmUW9ISmZlaFB2dnc1d2FpUmc6MA English

https://docs.google.com/spreadsheet/viewform?formkey=dGN4dlhNRVZhY2R0NExVendoVVA0cUE6MQ

Please send the answer by the excel questionnaire or the website one by January 10, 2013.

If you have any questions, please do not hesitate to contact our Survey Administrator by email (<u>jicasurvey@jice.org</u>).

We appreciate your time and cooperation.

Sincerely yours,

JICA Training Program 2012 Survey team <u>jicasurvey@jice.org</u>



Share knowledge and experience. For our world. For the future. JAPAN INTERNATIONAL COOPERATION CENTER

Nittochi Nishishinjuku Bldg., 20-21 Floor, 6-10-1, Nishi-shinjuku, Shinjuku-ku, Tokyo, 160-0023 Japan TEL +81-3-5322-2500 FAX +81-3-5322-2520 URL: http://sv2.jice.org/

Request for Your Cooperation

December 17, 2012

To Alumnus/Alumna of JICA training programs,

Japan International Cooperation Agency (JICA) has been providing the Training Program in Japan since 1954, when Japan commenced its official development assistance program. The Training Program is offered every year.

This survey is intended to gather information in order to conduct an assessment of the impact of the training, including at the personal level.

JICA will analyze, on a statistical basis, individual responses and obtained information with a view to attaining the above mentioned purposes. The statistical data will be aggregated and processed in such a manner that individual response will not be identifiable nor be disclosed. JICA hopes that the results of the survey will contribute to the improvement of existing training programs and development of new programs in the future.

This survey is being conducted by a survey team from the Japan International Cooperation Center (JICE) at the request of JICA. If you have any questions, please do not hesitate to contact our Survey Administrator by email (jicasurvey@jice.org).

We greatly appreciate your time and cooperation.

JICA Training Program 2012 Survey team Japan International Cooperation Center <u>jicasurvey@jice.org</u>

			アンケート調	査(A)			
	JICA Questionna	ire Survey 201	2:Evaluation of J	CA Training Pr	ogram (Particip	oants)	
des	en the scale is showr cribes your opinion w w the instructions ca	ith respect to eac	h of the statements a	ind write it in the a	appropriate box. P		
	ation for JICA traini what degree were t	0	tors in your decisio	n to participate	in JICA training (Training)?	
	1	2	3	4	- 5	7	
	Strongly disagree	Somew hat disagree	Neither agree nor disagree	Somew hat agree	Strongly agree		
1)) I was interested in th	he contents of the	Training.				
) I required new know	0					
3)) I participated in the	-	the Training had a sp	ecific relationship	a project impleme	nted	
4)	in my country by Jl		the Training had a sp	ecific relationship	to a project imple	mented	
,		-	ternational organizati		., .		
5)) I was interested in c	oming to Japan.					
1.2 Pric	or to your participat	ion in the Traini	ng, did you have co	oncrete assignme	ents and/or missi	ons	
fror	n your organization	that were imple	emented after retur	ning to your cou	ntry?		
	1	2	3	4	- 5		
	Strongly disagree	Somew hat disagree	Neither agree nor disagree	Somew hat agree	Strongly agree		
) I had clear assignme) I did not have any as				s conscious of		
_,	assignment and/or r	0	, ,				
	tion of Training	4. 4k					
2.1 HOV	w would you evalua	-	-			-	
	1	2 Somew hat	3 Neither	4 Somew hat	- 5		
	Strongly disagree	disagree	agree nor disagree	agree	Strongly agree		
1)) The application and	selection process	was simple.				
2)) The pre-departure su	upport was strong					
) The follow-up suppo	-	_				
) The contents of the) The contents of the	-	•				
· · · · ·) The contents of the	0		kills			
· · · · · ·) The contents of the	0	•				
8)	The contents of the	Training were diffic	cult to master.				
	The training method						
) The instructors and/			od the training con	itents.		
) The training curricul) The training period v		tely designed.				
) The training period v	-					
	el of the Training s the level of knowl	edge and skille	that you acquired for	om the Training	high or low as		
	npared with the foll	-			ingin or iow as		
	. 1	2		4	- 5	7	
	Low er	Somew hat low er	About the same	Somew hat higher	Higher	_	
1)) Compared with the l	knowledge and sk	ills required for my w	ork immediately a	fter Training.		
2)) Compared with the l	knowledge and sk	ills required for my w	ork at present.			

	1 2	2 3 4	5 6	7	8 9 10	point	
	Poor	Weak	Satisfactory	Good	Excellent		
	General orientation	n on culture of Japan					
2)	Social welfare						•••
3)	Lectures						
	Workshops						
	Practical training a	nd/or field visits					
	Facilitation Discussions amor	o participants					
	Training as a whole	.					
~	ld you rocommo	nd participation in t	ho IICA Training	Programs to vo		ubordinatos?	
ou		end participation in t			-		
	1	2	3 Somew hat	4 Considerably	•		
	Not at all	Slightly recommend	recommend	recommend	Greatly recommend		•••
ct (of the Training						
	-	fter participating in	Training				
	-		-	.			
	-	titude changed as a			-		
	how have peopl	e's assessments of y	ou within the or	ganization chang	jed?		
ſ	1	2	3	4	5		
	Strongly disagree	Somew hat disagree	Neither agree nor disagree	Somew hat agree	Strongly agree		
ר בי			<u></u>			_	
	I plan my work be		for my work				•••
	-	sense of responsibility	•	auco in o collabor	ative moneer		
		ore conscious of work ind solutions to proble	• •	-	auve manner.		
		ited to undertake activ		•	development		
		untry's situation from a			development.		
	•	ore important work.					
8)	I am assigned to	supervise more subor	dinates.				•••
0,		cepted/endorsed by m	v colleggues mor	e often.			•••
	My opinion is acc	septed/endoised by m	y concagues mon	e enterni			
9)	2		, ,				
9) na i	nge in your posit	ion/work in the wor	kplace				
9) nai 1)	nge in your posit How many rank(s	ion/work in the wor), did your position in <u>j</u>	kplace your workplace be	come higher comp		umbor in the h	N
9) nai 1)	nge in your posit How many rank(s of Training-particip	ion/work in the wor), did your position in pation? Please select	kplace your workplace be	come higher comp		umber in the bo	ox.
9) nai 1)	nge in your posit How many rank(s of Training-particip	tion/work in the wor), did your position in pation? Please select same rank, write "0".	kplace your workplace be	come higher comp		number in the bo	DX.
9) nai 1)	nge in your posit How many rank(s of Training-particip If you are at the s	tion/work in the wor), did your position in pation? Please select same rank, write "0".	kplace your workplace be the answer the be	come higher comp est describes your	rise and write the n		ж.
9) nai 1)	nge in your posit How many rank(s of Training-particip If you are at the s 0. Same 6. 6	tion/work in the wor), did your position in pation? Please select same rank, write "0". 1. 1 2 7. Other (Please sp	kplace your workplace be the answer the b 2. 2 ecify:	ecome higher comp est describes your 3. 3	rise and write the n 4 . 4)	5 . 5	
9) nai 1) 2)	nge in your posit How many rank(s of Training-particip If you are at the s 0. Same 6. 6 To what degree (a	 tion/work in the work did your position in your position? Please select same rank, write "0". 1. 1 2 7. Other (Please splas a percentage) do your position of the select select	kplace your workplace be the answer the b 2. 2 ecify: pu believe that you	ecome higher comp est describes your 3. 3 r participation in th	rise and write the n 4. 4) ne Training contribut	5. 5 ed to the chang	
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 a) a) a) a) a) b) a) a) b) c) <lic)< li=""> <lic)< li=""></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<>	nge in your posit How many rank(s of Training-particip If you are at the s 0. Same 6. 6 To what degree (a in your position in and 100% means Did your work cha 1 Not at all If there was any through the Trai 1 Not at all wledge and skill question 1) and 2),	tion/work in the wor), did your position in pation? Please select same rank, write "0". 1. 1 2 7. Other (Please sp as a percentage) do you the workplace? Please ange after participating 2 Slightly change, does the moning? 2 Slightly s acquired through t	kplace your workplace be the answer the be 2. 2 ecify: bu believe that you use answer in term e write the number in the Training? 3 Somew hat ew work involve 3 Somew hat he Training ms of a <i>percentag</i>	ecome higher comp est describes your 3. 3 Ir participation in the s of a percentage, r (%) in the box. 4 Considerably the application of 4 Considerably e, where 0% mean	rise and write the n 4. 4) the Training contribut where 0% means " 	5. 5 ed to the chang not at all" (%)	
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添付資料Ⅱ-5

3) In which areas do yo to your organization		ledge and skills acqu	ired through the Ti	raining contributed		
1 Strongly disagree	2 Somew hat disagree	3 Neither agree nor disagree	4 Somew hat agree	5 Strongly agree]	
a. establishment or im b. establishment of ne			-	overnment	· ·	
c. establishment or im d. project formulation in	n my organization	n	·		· · · · ·	
e. development or imp If the knowledge and sk f. Support from my org	ills acquired thro	ugh the Training are r		work, what is the re	eason?	
g. The workplace envir h. My work load is too	onment is too diff		ich the training wa	s premised.	· · ·	
3.4 Transfer of the knowle We believe that the partic the knowledge and skills and write the appropriate	cipants engage ir acquired through	n various activities, su in the Training. Pleas	ch as lectures, set e answer the follow			
	your training? F	Please write the total r	number.			
Please wri	te the number of	s, to how many perso persons per lecture/s repeterred the knowle	eminar/workshop.	-		
•	d your training?	Please write the total , to how many perso	number.			
		persons per OJT.				
3.5 Action plan and new p 1) Did you make an ac	-	he training?				
1 Not at all.	2 Slightly insufficient	3 Somew hat sufficient	4 Substantially sufficient	5 Sufficient]	
2) How did you implem	ent your action p	blan after returning to	your country?		7	
Strongly disagree	Somew hat disagree	Neither agree nor disagree	Somew hat agree	5 Strongly agree		
 a. I implemented th b. I shared the cont 	J	ers. ng in my organization.			· · · · · · · · · · ·	
c. I shared the contd. I proposed my act		ng with others outside superior.	of my organizatio	n.	· · · · · · · · · · ·	
3.6 Have you proposed pro acquired through the T					nowledge and skills	
 How many projects How many projects 					e box.	
4 Total Benefit of the Trainin We believe that you have the workplace and increas by applying the and skills Considering these benefits in monetary terms? Please select the answe	acquired knowle sed salary, from and/or transferri afits of the Train.	the Training. We als ing them to colleague ing in total, how do	o think that you has and others. you evaluate the	ave contributed to y benefits of the Tra	your country knowledge aining	
another JICA training incl 1. less than \$5,000	uding airfare/acc 2. \$5,000	ommodation. Please	select the numbe 4. \$15,000	r. 5. \$20,000	6. \$25,000	
	2. \$3,000 8. \$35,000		10. Other (Please)	

	by other dor						
	1	2 Somew hat	3 Neither	4 Somewhat	5		
Strongly	y disagree	disagree	agree nor disagree	Somew hat agree	Strongly agree		
5.1 My lean	ning experier	nce from JICA tra	aining was more impo	rtant than from	other training progra	ms. · · ·	· [
	act of JICA t aining progra		tion has been more s	ustainable than	the impact of		Г
	anning progra						L
endship							
•	e following l	help you under	rstand the culture of	Japan?			
	1	2	3	4	5		
Strongl	y disagree	Somew hat	Neither	Somew hat	Strongly agree		
		disagree	agree nor disagree	agree			F
,		•	stand culture of Japa				
2) Interacti	ion with the ii	mplementing org	ganization and training	g managers help	bed me understand o	culture of Japan.	г
2) Cultural	overte and a	and walfere pr	ograms provided by th	o Contor bolno	d ma understand au	ture of lenen	L
5) Cultural	events and s	social wenare pro	ograms provided by th	le Center neiper			Г
4) Self-stu	dv usina hoo	ks and CD-ROM	Is helped me underst	and culture of J	anan		ŀ
			•		apan.		L
Have you cl	hanged you	r perception of	f Japan since the tra	ining?			
	1	2	3	4	5		
Strong	y disagree	Somew hat disagree	Neither agree nor disagree	Somew hat agree	Strongly agree		
				agree			-
	-		eople has increased.				
, ,		• •	eople has increased.				
I have ga	ained a deepe	er understanding	of Japanese society a	nd culture.			
			. ,				L
tact with Jan	anese neonle	.					L
•	anese people ain contact w		eople whom you met d		α?		L
•		vith Japanese pe	eople whom you met d		-	_	L
Do you maint			eople whom you met d		g? 5 All the time		L
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Do you maint No 1) I mainta 2) I mainta 3) I mainta 4) I mainta 3) I mainta 4) I mainta 5) I mainta 4) I mainta 3) I consul 4) I work a 2) I work a 3) I consul 4) I particip 5) I particip 10w-up Sup What do yo in order to Please choo the options p Please be ca 1) Support 2) Support 3) Dispatc	ain contact w 1 t at all ain contact m ain contact m ai	vith Japanese per 2	3 Sometimes ge personal updates. ge or gather new infor vice about my work. joint projects. connection with JIC/ Sometimes or JICA experts. about projects. · JICA former-trainees. anized by JICA. eturning to your cour arning? are the most importance and write ption twice. training sessions	4 Frequently mation on Japar 4? 4 Frequently untry as follow- ant from your pe	5 All the time n. 5 All the time -up support for you	nding number). 1 21	-
Do you maint No 1) I mainta 2) I mainta 3) I mainta 4) I mainta 3) I mainta 4) I mainta 5) I mainta 5) I mainta 1) I work a 2) I work a 3) I consul 4) I particip 5) I particip 10w-up Sup What do yo in order to Please choo the options p Please be ca 1) Support 2) Support 3) Dispatc 4) Dispatc	ain contact w t at all ain contact m ain contact	vith Japanese per 2	3 Sometimes ge personal updates. ge or gather new infor dvice about my work. joint projects. connection with JIC/	4 Frequently mation on Japar 4? 4 Frequently untry as follow- ant from your pe	5 All the time n. 5 All the time -up support for you	nding number). 1 21	nd

添付資料1-3. 質問票A

9	We would like to publicize the inspiring experiences of former-participants as good examples of
	our programs, including through JICA's official website.

Are you interested in publicizing your experience?

1	 2	 3	 4		5
Not at al	Slightly	Somew hat	Considerab	ly	Greatly

. . .

	E-mail addr	ess for future communication		
2)	Country			
)	Name	Last name(Surname)	Middle name	First (Given) name
I)	Age at time	of participation		
5)	Gender (Ma	ale=0 Female=1)		
6)	Title of train	ning program		
7)	The start a	nd finish dates (month & year)	start	finish
	of the trainir	ng program you participated in.	~	
8)	Name of Co	mpany/Organization		
9)	Job title	at time of participation		
		atpresent		
0)	Highest lev	el of education completed		
			1. Doctoral program or equivalent	
	Please sel	ect the appropriate number	2. Master's program or equivalent	
	and write it	in the box.	3. Undergraduate program of university	/college or equivalent
			4. Other (Please specify:)

Thank you very much for your cooperation.

1) 2) 3)	1 Strongly disagree	-	your decision to part	ticipate in JICA tra	iining (Training)?	
2) 3)	Strongly disagree I was interested in t	Somew hat	3		J . J/	
2) 3)		alougioo	Neither agree nor disagree	4 Somew hat agree	5 Strongly agree	
,	•	the contents of the ⁻ ledge and skills in p Training because th	performing my job.	ecific relationship a	a project implemented	
	in my country by J I participated in the	ICA. Training because th		ecific relationship t	o a project implemented	
5) I	I was interested in o	coming to Japan.				
	, , ,	0	d you have concrete a er returning to your c	0	or missions from	
ſ	1 Strongly disagree	2 Somew hat disagree	3 Neither agree nor disagree	4 Somew hat agree	5 Strongly agree	
	on of Training would you evaluate 1 Strongly	the process for the 2 Somew hat	implementation of Tr 3 Neither	raining? 4 Somew hat	5 Strongly	
L	disagree	disagree	agree nor disagree	agree	agree	
,		selection process	was simple.		• • • • • • • • • •	
,	The pre-departure s The follow-up suppo	•				
,		Training matched n	nv needs.			
,		-	ny country's needs.			
6)	The contents of the	Training covered ne	w knowledge and sk	ills.		
7) -	The contents of the	Training were pract	ical.			
8) -	The contents of the	Training were difficu	ult to master.			
9) -	The training method	used by lecturers	was effective.		• • • • • • • • •	
			ed that we understood	d the training cont	ents.	
,	-	lum was appropriate	ely designed.			
	The training period					
13)	The training period	was too short.				
	I of the Training the level of knowled s in time?	dge/skills that you a	acquired from the Trai	ining high or low a	s compared with the followir	ıg
point	1	2				

0	hich you participated.	3 4	5 6	7	8 9 10	point
	Poor	Weak	Satisfactory	Good	Excellent	
1)	General orientation	on culture of Japan				
,	Social welfare					
3)	Lectures					
	Workshops				• • • • • • • • •	
,	Practical training a	nd/or field visits				
	Facilitation					
	Discussions among Training as a whole	• • •				
,	•					
οι	uld you recommer	d participation in th	e JICA Training F	rograms to you	r colleagues or subo	rdinates?
	1	2	3 Somew hat	4 Considerably	5	
	Not at all	Slightly recommend	recommend	recommend	Greatly recommend	
	How has your attitute how have people's	er participating in Tu ude changed as a resu assessments of you w	It of participation ir vithin the organizati	ion changed?		
	1 Strongly	2 Somew hat	3 Neither	4 Somew hat	5 Strongly	
	disagree		agree nor disagree	agree	agree	
a.	I plan my work bet	ter.				
		ense of responsibility	for my work.			
c.	I have become mo	re conscious of workin	ng with my colleagu	ues in a collabora	tive manner.	• •
d.	I work harder to fin	d solutions to problem	ns before giving up.			
		ed to undertake activiti			levelopment.	· ·
f.		ntry's situation from a	more international	perspective.	• • • • •	
g. h	0	supervise more subordi	inates			
	-	epted/endorsed by my		often.		
		on/work in the work	•			
	Training-participatio	did your position in yo on? Please select the are at the same rank, 1 . 1 2	answer that best of write "0". 2. 2	U 1	e and write the numbe	er 5.5
,	 Same 6. 6 	7. Other (Please s				
2)	6. 6To what degree (as the change in your	 Other (Please s a percentage) do you position in the workpla 	believe that your pace? Please write	•	e Training contributed to the box.	0 (%)
2)	6. 6To what degree (as the change in your	7. Other (Please s a percentage) do you position in the workpla age after participating i	believe that your pace? Please write	the number(%) ir	•	
2) 3)	 6. 6 To what degree (as the change in your Did your work change) 1	 Other (Please s a percentage) do you position in the workplating age after participating in <u>2</u> Slightly ange, does the new workplating 	a believe that your p ace? Please write in the Training? 3 Somew hat	the number(%) ir 4	n the box.	(%)
2) 3) a.	 6. 6 To what degree (as the change in your Did your work change) Did your work change <u>1</u>	7. Other (Please s a percentage) do you position in the workpla nge after participating i 2 Slightly ange, does the new w g?	a believe that your p ace? Please write in the Training? 3 Somew hat	the number(%) ir 4	the box. 5 Totally	(%)
2) 3) a.	 6. 6 To what degree (as the change in your Did your work change) Did your work change 1 Not at all If there was any chat through the Training ease in annual incoming 	 7. Other (Please s a percentage) do you position in the workplange after participating i 2 Slightly ange, does the new w g? come ne at the time of traini 	a believe that your p ace? Please write in the Training? 3 Somew hat Pork involve the appl	the number(%) in 4 Considerably lication of knowled set at 1, how muc	the box. 5 Totally	(%)

	•	the Training					
For question 1) and 2), please	answer in ter	rms of a <i>percentage</i> ,	where 0%	means "not at all	" and		
100% means "completely".	ontonto did		-1-0			(0/)	
 How much of the Training How much of the knowled 		• •		are you currently ut		(%)	
in your work?	Jye and skins	acquired through the	: Iranning -		•••	(%)	
 a) In which areas do you thi 	ink the knowle	edge and skills you ad	cauired th	rough the Training (contributed	to	
your organization or cour				Jug			
1	2	- 3	4	1	5		
	Somew hat	Neither	4 Some		ongly		
disagree	disagree	agree nor disagree	agr	ee aç	gree		
a. establishment or improve	ment of polici	es and systems by n	ational or	local government		••	
b. establishment or improve	ment of syste	m in my organization	n				
c. establishment or improve	ment of metho	ods and techniques u	ised in my	v work			
d. project formulation in my	•						
e. development or improvem							
If the knowledge and skills a			ot utilized	in your work, what i	s the reaso	n?	
f. Support from my organiza			h dh e dae'	••••			
g. The workplace environme		rent from that on whic	the trail	ning was premised.		•••	
h My work load is too heav	vy.						
Transfer of the knowledge a	and skills ac	auired through the	Training.				
We believe that the participant			-		and skills	acquired	
through the Training.	0.0			5		•	
Please read the following ques	stions about y	our activities and writ	te the app	ropriate numbers ir	n each of th	e columns	
in the table below. A rough e	estimate is su	fficient.					
1) a. How many times so fa	r have you orç	ganized lectures, sem	ninars, or	workshops in total			
since you finished your	r training? Ple	ease write the total nu	umber.				
a'. How many hours on a	verage did you	u give lectures /semir	nars/works	shops listed above?)		
b. How many times so fa	r have you tra	nsferred the knowled	de and sk	ills through on-the	-iob training	I (O.IT)	
			go ana on	ine through on the	jos nannig		
since you finished you	Ir training? P				Job training	(001)	
b'. How many hours on a	verage did you	lease write the total r u give an on-the job tr	number. aining?				
b'. How many hours on a 2) In each instance of the al	verage did you bove activities	lease write the total r u give an on-the job tr , to how many persor	number. aining?				
b'. How many hours on a2) In each instance of the al and skills acquired through	verage did you bove activities ugh the Trainin	lease write the total r u give an on-the job tr , to how many persor g?	number. aining? ns (recipie	ents) did you transf	er the know	ledge	
b'. How many hours on a2) In each instance of the al and skills acquired throu3) What percentage of the c	verage did you bove activities ugh the Trainin	lease write the total r u give an on-the job tr , to how many persor g?	number. aining? ns (recipie	ents) did you transf	er the know	ledge	
b'. How many hours on a2) In each instance of the al and skills acquired throu3) What percentage of the c the Training?	verage did you bove activities ugh the Trainin contents of yo	lease write the total r u give an on-the job tr , to how many persor ug? ur activities included	number. raining? ns (recipie the know	ents) did you transfi ledge and skills ac	er the know quired throu	ledge ugh	
b'. How many hours on a2) In each instance of the al and skills acquired throu3) What percentage of the c	verage did you bove activities ugh the Trainin contents of yo	lease write the total r u give an on-the job tr , to how many persor ug? ur activities included	number. raining? ns (recipie the know	ents) did you transfi ledge and skills ac	er the know quired throu	ledge ugh	1
b'. How many hours on a2) In each instance of the al and skills acquired throu3) What percentage of the c the Training?	verage did you bove activities ugh the Trainin contents of yo	lease write the total r u give an on-the job tr , to how many persor ug? ur activities included	number. raining? ns (recipie the know	ents) did you transfi ledge and skills ac	er the know quired throu nts acquire?	ledge ugh	(4) %
 b'. How many hours on at 2) In each instance of the all and skills acquired throu 3) What percentage of the of the Training? 4) What percentage of the black 	verage did you bove activities ugh the Trainin contents of yo	Please write the total r u give an on-the job tr , to how many persor ng? ur activities included d skills you used in y	number. raining? ns (recipie the know	ents) did you transfi ledge and skills ac	er the know quired throu nts acquire?	ledge ugh ,	(4) % knowledge an
b'. How many hours on a2) In each instance of the al and skills acquired throu3) What percentage of the c the Training?	verage did you bove activities ugh the Trainin contents of yo	lease write the total r u give an on-the job tr , to how many persor ug? ur activities included	number. raining? ns (recipie the know your activi	ents) did you transfe ledge and skills ac ties did the recipier	er the know quired throu nts acquire? (3) % in conte	ledge ugh included ent of your	
 b'. How many hours on at 2) In each instance of the all and skills acquired throu 3) What percentage of the of the Training? 4) What percentage of the black 	verage did you bove activities ugh the Trainin contents of yo	Please write the total r u give an on-the job tr , to how many persor ng? ur activities included d skills you used in y	number. raining? ns (recipie the know rour activit Hour/	ents) did you transfe ledge and skills ac ties did the recipier (2) Number of	er the know quired throu nts acquire? (3) % in conte	ledge ugh ,	knowledge an
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3.7 Have you proposed projects (including an <u>action plan</u>) to your organization based on the knowledge and skills acquired through the Training? If not, please skip the following questions.

- 1) How many projects have you proposed? Please write the number in the box.
- 2) How many projects that you proposed have been approved? Please write the number in the box.
- 3) Please write the answers regarding the approved projects for each question in the table .
- a. The contents of the projects
- b. The period of project implementation: Start and finish dates of implemented projects
- c. The scale of projects: If possible, please write the amount of the *budget/expense* involved in
- the implementationof the projects.
- d. The number that best describes the *result* of the project.

		2	3		4	 5	6	
	Not at all	Not really	Somev		Considerably	Highly	Not y	
	successful	successful	succes	sstul	successful	successful	clea	r
	a. Project	contonte		b. Peri	od	c. Amount of expe		d. Result
	a. Fiojeci	contents	start		finish	c. Amount of expe	siise (03φ)	u. itesuit
1								
2								
3								

4 Total Benefit of the Training

We believe that you have acquired knowledge, skills, and personal benefits, such as more recognition in the workplace and increased salary, from the Training. We also think that you have contributed to your country by applying the knowledge and skills and/or transferring them to colleagues and others. Considering these benefits of the Training in total,

how do you evaluate the benefits of the Training in monetary terms?

Please select the answer that best describes the amount (US\$) you would be willing to pay for participation in another JICA training including airfare/accommodation. Please write the number in the box.

1. less than \$5,000	2. \$5,000	3. \$10,000	4. \$15,000 5. \$20,000	6. \$25,000
7. \$30,000	8. \$35,000	9. \$40,000	10. Other (Please specify	

.

5 Comparison of training programs

How do you compare your experience of participation in JICA training with other training programs sponsored by other donor/international organizations that you have participated in ?

1 -	2	 3	4	 5
Strongly	Somew hat	Neither	Somew hat	Strongly
disagree	disagree	agree nor disagree	agree	agree

1) My learning experience from JICA training was more important than from other training programs.

- 2) The impact of JICA training participation has been more sustainable than the impact of
 - other training programs.

6 Friendship

6.1 How did the following help you understand the culture of Japan?

1		2		3		4			5		٦
Strongly		Somew hat		Neither		Somew hat		Sti	ongly		
disagree		disagree	á	agree nor disa	agree	agree		а	gree		
General orienta Interaction with understand cu	n the im	, plementing o				anagers help	ed me	•••	•••	•••	•
Cultural events understand cu		•	rogram	ns provided	by the C	enter helped	me.				
Self-study usir	na books	and CD-RO	Ms he	lped me un	derstand	culture of Ja	ipan.				

6.2 Have you changed your perception of Japan since the training?

	1		2		3		4		5			
	Strongly		Somew hat		Neither		Somew hat		Stror	ngly		
	disagree		disagree		agree nor disa	gree	agree		agr	ee		
	My trust in Jap My interest in		•	•	•			•	· · · ·		 	
	I have gained a	•		0	•					•	•••	•
4)	I have a develo	ped neo	native image	of Jan	an or the Jap	anese	neonle	•			•	

	1		2	3 -	4	5	
	Not a	t all	Occasionally	Sometimes	Frequently	All the time	
,			, 0	e personal updates			
				e or gather new info		• • •	•
,				ice about my work.			•
4)	I maintain	contact	mainly to develop j	oint projects.			•
Sind	ce the train	ning, do	you have any co	onnection with JIC	A?		
	1		2	3 -	4	5	
	Not a	t all	Occasionally	Sometimes	Frequently	All the time	
1)	I work as a	a countei	rpart for projects or	JICA experts.			
,			er counterpart.				
,			t the JICA office ab	out projects.			
,				JICA former-trainees	S.		
,	· ·		nts or training organ				
	/-up Suppo		0 0	,			
1) 2)		r organiz r training		aining sessions			1st
4) 5) 6) e wor incl	Support of Provision of uld like to luding thro you intere	of Japane implement of equipm publiciz ough JIC ested in	ese volunteers entation of projects ment and materials ze the inspiring e CA's official webs publicizing your 2	xperiences of for ite. experience?	4	s good examples o	2nd 3rd
4) 5) 6) e wor incl Are	Support of Provision of uld like to luding through you intere	of Japane impleme of equipm publiciz ough JIC ested in	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly	xperiences of for ite. experience?			3rd
4) 5) 6) e wor incl Are	Support of Provision of uld like to luding three you intere Not a Personal	of Japane impleme of equipm publiciz ough JIC ested in 	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly tion	xperiences of form ite. experience? 3 - Somew hat	4	5	3rd
4) 5) 6) e wor incl Are Your <u>E-m</u>	Support of Provision of uld like to luding three you intere Not a Personal ail addres	of Japane impleme of equipm publiciz ough JIC ested in 	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly	xperiences of form ite. experience? 3 - Somew hat	4	5	3rd
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4) 5) 6) incl Are Your E-m Cou	Support of Provision of uld like to luding through you intere Not a Personal ail addres untry ne	of Japane impleme of equipm publiciz ough JIC ested in 	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly tion ure communicatio	xperiences of form ite. experience? 3 Somew hat	4 Considerably	5 Greatly	3rd
4) 5) 6) e wool Are Your E-m Cou Nam	Support of Provision of uld like to luding through you intere Not a Personal ail addres untry ne	of Japane impleme of equipm publiciz bugh JIC ested in at all Informa s for futu at time o	ese volunteers entation of projects hent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly tion ure communication Last name(Surnal	xperiences of form ite. experience? 3 Somew hat	4 Considerably	5 Greatly	3rd
4) 5) 6) e woo incl Are Your E-m Cou Nam Age Gen Title	Support of Provision of uld like to luding thro you intere potential Personal ail addres untry ne adder (Male e of trainin	of Japane impleme of equipm publiciz ough JIC ested in at all Informa s for futt at time o =0 Fe g progra	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly tion Last name(Surnal f participation emale=1) am	xperiences of form ite. experience? 3 Somew hat	4 Considerably	5 Greatly	3rd
4) 5) 6) e woo incl Are Your E-m Cou Nam Age Gen Title	Support of Provision of uld like to luding thro you intere Not a Personal ail address intry ne ader (Male	of Japane impleme of equipm publiciz ough JIC ested in at all Informa s for futt at time o =0 Fe g progra	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly tion Last name(Surnal f participation emale=1) am	xperiences of form ite. experience? 3 Somew hat	4 Considerably Middle name	5 Greatly First (G	3rd
4) 5) 6) e woo incl Are Your E-m Cou Nam Age Gen Title The train	Support of Provision of uld like to luding thro you intere Not a Personal ail addres intry ne eder (Male e of trainin start and ning progr	of Japane impleme of equipm publiciz ough JIC ested in at all Informa s for futt eat time o e=0 Fe g progra finish da am you	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly tion Last name(Surnal f participation emale=1) am ates of the participated in	xperiences of form ite. experience? 3 Somew hat on 	4 Considerably Middle name	5 Greatly First (G	3rd
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4) 5) 6) e woo incl Are Your E-m Cou Nam Age Gen Title The train Nam	Support of Provision of uld like to luding thro you intere Not a Personal ail addres intry ne e of trainin start and ning progr ne of Com	of Japane impleme of equipm publiciz ough JIC ested in informa s for futt at time o e=0 Fe g progr finish da am you pany/Or	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly tion Last name(Surnal f participation emale=1) am ates of the participated in	xperiences of form ite. experience? 3 Somew hat on 	4 Considerably Middle name	5 Greatly First (G	3rd
4) 5) 6) e woo incl Are Your E-m Cou Nam Age Gen Title The train Nam	Support of Provision of uld like to luding thro you intere Not a Personal ail addres untry ne of trainin start and ning progr ne of Com of title	of Japane impleme of equipm publiciz ough JIC ested in informa s for futt at time o e=0 Fe g progr finish da am you pany/Or	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly tion Last name(Surnar f participation emale=1) am ates of the participated in ganization f participation	xperiences of form ite. experience? 3 Somew hat on 	4 Considerably Middle name	5 Greatly First (G	3rd
4) 5) 6) incl Are Your E-m Cou Nam Age Gen Title The train Nam Job	Support of Provision of uld like to luding three you intere Not a Personal ail addres untry ne e of trainin start and ning progr ne of Com o title	of Japane impleme of equipm publiciz ough JIC ested in at time o at time o a progr finish da am you pany/Or at time o at preser	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2 Slightly tion Last name(Surnar f participation emale=1) am ates of the participated in ganization f participation	xperiences of form ite. experience? 3 Somew hat on 	4 Considerably Middle name	5 Greatly First (G	3rd
4) 5) 6) incl Are Your E-m Cou Nam Age Gen Title The train Nam Job	Support of Provision of uld like to luding three you intere Not a Personal ail addres untry ne e of trainin start and ning progr ne of Com o title	of Japane impleme of equipm publiciz ough JIC ested in at time o at time o a progr finish da am you pany/Or at time o at preser	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2	xperiences of formite. experience? 3 Somew hat on me) year	4 Considerably Middle name	5 Greatly First (G	3rd
4) 5) 6) e woo incl Are Your E-m Cou Nam <u>Age</u> Gen Title The train Job High	Support of Provision of uld like to luding three you intere Not a Personal ail addres intry ne of trainin start and ning progr ne of Com o title	of Japane impleme of equipm publiciz ough JIC ested in at all Informa s for futu est time o est time o am you pany/Or at time o at preser of educa	ese volunteers entation of projects nent and materials ze the inspiring e CA's official webs publicizing your 2	xperiences of formite. experience? 3 Somew hat me) year 1. Doctoral prog	4 Considerably Middle name	5 Greatly First (G	3rd
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JICA Questionnaire Survey 2012: Evaluation of JICA Training Program (Superior)

Title of the program:					
The start and finish dates of the training program you	year	month		year	month
participated in			~		
Name of dispatching organization:					
Name of participant:					
Person completing the questionnaire:					
Current job title of person completing questionnaire:					

You will be instructed to respond to most of the questions in the form of a 5-point scale.

When the scale is shown as part of the question, please select the number (from 1-5) from the scale shown

that best describes your opinion for each of the statements and write it in the appropriate box.

Please follow the instructions carefully for each question and answer as many questions as possible.

1 Participant as object of this survey

- 1 Is the participant still in your department?
 - 1) He/She is still in my department at present.

2 Purpose of dispatching participant

2 What was the purpose of dispatching the participant?

1 Strongly	2 Somew hat		3 Neither		4 Somew hat		5 Strongly
disagree	disagree	а	gree nor disa	gree	agree		agree
1) To improve policy	and planning.						
2) To secure allocati	on of funds.					•	
3) To improve organiz	zational structure.					•	
4) To improve facilitie	es and equipment					•	
5) To improve the teo	hnology and meth	nods en	nployed in o	operations	6.	•	
6) To develop individu	ual capability and	a chang	ge in attitud	le.		•	
7) To reward good we	ork performance					•	
8) Please add your c	wn comments.						

No=0 Yes=1

2 Did you allocate any assignments and/or missions to the participant before his/her participating in JICA training?

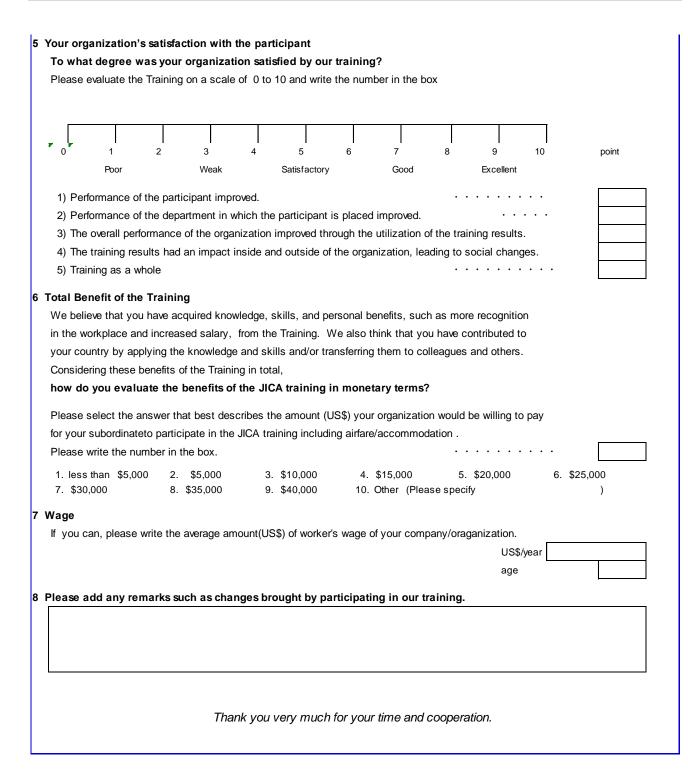
ſ	1	 2		3		4	 5	
	Not at all	Not specific	ally	Somew ha	t	Considerably	Assigned specifically	

3 Impact of JICA training

3. How were the purposes in "2.1" above effected by the utilization of the training outcome?

1		2		3		4		5
Strongly		Somew hat		Neither		Somew hat		Strongly
disagree		disagree		agree nor disa	gree	agree		agree
) Policy and plar	nning we	ere improved.					•	
) Allocation of fu	nds was	easily secu	red.				•	
) Organizational	structur	e was impro	ved.				•	
) Facilities and e	quipme	nt were impr	oved.				•	
) The technology	and me	ethods emplo	oyed i	n operation w	ere deve	eloped.	•	
) The participant	's capac	ity and attitu	ude w	ere improved.			•	
) Performance of	f the par	ticipant's de	partm	ent improved.			•	

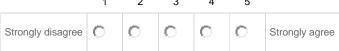
	1 Strongly	2 Somew hat	3 Neither	4 Somew hat	5 Strongly		
ļ	disagree	disagree	agree nor disagree	agree	agree		
a.	He/She plans his/he	er work better.				•	
b.	He/She has a stron	ger sense of respor	nsibility for his/her wor	۲.		•	
c.	He/She has become	e more conscious c	of working with his/her	colleagues in a co	llaborative manner.	•••	
d.	He/She works harde	er to find solutions t	to problems before givi	ng up.		•	
e.	He/She is more mo	tivated to undertake	e activities that contribute	ute to his/her cour	ntry's development.		
f.	He/She considers h	nis/her country's situ	uation from a more inte	ernational perspect	ive.	• •	
g.	He/She is assigned	I more important wo	ork as compared with p	prior to training-part	ticipation.	• •	
h.	He/She is assigned	to supervise subor	dinates.			•	
i.	His/Her opinion is a	accepted/endorsed b	by his/her colleagues r	nore often.		•	
		•	equired through the dge and skills acquir	•	aining to others ar	nd are the	v utilized?
Γ		2		4	5		
	Strongly disagree	Somew hat disagree	Neither agree nor disagree	Somew hat agree	Strongly agree		
				rough the training	to others		
1)	The participant trans	sfers the knowledge	e and skills acquired th	nough the training			
		0	•	0 0			
	The knowledge and	skills acquired thro	bugh the training are ut	0 0			
2)	The knowledge and in the department t	skills acquired thro	bugh the training are ut	ilized			
2) 3)	The knowledge and in the department t The knowledge and	skills acquired thro the participant belor skills acquired thro	bugh the training are ut ngs to. bugh the training are ut	ilized	organization.		
2) 3) f ti	The knowledge and in the department t The knowledge and he knowledge and	skills acquired thro the participant belor skills acquired thro skills acquired thro	bugh the training are ut ngs to. bugh the training are ut arough the training a	ilized	organization.		
2) 3) f tl 4)	The knowledge and in the department t The knowledge and he knowledge and Support from the or	skills acquired thro the participant belor skills acquired thro I skills acquired th ganization is insuffic	bugh the training are ut ngs to. bugh the training are ut brough the training a cient.	ilized	organization.		
2) 3) f tl 4) 5)	The knowledge and in the department t The knowledge and he knowledge and Support from the or Support from the de	skills acquired thro the participant belor skills acquired thro I skills acquired th ganization is insuffic epartment is insuffic	bugh the training are ut ngs to. bugh the training are ut arough the training a cient. ient.	ilized	organization.	· · · · ? ·	
2) 3) f tl 4) 5) 6)	The knowledge and in the department t The knowledge and he knowledge and Support from the or Support from the de The budget for imple	skills acquired thro the participant belor skills acquired thro d skills acquired thro ganization is insuffic epartment is insuffic ementation is insuffic	bugh the training are ut ngs to. bugh the training are ut brough the training a cient. icient.	ilized	organization.	· · · ? ·	
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JICA Questionnaire Survey 2012: Evaluation of training in Japan

When the scale is shown as part of question, please select the number from the scale shown that best describes your opinion with respect to each of the statements. Please follow the instructions carefully for each question and answer as many questions as possible.

*必須							
					ollow	ing factors	s in your decision to participate
in JICA trai	ning	(Trai	ning				_
1 Strongly disagree	2 Some disa	ewhat gree		3 ither a r disaq		4 - Somewhat agree	5 Strongly agree
1.1.1 I was inte	ereste	d in the	e conte	ents of	the Tr	aining.	
	1	2	3	4	5		
Strongly disagree	0	0	0	0	0	Strongly agree	
1.1.2 I required	d new	knowle	edge a	nd ski	ls in p	erforming my j	job.
	1	2	3	4	5		
Strongly disagree	0	0	0	0	0	Strongly agree	
1.1.3 I participation					use the	e Training had	a specific relationship a project
	1	2	3	4	5		
Strongly disagree	0	0	0	0	0	Strongly agree	
							a specific relationship to a project
implemented in						or internationa	l organization.
	1	2	3	4	5		
Strongly disagree	0	0	0	0	0	Strongly agree	
1.1.5 I was inte	ereste	d in co	ming t	o Japa	ın.		
	1	2	3	4	5		
Strongly disagree	0	0	0	0	0	Strongly agree	
1.2 Prior to	your	part	icipa	tion	in th	e Training,	, did you have concrete
assignment	s an	d/or I	miss	ions	from	your orga	inization that were implemented
after return						-	
1.2.1 I had clea						from my orga	inization.
	1	2	3	4	5		
Strongly disagree	0	0	0	0	0	Strongly agree	
1.2.2 I did not assignment an					l/or mi	ssion from my	organization, but I was conscious of
assignment an	1	2	3	4	5		



2.1 How would you evaluate the process for the implementation of Training?

2.1.1 The application and selection process was simple.

Strongly disagreeCCCCStrongly agree2.1.2 The pre-departure support was strong.12345Strongly disagreeCCCStrongly agree2.1.3 The follow-up support was strong.12345Strongly disagreeCCCStrongly agree2.1.4 The contents of the Training matched my needs.12345Strongly disagreeCCCStrongly agree2.1.5 The contents of the Training matched my country's needs.12345Strongly disagreeCCCStrongly agree2.1.5 The contents of the Training covered new knowledge and skills.12345Strongly disagreeCCCStrongly agree2.1.7 The contents of the Training were practical.12345Strongly disagreeCCCStrongly agree2.1.7 The contents of the Training were difficult to master.12345Strongly disagreeCCCStrongly agree2.1.9 The training method used by lecturers was effective.12345Strongly disagreeCCCStrongly agree2.1.10 The instructors and/or trainersCCStrongly agree2.1.11 The training curriculum was appropriateCCStron		1	2	3	4	5	·	
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2.1.11 The training curriculum was appropriately designed. 1 2 3 4 5		1	2	3	4	5		
	Strongly disagree	0	0	0	0	0	Strongly agree	
	2.1.11 The trai	ining	curricul		as app	ropriat	ely designed.	
Strongly disagree		1	2	3	4	5		
	Strongly disagree	0	0	0	0	0	Strongly agree	

2.1.12	2 The tr	aining 1	perioo 2		oo lor 4	-					
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	y disagre		0	0	0	0	Stror	ngly agre	е		
2.1.13	3 The tr	aining 1	perioo 2	d was t 3	:00 sh 4						
Chron el	u die e ere		0	0	0	0	Chron				
Strong	y disagre		<u> </u>		10		Stror	ngly agre	е		
											acquired from the g points in time?
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221								U			nediately after Training.
2.2.1	1	2	3	4	5 5		siequ	ineu ioi	iiiy w		neulately after fraining.
Lower	0	0	0	0	0	Higher					
2.2.2	Compa	red wit	th the	knowle	edge a	and skill	s requ	ired fo	r my w	/ork at p	present.
	1	2	3	4	5				,	·	
Lower	0	0	0	0	0	Higher					
л от	o wh	at da					ofic	الد:	a 4 la a	Trai	ning?
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2.3.2 0	Social [•]	welfare 2	; 3	4	5	6	7	8	9	10	
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2.3.4	Worksł	nops									
0	1	2	3	4	5	6	7	8	9	10	
0	0	0	0	0	0	0	0	0	0	0	
2.3.5	Practic	al train	ing ar	nd/or fie	eld vis	its					
0	1	2	3	4	5	6	7	8	9	10	
0	0	0	0	0	0	0	0	0	0	0	

添付資料Ⅱ-19

2.3.6 Fa	acilitati	on														
0	1	2	3	4	5	6	7	8	9	10						
0	0	0	0	0	0	0	0	0	0	0						
2.3.7 D	iscuss	ions aı	mong	oarticip	oants											
0	1	2	3	4	5	6	7	8	9	10						
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2.3.8 T	RAINI	VG as	a WH0	OLE												
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2.4 Re	com	men	datic	on of	the	JICA	Trai	nina	Pro	aram	s to		ther	S		
1		-	2		;	3		4		-	5			•		
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			_					-								
2.4 Wo subordi			nmeno	d partio	cipatio	n in the	e JICA	Traini	ing Pro	grams	to y	our	collea	agues	or	
Suboru	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2	3	4	5											
Not at all	0	0	0	0	0	Great	y recom	mend								
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<u>л I ПО</u>													-11-		+ 6 6	
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Traini	ng ai	nd ho	ow h	ave j		•				-		-			the	
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Traini organ	ng ai izatio	nd ho on ch	ow h nang	ave ed?		•				-		-			the	
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1-6. 質問票 Web 版

	1	2	3	4	5	
Strongly disagree	0	0	0	0	0	Strongly agree
3.1.7 I am ass	signed	d more	impor	tant wo	ork.	
	1	2	. 3	4	5	
	~	~	~	~	~	
Strongly disagree		0	0	0	0	Strongly agree
3.1.8 I am ass	signed	d to su	pervise	e more	suborc	linates.
	1	2	3	4	5	
Strongly disagree	0	0	0	0	0	Strongly agree
Shorigiy disagree	\mathbb{N}	\sim	\sim	\sim	\sim	Strongly agree
3.1.9 My opin	ion is	accep	ted/en	dorsec	l by my	colleagues m
	1	2	3	4	5	
Strongly disagree	0	0	0	0	0	Strongly agree
Strongly disagree		\sim	\sim	\sim	\sim	Strongly agree
	- :			4	huarla	in the wo
						our workplace
						ver the best de
	Γ Γ	0	-	0.000		
rank, select '	'0". ∟					
322 To what	dear	ee (as	a nerc	entade	a) do vo	ou believe that
						he workplace?
						s "completely"
3.2.3 Did you	r work	c chang	ge afte	r partio	cipating	in the Trainin
	1	2	3	4	5	
Diduct chara	~	~	~	\sim	~	Tetellus eksen a
Did not change	0	0	0	0	0	Totally changed
3.2.3a. If ther	e was	any c	hange,	does	the nev	v work involve
acquired						
	1	2	3	4	5	
Does not involeve						
Dues not involeve		0		0		Totally involvo
	0	0	0	0	0	Totally involve
)) Knowle	-					
3.3 Knowle	-					Totally involve

and 100% means "completely".

3.3.1 How much of the Training contents did you acquire as a whole?Please write the number (%) in the box.

3.3.2 How much of the knowledge and skills acquired through the Training are you currently utilizing in

your work?Please write the number (%) in the box.

1

3.3.3 In which areas do you think the knowledge and skills acquired through the Training contributed to your organization or country ?

3.3.3a.establishment or improvement of policies and systems by national or local government

2 3 4 5

1-6.	質問票	Web	版
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Strongly disagree	0	0	0	0	0	Strongly agree
3.3.3b.establis	shmen	t of ne	w stru	ctures	or a ne	ew system in r
	1	2	3	4	5	
Strongly disagree	0	0	0	0	0	Strongly agree
3.3.3c. establi	shmer	nt or im	prove	ment c	of meth	ods and techr
	1	2	. 3	4	5	
Strongly disagree	0	0	0	0	0	Strongly agree
2.2.2 d project	former	Intian	:		-otion	
3.3.3d. project			-	-		
	1	2	3	4	5	
Strongly disagree	0	0	0	0	0	Strongly agree
otrongry disagree	\sim	1×	\sim	\sim	~	Chongly agree
3.3.3e. develo	pment	t or imp	proven	nent of	f actior	plans in my c
	1	2	3	4	5	
	_	_	_	_	-	
Strongly disagree	0	0	0	0	0	Strongly agree
3.3.3f. Suppor	t from	my or	naniza	tion is	insuffi	cient
	1	2	3	4	5	
		-			Ū	
Strongly disagree	0	0	0	0	0	Strongly agree
3.3.3g. The wo	orkpla			ent is t		erent from that
	1	2	3	4	5	
Otras a site a l'	~	~	~	~	~	Othersen
Strongly disagree	0	0	0	0	0	Strongly agree
3.3.3h My wor	k load	is too	heavv			
, , , , , , , , , , , , , , , , , , ,	1	2	3	4	5	
Strongly disagree	0	0	0	0	0	Strongly agree

3.4 Transfer of the knowledge and skills acquired through the Training.

We believe that the participants engage in various activities, such as lectures, seminars and etc., in order to transfer the knowledge and skills acquired through the Training. Please answer the following questions about your activities and write the appropriate numbers in the box. A rough estimate is sufficient.

3.4.1a. How many times so far have you organized lectures, seminars, or workshops in total since you

finished your training? Please write the total number.			
3.4.1b. In each time of the above activities, to how ma	ny persons did yo	ou transfer the	knowledge and

skills? Please write the number of persons per lecture/seminar/workshop. 3.4.2 a. How many times so far have you transferred the knowledge and skills through on-the-job training (OJT) since you finished your training? Please write the total number.Please write the total

		 I.	_		
n	u	υ	е	L	

3.4.2 b. In each time of the above activities, to how many persons did you transfer the knowledge and

skills? Please write the number of persons per OJT.

3.5 Action plan and new project

1-6. 質問票 Web 版

3.5.1 Did you r	nake a	an actio	on plar	n durin	ig the t	raining?)	
			1	2	3	4	5	
I did not make an a	action pl	lan at all.	0	0	0	0	0	I made a sufficient action plan.
3.5.2 How did 3.5.2a. I imple						after re	turning	g to your country?
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly	agree	
3.5.2b. I share	d the o	content	s of th	e trair	ning in	my orga	nizati	on.
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly	agree	
3.5.2c. I share	d the c	content	s of th	e train	ning wi	th others	s outsi	ide of my organization.
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly	agree	
3.5.2d. I propo	sed m	y actio	n plan	to my	super	ior.		
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly	agree	
								o your organization based blease write the number "
								the number in the box. emented? Please write th

4 Total Benefit of the Training

We believe that you have acquired knowledge, skills, and personal benefits, such as more recognition in the workplace and increased salary, from the Training. We also think that you have contributed to your country knowledge by applying the and skills and/or transferring them to colleagues and others.

4 Considering these benefits of the Training in total, how do you evaluate the benefits of the Training in monetary terms? Please select the answer that best describes the amount (US\$) you would be willing to pay for participation in another JICA training including airfare/accommodation. Please select the number.

- 1. less than \$5,000
- ^[] 2. \$5,000
- 3. \$10,000
- 4. \$15,000
- ^[] 5. \$20,000
- 6. \$25,000
- 7. \$30,000
- 8. \$35,000
- 9.\$40,000

5 How do you compare your experience of participation in JICA training with other training programs sponsored by other donor/international organizations that you have participated in ? 5.1 My learning experience from JICA training was more important than from other training programs.

,	1	2	3	4	5	, ,		
Strongly disagree	0	0	0	0	0	Strongly agree		
5.2 The impac	t of JI	CA tra	ining-p	articip	ation h	nas been more	sustainable thar	1 the imp
training progra			01					
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly agree		
6.1 How die	d the	e foll	owin	a he	lp vo	u underst	and the cult	ure of
6.1.1 General								
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly agree		
6.1.2 Interaction culture of Japa		n the ir	nplem	enting	organi	ization and trai	ning managers h	elped i
	1	2	3	4	5			
Strongly disagree	0	0	0	0	$^{\circ}$	Strongly agree		
6.1.3 Cultural culture of Japa		s and s	social v	welfare	e progr	ams provided	by the Center he	lped me
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly agree		
6.1.4 Self-stuc	ly usir	ng bool	ks and	CD-R	OMs h	elped me und	erstand culture o	f Japar
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly agree		
5.2 Have yo	ou cl	hang	ed y	our p	perce	eption of J	apan since t	he tra
6.2.1 My trust	in Jap	an and	d the J	apane	se pec	ple has increa	sed.	
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly agree		
6.2.2 My intere	est in v	workin	g with	Japan	ese pe	ople has incre	ased.	
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly agree		
6.2.3 I have ga	ained	a deep	er und	lerstar	nding o	f Japanese so	ciety and culture	
	1	2	3	4	5			
Strongly disagree	0	0	0	0	0	Strongly agree		
						1		

7.1 Do you maintain contact with Japanese people whom you met during the training?

1 Not a	t all	 Oc	2 casior	 ally	Some		4 Frequently	5 All the t	ime
7.1.1 l r	nainta	in cont	tact ma	ainly to	o excha	ange perso	nal updates.		
	1	2	3	4	5				
Not at all	0	0	0	0	0	All the time			
7.1.2 l r	nainta	in cont	tact ma	ainly to	o excha	ange or gat	her new info	rmation on J	apan.
	1	2	3	4	5	1			
Not at all	0	0	0	0	0	All the time			
7.1.3 l r	nainta			ainly to	o seek	advice abc	out my work.		
	1	2	3	4	5	1			
Not at all	0	0	0	0	0	All the time			
7.1.4 l r	nainta		tact ma	ainly to	o devel	op joint pro	ojects.		
	1	2	3	4	5				
Not at all	0	0	0	0	0	All the time			
7 2 Sir	nco t	ho tr	ainir	h n		ı have a	ny conn	ection wi	th IICA2
						s or JICA			
	1	2	3	4	5				
Not at all	0	0	0	0	0	All the time			
7.2.2 l v	vork a	s a vol	unteer	coun	terpart.				
	1	2	3	4	5				
Not at all	0	0	0	0	0	All the time			
7.2.3 l c	consul	t or co	ntact tl	he JIC	A office	e about pro	ojects.		
	1	2	3	4	5				
Not at all	0	0	0	0	0	All the time			
7.2.4 l p	particip	oate in	an alu	ımni n	etwork	for JICA fo	ormer-trainee	s.	
	1	2	3	4	5				
Not at all	0	0	0	0	0	All the time			
7.2.5 l p	oarticip 1	oate in 2	events 3	s or tra 4	aining c 5	organized b	by JICA.		
Not at all	0	0	0	0	0	All the time			
	I	-	1	1	1				

8 Follow-up Support

8 What do you expect from JICA after returning to your country as follow-up support for your activities in order to ensure sustainability of learning? Please choose the three items you think are the most important from your perspective among the options provided, rank them in order of importance and click on the corresponding number. Please be careful not to rank the same option twice.

	1st	2nd	3rd	
1. Support for organizing lectures and training sessions	0	0	0	
2. Support for training materials	0	0	0	
3. Dispatch of Japanese technical specialists	0	0	0	
4. Dispatch of Japanese volunteers	0	0	0	
5. Support of implementation of projects	0	0	0	
6. Provision of equipment and materials	0	0	0	

9 We would like to publicize the inspiring experiences of former-participants as good examples of our programs, including through JICA's official website.

9 Are you interested in publicizing your experience?

		1	2	3	4	5		
I am no	ot interested at all.	0	0	0	0	0	I am greatly interested.	
10 Y	our Persor	nal In	form	natio	n			
	E-mail address	for fut	ure co	mmur	nicatior			
	Name: Last na	me, Mi	iddle n	ame, (Given	name*		
10.4	Age: 1) at time	of par	ticipati	on 2) a	at pres	ent*		
10.5	Gender: Male=	0 Fem	ale=1			_		
	Title of training The start and fi			nonth	& year) of the	training program you participated in.1) start
(mon	th, year) f2)inis	h (moi	nth, ye	ar)				
10.8	Name of compa	any/or	ganiza	tion*				
	Job title: 1)at ti Highest level					oresen		
\Box .	I. Doctoral prog	gram c	or equiv	valent				
	2. Master's prog	gram o	or equi	valent				
	3. Undergradua	ate pro	gram o	of univ	ersity/	college	or equivalent	
							nd cooperation! sponse. *=essential item	

送信

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2. 集計分析データ

JICA Questionnaire Survey 2012: Evaluation of JICA Training Program (Participants)

When the scale is shown as part of question, please select the number from the scale shown that best describes your opinion with respect to each of the statements and write it in the appropriate box. Please follow the instructions carefully for each question and answer as many questions as possible.

1 Preparation for JICA training

1.1 To what degree were the following factors in your decision to participate in JICA training (Training)?

1 Strongly disagree	- 2 Somew hat disagree	3 Neither agree nor disagree	4 Somew hat agree	5 Strongly	y agree				
			評価点	1	2	3	4	5	Ν
) I was interested in	n the contents of	the Training.	回答数	2	0	1	24	121	148
) I required new know	owledge and skil	ls in performing my job.		2	0	6	33	105	146
b) I participated in the	ne Training becau	use the Training had a sp	ecific relationshi	p a proj	ect imple	emented			
in my country by	JICA.			24	12	40	29	41	146
) I participated in th	ne Training becau	use the Training had a sp	ecific relationshi	p to a p	roject im	plemen	ted		
in my country by	another donor o	r international organization	on.	32	19	37	28	29	145
i) I was interested in	n coming to Japa	ın.		6	7	15	24	95	147

1.2 Prior to your participation in the Training, did you have concrete assignments and/or missions from your organization that were implemented after returning to your country?

1		2		3		4		5
Strongly dis	agroo	Somew hat		Neither	Somew hat		Strongly agree	
Strongly us	ayree	disagree	agree nor disagree		e	agree		

 1) I had clear assignments and/or missions from my organization.
 14
 13
 30

 2) I did not have any assignment and/or mission from my organization, but I was conscious of assignment and/or mission of my own.
 26
 12
 17
 35
 51
 141

2 Evaluation of Training

2.1 How would you evaluate the process for the implementation of Training?

1	2	- 3		4		5		1			
Strongly disagree	Somew hat disagree	Neither agree nor disa	aree	Somew hat agree		Strongly	y agree				
	diodgroo	agree her alea	9.00	ug.00				1		1	
 The application and set 	election proces	s was simple.				9	4	23	42	68	1
The pre-departure sup	port was strong].				2	2	18	30	96	1
3) The follow-up support	was strong.				ſ	8	6	24	38	72	1
4) The contents of the Tr	raining matched	my needs.			Ī	1	1	6	48	90	1
5) The contents of the Tr	1	1	12	48	84	1					
6) The contents of the Tr	raining covered	new knowledge	and sl	kills.		3	1	8	38	98	1
The contents of the Tr	raining were pra	ctical.				2	1	10	48	87	1
8) The contents of the Tr	raining were diff	cult to master.				57	34	24	25	7	1
9) The training method u	sed by lecturer	s was effective.				1	1	10	52	84	1
10) The instructors and/or	r trainers confirr	ned that we und	derstoc	d the trainir	ng co	ntents.	-	-	-		
					Γ	1	3	14	56	73	1
11) The training curriculur	n was appropria	tely designed.				1	0	11	54	81	1
12) The training period wa	as too long.					72	40	16	11	7	1
13) The training period was too short.							14	28	35	31	

2.2 Level of the Training

Was the level of knowledge and skills that you acquired from the Training high or low as compared with the following points in time?

Low er Somew hat low er About the same Somew hat higher Higher	1	 2		3		4		5	
	Low er	Somew hat	low er	About the s	ame	Somew hat hi	igher	Higher	

1) Compared with the knowledge and skills required for my work immediately after Training.

2) Compared with the knowledge and skills required for my work at present.

2.3 Overall evaluation

To what degree were you satisfied with the Training?

a Please write the number "999" in the appropriate box, if an item is not relevant to the Training in which you participated. 添付資料 II-28

2-1. 質問票 A

0 1 2 Poor	3 W	4 eak	5 Satisfa	6 actory	7 Gor	 8 od	9 Exce	10 ellent	point			
1) General orientation	on culture	e of Japan										
評価点	0	1	2	3	4	5	6	7	8	9	10	Ν
	0	0	1	2	0	9	4	20	28	30	49	143
2) Social welfare	0	0	0	0	2	10	6	16	21	32	50	137
3) Lectures	0	1	0	0	2	4	5	19	34	46	34	145
4) Workshops	0	0	0	1	2	7	5	16	30	47	34	142
5) Practical training an	d/or field	visits										
	0	1	0	0	3	3	7	10	13	44	64	145
6) Facilitation	0	0	0	0	1	5	5	10	19	44	62	146
7) Discussions amon	g participa	ints										
	0	0	0	0	4	0	7	25	33	32	44	145
8) Training as a whole	0	0	0	0	1	3	5	11	24	54	47	145

2.4 Would you recommend participation in the JICA Training Programs to your colleagues or subordinates?

1	 2		3	 4		5					
Not at all	Slightly recor	mond	Somew hat	Considera	bly	Gre	atly				
NOT at all	Silginity recor	Interiu	recommend	recommer	nd	recom	mend				
						0	3	3	17	128	148

1

2

2

3

3

1

3

4

11

13

11

15

50

39

45

51

86

93

87

75

7

2

Ν

149

148

148

148

148

3 Impact of the Training

3.1 Change of attitude after participating in Training

How	has your attitude changed as	a result of participation in the Training and	d
how	have people's assessments of	you within the organization changed?	

1		2	 3		4	 5
Strongly dis	aaroo	Somew hat	Neither		Somew hat	Strongly agree
Strongly us	Strongly disagree		agree nor disag	jree	agree	Strongly agree

1) I plan my work better.

2) I have a stronger sense of responsibility for my work.

3) I have become more conscious of working with my colleagues in a collaborative manner.

- 4) I work harder to find solutions to problems before giving up.
- 5) I am more motivated to undertake activities that contribute to my country's development
- 6) I consider my country's situation from a more international perspective.
- 7) I am assigned more important work.
- 8) I am assigned to supervise more subordinates.
- 9) My opinion is accepted/endorsed by my colleagues more often.

3.2 Change in your position/work in the workplace

shange in year pectaen, werk in the werkplace	
1) How many rank(s), did your position in your workplace become higher compared with the time	
of Training-participation? Please select the answer the best describes your rise and write the number in the box.	
If you are at the same real write "0"	

шу		Sam									
0.	Same	1.	1 2 . 2		3 . 3		4 . 4		5 . 5		
6.	6	7.	Other (Please specify:)					
				0	1	2	3	4	5	6	
				64	40	14	13	4	9	3	

2) To what degree (as a percentage) do you believe that your participation in the Training contributed to	to the ch	ange	
in your position in the workplace? Please answer in terms of a percentage, where 0% means "not	at all"		
and 100% means "completely". Please write the number (%) in the box.	平均	SD	Ν
3) Did your work change after participating in the Training?	39.1	30.5	131

3) Did your work change after participating in the Training?

	1		2		3		4		5					
	Not at all		Slightly		Somew hat	t	Considerat	ly	Tot	ally				
									30	9	43	43	22	147
a.	If there was	any cha	ange, does	the ne	w work inv	/olve t	he applica	tion	of knov	wledge	and ski	lls acqu	iired	
	through the	Trainin	g?						9	7	27	52	38	133

1	 2	 3	 4		5
Not at all	Slightly	Somew hat	Considerab	ly	Totally

develop	ment.				
1	0	14	45	88	148
1	2	18	39	87	147
6	6	24	51	59	146
18	7	41	40	42	148
2	6	21	65	54	148

3.3 Knowledge and skills acquired through the Training

For question 1) and 2), please answer in terms of a percentage, where 0% means "not at all" and 100% means "completely". Please write the number (%) in the box.

- 1) How much of the Training contents did you acquire as a whole?
- 2) How much of the knowledge and skills acquired through the Training are you currently utilizing in your work?
- 3) In which areas do you think the knowledge and skills acquired through the Training contributed to your organization or country ?

ſ	1	2	 3	4	5
	Strongly disagree	Somew hat	Neither	Somew hat	Strongly agree
		disagree	agree nor disagree	agree	Outongly agree

a. establishment or improvement of policies and systems by national or local government

- b. establishment of new structures or a new system in my organization
- c. establishment or improvement of methods and techniques used in my work
- d. project formulation in my organization

e. development or improvement of action plans in my organization

If the knowledge and skills acquired through the Training are not utilized in your work, what is the reason?

- f. Support from my organization is insufficient.
- g. The workplace environment is too different from that on which the training was premised.
- h. My work load is too heavy.

3.4 Transfer of the knowledge and skills acquired through the Training.

We believe that the participants engage in various activities, such as lectures, seminars and etc., in order to transfer the knowledge and skills acquired through the Training. Please answer the following questions about your activities and write the appropriate numbers in the box. A rough estimate is sufficient.

- 1) a. How many times so far have you organized lectures, seminars, or workshops in total since you finished your training? Please write the total number.
 - b. In each time of the above activities, to how many persons did you transfer the knowledge and skills? Please write the number of persons per lecture/seminar/workshop.
- 2) a. How many times so far have you transferred the knowledge and skills through on-the-job training (OJT) since you finished your training? Please write the total number.
 - b. In each time of the above activities, to how many persons did you transfer the knowledge and skills? Please write the number of persons per OJT. 22.7

3.5 Action plan and new project

1) Did you make an action plan during the training?

1 Not at all.		2 Slightly insuffic	 cient	3 Somew hat suff	 ficient	4 Substantially sufficient	5 Suffi	cient				
							6	2	16	38	84	140
How did you i	mplem	ent your act	ion pla	an after return	ing to y	our country?						
1		2		3		4	5					
Strongly disag	ree	Somew hat disagree	t	Neither agree nor disa	aroo	Somew hat	Strongly	/ agree				
		alougioo		ag. 00 1101 aloo	igree	agree			1			
a. I implemer	nted th	Ŭ	traine	0	igi ee	agree	20	17	38	38	28	141
•		e training of		0	0		20 2	17 4	38 14	38 45	28 78	141
b. I shared th	ne cont	e training of ents of the t	raining	rs. g in my organi	ization.		2					
b. I shared th	ne cont	e training of ents of the t	raining	rs. g in my organi	ization.		2					

3.6 Have you proposed projects (including an action plan) to your organization based on the knowledge and skills acquired through the Training? If not, please write the number in the box.

	平均	SD	N	Ĺ
	2.18	2.73	145	
the bo	x.			
				1

2) How many projects that you proposed have been implemented? Please write the number in

1) How many projects have you proposed? Please write the number in the box.

	平均	SD	Ν
g	80.8	17.6	146
	65.2	25.2	146

38

39

19

34

26

37

37

43

13

17

4

5

3

16

7

19

6

16

8

9

6

26

21

21

59

47

64

57

67

32

35

27

平均

9.8

38.5

7.1

28

27

52

41

45

20

32

21

SD

17.0

70.7

11.4

44.3

144

146

147

146

147

131

132

131

Ν

135

127

134

126

2-1. 質問票 A

4 Total Benefit of the Training

We believe that you have acquired knowledge, skills, and personal benefits, such as more recognition in the workplace and increased salary, from the Training. We also think that you have contributed to your country knowledge by applying the and skills and/or transferring them to colleagues and others.

Considering these benefits of the Training in total, how do you evaluate the benefits of the Training in monetary terms?

Please select the answer that best describes the amount (US\$) you would be willing to pay for participation in another JICA training including airfare/accommodation. Please select the number.

1. less than \$5,000	2. \$5,000	3. \$10,000	4. \$15,000 5. \$20,000	6. \$25,0	000		
7. \$30,000	8. \$35,000	9. \$40,000	10. Other (Please specify		平均	SD	Ν
					4.41	2.77	127

5 Comparison of training programs

How do you compare your experience of participation in JICA training with other training programs sponsored by other donor/international organizations that you have participated in ?

Г	1	2	 3 -		4	 5
	Strongly disagree	Somew hat	Neither		Somew hat	Strongly agree
L	Strongly disagree	disagree	agree nor disagre	e	agree	Strongly agree

5.1 My learning experience from JICA training was more important than from other training programs.

	3	4	24	44	64	139	
5.2 The impact of JICA training-participation has been more sustainable than the	ne impac	ct of					
other training programs.	5	4	23	46	61	139	

6 Friendship

6.1 How did the following help you understand the culture of Japan?

	1 Strongly disa	 Igree	2 Somew hat disagree		3 Neither agree nor disa	gree	4 Somew hat agree		5 Strongl					
1)	General orie	ntation h	elped me unde	ersta	nd culture of	Japan.		ſ	1	2	14	44	86	147
2)	Interaction w	/ith the ir	mplementing o	rgani	zation and tr	aining	managers h	elpe	d me ur	nderstan	d culture	e of Japa	an.	•
								ſ	0	1	14	40	90	14
3)	Cultural ever	nts and s	ocial welfare p	orogra	ams provided	l by the	e Center hel	bed i	me unde	erstand of	culture o	f Japan.		
								ſ	0	2	12	39	94	14
4)	Self-study us	sing boo	ks and CD-RO	Ms h	elped me ur	dersta	nd culture a	f Jap	an.					
								Γ	5	13	30	55	42	14
ave	e you chang	ged you	r perception o	of Ja	pan since t	he trai	ning?	•						

			2		3		4		5					
	Strongly disa	igree	Somew hat disagree		Neither agree nor disa	agree	Somew hat agree		Strong	y agree				
1)	My trust in Ja	pan and t	he Japanese	people	e has increa	sed.		[1	2	4	20	118	145
2)	My interest in	working	with Japanes	e peop	le has incre	ased.			2	2	6	20	117	147
3)	I have gained	l a deepe	r understandi	ng of J	lapanese so	ciety and	d culture.		2	1	5	39	98	145

7 Contact with Japanese people

7.1 Do you maintain contact with Japanese people whom you met during the training?

	1 2 3 4 Not at all Occasionally Sometimes Frequently								5 All the	e time				
1)	I maintain cor	ntact ma	ainly to excl	nange p	ersonal upd	ates.			14	27	40	37	27	145
2)	I maintain cor	ntact ma	ainly to excl	nange o	r gather nev	inform	nation on J	apan.						
									16	30	42	34	24	146
3)	I maintain cor	ntact ma	ainly to seel	k advice	about my v	vork.			36	31	43	21	15	146
4)	I maintain cor	ntact ma	ainly to deve	lop join	t projects.				57	26	29	22	11	145

7.2 Since the training, do you have any connection with JICA?

1	 2	 3	 4	5
Not at all	Occasionally	Sometimes	Frequently	All the time
-				

1) I work as a counterpart for projects or JICA experts.

- 2) I work as a volunteer counterpart.
- 3) I consult or contact the JICA office about projects.
- 4) I participate in an alumni network for JICA former-trainees.

5) I participate in events or training organized by JICA.

2-1. 質問票 A

8 Follow-up Support

What do you expect from JICA after returning to your country as follow-up support for your activities in order to ensure sustainability of learning?

Please choose the three items you think are the most important from your perspective among the options provided, rank them in order of importance and write the number (click on the corresponding number). Please be careful not to rank the same option twice.

		1st	2nd	3rd
1) Support for organizing lectures and training sessions		18	9	22
2) Support for training materials		8	19	13
3) Dispatch of Japanese technical specialists		17	15	17
4) Dispatch of Japanese volunteers		5	2	12
5) Support of implementation of projects		36	28	14
6) Provision of equipment and materials		15	23	19
	Ν	99	96	97

9 We would like to publicize the inspiring experiences of former-participants as good examples of our programs, including through JICA's official website.

Are you interested in publicizing your experience?

		1 Not	at all		2 Slightly		3 Some	ew hat		4 Conside	 erably		5 Grea	atly				
												13	3	10	27	33	60	143
10 Y	our Pe	ersonal In	forma	ation													_	
1)	E-ma	ail addres	s for f	uture co	mmunicati	ion												
2)	Cour	ntry																
3)	Nam	~		Last	name(Surna	ame)			Μ	iddle nam	e		F	First (Giv	en) name	9		
	INAIII	e																
4)	Age	at time of	parti	cipation														
5)	Geno	der (Male	=0	Female=1	I)													
6)	Title	of training	g prog	gram														
7)	The s	start and	finish	dates (m	nonth & yea	ar)		sta	rt					finish				
	of the	e training	progra	am you pa	articipated i	in.					~							
8)	Nam	e of Com	pany/	Organiza	tion													
9)	Jobt	title	at tim	e of parti	cipation													
			at pre	esent														
10)	High	est level o	of edu	cation co	ompleted							• •	•••		• • •	•		
						1.	Doctor	al pro	gram o	or equiva	alent							
	Plea	ase select	the a	ppropriat	e number	2	Master	r's pro	gram	or equiva	alent							
	and	write it in	the bo	X.		3.	Under	gradua	ate pro	gram of	univers	sity/col	lege	or equ	ivalent			
						4.	Other ((Pleas	se spe	cify:)				

Thank you very much for your cooperation.

JICA Questionnaire Survey 2012: Evaluation of JICA Training Program (Participants)

You will be instructed to respond to most of the questions in the form of a 5-point scale. When the scale is shown as part of question, please select the number (from 1-5) from the scale shown that best describes your opinion with respect to **each** of the statements and write it in the appropriate box.

Please follow the instructions carefully for each question and answer as many questions as possible.

1 Preparation for JICA training

1.1 To what degree were the following factors in your decision to participate in JICA training (Training)?

1	 2	 3		4	 5
Strongly	Somew hat	Neither		Somew hat	Strongly
disagree	disagree	agree nor disagi	ee	agree	agree

1) I	was	interested	in the	contents	of the	Training.	
------	-----	------------	--------	----------	--------	-----------	--

- 2) I required new knowledge and skills in performing my job.
- 3) I participated in the Training because the Training had a specific relationship a project implemented in my country by JICA.

.

.

- 4) I participated in the Training because the Training had a specific relationship to a project implemented in my country by another donor or international organization.
 5) I was interested in coming to lapan
- 5) I was interested in coming to Japan.
- 1.2 Prior to your participation in the Training, did you have concrete assignments and/or missions from your organization that were implemented after returning to your country?

1 Strongly	2 Somew hat	 3 Neither		4 Somew hat	 5 Strongly
disagree	disagree	agree nor disagre	е	agree	agree

1) I had clear assignments and/or missions from my organization.

2) I did not have any assignment and/or mission from my organization, but I was conscious of assignment and/or mission of my own.

2 Evaluation of Training

2.1 How would you evaluate the process for the implementation of Training?

	1 Strongly		2 Somew hat		3 Neither		4 Somew hat		5 Strongl	v	
	disagree		disagree		agree nor disag	gree	agree		agree		
1)	The application	n and se	election proc	ess wa	as simple.						
2)	The pre-depart	ture sup	port was stro	ng.				•			•
3)	The follow-up :	support	was strong.					•			•
4)	The contents of	of the Tr	aining match	ed my	needs.			•			•
5)	The contents of	of the Tr	aining match	ed my	country's ne	eds.		•			•
6)	The contents of	of the Tr	aining covere	d new	knowledge a	nd skill	s.	•			•
7)	The contents of	of the Tr	aining were p	ractic	al.			•			•
8)	The contents of	of the Tr	aining were o	lifficult	to master.			•			•
9)	The training m	ethod u	sed by lectu	ers wa	as effective.			•			•
10)	The instructors	s and/or	trainers con	firmed	that we unde	erstood t	the training co	ontents	. ·		•
11)	The training cu	urriculun	n was approp	riately	designed.		-	•			•
12)	The training pe	eriod wa	s too long.		-			•			•
13)	The training pe	eriod wa	s too short.					•			•

2.2 Level of the Training

Was the level of knowledge/skills that you acquired from the Training high or low as compared with the following points in time?

1	 2		3		4		5	
Low er	Somew hat le	ow er	About the s	ame	Somew hat h	nigher	Higher	

1) Compared with the knowledge and skills required for my work immediately after Training.

2) Compared with the knowledge and skills required for my work at present.

2.3 Overall evaluation

To what degree were you satisfied with the Training?

Please write the number "999" in the appropriate box, if an item is not relevant to the Training in which you participated.

0	1	2	3	4	5	6 7	8	9 10 point	
	Poor		Weak		Satisfactory	Good		Excellent	

2-2. 質問票 B(研修員用)

1) General orientation on culture of Japan	
2) Social welfare	
3) Lectures	
4) Workshops	
5) Practical training and/or field visits	
6) Facilitation	
7) Discussions among participants	
8) Training as a whole	

2.4

	1 Not at all	Slightly recommend	3 Somew hat recommend	4 Conside recom		5 Greatly re	ecommend		Γ
ha 1)	How has your att			in the Train	ing and				
	1 Strongly disagree	2 Somew hat disagree	3 Neither agree nor disagree	- 4 Somev agre		5 Stro agi			
			評価点	1	2	3	4	5	
a.	I plan my work b	etter.	回答数	0	0	4	38	24	
	•	sense of responsibi	• •	0	0	5	29	32	
c.	I have become m	nore conscious of wo	orking with my collea						-
				0	0	6	28	32	
			plems before giving up		0	12	24	29	
e.	I am more motiva	ated to undertake ac	tivities that contribute		-	-	25	27	T
£				0	0	14	25	27	
T.	I consider my co	ountry's situation from	n a more internationa	r <u>i</u>		14	22	20	Т
~		are important work		0	0	14 14	22	29 12	+
-	•	ore important work. supervise more sub	ordinatos	1	5	24	33 15	12	+
	0	•	my colleagues more		4	24	15	11	
	wy opinion is ac	cepted/chabised by	my concagaes more	-	3	14	30	18	Т
		tion humanla in the su		0					
ha ı 1)	How many rank(s Training-participa	,, ,	in your workplace bed the answer that best ". 2 . 2	come higher	r compare	ed with the		er in the I 5 . 5 •••	bo
5 ha i 1) 2)	How many rank(s Training-participa If you are at the 0. Same 6. 6 To what degree (a	 i), did your position i ition? Please select same rank, write "C 1. 1 7. Other (Pleases as a percentage) do 	n your workplace bed the answer that best ". 2 . 2 se specify: you believe that your	come higher describes y 3. 3 participatio	r compar your rise) on in the ⁻	ed with the and write 4 . 4 Fraining co	the numbe	5 . 5 • •	
5 ha i 1) 2)	How many rank(s Training-participa If you are at the 0. Same 6. 6 To what degree (a the change in you	 i), did your position i ition? Please select same rank, write "C 1. 1 7. Other (Please as a percentage) do ur position in the work 	n your workplace bed the answer that best ". 2. 2 se specify: you believe that your rkplace? Please writ	come higher describes y 3. 3 participatio	r compar your rise) on in the ⁻	ed with the and write 4 . 4 Fraining co	the numbe	5 .5	
5 ha i 1) 2)	How many rank(s Training-participa If you are at the 0. Same 6. 6 To what degree (a the change in you	 i), did your position i ition? Please select same rank, write "C 1. 1 7. Other (Pleases as a percentage) do 	n your workplace bed the answer that best ". 2. 2 se specify: you believe that your rkplace? Please writ	come higher describes y 3. 3 participatio	r compar your rise) on in the ⁻	ed with the and write 4 . 4 Fraining co	the numbe	5 . 5 • •	
5 ha i 1) 2)	How many rank (s Training-participa If you are at the 0. Same 6. 6 To what degree (a the change in you Did your work cha	 a), did your position i b), did your position i b), did your position i c) <lic)< li=""> <lic)< li=""> <lic)< li=""> c) <lic)< li=""> <li< td=""><td>n your workplace bed the answer that best ". 2. 2 Se specify: you believe that your rkplace? Please writing in the Training? </td><td>3. 3 participatio e the numb</td><td>r compare your rise) on in the ⁻ er(%) in t</td><td>ed with the and write 4. 4 Fraining co he box. 5</td><td>the numbe</td><td>5. 5 • •</td><td></td></li<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<></lic)<>	n your workplace bed the answer that best ". 2. 2 Se specify: you believe that your rkplace? Please writing in the Training? 	3. 3 participatio e the numb	r compare your rise) on in the ⁻ er(%) in t	ed with the and write 4. 4 Fraining co he box. 5	the numbe	5 . 5 • •	
5 ha i 1) 2)	How many rank(s Training-participa If you are at the 0. Same 6. 6 To what degree (a the change in you Did your work cha	 a), did your position i b), did your position i c) Please select same rank, write "C 1. 1. 7. Other (Pleases a percentage) do and a position in the word ange after participati 	n your workplace bed the answer that best ". 2. 2 se specify: you believe that your rkplace? Please writ ng in the Training?	come higher describes y 3. 3 participatio e the numb	r compare your rise) on in the ⁻ er(%) in t	ed with the and write 4. 4 Fraining co he box. 5	the numbe	5 . 5 • •	
2) 3) a.	How many rank (s Training-participa If you are at the 0. Same 6. 6 To what degree (a the change in you Did your work cha <u>Not at all</u> If there was any o	 i), did your position i i), did your position i iii (i) (i) (i) (i) (i) (i) (i) (i) (i)	n your workplace bed the answer that best ". 2. 2 Se specify: you believe that your rkplace? Please writing in the Training? 	3. 3 participatio e the numb	r compare your rise) on in the ⁻ er(%) in t erably	ed with the and write 4. 4 Fraining co he box. 5 Tot	the number ntributed t	5.5 (%)	Ľ
2) 3) a.	How many rank (s Training-participa If you are at the 0 . Same 6 . 6 To what degree (a the change in you Did your work cha <u>Not at all</u> If there was any of through the Traini	 a), did your position in tion? Please select same rank, write "C 1. 1 7. Other (Please a percentage) do ur position in the word ange after participati slightly change, does the neing? 	in your workplace bed the answer that best ". 2. 2 se specify: you believe that your rkplace? Please writ ng in the Training? 	3. 3 participatio e the numb	r compare your rise) on in the ⁻ er(%) in t erably	ed with the and write 4. 4 Fraining co he box. 5 Tot	the number ntributed t	5.5 (%)	
2) 3) a.	How many rank (s Training-participa If you are at the 0. Same 6. 6 To what degree (a the change in you Did your work cha <u>Not at all</u> If there was any of through the Traini ease in annual in	 a), did your position i b), did your position i c) Please select same rank, write "C 1 7. Other (Please as a percentage) do ur position in the work ange after participati ange after participati b) Slightly c) Slightly c) Slightly c) Shange, does the neige c) Shange c) Shange c) Shange c) Slightly c) Shange c) Sha	in your workplace bed the answer that best ". 2. 2 se specify: you believe that your rkplace? Please writ ng in the Training? 	ome higher describes y 3. 3 participatio e the numb the numb conside conside plication of set at 1, h	r compare your rise) on in the ⁻ er(%) in t erably knowledg	ed with the and write 4. 4 Fraining co he box. 5 Tot ge and skil 	the number ntributed t ally Is acquired • • • • • •	5.5 (%) (%) (%)	

2) To what degree (as a percentage) do you believe that your participation in the training contributed to any rise in income? Please write the number(%) in the box.

3.4 Knowledge and skills acquired through the Training

For question 1) and 2), please answer in terms of a *percentage*, where 0% means "not at all" and 100% means "completely".

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(%)

2-2. 質問票 B (研修員用)

1) How much of the Training contents did you acquire as a whole?

	• •	(%)	
	平均	SD	Ν
ベトナム	68.42	17.72	19
フィリピン	81.31	15.06	16
シンガポール	80.65	23.41	31
計	77.29	20.60	66

2) How much of the knowledge and skills acquired through the Training are you currently utilizing in your work?



3) In which areas do you think the knowledge and skills you acquired through the Training contributed to your organization or country ?

	1		2		3		4		5		
	Strongly		Somew hat		Neither		Somew hat		Strongly		
	disagree		disagree		agree nor disa	gree	agree		agree	J	
a.	establishment	or impr	ovement of p	olicies	s and system	s by na	ational or local	gove	rnment	•• [
b.	establishment	or impr	ovement of s	ystem	n in my organ	zation				•	
c.	establishment	or impr	ovement of n	nethoo	ds and technic	ques u	sed in my work	ζ.	• • • •	•••	
d.	project formula	ition in I	my organizat	ion						•	
e.	development o	r improv	ement of ac	tion pl	ans in my org	anizat	ion			•	
lf th	ne knowledge al	nd skill	s acquired th	rough	the Training	are not	t utilized in you	r won	k, what is the reaso	on?	
f.	Support from n	ny orga	nization is in	suffici	ent.					•	
g.	The workplace	environ	ment is too	differe	nt from that o	n whicl	h the training v	/as pi	emised.	• •	
h	My work load	is too h	ieavy.							•	

3.5 Transfer of the knowledge and skills acquired through the Training.

We believe that the participants engage in various activities in order to transfer the knowledge and skills acquired through the Training.

Please read the following questions about your activities and write the appropriate numbers in each of the columns in the table below. A rough estimate is sufficient.

- 1) a. How many times so far have you organized lectures, seminars, or workshops in total since you finished your training? Please write the total number.
 - a'. How many hours on average did you give lectures /seminars/workshops listed above?
 - b. How many times so far have you transferred the knowledge and skills through on-the-job training (OJT) since you finished your training? Please write the total number.
 - b'. How many hours on average did you give an on-the job training?
- 2) In each instance of the above activities, to how many persons (recipients) did you transfer the knowledge and skills acquired through the Training?
- 3) What percentage of the contents of your activities included the knowledge and skills acquired through the Training?
- 4) What percentage of the knowledge and skills you used in your activities did the recipients acquire?

	演等の回数				imes	Hour/ time	(2) Nur recipien	nber of ts / time	(3) % i in conter activ		(4) % knowledge and skills recipients acquired
a. Lecture	s/semina	rs / worksh	nops		times		people			%	
b. On-the-	o. On-the-job training				times			people		%	
講演等の[回数			時間/1回			人数/1回				
	平均	SD	Ν	平均	SD	Ν	平均	SD	N		
ベトナム	17.36	17.53	11	1.29	0.49	7	34.25	67.14	8		
フィリピン	1,2,2,1,2,2,2,2,2,2,2,2,2,2,2,2,2,2,2,2				2.73	6	39.50	34.95	6		
シンガポール	5.82	11.90	17	2.58	2.69	6	30.67	14.46	12		
計	9.67	13.56	36	2.13	2.15	19	33.81	40.14	26		

講演中しめ	る割合			講演対象者	子の習得率	
	平均	SD	Ν	平均	SD	Ν
ベトナム	45.00	31.62	8	41.25	31.71	8
フィリピン	52.14	35.10	7	59.29	19.24	7
シンガポール	57.08	31.94	12	62.73	28.84	11
計	52.22	31.81	27	55.19	28.20	26

2-2. 質問票 B(研修員用)

OJTの回数	攵			時間/1回			人数/1回		
	平均	SD	Ν	平均	SD	Ν	平均	SD	N
ベトナム	18.33	19.32	12	1.25	0.83	8	13.00	14.33	10
フィリピン	3.80	4.15	5	6.40	9.91	5	5.75	1.50	4
シンガポール	4.50	6.19	16	4.38	3.25	8	25.00	19.24	11
計	9.42	13.97	33	3.67	5.29	21	17.12	16.99	25

対象者の羽得家

OJT中占める割合

OT T D M	가의리다			对家伯ワ	日小子	
	平均	SD	N	平均	SD	Ν
ベトナム	40.00	31.96	8	44.38	32.23	8
フィリピン	68.00	35.64	5	63.00	22.25	5
シンガポール	56.25	26.72	12	61.50	25.50	10
計	53 40	30.74	25	55.87	27.58	23

3.6 Action plan

1) Did you make an action plan during the training?

1	 2		3	- 4		5
Not at all.	Slightly insuffi	cient	Somew hat sufficient	Substantially	sufficient	Sufficient

2) How did you implement your action plan after returning to your country?

1	 2	 3	4	 5
Strongly	Somew hat	Neither	Somew hat	Strongly
disagree	disagree	agree nor disagree	agree	agree

a. I implemented the training of trainers.

- b. I shared the contents of the training in my organization.
- c. I shared the contents of the training with others outside of my organization.
- d. I proposed my action plan to my superior.

3.7 Have you proposed projects (including an <u>action plan</u>) to your organization based on the knowledge and skills acquired through the Training? If not, please skip the following questions.

- 1) How many projects have you proposed? Please write the number in the box.
- 2) How many projects that you proposed have been approved? Please write the number in the box.
- 3) Please write the answers regarding the approved projects for each question in the table .
- a. The contents of the projects
- b. The period of project implementation: Start and finish dates of implemented projects
- c. The scale of projects: If possible, please write the amount of the <u>budget/expense</u> involved in the implementation of the projects.
- d. The number that best describes the *result* of the project.

Γ	1		2		3		4		5	6	
	Not at all		Not really		Somew hat		Considerably		Highly	Not	yet
	successful successful			successful successful		successful c		ear			
	a. Project contents					b. Peri	od		a Amount of amo	d Decult	
	a. Project contents		ſ	start		finish		c. Amount of expe	nse (03\$)	a. Result	
1											
2											
3											

4 Total Benefit of the Training

We believe that you have acquired knowledge, skills, and personal benefits, such as more recognition in the workplace and increased salary, from the Training. We also think that you have contributed to your country by applying the knowledge and skills and/or transferring them to colleagues and others. Considering these benefits of the Training in total, how do you country to page the banefits of the Training in monotony terms?

how do you evaluate the benefits of the Training in monetary terms?

Please select the answer that best describes the amount (US\$) you would be willing to pay for participation in another JICA training including airfare/accommodation. Please write the number in the box.

1. less than \$5,000 7. \$30,000	2. \$5,000 8. \$35,000	3. \$10,000 9. \$40,000	4. \$15,000 10. Other (Please	5. \$20,0 specify	00	6. \$25,0)
					平均	SD	Ν
				ベトナム	2.33	1.11	15
				フィリピン	3.64	3.14	11
			ب	<i>レンガポール</i>	4.47	2.17	19
				計	3.56	2.33	45

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2-2. 質問票 B (研修員用)

5 Comparison of training programs

How do you compare your experience of participation in JICA training with other training programs sponsored by other donor/international organizations that you have participated in ?

ſ	1	2	3	4	5
	Strongly	Somew hat	Neither	Somew hat	Strongly
	disagree	disagree	agree nor disagree	agree	agree

1) My learning experience from JICA training was more important than from other training programs.

- 2) The impact of JICA training participation has been more sustainable than the impact of
 - other training programs.

6 Friendship

6.1 How did the following help you understand the culture of Japan?

1	2	3	4	5
Strongly	Somew hat	Neither	Somew hat	Strongly
disagree	disagree	agree nor disagree	agree	agree

1) General orientation helped me understand

 General orientation helped me understand culture of Japan. 	•	•	•	•	•	•	·	
2) Interaction with the implementing organization and training managers helped me								
understand culture of Japan.	•	•	·	·	·	•	•	

- 3) Cultural events and social welfare programs provided by the Center helped me understand culture of Japan.
- 4) Self-study using books and CD-ROMs helped me understand culture of Japan.

6.2 Have you changed your perception of Japan since the training?

	1		2		3		4		5	,		7
	Strongly		Somew hat		Neither		Somew hat		Stro	ongly		
	disagree		disagree		agree nor disag	ree	agree		ag	ree		
2) 3)	My trust in Jap My interest in I have gained a I have a develo	working a deeper	with Japane understandi	se pe ng of	eople has incre Japanese soc	ased. iety ai		• •	 	 	 	· •

7 Contact with Japanese people

7.1 Do you maintain contact with Japanese people whom you met during the training?

	1		2		3		4				5				٦	
	Not at all		Occasional	у	Sometimes		Frequently		A	All th	ne i	tim	е			
1)	I maintain cont	act ma	inly to exch	ange pe	rsonal update	es.			•	•	•	•	•	•		
2)	I maintain cont	act ma	inly to exch	ange or	gather new ir	forma	tion on Japan.		•	•	•	•	·	•	• •	
3)	I maintain cont	act ma	inly to seek	advice	about my wor	k.			•	·	·	•	·	•	• •	
4)	I maintain cont	act ma	inly to devel	op joint	projects.				•	•	·	•	•	•	• •	

7.2 Since the training, do you have any connection with JICA?

	1		2		3		4		5	
	Not at all		Occasiona	lly	Sometimes		Frequently		All the time	
1)	I work as a cou	unterpa	rt for projec	ts or JIC	A experts.			•		•
2)	I work as a vol	unteer	counterpart					•		•
3)	I consult or co	ntact th	ne JICA offic	e about	projects.			•		•
4)	I participate in	an alur	nni network	for JICA	former-train	ees.		•		•
5)	I participate in	events	or training	organized	d by JICA.			•		•

8 Follow-up Support

What do you expect from JICA after returning to your country as follow-up support for your activities in order to ensure sustainability of learning?

Please choose the three items you think are the most important from your perspective among the options provided, rank them in order of importance and write the number in the appropriate box (click on the corresponding number). Please be careful not to rank the same option twice.

- 1) Support for organizing lectures and training sessions
- 2) Support for training materials
- 3) Dispatch of Japanese technical specialists
- 4) Dispatch of Japanese volunteers
- 5) Support of implementation of projects
- 6) Provision of equipment and materials

添付資料Ⅱ-37

1st	
2nd	
3rd	

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2-2. 質問票 B (研修員用)

9 We would like to publicize the inspiring experiences of former-participants as good examples of our programs, including through JICA's official website.

Are you interested in publicizing your experience?

		1		2		3		4		5			
		Not a	at all	Slightly		Somew hat		Considerabl	y	Greatly			
10.	Your	Personal	Informat	lion									
1)	E-m	ail addres	s for futu	ire communic	ation								
2)	2) Country												
3)	Name Last name(Surnam			rname)	Mic	ddle name		First (Give	en) name			
	Name												
4)	Age		at time of	participation									
5)	5) Gender (Male=0 Female=1)												
6)	6) Title of training program												
7)	The	start and	finish da	ites of the		ye	ar	ma	nth	year		month	
				participated i	n					~			
8)	Nam	ne of Com	pany/Or	ganization									
9)	Job	title	at time of	participation									
			at presen	t									
10)	High	nestlevel	of educa	tion complete	d				•		• • •		
					·	1. Doctoral program or equivalent							
	Plea	ase select	the appro	priate number	1	2. Master's program or equivalent							
	and write it in the box.			:	3. Undergraduate program of university/college or equivalent								
					4	4. Other (Plea	ase spec	cify:)		

Thank you very much for your cooperation.

JICA Questionnaire Survey 2012: Evaluation of JICA Training Program (Superior)

Title of the program:					
The start and finish dates of the training program you	year	month		year	month
participated in			~		
Name of dispatching organization:					
Name of participant:					
Person completing the questionnaire:					
Current job title of person completing questionnaire:					

You will be instructed to respond to most of the questions in the form of a 5-point scale.

When the scale is shown as part of the question, please select the number (from 1-5) from the scale shown

that best describes your opinion for each of the statements and write it in the appropriate box.

Please follow the instructions carefully for each question and answer as many questions as possible.

1 Participant as object of this survey

- 1.1 Is the participant still in your department?
 - 1) He/She is still in my department at present.

No	Yes
4	28

2 Purpose of dispatching participant

2.1 What was the purpose of dispatching the participant?

1 2 Strongly Somew hat disagree disagree	3 Neither agree nor disagree		ew hat ree		ongly ree			
	評価点	1	2	3	4	5	Ν	
1) To improve policy and planning.	回答数	1	1	4	11	14	31	
2) To secure allocation of funds.		10	8	9	4	0	31	
3) To improve organizational structure.		4	1	5	16	5	31	
4) To improve facilities and equipment		6	4	6	9	7	32	
5) To improve the technology and meth	5) To improve the technology and methods employed in operations.							
		4	0	5	8	15	32	
6) To develop individual capability and a	change in attitude.	0	0	0	4	27	31	
7) To reward good work performance		7	3	6	9	6	31	
8) Please add your own comments.	-							

2.2 Did you allocate any assignments and/or missions to the participant before his/her participating in JICA training?

1	 2		3	 4		5			
Not at all	Not specific	ally	Somew hat	Consid	lerably	Assigned	specifically	• •	
				9	1	3	14	4	31

3 Impact of JICA training

3.1 How were the purposes in "2.1" above effected by the utilization of the training outcome?

	1 Strongly disagree		2 Somew hat disagree		3 Neither agree nor disag	 gree	4 Some agr	w hat	5 Strongly agree]	
1) Policy and planning were improved.							0	1	9	13	8	31
2) Allocation of funds was easily secured.					8	6	8	7	1	30		
3) Organizational structure was improved.			4	1	10	14	2	31				
4)	Facilities and e	equipme	nt were impr	oved.			5	4	12	10	1	32
5)	The technology	/ and me	ethods emplo	oyed in	operation we	ere de	eveloped.	-		-		
							0	1	11	18	3	33
6)	The participant	's capac	city and attitu	ude wer	e improved.		0	0	4	8	21	33

2-3. 質問票 B(上司用)

7) Performance of the participant's department improved.

0 0	6	12	15	33
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3.2 Change of the participant's attitude after participating in the training

1) How has the participants' attitude changed as a result of participation in the training?

1 2 3 Strongly Somew hat Neither disagree disagree agree nor disagree		45Somew hatStronglyagreeagree		0,					
a. He/She plans his/her work better.	0	0	3	16	14	33			
b. He/She has a stronger sense of responsibility for his/he									
	0	0	1	13	18	32			
c. He/She has become more conscious of working with his	s/her colleague	s in a coll	aborative r	nanner.					
	0	0	3	14	16	33			
d. He/She works harder to find solutions to problems before giving up.									
	0	0	4	12	17	33			
e. He/She is more motivated to undertake activities that co	ontribute to his	/her coun	try's develo	opment.					
	1	0	4	16	12	33			
f. He/She considers his/her country's situation from a more	re international	perspectiv	ve.						
	1	0	4	16	12	33			
g. He/She is assigned more important work as compared	with prior to tra	ining-parti	cipation.						
	2	1	5	13	11	32			
h. He/She is assigned to supervise subordinates.	1	4	11	7	10	33			
i. His/Her opinion is accepted/endorsed by his/her colleag	gues more ofter	າ.							
	0	0	8	12	12	32			

3.3 Transfer of the knowledge and skills acquired through the Training

Did the participant transfer the knowledge and skills acquired through the training to others and are they utilized?

1	2	3	4		-					
•.						•••				
disagree	uisagree	agree for disagree	ugi		ugi					
) The participant transfers the knowledge and skills acquired through the training to others.										
			0	2	6	17	8	33		
The knowledge a	and skills acquired thr	ough the training are u	tilized							
in the departme	ent the participant belo	ongs to.	0	1	3	14	15	33		
3) The knowledge and skills acquired through the training are utilized in the entire organization.										
			0	2	4	16	11	33		
ne knowledge a	and skills acquired t	hrough the training a	are not ut	ilized , w	hat is the	reason?				
Support from the	e organization is insuf	ficient.	3	7	10	5	1	26		
Support from the	e department is insuffi	cient.	4	8	11	2	1	26		
The budget for ir	mplementation is insu	fficient.	3	7	8	7	1	26		
Facilities or equ	ipment are not approp	oriate.	4	5	8	7	2	26		
The workplace e	environment is too diffe	erent from that on whic	h the traini	ing was pr	emised.					
			4	6	7	8	1	26		
Ability of parties	to utilize the knowled	dge and skills is insuffic	cient.							
			4	5	6	10	1	26		
Workload of the	participant is too hear	vy.	5	5	9	2	0	21		
	Strongly disagree The participant t The knowledge a in the departme The knowledge a Support from the Support from the The budget for ir Facilities or equ The workplace e Ability of parties	Strongly disagree Somew hat disagree The participant transfers the knowledge The knowledge and skills acquired the in the department the participant below The knowledge and skills acquired the the knowledge and skills acquired the Support from the organization is insufficient Support from the department is insufficient The budget for implementation is insufficient the workplace environment is too different Ability of parties to utilize the knowledge	Strongly disagree Somew hat disagree Neither agree nor disagree The participant transfers the knowledge and skills acquired through the training are us in the department the participant belongs to. The knowledge and skills acquired through the training are us in the department the participant belongs to. The knowledge and skills acquired through the training are us in the department the participant belongs to. The knowledge and skills acquired through the training are us the knowledge and skills acquired through the training the knowledge and skills acquired through the trai	Strongly Somew hat disagree Neither agree nor disagree Some agree The participant transfers the knowledge and skills acquired through the 0 0 The knowledge and skills acquired through the training are utilized in the department the participant belongs to. 0 The knowledge and skills acquired through the training are utilized in the composition of the training are not utilized through the training are not utilized in the composition of the training are not utilized through the training are not utilized in the composition of the training are not appropriate. The workplace environment is too different from that on which the training d Ability of parties to utilize the knowledge and skills is insufficient. 4	Strongly disagree Somew hat agree Neither agree Somew hat agree The participant transfers the knowledge and skills acquired through the training to 0 0 2 The knowledge and skills acquired through the training are utilized in the department the participant belongs to. 0 1 The knowledge and skills acquired through the training are utilized in the entire of 0 2 The knowledge and skills acquired through the training are not utilized in the entire of 0 2 The knowledge and skills acquired through the training are not utilized of 0 2 The knowledge and skills acquired through the training are not utilized of 0 2 The knowledge and skills acquired through the training are not utilized of 0 2 The knowledge and skills acquired through the training are not utilized of 0 2 The knowledge and skills acquired through the training are not utilized of 0 2 The knowledge and skills acquired through the training are not utilized of 0 3 Support from the organization is insufficient. 3 7 Support from the department is insufficient. 3 7 Facilities or equipment are not appropriate. 4 5 The workplace environment is too different from that on which the training was pr 4 6 <	Strongly disagreeSomew hat agreeNeither agreeSomew hat agreeStrongly agreeThe participant transfers the knowledge and skills acquired through the training to others. 0 2 6 The knowledge and skills acquired through the training are utilized 0 1 3 The knowledge and skills acquired through the training are utilized 0 1 3 The knowledge and skills acquired through the training are utilized in the entire organization 0 2 4 The knowledge and skills acquired through the training are not utilized , what is the 0 2 4 The knowledge and skills acquired through the training are not utilized , what is the 3 7 10 Support from the organization is insufficient. 3 7 8 Support from the department is insufficient. 3 7 8 Facilities or equipment are not appropriate. 4 5 8 The workplace environment is too different from that on which the training was premised. 4 6 7 Ability of parties to utilize the knowledge and skills is insufficient. 4 5 6	Strongly disagree Somew hat agree nor disagree Somew hat agree Strongly agree The participant transfers the knowledge and skills acquired through the training to others. 0 2 6 17 The participant transfers the knowledge and skills acquired through the training are utilized in the department the participant belongs to. 0 1 3 14 The knowledge and skills acquired through the training are utilized in the entire organization. 0 2 4 16 The knowledge and skills acquired through the training are not utilized , what is the reason? Support from the organization is insufficient. 3 7 10 5 Support from the department is insufficient. 3 7 8 7 The budget for implementation is insufficient. 3 7 8 7 The workplace environment is too different from that on which the training was premised. 4 6 7 8 Ability of parties to utilize the knowledge and skills is insufficient. 4 5 6 10	Strongly disagreeSomew hat agree nor disagreeSomew hat agreeStrongly agreeThe participant transfers the knowledge and skills acquired through the training to others. 0 2 6 17 8 The knowledge and skills acquired through the training are utilizedin the department the participant belongs to. 0 1 3 14 15 The knowledge and skills acquired through the training are utilized in the entire organization. 0 2 4 16 11 The knowledge and skills acquired through the training are not utilized , what is the reason?Support from the organization is insufficient. 3 7 10 5 1 A support from the department is insufficient.The workplace environment is too different from that on which the training was premised. 4 6 7 8 1 Ability of parties to utilize the knowledge and skills is insufficient.		

2-3. 質問票 B(上司用)

4 Position of participant.

How many rank(s), if any, was the participant promoted from the rank where he/she held prior to the training?
 Please write the number of ranks for promotion in the box. If the participant is at the same rank, write "0".

0.	Same	
6.	6	

1 . 1		2 . 2		3 . 3		4 . 4		5 . 5	
7. Other	(Please sp	becify:)			• • •	
評価点	0	1	2	3	4	5	6	7	Ν
	20	6	1	2	0	3	0	1	33

For the following questions 2) and 3), please select the number from the scale below that best describes your opinion and write it in the box.

1	1	2	2	4	5
	Strongly	Somew hat	 Neither	Somew hat	 Strongly
	disagree	disagree	agree nor disagree	agree	agree

2) Participation in the training was one of the reasons for promotion.

	6	5	9	5	4	29	
3) The participant was promoted faster than other employees without the training in							
the equivalent position with similar career histories.	5	6	14	3	1	29	

5 Your organization's satisfaction with the participant

To what degree was your organization satisfied by our training?

Please evaluate the Training on a scale of 0 to 10 and write the number in the box

0	1	2	3	4	5	6	7	8	9	10	ĺ	point
-	Po	or	We	eak	Satisf	actory	Go	od	Exce	ellent		
評価点	0	1	2	3	4	5	6	7	8	9	10	Ν
1)	Performar	nce of the	participant	improved								
	0	0	0	0	2	0	0	12	10	9	0	33
2)	2) Performance of the department in which the participant is placed improved.											
	0	0	0	0	2	1	4	13	8	5	0	33
3)	The overa	ll performa	ince of the	organizat	ion improv	ed through	the utiliza	ation of the	e training r	esults.		
	0	0	0	0	2	2	1	14	8	5	1	33
4)	The trainir	ng results	had an im	pact inside	e and outs	ide of the	organizatio	on, leading	to social	changes.		
	0	0	0	2	0	7	3	2	13	6	0	33
5)	Training a	s a whole										
	0	0	0	0	2	2	1	6	11	9	2	33
- (- I D	a mafit af	de a Transferi										

6 Total Benefit of the Training

We believe that you have acquired knowledge, skills, and personal benefits, such as more recognition in the workplace and increased salary, from the Training. We also think that you have contributed to your country by applying the knowledge and skills and/or transferring them to colleagues and others. Considering these benefits of the Training in total, how do you evaluate the benefits of the JICA training in monetary terms?

Please select the answer that best describes the amount (US\$) your organization would be willing to pay for your subordinate to participate in the JICA training including airfare/accommodation.

.

Please write the number in the box.

1. less than \$5,000	2. \$5,000	3. \$10,000	4. \$15,000 5. \$20,	000	6. \$25,0	00
7. \$30,000	8. \$35,000	9. \$40,000	10. Other (Please specify	平均	SD	Ν
				4.56	3.29	18

7 Please add any remarks such as changes brought by participating in our training.

Thank you very much for your time and cooperation.

2012 年度課題別研修事後評価調查·現況調查

添付資料Ⅲ

(研修監理員アンケート調査)

添付資料 目次

Ⅲ. 研修監理員アンケート調査

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1. 調査の目的と実施方針

1-1. 調査の背景と目的

JICA 課題別研修では、それぞれの研修コースにおいて研修監理員が同行している。当該 研修監理員は講義・見学先での通訳、引率を行うとともに研修員と講師の間に立ち、研修 員の研修の理解を促進し、研修効果を高め、研修進捗状況を現場で確認する役割を担って いる。実際に研修現場で、研修員が研修に対してどのような姿勢で臨んでいたか、研修中 に行動変容が見られたか、何が行動変容のきっかけとなったか、といった研修期間中の研 修員の個別の状況と反応についての客観的な情報を得るために、今年度のテーマ別実証調 査では、新たな試みとして研修監理員に対するアンケート調査を実施した。

アンケートで得られた情報は、ベトナム、インドネシア、フィリピンにおける現地調査 で、元研修員にインタビューする際の事前資料として役立てた。

1-2. 調査の対象

テーマ別実証調査の対象コースのうち、(財)日本国際協力センターが連絡先を把握して いる研修監理員が担当した研修コースを調査の対象とした。

1-3. 調査の実施方法

(1)質問項目

研修監理員からみた研修期間中の研修員の様子を把握し、帰国後の動向について情報を 収集するため、次の 4 つの項目に従って、質問を作成した(実際に使用したアンケート・ フォームは別添資料参照)。

- ① 研修員の性向
- ② 研修中の行動変容
- ③ アクションプランの作成
- 帰国後の連絡

(2)アンケートの配布と回収

アンケート・フォームの作成にあたっては、ウェブ・アンケートの方式を採用した。ベ トナム、インドネシア、フィリピンの対象コースごとに一定の期間を設け、各研修を担当 した研修監理員に対しメールを一斉発信し、アンケートへの協力を依頼した。研修監理員 によっては、1人で複数の研修コースを担当したり、複数年にわたって同様のコースを担当 している場合があったが、そのような研修監理員に対しては、担当した研修コース 1 つに つき、1回ずつ回答をしてもらうよう依頼した。また、1つの研修に対象国の研修員が複数 参加していた場合は、選択式の回答については、その研修における当該国研修員全体の印 象についての回答を求め、記述式の回答において、記憶に残っている範囲で個別の研修員 についての情報を記入するよう求めた。アンケートを発信、回収した期間及び調査対象コ ース数、回収件数は次のとおり。

	ベトナム	インドネシア	フィリピン
期間	2012年11月17日~	2012年12月27日~	2012年12月12日~
	2012年11月26日	2013年1月7日	2012年12月21日
対象コース数	40	33	14
回収件数	8	19	2
回収率	20.0%	57.6%	14.3%

2. 調査結果の概要

2-1. 調査結果

(1)研修員の性向

研修員の性向については、「積極性」、「協調性」、「勤勉性」、「外向性」の4点について、5段階で評価を求めた。得られたデータは研修監理員の主観による評価であるため、各研修 を相対的に比較するには適さないが、各研修コースに参加した調査対象国研修員の様子を 把握するうえで、貴重な情報が得られた。

「積極性」の評価からは当該研修に参加するにあたっての目的意識が明確であったか、 意気込みが十分であったかを知る手掛かりとなった。

「協調性」の評価からは、研修参加中に他国の研修員と協力する姿勢があったか、研修 期間を通して、当該研修のムードやその中での調査対象国の研修員の様子がどのようであ ったか知ることができた。

「勤勉性」の評価からは、当該研修に参加した研修員が研修をとおして積極的に学ぼう とする姿勢が見られたか、課題やアクションプランの作成に対して真摯に取り組んだかと いう客観的な情報を得ることができた。

「外向性」の評価からは、それぞれの研修員の性格が外向的か内向的か大まかな雰囲気 を知り、インタビューで直接面談をする際の事前情報として役立てることができた。

(2)研修中の行動変容

研修コースの初めから最後を通して、当該国の研修員の変化が見られたかどうか自由記 述方式で情報を収集した。変化が見られなかったケースでは、英語力がもともと低く、研 修内容を十分に吸収できていなかった、という回答が複数見られた。変化が見られたケー スでは、他国の研修員とともに研修を受ける中で自信をつけた、あるいは実習が有意義で あったり受入側の準備が周到であったため、研修員が刺激を受けた、といった情報が寄せ られた。

行動変容が見られた場合だけでなく、見られなかった研修についても、研修効果の阻害 要因を現地調査にて調べるうえで参考とすべき事前情報となった。

(3)アクションプランの作成

アクションプランの作成状況について、研修終了時の実態について情報を収集すること ができた。アクションプランを作成した場合、作成にあたり所属機関と連絡をとるなどの 努力が見られたか、そのアクションプランの実現可能性が高そうであったかどうかという 客観的な情報も得ることができた。また、アクションプランが作成されなかったケースに ついては、作成されなかった要因について当該研修員の意欲や所属先でのポジションなど が関係していたことへの言及が散見された。

(4)帰国後の連絡

研修監理員が研修員帰国後も、本人と連絡を取っているケースはあまりなかったが、中 には、帰国後、日本に留学した、あるいは、公務員を辞めて民間に転職した、といった現 地調査でインタビューのアポイントを取る際に役立つ情報を得ることができた。

2-2. テーマ別実証調査への効果・成果

多くの場合、研修監理員は研修員の本邦滞在中、研修の最初から最後まで同行し、通訳 のみならず研修員の滞在中の活動の細部に至るまで関与している。研修員の性格や能力、 専門性や意欲について最も具体的な情報を知ることができる立場にある。今回、研修監理 員へのアンケート調査をとおして、研修全体の雰囲気や、その中での当該研修員の様子に ついて事前に得た情報は、現地調査で元研修員にインタビューをする際の、個別の性格へ の配慮、アクションプランの実現についての質問、研修成果の発現阻害要因を聞いていく ための貴重な事前情報とすることができた。

2-3. 研修監理員アンケート調査に関する教訓・提言

今回、テーマ別実証調査で対象とされたのは、2007 年から 2011 年に実施された研修であった。実施から数年経過した研修について、その中の調査対象国の研修員について回答を求めたが、複数の研修監理員が時間の経過ともに記憶があいまいになっており、答えにくいとの声が寄せられた。上述のとおり、研修監理員から研修を評価するうえで非常に有意義な情報を集めることは可能である。研修員の写真や研修の記録を提示できれば、研修監理員のより具体的な記憶を引き出すのに役立ち、さらに詳細な回答がえられる可能性が高い。

事後評価調査にあたっては、当時の記録を利用できることが望ましく、そのためにも、 記録の整理や保護・管理などが適切に実施され、調査者に対して適切に提供される必要が ある。

平成 24 年度課題別研修事後評価調查

*必須						
1 あなたの	の氏名	*				
2 担当コー	ース * J	番号を	ご記入	くださ	511	
3-1 研修員	員の性[句 * 積極	函性			
	1	2	3	4	5	
積極性が低い	0	0	С	0	С	積極性が高い
3-2 研修員	員の性∣	句 * 協誹	剛性			
	1	2	3	4	5	
協調性が低い	0	С	0	0	С	協調性が高い
3-3 研修員の性向*勤勉性						

	1	2	3	4	5	
勤勉性が低い	0	0	0	0	0	勤勉性が高い

3-4 研修員の性向*内向性

	1	2	3	4	5	
内向的な性格	0	0	0	0	0	外向的な性格

4-1 研修中の行動変容*来日直後と帰国直前を比較し、研修員の能力や姿勢に何らかの行動変容が見られましたか?

◎ 見られた

◎ 見られなかった

4-2 研修中の行動変容 4-1 で「はい」と答えた場合、どのような行動変容でしたか?

-

4-3 研修中の行動変容(4-1 で「はい」と答えた場合)行動変容のきっかけと思われるものを以下からお選びください。(複数回答可)

12.2	
A COLOR	謙兰
	神殺

-

□ 視察

◎ その他

4-4 研修中の行動変容具体的にどのようなプログラムが **4-3** の行動変容のきっかけになりました か? (例えば、●●大学の●●講師の講義など、わかる範囲で結構です)

	-
4	

5-1 アクションプラン*当該研修員については本研修中、アクションプランを作成しましたか?

◎ 作成した

◎ 作成しなかった

5-2 アクションプラン(5-1で「はい」と答えた場合)そのアクションプランは実現可能性が高いと思いましたか?

〇 高い

C 高くない

5-3 アクションプラン 5-2 のアクションプランの実現可能性の「高い」「高くない」について、なぜ そのように思われましたか? (【例 1】アクションプランを作成するうえで所属組織と相談してい たから。【例2】必要経費の調達が困難に思われたから。)

	Y

5-4 アクションプラン(5-1で「はい」と答えた場合)研修員が帰国後、実際に実行した等の連絡は ありましたか?

C あった

C なかった

6-1 帰国後の連絡について*当該研修員が帰国後、当該研修員と連絡を取っていますか?

◎ 連絡を取っている

◎ 連絡を取っていない

6-2 帰国後の連絡について(6-1で「連絡を取っている」と答えた場合)帰国後、当該研修員から研修の成果となることを聞きましたか? 聞かれた場合は具体的にその内容を記載願います。



ご協力いただき、まことにありがとうございました。

*本アンケートは標題調査の参考資料として活用させていただく予定であり、皆様の氏名その他個人 情報については調査報告書への記載等、いかなる形式でも公表することはいたしません。