



The Project for Human Resource  
Development Scholarship



About

# JDS

The Project for Human Resource Development Scholarship (JDS) is a grant aid project that provides full scholarship to young leaders from target countries. Since its establishment in 1999 as the "Grant Aid for Scholarship Program", JDS has provided learning opportunities to over 6,000 JDS fellows.

Ukraine

Kyrgyzstan

Uzbekistan

Tajikistan

Pakistan

Nepal

Bhutan

Bangladesh

India

Sri Lanka

Maldives

Ghana

Kenya

Mozambique





## Strengths of JDS

Japan is the very first country to achieve developed country status and serves as one of the best models of development for emerging nations. The country has successfully balanced tradition with modernity while building a free, peaceful, prosperous, and democratic society. In 2018, JICA launched the "JICA Development Studies Program," which offers a unique learning opportunity combining two perspectives: Japan's modern development experience that differs from Western models, and its wisdom as a country that provided cooperation toward the progress of developing countries after World War II. In addition, the program extends beyond academic studies to include networking sessions with Japanese government officials, special programs, and post-return follow-up activities. Furthermore, to ensure academic success during participants' stay in Japan, the program provides comprehensive support through regular monitoring of academic progress and health conditions, along with assistance in adapting to daily life in Japan.



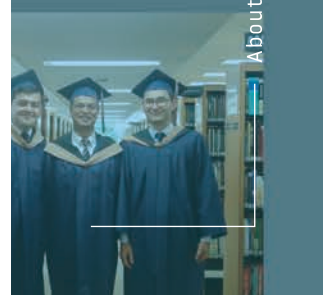
## Objective of JDS

Transforming  
Knowledge  
Gained in Japan  
into Solutions  
for National  
Challenges

■ JDS provides opportunities for graduate degrees in top Japanese universities. Upon returning to their home countries, JDS fellows are expected to take leadership roles in central government positions, applying their specialized knowledge gained in Japan to engage in policy formulation and implementation of social and economic development policies

Strengthening  
Bilateral  
Relations

■ The program aims to strengthen networks with government officials and other key stakeholders in Japan while fostering sustainable bilateral relations between Japan and partner countries as trusted allies for the mid- to long-term.



## History of JDS

Establishment as  
"Grant Aid for Scholarship Program" — **1999**

Arrival of first JDS fellows in Japan — **2000**

Program renamed to  
"Human Resource Development  
Scholarship (JDS)" — **2007**

Establishment of first JDS  
Alumni Association  
(Bangladesh) — **2010**

First JDS fellows from Africa (Ghana)  
arrive in Japan — **2012**

Program renamed to  
"The Project for Human Resource  
Development Scholarship (JDS)" — **2015**

Introduction of doctoral  
degree programs — **2017**  
and group training sessions

Launch of JICA Development  
Studies Program — **2018**

First JDS fellows from Latin America  
(El Salvador) arrive in Japan — **2021**

First JDS fellows  
from Europe (Ukraine) — **2024**  
arrive in Japan



**2006**  
Total number of JDS fellows  
reaches **1,000**

**2012**  
Number of female JDS fellows  
reaches **1,000**

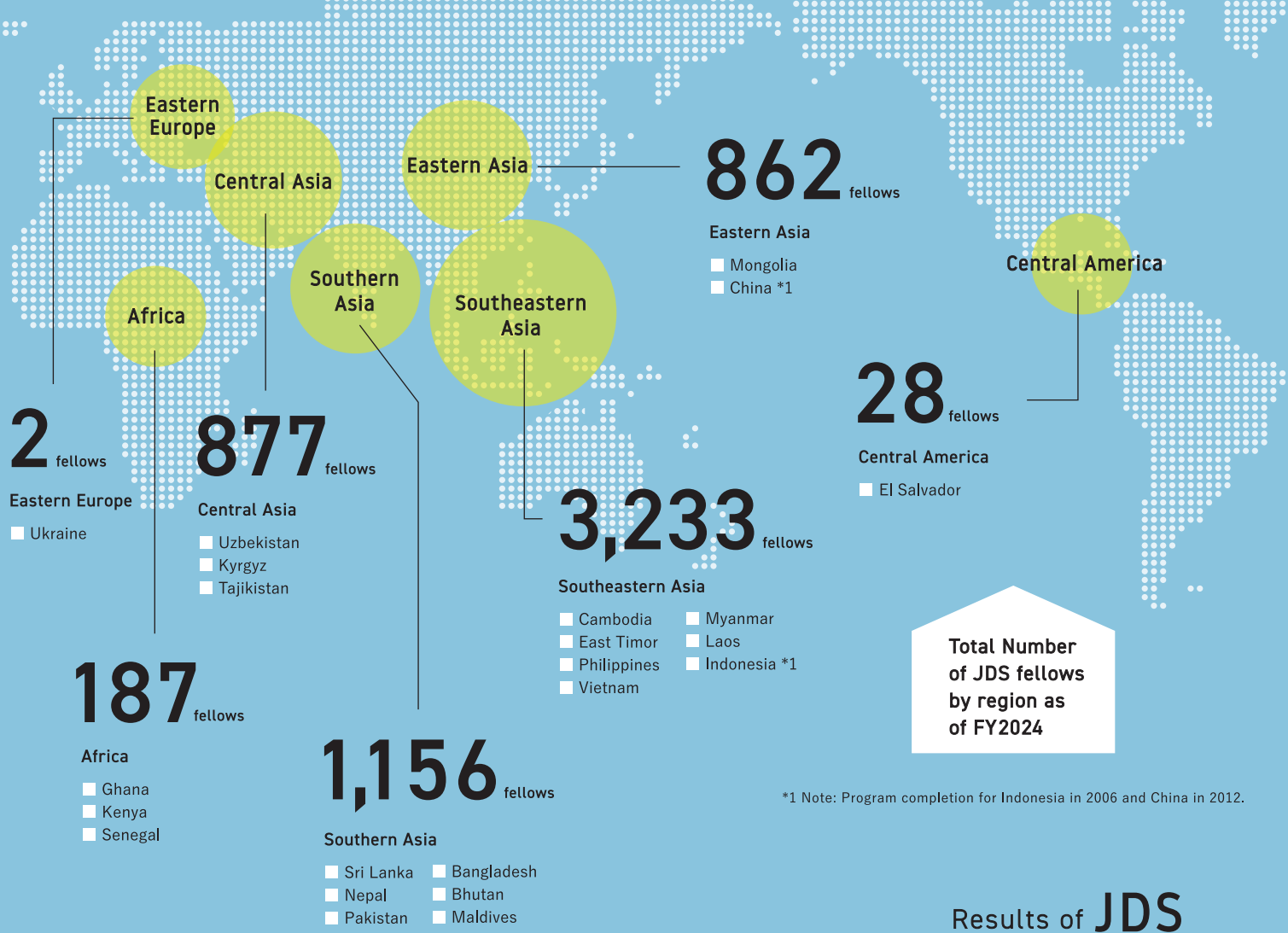
**2014**  
Total number of JDS fellows  
reaches **3,000**

**2020**  
Number of female JDS fellows  
reaches **2,000**  
Total number of JDS fellows  
reaches **5,000**

**2023**  
Total number of JDS fellows  
reaches **6,000**

To promote gender equality and women's empowerment, JDS actively advances the participation and capacity development of female government officials.





## Results of JDS

### Host Universities

53 Universities





## Achievements by the Numbers

### Current JDS fellows by Fields of Study (As of October 2024)

JDS develops a four-year plan to continuously accept JDS fellows, focusing on priority fields and development challenges identified as strategic areas for cooperation in each partner country.

### Developing Future Leaders to Address Development Challenges

### Exceptional Degree Completion Rate

Average Completion Rate:

# 98.6%

The degree completion rate (master's degree) across the JDS program maintains an exceptional level, ranging from 92% to 100% across all partner countries, with an average completion rate of 98.6%.

Economics  
36.6%

# 308

fellows

Law and Public  
Administration  
33.8%

# 284

fellows

Public Health  
3.2%

# 27

fellows

Fields of



### Support the capacity development of female government officials

Average Female  
Participation Rate

# 40.9%

Mongolia: 63% female, 37% male

Sri Lanka: 58% female, 42% male

The proportion of female government officials among JDS fellows has reached an average of 40.9% across partner countries. With about half of the participating countries showing an increase in female participation rates, the program continues to strengthen its contribution to the capacity development of female government officials.

f Study



Engineering  
16.8%

**141**  
fellows

Agriculture  
7.1%

**60**  
fellows

Education  
2.5%

**21**  
fellows

## Impacts of the JDS Program

# Strengthening Self-confidence

Awareness of Development Challenges in Home Countries

Negotiation Skills

Analytical Abilities

Problem-Solving Capabilities

Leadership Skills

Effective Communication of One's Views

Based on survey responses from JDS alumni, the following program impacts have been confirmed

## Growth in Capabilities

The survey reveals significant development among JDS alumni following their studies. Alumni reported notable improvements across multiple competencies, including "awareness of development challenges in home countries", "negotiation skills", "analytical abilities", "problem-solving capabilities", "leadership skills", and "effective communication of one's views". Among these areas of growth, the most common answer was "strengthening self-confidence" from the alumni.

## Strengthening Japan-Friendly Relations

The JDS program has deepened participants' trust in Japan and its people, while enhancing their understanding of Japanese society and culture. Moreover, after returning to their home countries, many JDS alumni actively engage in initiatives that promote ties with Japan.

## Contribution to Leadership Development

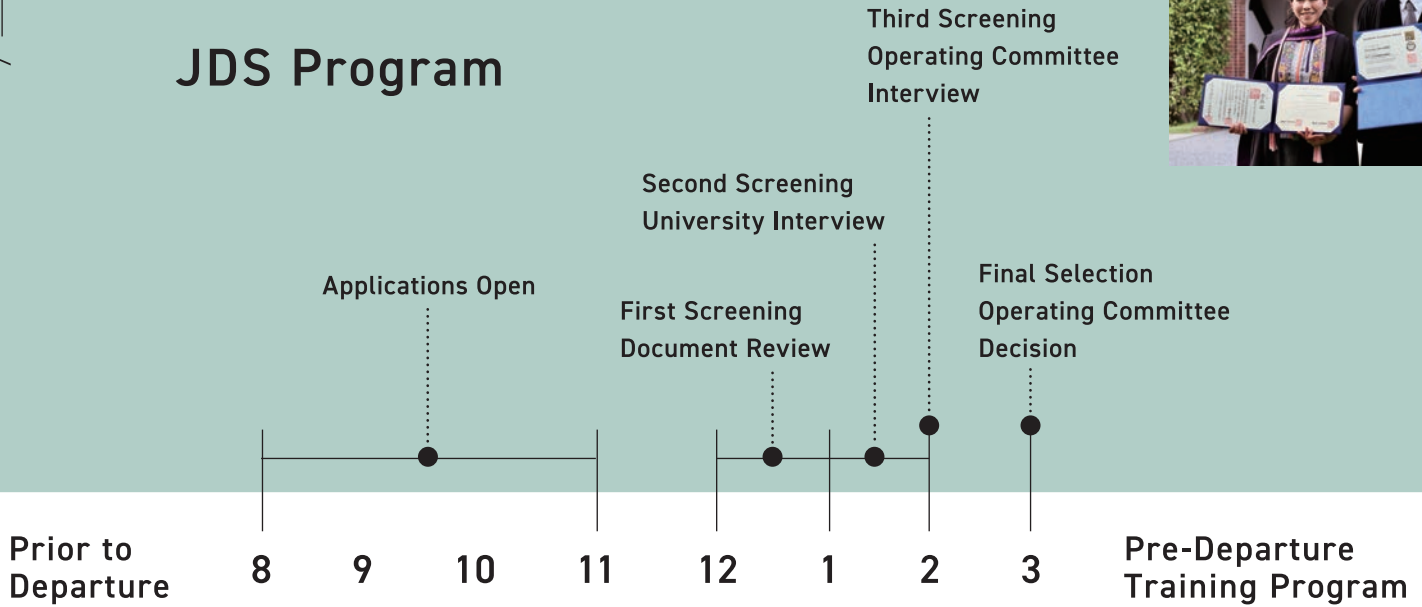
Bangladesh: **96.3%**

Kyrgyz: **79.6%**

A significant number of JDS alumni have advanced to higher positions after returning to their home countries, playing vital roles in addressing development challenges. This leadership development impact is evidenced by the high proportion of alumni holding leadership positions: 96.3% in Bangladesh and 79.6% in Kyrgyz.



## JDS Program



\*Schedule may vary depending on the country and timing.

### Pre-departure Learning about Japan

The pre-departure training program provides participants with a comprehensive orientation that strengthens their identity as JDS fellows while deepening their understanding of Japanese language and culture. This training is designed to facilitate a smooth transition into student life in Japan.



### 1 Japanese Language Training

Basic Japanese language acquisition essential for daily life in Japan

### 2 Japan's Development Cooperation

Introduction to Japan's development experiences, cooperation policies, and ongoing development projects with partner countries

### 3 Japanese Cultural Orientation

Comprehensive introduction to Japanese culture and practical guidance on social norms, etiquette, and daily customs to support smooth adaptation to life in Japan





## Leveraging Japanese Education and Networks to Address Development Challenges in Home Countries

### 1 Sharing Research Achievements from Study in Japan

Organizing debriefing sessions where returning fellows present their research findings to their home institutions and JDS alumni network

### 2 Follow-up Seminars

Offering special lectures by professors from JDS host universities and networking opportunities among JDS alumni

### 3 Alumni Associations

Establishment of alumni associations in each partner country strengthens and expands the network of graduates from Japan, fostering continued connections among those who have studied in Japan

## During Study in Japan

### Comprehensive Programs to Enhance the Study Experience in Japan

In addition to graduate studies, JDS offers diverse programs that foster bilateral relations through networking opportunities and enhance leadership capabilities for career advancement.

#### 1 Networking Event of Government Leaders

Providing opportunities for JDS fellows to engage in dialogue with Japanese government officials and build professional networks

#### 2 Group Training Sessions

Providing training opportunities on Japan's development experience, culture, society, leadership, and gender equality

#### 3 Academic Network Enhancement

Providing opportunities for academic exchange through participation in academic conferences and seminars, both domestic and international

#### 4 Special Programs by Host Universities

Host universities provide customized programs that address specific country needs, along with comprehensive academic guidance and support systems

#### 5 Networking with JICA Community

Providing opportunities to learn about each country's development challenges and specific case studies through interactions with JICA staff and scholars from other JICA scholarship programs





The educational experience was an opportunity to shape my approach to policy-making and diplomatic strategy

## Pham Quang Hieu

SOCIAL REPUBLIC OF VIET NAM

University / Graduate school	Graduate School of Law, Nagoya University
Period in Japan	2002-2004
Workplace at time of application / Position	Department of International Law and Treaties, Ministry of Foreign Affairs / Expert
Current workplace / Position	Embassy of Viet Nam in Japan / Ambassador

### Learning from JDS program

The program provided a profound foundation in international law and diplomacy, enriching my depth in global legal frameworks and their practical applications. This educational experience was an opportunity to shape my approach to policy-making and diplomatic strategy, equipping me with the tools to navigate the intricacies of international relations and foster meaningful global partnerships.

### Career after JDS program

I aim to deepen the strategic partnership by focusing on key areas of mutual interest. Firstly, I intend to strengthen economic, trade and investment cooperation by facilitating investment opportunities for Japanese companies in Vietnam. Secondly, I will advocate for enhanced collaboration in education and research. Another priority is to promote cultural diplomacy, increasing cultural exchanges.



## The Project for Human Resource Development Scholarshi

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Supremely invaluable was the establishment of profound intercultural connections with peers from diverse geographical realms



### Learning from JDS program

I underwent a phase of substantial personal and academic development. This encompassed an assimilation of cultural relativism, adaptability to change, and an astute understanding of the contemporary socio-cultural paradigm. Supremely invaluable was the establishment of profound intercultural connections with peers from diverse geographical realms.

### Career after JDS program

I successfully navigated a challenging examination for the position of Joint Secretary, a role of significant policy influence. Also, I was selected as a faculty member at the National Judicial Academy, where I am involved in organizing capacity enhancement programs for judicial officials from various ministries. These programs serve as an opportunity to further bolster the ties between Nepal and Japan.

## Deepshikha Munakami

NEPAL

University / Graduate school	Graduate School of Law, Kyushu University
Period in Japan	2019-2021
Workplace at time of application / Position	Ministry of Law, Justice and Parliamentary Affairs / Section Officer
Current workplace / Position	Office of the Attorney Generals / Joint Secretary (National Judicial Academy as a faculty)



**My professional career began to change after studying in Japan**



## USENOVA Nazgul

### KYRGYZ REPUBLIC

University / Graduate school	Graduate School of Economics, Ritsumeikan University
Period in Japan	2010-2012
Workplace at time of application / Position	President's Office / Expert
Current workplace / Position	Ministry of Energy of the Kyrgyz Republic / First Deputy Minister

### Learning from JDS program

My research was devoted to the issues of energy resource management. My studies allowed me to correctly find data for research, correctly predict and analyze, and apply these results. There were also lectures aimed at managers on the logical search for solutions. There was a very rich and informative study program.

### Career after JDS program

I have been working as the First Deputy Minister of Energy. After returning, my professional career began to change. These positive changes have been achieved through studying in Japan. Studying at the University allowed us to rethink approaches to making managerial decisions. The results of my research are still taken into account by me in some situations.

## Advancing Careers and Impact

JDS fellows are making significant contributions as key players in their governments, leveraging their research outcomes and experiences from their studies in Japan to address social and economic development challenges.



**I am committed to using valuable knowledge and experiences to support Mongolia's development**

## Lkhagvabayar Enkh-Amgalan MONGOLIA

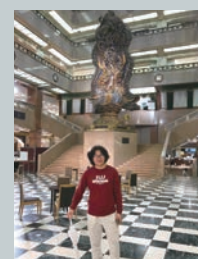
University / Graduate school	Graduate School of International Relations, International University of Japan
Period in Japan	2016-2018
Workplace at time of application / Position	Financing, Reporting and Accounting Division, Ministry of Finance / Specialist
Current workplace / Position	Macroeconomic Policy Department, Ministry of Economy and Development / Director General

### Learning from JDS program

Participating in JDS has been a transformative experience, enriching my personal and professional life in multiple ways. Academically, the program provided access to world-class education and cutting-edge research facilities. Professionally, the program offered invaluable networking opportunities. Interacting with peers from diverse backgrounds allowed me to build a global network of contacts.

### Career after JDS program

I had a chance to work on the project implemented with JICA to develop one kind of economic equilibrium model. The experience I have gained during study was much helpful to successfully finish the project. I feel grateful for the opportunity to bring back valuable knowledge and experiences, and I am committed to using these insights to support Mongolia's development and contribute to the further advancement.







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