



JOINT JAPAN/WORLD BANK GRADUATE SCHOLARSHIP PROGRAM



Tracer Study VIII 2010

JJ/WBGSP



**World Bank
Institute**

Joint Japan/World Bank Graduate Scholarship Program (JJ/WBGSP)

Tracer Study VIII

2010

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Executive Summary

Introduction

The Joint Japan/World Bank Graduate Scholarship Program (JJ/WBGSP) was established by the Government of Japan in 1987 to encourage and strengthen human resource development in developing countries. The JJ/WBGSP provides recipients—mid-career professionals from developing countries—with the means to complete development-related master’s degree programs at some of the most well-known universities in the world so that they can contribute to their countries’ development efforts upon their return. This study, commissioned by the JJ/WBGSP, aims to trace the careers of alumni since completing their studies. It also aims to measure the impact their enhanced knowledge and skills have had on and the contributions they have made to the sustainable development of their countries.

This report is the eighth such study conducted since 1994. It focuses on several main points historically seen to be crucial to the success of the program, namely:

- Are recipients completing their degrees?
- Are recipients returning to their home country or another developing country?
- Are recipients securing employment in institutions and sectors that afford them opportunities to contribute to the development of their countries?

It is encouraging and gratifying to note that this study demonstrates that the program is achieving its mission. An overwhelming majority of scholars have attained their degree, returned to developing countries, and gained employment in strategic positions to lead and influence public policy, with positive impacts on the lives of thousands, if not millions, of people.

Methodology and Databases

This study focuses on the 1987-2007 cohorts of scholars. Those who were awarded their scholarships during this period would have received their degree one to two years later. The World Bank Institute’s (WBI’s) extensive databases of the program are used in various parts of this study. Moreover, a two-part survey, covering the 1987-2007 cohorts, provided a rich source of quantitative and qualitative data. The data were used to analyze and trace the scholars’ performance by presenting output and impact indicators, especially in areas related to degree attainment, employment and development impact. Additionally, select alumni were identified as having made significant career achievements after completing their master’s degree under the JJ/WBGSP. They were invited to respond to another online survey in order to help us learn more about their experience in the program and how they are putting their skills and knowledge to use.

Profile of JJ/WBGSP Scholars

Between 1987 and 2007, the JJ/WBGSP awarded a total of 3,733 scholarships, of which 2,686 were in its Regular Program and 1,047 in its Partnership Programs. Most scholars were in the 30-

34 age range. While female scholars were historically outnumbered by their male counterparts, the gap has narrowed over the years. Most were from Africa, followed closely by East Asia and the Pacific. In addition, approximately 75 percent of scholars selected had previously worked in the public sector. The rest were almost equally divided between non-governmental organizations (NGOs), and regional and international organizations, followed by the private sector.

Host Regions and Academic Programs

The JJ/WBGSP awarded scholarships for studying in 150 universities in 32 World Bank member countries. Five countries—the United States, the United Kingdom, Japan, the Netherlands and France—hosted 80 percent of scholars. Historically, North America, especially the United States, has hosted the highest number of scholars. However, the gap between North America and Europe began to narrow in the early 2000s, and Europe became the preferred destination for scholars during 2003-2007. Within Europe, the United Kingdom, France and the Netherlands hosted the same number as the United States. Japan is increasingly becoming a favorite choice of scholars as well, hosting about 10 percent of them.

Most scholars were studying for their master's degree and predominantly selecting public policy and international development as their preferred academic programs during 1987-2007. Economics, environment and natural resources, and public health were also popular.

Attaining Degrees, Gaining Useful Skills and Sharing Lessons Learned

Capacity enhancement and effectiveness in scholars was considered in three dimensions:

First, 98.8 percent of respondent scholars attained their degrees. In addition, degree attainment was improved during program operations by rigorously monitoring study programs and by limiting the program to master's degrees. (In the program's early years, some Ph.D. scholars were supported.) Among the 43 scholars (1 percent of total) who did not attain their degrees, seven were deceased or unable to continue for medical reasons. The others were recalled by their governments, remained in all but dissertation (ADB) status in their Ph.D. programs, received degrees other than master's or did not register their degree attainment.

Second, alumni were asked to rank the benefits of their studies in terms of acquired technical, communication/negotiation, and intercultural skills. Close to 95 percent of respondents considered the technical and intercultural skills they gained as having "very high" and "high" benefits. Additionally, more than 92 percent of respondents considered communication and negotiation skills of "very high" and "high" value.

Third, the leveraging effects of knowledge gained were multiplied many-fold through the lectures, informal talks and published papers alumni delivered upon returning home. The benefits of this knowledge exchange and dissemination are further reinforced by renewing skills through post-degree "scaling-up" and other networking activities arranged by the JJ/WBGSP.

Program Impact

Individual Scholars Report High Personal Benefits

The alumni were asked to rank personal benefits from the program in terms of skills recognition, progression in the same job, mobility across jobs and higher income. More than 87 percent ranked skills recognition “very high” or “high.” Progress in the same job and mobility across jobs were both ranked similarly by 75 percent of alumni. Recognition through higher income was less favorably ranked at about 56 percent, presumably since alumni, mostly working for the public sector, face inflexible and challenging rules and regulations regarding salary increase and promotions. This phenomenon is further accentuated due to the harsher economic and budgetary conditions in recent years, which have likely restricted promotion and pay increases.

Scholars Are Returning to Developing Countries and Securing Development-Related Employment

The impact of the program on the development environment of countries was measured by a three-fold criterion: residence status; employment status; and impact on the development environment.

Overall, 83 percent of respondent alumni returned to developing countries. The majority (77.4%) returned to their home country, with the remainder (5.8%) moving to other developing countries. The overall return rates to developing countries are much higher (84%) for alumni that graduated from master’s programs than from Ph.D. programs (60%). Female alumni had a higher return rate (79.2%) to their home countries than their male counterparts (76.4%), but this difference was reversed when those returning to other developing countries were included (82.4% versus 84%). Male alumni had more flexibility and inclination to reside in other developing countries than their female counterparts. This gender difference was more significant in the Ph.D. than the master’s program, showing more of a tendency toward “brain drain” among male than female scholars in Ph.D. programs.

Partnership Programs (degree programs developed in partnership between JJ/WBGSP and selected universities, see Text Box 1) showed a higher return rate (86.3%) than the Regular Program (program sponsoring scholars from World Bank client countries to study in host universities) (74.0%). This difference, moreover, narrowed when the return rates to other developing countries were included and became 89.7 percent and 80.7 percent, respectively. The higher return rate in the Partnership Programs may be due to their specific focus on economic public policy and management for emerging and developing economies, which tend to attract civil service professionals who aim to continue working in developing countries.

The overwhelming majority of alumni who returned home found employment in an organization or are self-employed, despite the harsh economic situation of the more recent years. Overall, 95.1 percent of returning respondents secured employment and 3.7 percent continued studying and could eventually become employed, while 2 percent were unemployed, possibly due to a combination of frictional unemployment of returning and adjusting to home environment and cyclical downturn after their studies. Employment shares were higher for those who studied in

the Partnership Programs, representing 96.7 percent of total respondents versus 93.5 percent in the Regular Program.

About 72 percent of employed and self-employed respondents live in Africa (32%), Asia (28%) and Latin America (12%). The majority of employed respondents (42.5%) returned to work for their respective governments, while over one-quarter obtained employment in academic and research institutions (13%) and the private sector (12.5%). Over a third of employed respondents are working at managerial and executive levels, and over a fifth at senior professional levels. These positions enable them to disseminate their knowledge and provide them with platforms to contribute more effectively to development processes and management.

Moreover, respondent scholars found their newly acquired skills highly relevant and linked to their countries' development needs. They were asked to rank their perceptions according to the relevance of their professional activities to the development of their own and other developing countries. About 83 percent of respondents said that three-fourths of their work was related to the development of their own country (58%) or other developing countries (25%).

Results, Conclusions and Recommendations

Overall results of the analysis are highly favorable. 98.8 percent of scholars attained their degrees, 83 percent returned home or to another developing country, 42.5 percent returned to work for the public sector, and about 12.5 percent each chose to work in academia and the private sector. Much of the work involved providing senior professional and management services. Partnership Programs, in particular, contributed significantly to the program's goals by training developing country professionals and policy makers who have then influenced and possibly made critical differences in the people's lives.

Responding scholars found the knowledge and skills gained during their studies to be highly useful and relevant to their jobs and to the development needs of their countries. They also benefited from improved confidence and forged useful academic and professional contacts and partnerships.

It is important to emphasize that the JJ/WBGSP is one the few development-focused scholarship programs, providing recipients with not only the opportunity to study for master's degrees, but also to forge new professional networks and learn "soft" skills. The process of producing this Tracer Study has highlighted lessons learned and recommendations that could strengthen the JJ/WBGSP and add to its value as a development tool for both the World Bank and the Government of Japan.

First, the program should continue documenting the status of its scholars and alumni to ensure continuity and integrity of information, and to facilitate follow-up tracer studies. More opportunities are being offered for scholars and alumni to engage with each other, the Government of Japan and the World Bank. An upcoming e-learning course highlighting Japan's economic development will focus on key issues, such as investment in human capital, public-private partnerships and innovation. The program is being developed in partnership with the

World Bank's Tokyo Global Development Learning Network Center and promises to promote more engagement between scholars, alumni and Japanese development professionals.

Second, the Partnership Programs in Japan have been contributing to the increase in international students by expanding English-language programs. With the addition of the University of Tokyo, the number of partnership universities in Japan will increase to five, delivering six Partnership Programs to 47 new students per year.

Third, the number of JJ/WBGSP scholars studying in Japanese universities has been steadily increasing, from 16 in 2004 to 59 in 2009. New ways to further increase this number should be explored, by using, for example, the program website to play up the experience of scholars who studied in Japan in terms of what they learned and how it has helped them in their professional careers.

Fourth, links to the thematic programs in WBI and the Government of Japan can be further exploited to enrich the quality of the JJ/WBGSP experience and to strengthen relationships between scholars and sponsoring institutions. The Secretariat should continue working with sponsors to make the Scaling Up Program more strategic, long-sighted and effective. In part, this can be achieved through further integration of JJ/WBGSP alumni into the WBI network.

Section 1: Introduction

Objective of the Study

The purpose of this study is to trace the performance of scholars and alumni of the JJ/WBGSP (both Regular and Partnership Programs) in terms of the stated mission—to award scholarships for graduate studies to well-qualified mid-career professionals, who are then expected to apply and disseminate the newly acquired knowledge and skills in promoting the socioeconomic development of their own and other developing countries.

More specifically, the study addresses the performance of scholars during the period 1987-2007 by investigating whether they:

- attained their degrees successfully and benefited from their academic programs;
- returned to their home or other developing countries;
- achieved recognition for their enhanced skills, progression and mobility, higher income, better grades and promotion in their jobs;
- engaged in senior professional and managerial positions that provided them with the opportunity to disseminate newly acquired skills and knowledge; and
- contributed to the overall socioeconomic development of their own or other developing countries.

Organization of the Study

This study is organized in six sections. The first two sections set the stage in tracing and evaluating the performance of the scholars and alumni. Section 1 states the objective of the study and the organization of the report. Section 2 explains the methodology of the study, including the databases, survey data and types of indicators used.

The next three sections analyze and trace the performance of the scholars and alumni in terms of input, output and impact or outcome indicators. Section 3 discusses the program's "inputs" by presenting profiles of JJ/WBGSP applicants and scholars by age and gender, home region, organization of work, host region and academic area of study.

Section 4 measures program "outputs" in terms of capacity enhancement of graduates, such as individual scholars' capacity enhancement through completing and attaining degrees, as well as through skills acquired as a result of their academic programs. The latter includes technical, communication and negotiation skills, as well as intercultural understanding.

Section 5 analyzes the program's impact through a two-fold approach. First, the impact on individual scholars is analyzed in terms of enhanced skills at work, added mobility within and across jobs, higher income and grades, and promotion. Second, the impact on the development environment is analyzed when scholars: returned to their home or other developing countries; obtained employment; and applied their newly acquired skills. Furthermore, impact on the

socioeconomic development of scholars' countries is analyzed, through the "outcome" of contributions and dissemination activities of scholars and alumni.

Finally, Section 6 discusses results and outlook of the program, and presents recommendations for enhancing effectiveness.

Box 1. Program Background and Description

The Joint Japan/World Bank Graduate Scholarship Program (JJ/WBGSP) was initiated in 1987 by the Government of Japan to encourage and strengthen human resource development in developing countries. The program's mission is to provide mid-career professionals in developing countries exposure to the latest techniques and knowledge available through development-related graduate studies. Upon completing their studies, scholars are expected to return to their home countries in order to apply and disseminate their newly acquired knowledge and skills toward enhancing the socioeconomic development of their countries. The JJ/WBGSP utilizes two schemes of operation to deliver its mission: the Regular Program and the Partnership Programs.

Regular Program

This program is quite flexible and sponsors scholars from World Bank client countries to study in many accredited host universities throughout the world (except their home countries) at the master's level¹. The study areas have primarily been in economics, public policy, international development and sustainable development—including natural resource and environmental management, agriculture and rural development, urban and regional planning, infrastructure, public health, population and education.

Partnership Programs

Partnership Programs enable scholars to receive specialized graduate training in selected universities around the globe¹. They address a variety of development concerns, and combine academic rigor with specialized training in practical aspects of development policymaking. Scholars may pursue a master's degree in themes related to: economics and public policy management; infrastructure management; public finance and taxation policy; and public administration in international development.

Since 1992, a number of Partnership Programs have been launched in universities in Canada, France, Japan and the United States. In 1998, Programs in Canada and France were transferred to four African universities located in Cameroon, Cote d'Ivoire, Ghana and Uganda. Three additional universities in Mozambique, Zambia and Rwanda were added to the Program in 2009. The Partnership Programs span the globe and address a variety of development concerns. These programs combine academic rigor with specialized training in practical aspects of development policymaking.

The Partnership Programs in Japan began in 1995 in four universities—Keio University, National Graduate Institute for Policy Studies (GRIPS), University of Tsukuba and Yokohama National University. The University of Tokyo is beginning a Partnership Program in 2010. The Partnership Programs further illustrate Japan's commitment to improving human resources in the developing world. They draw upon Japan's expertise in the areas of infrastructure development, policy management and tax policy, which are all taught in English.

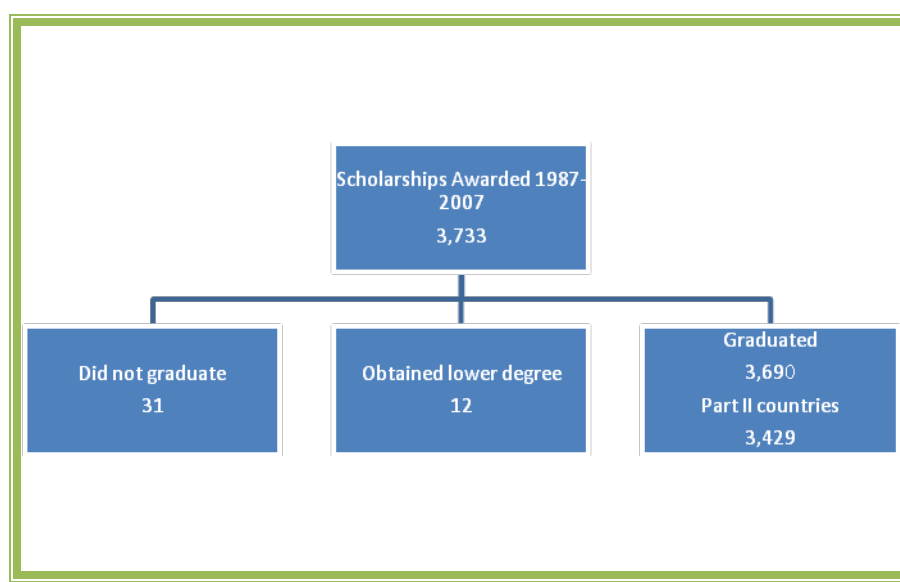
Section 2: Methodology of Analysis

Databases

The program's extensive databases, covering 3,733 scholarships awarded during 1987-2007, are used in various parts of this study, especially in presenting the profile of scholars as "input" indicators. Moreover, a comprehensive survey was initiated in 2009 (Tracer Survey 2009) to trace program alumni. This survey provides a rich source of data to complement the regular databases and was used to analyze and trace scholar performance, especially in areas related to residence status, employment and impact on development.

As of July 2007, 3,690 scholars had obtained the degree for which the scholarship was awarded and graduated from the program, while 43 did not complete the program of study or obtained a lower degree (See Figure 1 below). Tracer Study VIII focuses primarily on the 3,429¹ alumni from Part 2 (developing) countries who successfully completed their study programs.

Figure 1. Breakdown of JJ/WBGSP Scholars and Graduates, 1987-2007



Source: JJ/WBGSP Scholar Database

Tracer Survey 2009

Tracer Survey 2009 was conducted in three phases. The first phase aimed to update the alumni database by collecting basic data regarding residence, employment status and contact information. Questionnaire I (see Appendix A) was sent by e-mail to all alumni for whom contact information was available. It was also posted on the program's website. A total of 2,770²

¹ Tracer Study VIII does not include 264 alumni, mostly from Part 1 countries and Japan, who benefited from the Program in its initial phases.

² Alumni without email addresses were not contacted due to high cost and low responses experienced in the previous Tracer Survey.

questionnaires were sent via email to scholars in the 1987-2007 cohorts of 3,429, of whom 641 or 18.7 percent responded.

This response rate is fairly typical of tracer studies, which tend to have lower response rates than other studies, as alumni are generally from older cohorts and do not regularly update their contact information. About 12 percent of e-mails sent (300 of 2,770 e-mails) were rejected because recipients were not recognized.

The second phase of the survey addresses qualitative aspects of the study, such as alumni perceptions of program benefits. Questionnaire II was posted on the program's website and was forwarded to alumni who responded to Questionnaire I. 457 alumni responded to this part of the survey, representing 71.3 percent of Questionnaire I respondents and 13.3 percent of Part 2 country alumni during 1987-2007.

The last phase of the study was an online survey for selected alumni who made significant career achievements after completing their master's degree under the JJ/WBGSP. The target group was chosen through: recommendations from partnership universities; awardees of past paper competitions by the JJ/WBGSP Scaling Up Program; participants of the 2008 and 2009 alumni training courses in Japan; and those who kept contact with the JJ/WBGSP to update their career information.

88 alumni were contacted for this last phase via email, and five lacked valid addresses. Fifty completed the survey either fully or partially, resulting in a 60 percent response rate. Survey questions are listed in Appendix A.

Evaluation Indicators

This study uses three types of indicators to trace and measure benefits associated with the program in relation to the JJ/WBGSP mission. First, input indicators measure the means or activities by which the program is implemented. They include the number of applications received and processed, finalists identified and scholars selected, including their profile as well as host institutions and areas of study chosen (see Box 2).

Second, output or process indicators measure the extent to which the program is delivering and whether use of program inputs has resulted in the desired outputs. These indicators, for instance, include the number of scholars who attained their degree and acquired useful skills through their academic programs. They also show the extent to which scholars use enhanced knowledge and skills acquired both to perform their jobs and disseminate learning to others through on-the-job training and networking.

Third, impact or outcome indicators measure the impact on the overall socioeconomic development of the scholars' countries. The indicators show the number of graduate scholars who returned home or to other developing countries, as well as the number who gained employment in senior positions in the public sector, academia, NGOs and the private sector. They also reveal who was able to use their enhanced professional and academic strengths and effectiveness in performing their duties.

Qualitative indicators use self-assessment by graduates to measure the perception of benefits and usefulness of academic programs (output indicators). These include: higher income; progression in the same job or improved mobility in obtaining other jobs; recognition of enhanced skills in scholars' organizations; and relevance of enhanced skills to developing country needs (impact indicators). These types of qualitative indicators are used under both output and impact (or outcome) indicators.

In addition, to the extent that data permit, the analysis is conducted in "before and after" mode. For instance, it is extremely useful to compare the pattern of initial organizations where the candidates work versus the pattern of those where the graduates return to work.

Section 3: Input Indicators: Selection and Profile of the JJ/WBGSP Scholars

Selection and Awards Process: Quality Assurance at Entry

Box 2. Program Information, Selection Process and Philosophy

Program Information and Selection Process

Information on the JJ/WBGSP is available through official public sector channels, personal inquiries, recommendations by alumni, World Bank Country and Regional Offices, partnership universities, and on the program website. The website has been among the World Bank Institute's (WBI's) most popular.

Selection of JJ/WBGSP awardees follows different patterns for the Regular Program and for the Partnership Programs. For the latter, the selection process is undertaken mainly by partner institutions, which submit a short list of preselected candidates to the JJ/WBGSP Steering Committee. Applications for the Regular Program are, however, submitted directly to the program's Secretariat, which undertakes several levels of screening, including an evaluation by external reviewers.

Eligible applications are assessed according to three main factors: academic excellence, professional experience and relevance of program of study. Priority is given to candidates from the public sector as they have a high potential to affect development within their own countries after completing their studies. To the extent permitted by Program requirements and selection standards, the JJ/WBGSP seeks to: (a) maintain a reasonably wide geographical distribution of awards and give priority to applicants from low-income countries; (b) support promising female candidates; (c) give priority to those candidates who, other things being equal, have limited financial resources; and (d) encourage studies in line with the Millennium Development Goals (MDGs).

The Secretariat, in responding to stakeholder requests and inquiries, has introduced various policies and guidelines, as instituted by the Steering Committee, to preserve the Program's unique character and objectives. For instance, the Secretariat introduced more restricted visa and employment policies to limit post-degree job opportunities in industrialized countries, and at the World Bank and its sister institutions, and to encourage scholars to return to their home country or other developing countries.

Promotion of Lifelong Learning: Contacts with Scholars and Alumni

The JJ/WBGSP maintains contacts with scholars throughout their studies and beyond, primarily using the Internet to communicate with alumni and to publicize the Program. In particular, in conjunction with other WBI departments, the JJ/WBGSP: organizes Internet discussion forums and online seminars for alumni on current development policy topics and issues; accepts online requests from alumni for the Program's newsletters; and posts alumni profiles to promote achievements, encourage interaction and creation of alumni chapters and community, and attract qualified applicants. Additionally, in 2008 and 2009, the Program conducted short study programs in Japan to allow alumni to learn about Japan's development experience first-hand. These study programs have contributed to a greater appreciation of Japan as a role model for developing countries, especially those engaged in post-conflict reconstruction.

Program Awards, 1987-2007

During 1987-2007, the Secretariat received about 54,074 applications, mostly from Africa³ (see Table A1, Appendix A). Roughly half were ineligible for the scholarship, primarily due to incomplete applications, ineligible fields of study and insufficient work experience. The scholarship award is highly competitive and the ratio of awards per eligible candidate, although variable, has been around 14 percent (see Table 1 below and Table T.2, Appendix A).

Table 1: Quality Assurance at Entry—Eligible Applicants and Scholars

	2001	2002	2003	2004	2005	2006	2007
Scholars to Applicants	5%	7%	12%	11%	6%	5%	10%
Scholars to Eligible Applicants	12%	13%	23%	19%	10%	8%	16%

Source: JJ/WBGSP Scholar Database 1987-2007

Scholar Profiles

The JJ/WBGSP awarded a total of 3,733 scholarships in 150 universities in 32 World Bank member countries; 2,686 of these were in its Regular Program and 1,047 in its Partnership Programs. In the Regular Program, 2,374 (64%) of the scholarships were awarded to men and 1,358 (36%) to women (see Table 2 below, and Table A1, Appendix A).

³ Source: JJ/WBGSP Databases. Applications dropped in 2007 due to change in the Program's requirement to only accept applicants from selected host universities.

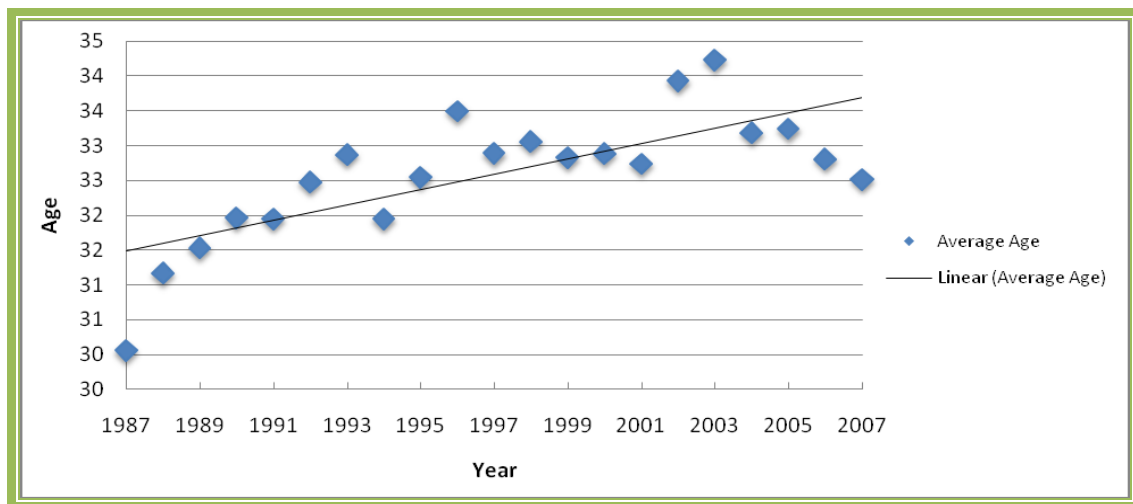
Table 2: Scholars' Profiles 1987-2007

Scholar Profiles 1987-2007	
TOTAL CASES	3,733
Age	
Average Age of Scholar (as applicant)	32.59
Poverty Index:	
Education of Parents	
No Education	11%
Primary Education	16%
High School Education	37%
Greater than High School Education	36%
	100%
Gender	
Male	64%
Female	36%
	100%
Home Regions	
Africa	36%
East Asia and Pacific	19%
Europe and Central Asia	9%
Latin America and Caribbean	13%
Middle East and North Africa	5%
South Asia	13%
Industrialized Countries	6%
	100%
Employment Category	
Public Sector	75%
Private Sector	6%
International/Regional Organizations	8%
Not-for-profit NGO	9%
Other/Not Provided	2%
	100%
Countries	
Developing Countries	94.1%
Industrialized Countries	5.9%
	100%
Source: JJWBGSP Database	

Age, Gender and Parents' Education

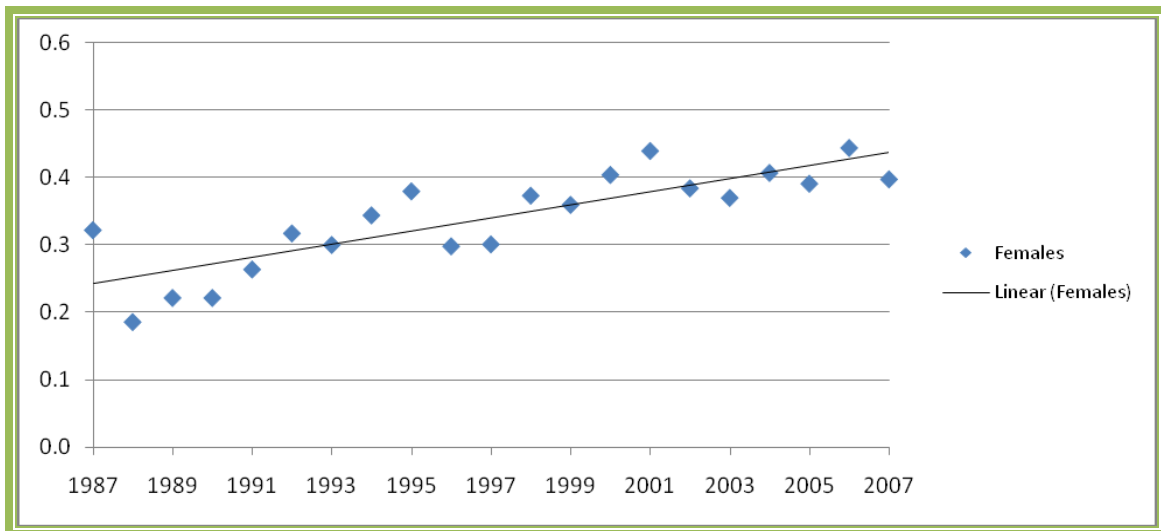
Most scholars were in the 30-34 age range when awarded the scholarship (see Figure 2), primarily because of the program's emphasis on sponsoring mid-career professionals, which attracts older and, hence, more experienced scholars. Female scholars are historically outnumbered by their male counterparts, but the gap has narrowed over the years (see Figure 3). The number of female scholars peaked in 2001 to about 44 percent and then remained at around 40 percent for later years. This improvement, especially compared to the late and early 1990s, has been due to special efforts on behalf of the program to look for qualified female candidates. Scholars mostly have moderate to highly educated parents, with about 75 percent completing high school and beyond.

Figure 2. Average Age of Awardees



Source: JJ/WBGSP Scholar Database 1987-2007

Figure 3. Share of Female Scholars

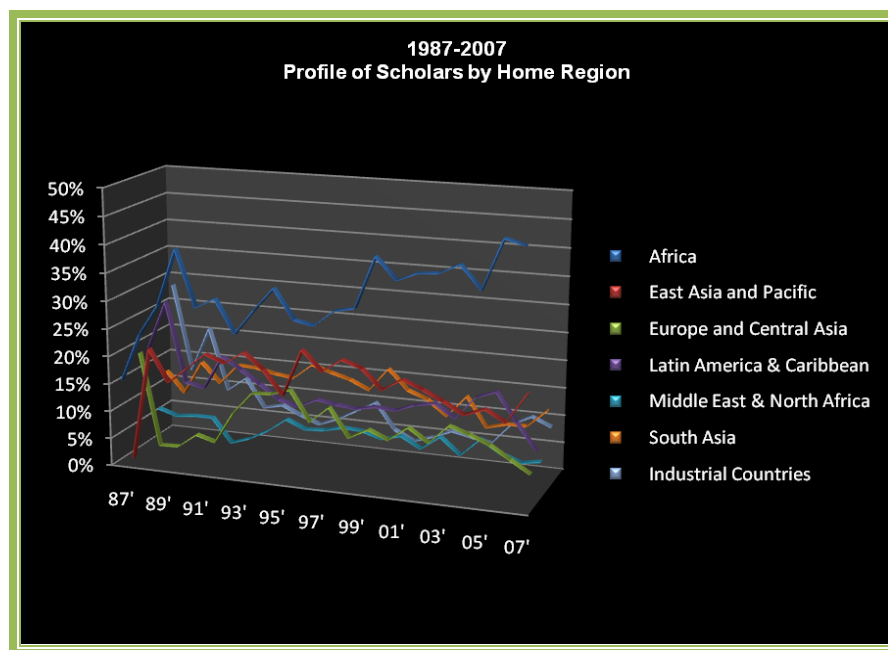


Source: JJ/WBGSP Scholar Database 1987-2007

Home Region and Employment of Scholars

Most scholars are from Africa followed by East Asia and the Pacific (see Figure 4). These two regions include some of the world's poorest countries and skilled human resources are acutely scarce. South Asian nationals make up about one-fifth of total scholars and their share has been increasing in recent years. Middle East and North Africa is the least represented region, which may be due to the lack of readily available information on the program and its requirements in those countries. The overwhelming majority of scholars selected (75%) came from the public sector (including public financial agencies) during 2000-2007, which confirms the selection preference towards public sector officials. NGOs, and regional and international organizations, represent almost equal shares (9% and 8%, respectively), followed by the private sector (see Table 2).

Figure 4. Home Region



Source: JJ/WBGSP Scholar Database

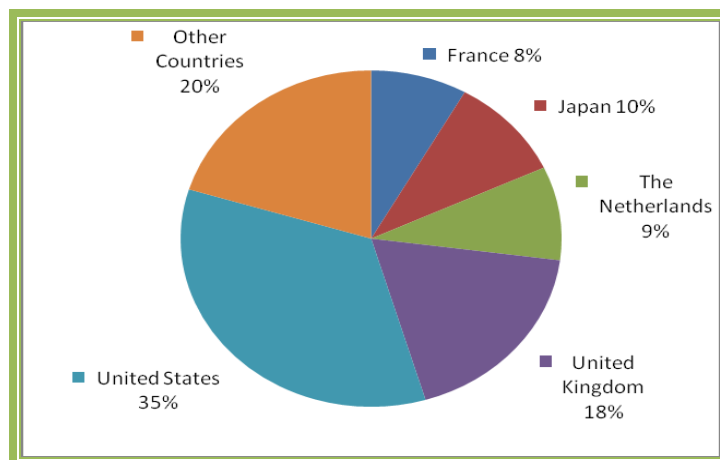
Host Regions and Academic Programs

Historically, North America, especially the United States, has hosted the highest number of scholars (see Figure 5). The gap between North America and Europe narrowed in the early 2000s and Europe became the preferred destination during 2003-2007. Within Europe, three countries—the United Kingdom, France and the Netherlands—each hosted the same number of scholars as the United States. Japan is also a favorite choice, hosting about 10 percent of scholars, and steadily increasing as a destination of choice. This trend is partially due to the

increase in English-language master's programs, as well as in efforts to disseminate information about them through World Bank offices and partners around the world.

The vast majority of degree programs were master's programs. However, some of the earlier cohorts received scholarships for doctorate programs. More recently, Ph.D. programs were excluded due to relatively less favorable attainment and home country return rates of doctorate scholars, as well as the tendency of these programs to have a longer duration.

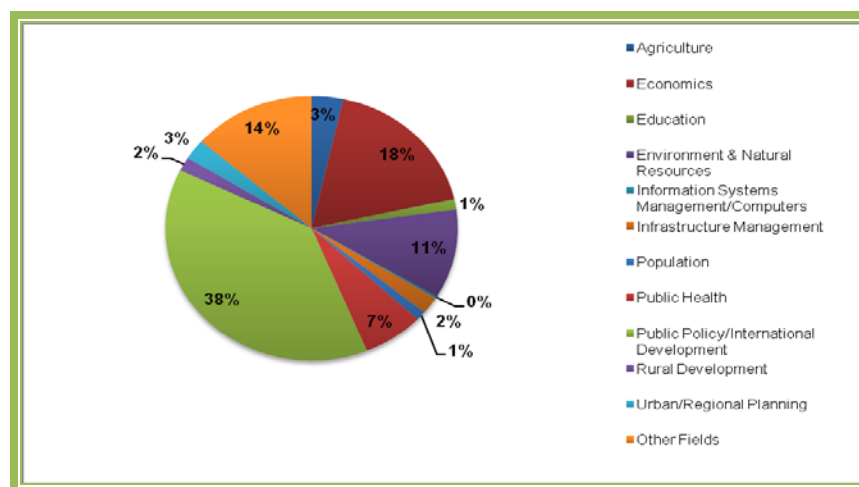
Figure 5: Distribution by Host Region



Source: JJ/WBGSP Scholar Database 1987-2007

Scholars tended to predominantly select public policy and international development as their chosen academic fields of study during 1987-2007 (see Figure 6). Economics, environment and natural resources, and public health have also been popular. This phenomenon reflects the fact that scholars have been sensitive to prevalent policy issues and were choosing policy-oriented topics, which enabled them to acquire skills critical to solving development issues.

Figure 6: Scholars' Academic Program, 1987-2007



Source: JJ/WBGSP Scholar Database 1987-2007

Section 4: Output Indicators: Capacity Enhancement in Scholars

Degree Attainment

Degree attainment by scholars is one of the output indicators used to measure capacity enhancement. Of the 3,733 scholars in the program during 1987-2007, 3,690 or 98.8 percent, attained their degree. Attainment results do not change when Part 2 countries are considered alone. Nor are there significant changes when gender is considered.

Table 3: Degree Attainment by Alumni Awarded Scholarships (1987-2007)

	Degree Attainment of Alumni Part 2, 1987- 2007		Degree Attainment of Alumni for the Entire Program, 1987-2007	
Indicators Related to Degree Attainment	Total	%	Total	%
Total Cases:	3,469	100%	3,733	100%
Male	2,196	63%	2,371	64%
Female	1,273	37%	1,362	36%
Did not attain degree	40	1%	43	1%
Remaining as Degree Analysis Numerator	3,429	99%	3,690	99%
Degree Attainment		98.8%		98.8%

Sources: JJ/WBGSP Scholar and Alumni Database

In addition, the attainment rate has been improving over the years because of policies aimed at improving outcomes. Previous and present tracer studies have been instrumental in providing the critical information needed to adapt strategies. The trend observed in the attainment rate may be explained by the combination of discontinuing scholarship awards to Ph.D. candidates in 2000 and the highly competitive nature of the program, which resulted in a better qualified pool of scholars.

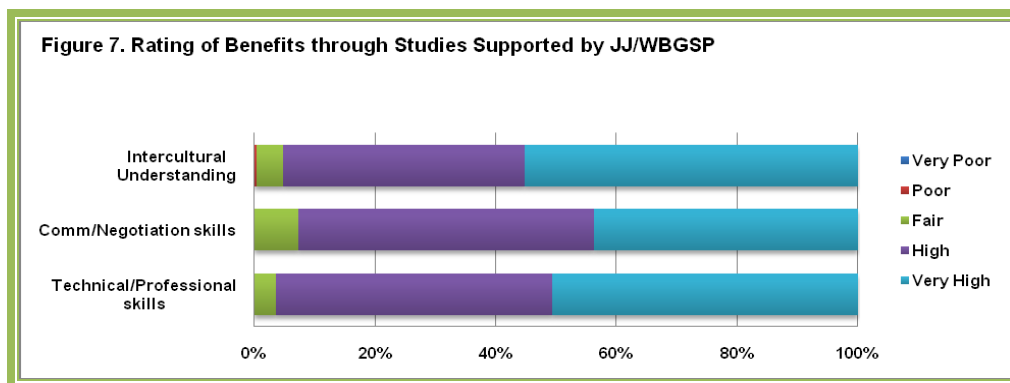
Among the 43 scholars (1.3% of the total) who did not attain their degrees, seven were deceased or unable to continue for medical reasons. The others were recalled by their governments, remained in all but dissertation (ADB) status in their Ph.D. programs (two), received degrees other than master's (two), or did not register their degree attainment (see Table 3 and T.1 in Appendix A).

Skills Enhancement and Effectiveness

As part of the program's mission, scholars are exposed to the latest technical knowledge, provided with opportunities to develop "soft" skills and intercultural understanding, and aided in their personal development, through lifelong training and dissemination. In order to evaluate benefits gained, scholars were asked to rank perceptions of their training programs on a progressive scale from "very poor" to "very high" (See Appendix A for questionnaire form).

First, they were asked to rank benefits in terms of acquired technical, communication and negotiation skills, as well as intercultural understanding. In this category, around 95 percent of the 457 respondents considered technical and intercultural skills as having “very high” and “high” benefits. Additionally, more than 92 percent of respondents considered communication and negotiation skills gained as having “very high” and “high” value (see Figure 7 and Table T.11, Appendix A).

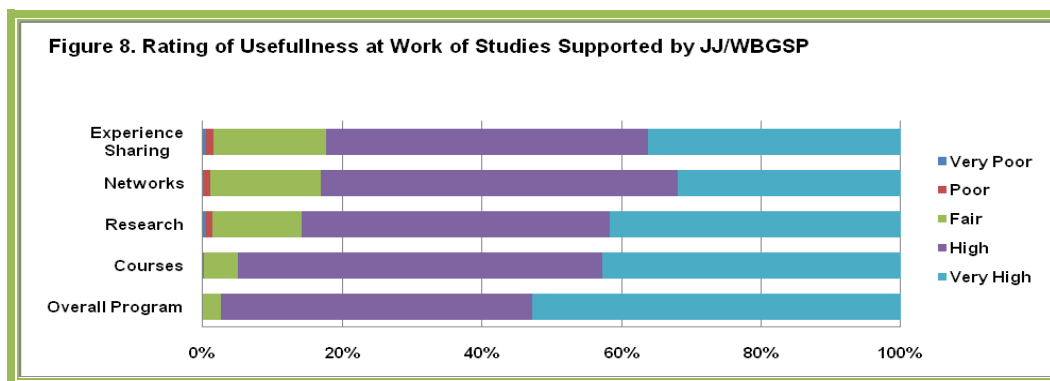
Figure 7: Rating of Benefits through Studies Supported by JJ/WBGSP



Source: JJ/WBGSP Tracer Study II – 2009 (457 respondents)

Alumni were then asked to rank their perception of the effectiveness and relevance of their training programs. The ranking was performed in terms of usefulness of the overall academic programs, as well as of specific courses and research undertaken, networks forged and experiences shared. Almost 97 percent of alumni considered the overall programs’ usefulness as “very high” and “high,” especially for the courses (about 95%) and research (85%) undertaken (see Figure 8). This result is consistent with the rigorous and relevant academic programs to which scholars are exposed through the JJ/WBGSP. In addition, about 82 percent of respondent scholars ranked new and innovative networks and experience sharing as “very highly” and “highly” useful in their work (see Figure 8 and Table T.12, Appendix A).

Figure 8: Rating of Usefulness of Work of Studies Supported by JJ/WBGSP

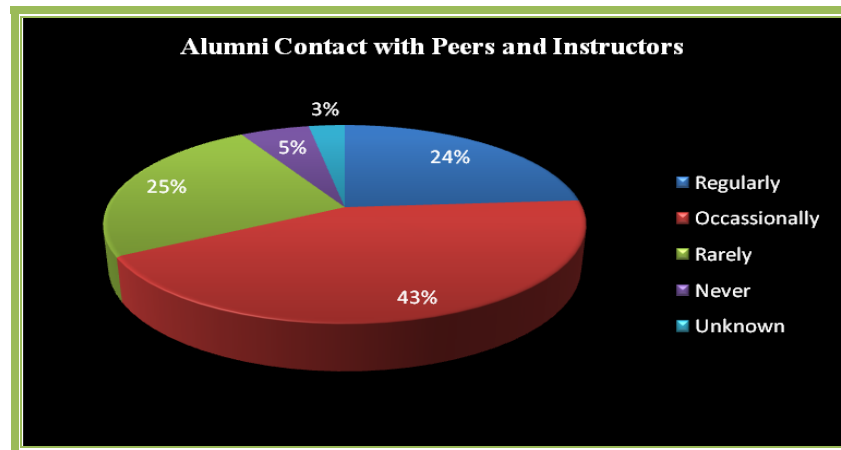


Source: JJ/WBGSP Tracer Study II – 2009 (457 respondents)

Updating Skills and Dissemination

In order to ensure updating skills and renewal of initial training and to maintain the relevance of skills and knowledge, alumni were first asked to indicate how often they maintained contact with peers and instructors from their JJ/WBGSP-funded studies. More than two-thirds of respondents said they maintained regular and occasional contacts (see Figure 9 and Voices of Alumni Box 1).

Figure 9: Alumni Contact with Peers and Instructors



Source: JJ/WBGSP Tracer Study II – 2009 (457 respondents)

Box 3. Voices of Alumni

Institutional Capacity Development through Investment in Human Capital

Although the direct beneficiaries of the JJ/WBGSP are individuals, the program's selection process contributes to institutional capacity development by favoring public sector applicants who come highly recommended by their employers. During the past 23 years, the JJ/WBGSP has created clusters of alumni who return home to work in the same institutions, thus helping to build a critical mass of well-educated staff and managers who can bring about institutional reform. An example of this is found in Indonesia, where, since 1996, well-qualified employees of the Directorate General of Taxes (DGT) have been earning JJ/WBGSP scholarships to study in the Partnership Programs in Japan, namely the Taxation Policy and Management Program at Keio University and the Program in Public Policy and Taxation at Yokohama National University (YNU). Below are the comments of some of the Indonesian alumni who have returned to work at the DGT.

Kunto Laksito - Taxation Policy and Management, Keio University, 2007⁴

Now I am back with my previous employer, the DGT, at the International Tax Division. My job mainly relates to tax treaties, rulings on international taxation and international tax cooperation with other tax authorities abroad. I have experience with: treaty negotiations; mutual agreement procedure negotiations; drafting for tax treaties, rulings on international taxation and other international agreements; and teaching for in-house training about international taxation. Most of the Indonesian alumni from tax programs under the JJ/WBGSP work at the DGT and we have the opportunity to easily meet and contact each other.

⁴ The number indicated the year in which scholars were awarded scholarships.

*Gorga Parlaungan from Indonesia, graduate of the Program in Public Policy and Taxation
Yokohama National University, 2006*

I work for the DGT at the Directorate of Potency, Compliance and Revenue as Head of the Administrative Affairs Section of the Directorate. The Directorate assesses tax potency, monitors taxpayer compliance and evaluates revenue being generated by tax offices. We analyze information and report to the Director General to issue policies for regional tax offices in order to maximize revenue collection and taxpayer compliance. My responsibilities include administrative affairs, personnel management and general affairs to ensure that the Directorate can perform its technical tasks as regulated. I am aware of other JJ/WBGSP alumni in the institution and I work with them frequently.

*Bobby Adhytia from Indonesia, graduate of the Taxation Policy and
Management Program, Keio University, 2006*

After receiving my master's degree from Keio University in 2008, I returned to Indonesia to work for the DGT and was appointed as Section Head of Tax Application Development in the Directorate of Transformation of Information Technology and Communication. My main tasks are to supervise and develop tax applications for all local tax offices through Software Development Life Cycle processes, including user requirements, design, development, testing and implementation. I was also appointed as a Member of the Configuration Management Project Implementation Unit for the Program for Indonesian Tax Administration Reform, which is a joint-grant project with the World Bank. My main tasks are to establish and maintain the integrity of work products as they evolve over the life cycle of a project and to prevent unauthorized changes to key work products.

*Ery Heriawan from Indonesia, graduate of the Taxation Policy and Management Program,
Keio University, 2005*

After graduation, I began working at the DGT Head Office in the Tax Potential sub-directorate. After six months, I was promoted to the Head of the Supervision and Consultation section at the East Denpasar Tax Office. There is significant foreign investment in Denpasar, Bali, which is why I believe my background with the JJ/WBGSP enabled my promotion. I think that Keio University is one of the best universities with an excellent library. I know other JJ/WBGSP alumni working at the DGT in Indonesia, including my supervisor who is now Head of the Regional Office in Bali.

*Wira Sakti Nufransa from Indonesia, graduate of the Program in Public Policy and Taxation,
Yokohama National University, 2006*

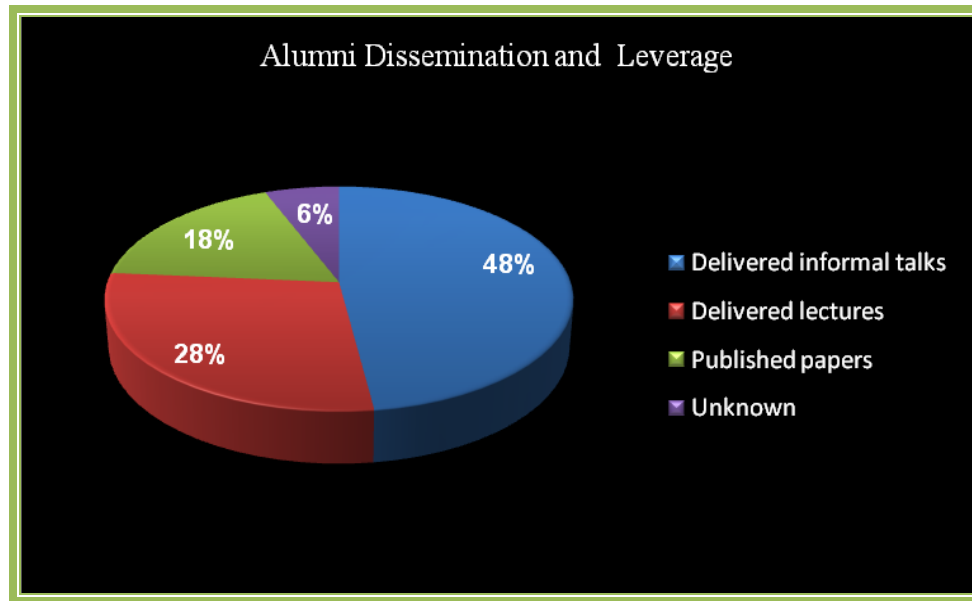
I am working at the DGT under the Ministry of Finance in Indonesia, where I am responsible for transforming tax laws and rules into business practices. Also, I am involved in designing a project to enhance the future tax information system. After receiving my master's degree, I was promoted upon returning to my institution. I am aware of other JJ/WBGSP alumni in the same workplace and, although I do not work directly with them, we interact socially.

Knowledge gained through the JJ/WBGSP is disseminated through lectures, informal talks and published papers. Alumni were asked to indicate the magnitude of dissemination and leveraging of knowledge and skills with others in their native countries and regions. More than three-fourths of respondents delivered lectures and informal talks and an additional one-fifth published papers (see Figure 10).

Furthermore, lifelong learning for alumni is critical in order to respond to the transformations brought about by globalization and skill changes at the workplace. The JJ/WBGSP has helped provide skills renewal and in-service training through the Scaling Up Program which aims to better leverage new knowledge generated by scholars and foster a network. Other activities

included [JJ/WBGSP alumni events](#), such as [Regional Conferences](#), [Knowledge Sharing Forums](#), [Alumni Training in Japan](#) and WBI training events.

Figure 10: Alumni Dissemination and Leverage



Source: JJ/WBGSP Tracer Study II - 2009

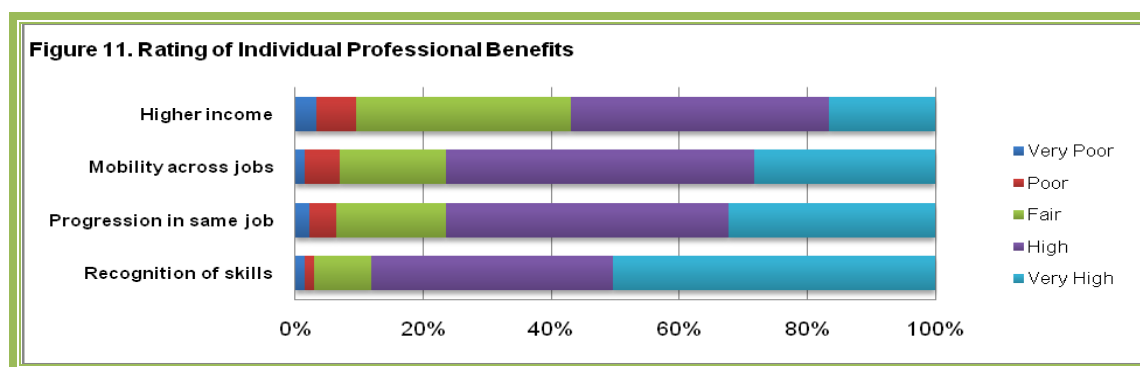
In sum, the overwhelming majority of respondent scholars not only improved their technical and “soft” skills, but also gained new perspectives and insights needed to assist in their countries’ development. They increased their academic and professional knowledge, developed useful communication and negotiation skills, and enhanced their intercultural understanding during their study period. These were then used as a conduit for new information and innovation exchange and dissemination. Scholars also took advantage of being part of an alumni community of both host universities and the JJ/WBGSP. They participated in educational and other activities, facilitated through the Internet and Scaling Up Program conferences and workshops.

Section 5: Outcome Indicators: Impact on Individual Scholars and on the Development Environment

Impact on Individual Scholars

Alumni were asked to rank the program's personal benefits in terms of skills recognition, progression in the same job, mobility across jobs and higher income. In this overall category, over 87 percent of alumni ranked skills recognition as "very high" or "high" while progress in the same job and mobility across jobs were ranked similarly by 75 percent of alumni (see Figure 11). Recognition through higher income was ranked less favorably by about 56 percent, as alumni who mostly worked for the public sector had to undergo inflexible and challenging rules and regulations regarding salary increases and promotions. This phenomenon was further accentuated by harsher economic and budgetary conditions, which presumably restricted promotion and pay increases.

Figure 11: Rating of Individual Professional Benefits



Source: JJ/WBGSP Tracer Study II – 2009 (457 respondents)

Impact on Development Environment

The impact of the program on the development environment is measured by a three-fold criterion: alumni residence status; alumni employment status; and alumni impact on socioeconomic development.

Alumni Residence Status

Upon degree attainment, scholars are expected to return to their home countries in order to apply and disseminate their newly acquired human capital to enhance the socioeconomic development of their countries. This is the first step in measuring the program's impact on the development environment.

Overall, 83 percent of the 641 respondent scholars returned to their home country (77.4%) or to other developing countries (5.8%) during 1987-2007. The overall return rates to developing countries are much higher (84%) for alumni graduating from master's programs than from Ph.D. programs (60%). Female alumni had a higher return rate (79.2%) to their home countries than

their male counterparts (76.4%), but this difference was reversed when return to other developing countries was included (82.4% versus 84.0%). Male alumni had more flexibility and inclination to reside in other developing countries than their female counterpart. This gender difference was more significant in the Ph.D. than the master's program, showing more brain drain in the former than in the latter program (see Table 4 and Table T.3, Appendix A).

Remedial measures were taken to reverse brain drain by: discontinuing Ph.D. programs; instituting employment restriction policies, which limit employment opportunities at international organizations; and better targeting those scholars most likely to return to their home countries, especially by focusing on career civil servants and promising female candidates.

Table 4: Residence Status per Gender and Degree (percentage)

Degree		Residence Status				
		Own Country	Other Part 2 Country	Part 1 Country	Unknown	Total
Master's						
	Female	79.5%	2.9%	17.6%	0.0%	100.0%
	Male	77.6%	7.4%	14.8%	0.2%	100.0%
TOTAL		78.2%	5.8%	15.7%	0.2%	100.0%
Ph.D.						
	Female	72.7%	0.0%	27.3%	0.0%	100.0%
	Male	42.9%	7.1%	50.0%	0.0%	100.0%
TOTAL		56.0%	4.0%	40.0%	0.0%	100.0%
TOTAL						
	Female	79.2%	2.7%	18.1%	0.0%	100.0%
	Male	76.4%	7.4%	16.0%	0.2%	99.8%
	Cases	496	37	107	1	641
		77.4%	5.8%	16.7%	0.2%	100.0%

Source: JJ/WBGSP Tracer Study Part I & II - 2009

Partnership Programs show a higher return rate (86.3%) than the Regular Program (74.0%). This difference, moreover, narrows when the return rates to other developing countries are included and becomes 89.7% and 80.7%, respectively (see Table 5 below and T.5, Appendix A). The higher return rate in the Partnership Programs was due to their specific focus on public policy and management in emerging economies, which attracted mostly civil service professionals who required the topics covered to more effectively perform their daily tasks.

Table 5: Residence Status per Program Type

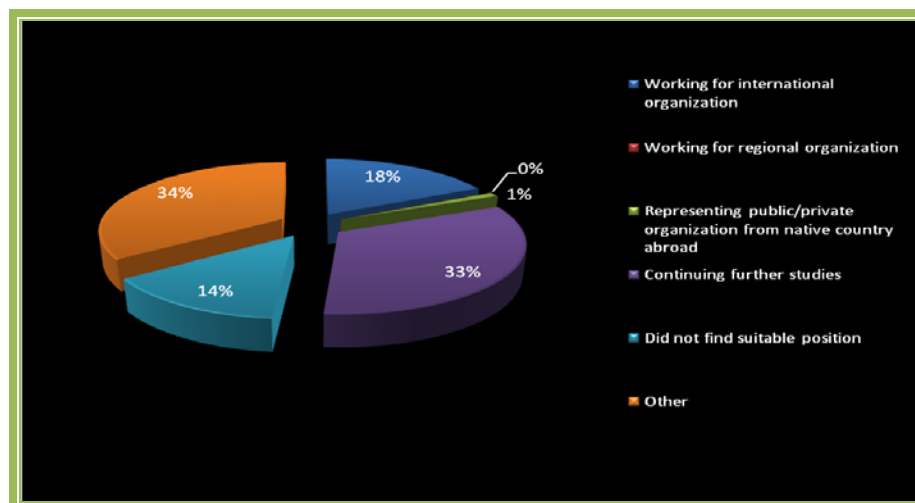
Program Type	Residence Status				Total
	Own country	Other Part 2 country	Part 1 country	Unknown	
Regular Program	74.0%	6.7%	19.1%	0.2%	100.0%
Partnerships	86.3%	3.4%	10.3%	0.0%	100.0%
TOTAL	496	37	107	1	641
	77.4%	5.8%	16.7%	0.2%	100.0%

Source: JJ/WBGSP Tracer Study Part I – 2009

Alumni who studied public policy and international development (36%), economics (21%), environment and natural resources (12%), and public health (12%) had the highest return rates to developing countries (see Table T.4 of Appendix A). These fields of study also attract the highest number of scholars and are acutely needed by developing countries.

Of the 107 respondents residing in developed countries, 35 respondents or 33 percent are pursuing further studies, possibly Ph.D.s, and will probably return to their countries after completing their studies. About 18 percent of alumni work in international organizations, mostly dealing with development issues. Very few represent their own countries abroad (1%) and will probably return home upon completing their mission (see Figure 12 and Table T.6 of Appendix A).

Figure 12: Status of Alumni not Residing in Home Country or Another Developing Country

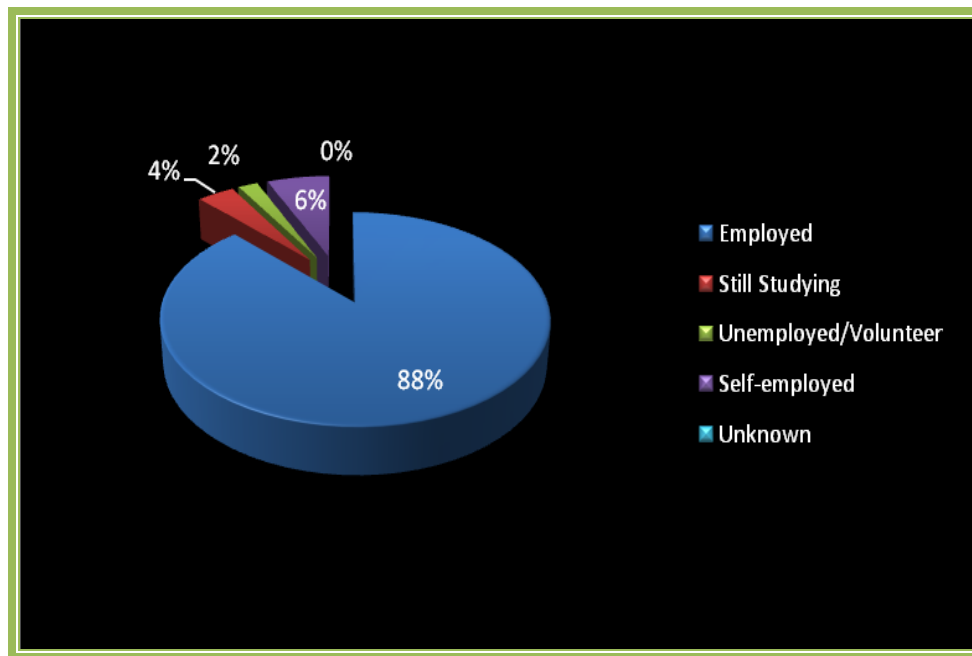


Source: JJ/WBGSP Tracer Study II 2009

Alumni Employment Status

The overwhelming majority of alumni who returned home found employment in an organization or are self-employed, despite the harsh economic situation of more recent years. Overall, 95.1 percent of returning respondents gained employment and 3.7 percent continued studying and could eventually become employed. 2 percent remain unemployed (see Figure 13), possibly due to a combination of frictional unemployment associated with returning and adjusting to the home environment and cyclical downturn after their studies.

Figure 13: Employment Status



Source: JJ/WBGSP Tracer Study II – 2009 (457 respondents)

Employment shares were higher for respondents who studied in the Partnership Programs with 96.7 percent of total respondents versus 93.5 percent in the Regular Program (see Table 6). This difference is due to the fact that Partnership Programs are more specialized and thus more closely represent the JJ/WBGSP's goal in preparing policy and development professionals and managers.

About 72 percent of employed and self-employed respondents lived in Africa (32%), Asia (28%) and Latin America (12%). While a high demand for exceptionally skilled policy makers and professionals has generally existed, there has been growing competition due to an increase in supply and the economic downturn in these regions. Still, alumni employment rates ranged from 93.3 percent in Eastern Europe to 100 percent in South Asia (see Table T.9, Appendix A). Higher unemployment rates in Eastern Europe (6.7%) and Latin America (3.7%) were largely attributed to the inability of scholars to obtain study leaves, especially from the public sector, for which the majority of alumni had worked. The latter regions also had higher ratios of self-

employed, which may represent the enhanced entrepreneurial ability of alumni who ventured into new fields generating both further innovations and employment.

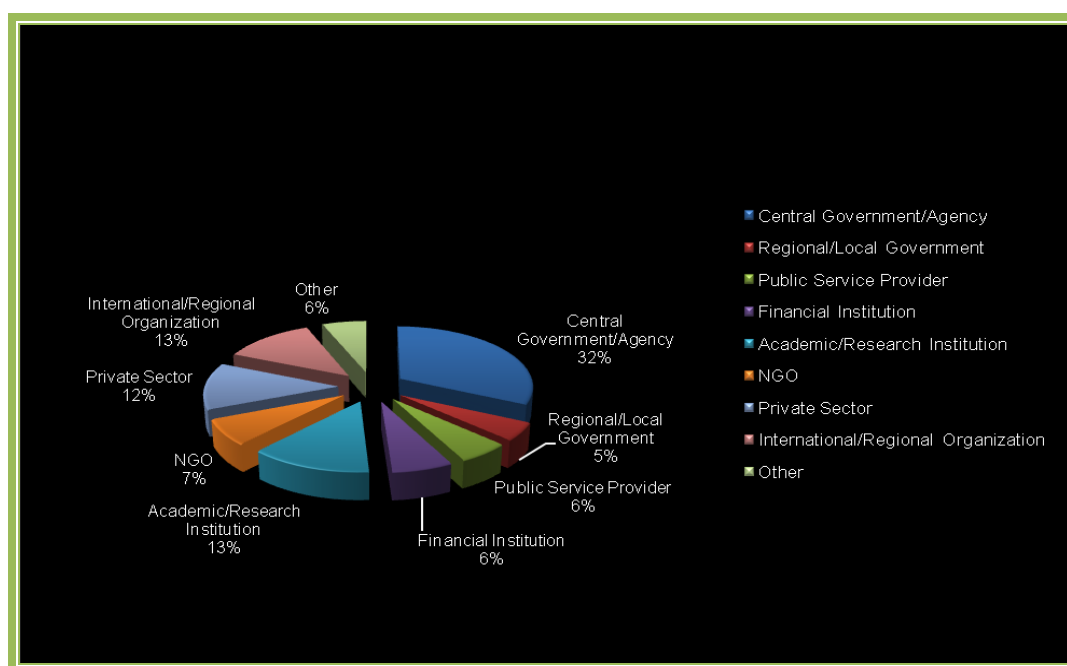
Table 6: Employment Status per Program Type

Program Type		Employment					
		Employed	Still Studying	Unemployed/Volunteer	Self-employed	Unknown	Total
Regular Program	Cases	288	14	8	25	0	335
	%	86.0%	4.2%	2.4%	7.5%	0.0%	100.0%
Partnerships	Cases	114	3	1	4	0	122
	%	93.4%	2.5%	0.8%	3.3%	0.0%	100.0%
TOTAL	Cases	402	17	9	29	0	457
	%	88.0%	3.7%	2.0%	6.3%	0.0%	100.0%

Source: JJ/WBGSP Tracer Study II – 2009 (457 respondents)

Most respondent alumni are employed in senior positions in government organizations and as providers. Of the 431 employed respondent alumni, about 42.5 percent returned to work for their respective governments during 1987-2007 (see Figure 14 below and Table T.10 in Appendix A). These government institutions included central government (32%), public sector providers (5.6%), and regional and local governments (4.9%). Aside from government ministries and agencies, over one-quarter of respondent scholars obtained employment in academic and research institutions (13%) and the private sector (12.5%).

Figure 14: Distribution of Employed Alumni per Employer Type

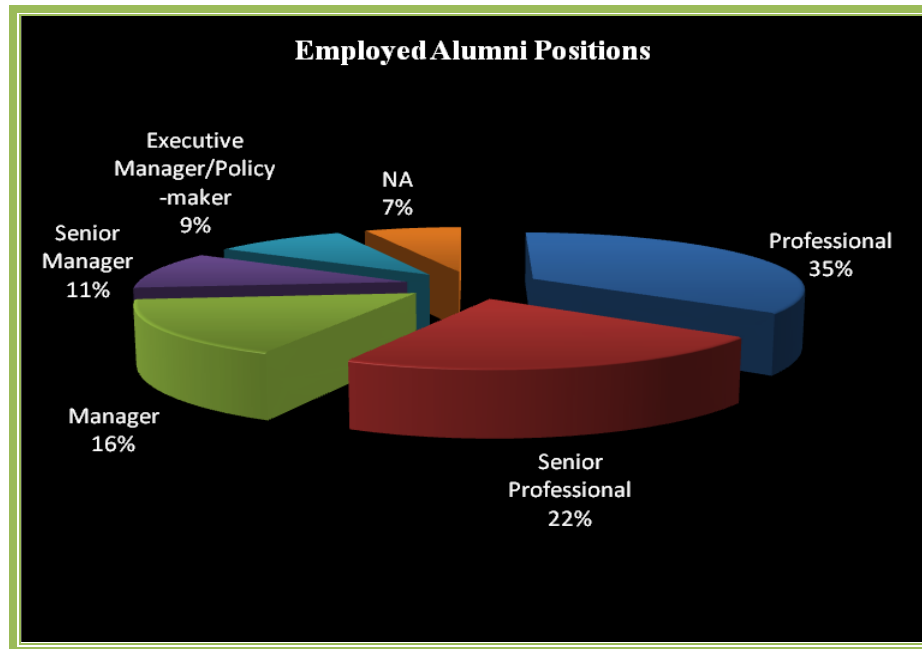


Source: JJ/WBGSP Tracer Study II – 2009 (457 respondents).

Note: total employment includes self-employed.

More than a third of employed respondents were working in managerial and executive levels, and over a fifth at senior professional levels (Figure 15). In these positions, they can lead and influence public policy and the well-being of their countries' citizens (see Voices of Alumni Box 4).

Figure 15: Distribution of Employed Alumni per Position Type



Source: JJ/WBGSP Tracer Study II – 2009 (457 respondents).

Note: total employment includes self-employed.

Box 4. Voices of Alumni

Ministers Making Far-Reaching Decisions and Expressing Appreciation for the JJ/WBGSP

Some JJ/WBGSP alumni, in their post-scholarship careers, moved on to serve their countries at the ministerial level. Here, they reflect on what they have achieved and how their studies provided them with the necessary background to make tough decisions.

Kahka Baindurashvil, Minister of Finance, Georgia, 2009-present
Williams College, US

In recent years, Georgia has been one of the best performers worldwide, given the truly far-reaching and deep structural and economic reforms that have been implemented since the Rose Revolution in 2004. In addition to managing the country's public finances effectively, my job also requires me to ensure that past reforms are implemented prudently and to make additional reforms where gaps may still exist. The JJ/WBGSP program gave me a much better understanding of how macroeconomic policy influenced so many other things within an economy, such as government programs, stimulating private business expansion and development, and enhancing assistance programs for poor and vulnerable populations. Furthermore, the program prepared me to operate effectively within a global platform and mindset, taking into account regional and global experiences in developing economies and private sector growth. I work very hard to keep in touch with other alumni and classmates that I developed close friendships with during my studies. I work with them on a daily basis within the Government of Georgia, including the First Deputy Minister of Economic Development and the Head of the Macro Department at the Central Bank. This is an excellent program and I am extremely grateful for the chance to have participated in it, and to the institutions that continue providing the same opportunities to a new generation of leaders.

Seraphine Wakana, Minister of Planning and Reconstruction, Burundi, 2002-2005
Brandeis University, US

During 2002-2005, I successfully led the Ministry of Planning in Burundi during a very tight and unstable political environment. Under my leadership and coordination, Burundi has developed a post-conflict recovery and development strategy. I have supervised other work, including the drafting of the Poverty Reduction Strategy Paper for Burundi, the Burundi Prospective study (Burundi Vision 2025) and various other programs and projects. I have set up proper and functioning coordinating mechanisms aligning government and development partners. Currently, I am a consultant for a number of international institutions, including the African Development Bank (AfDB), the World Bank and UNDP. Through these consultancies, I have successfully supported governments and other stakeholders in Madagascar, Burundi, Cameroon, Burkina Faso, Morocco and Guniée in the process of developing prospective studies and designing long-term national strategies and projects.

Milen Veltchey, Minister of Finance, Bulgaria, 2001-2005
Massachusetts Institute of Technology, US

Among my major accomplishments and key achievements after completing the JJ/WBGSP, the high point was my successful tenure as Minister of Finance and being named *Finance Minister of 2002* by *Euromoney*. Under my watch, Bulgaria managed to put its fiscal house in order, breaking into a budget surplus, obtaining investment grade credit ratings and drastically reducing its public debt. Unemployment was halved, from 20% to 10%, and the country was admitted into NATO and signed the EU membership agreement. The JJ/WBGSP program is one of the best targeted educational financial assistance packages, which has allowed numerous professionals to add value to the development of their countries. I encourage you to continue assisting this Program, as even during the current financial crisis, it remains one of the best uses of donor funds.

Links to Development

The primary focus of the majority of the 457 currently employed respondents, after completing their scholarships and returning home, was to provide policy inputs, information/knowledge dissemination, management and services. These proxy impact indicators show that the majority of scholars were in positions to lead and influence their countries' policy and development programs as intended by the JJ/WBGSP. In fact, scholars were likely to engage in multi-focus positions and to exercise a variety of development-related job responsibilities (see Voices of Alumni Box 5).

Respondent scholars found their newly acquired skills highly relevant to their countries' needs. To further verify and measure the impact of alumni contributions, they were asked to rank their perceptions on the relevance of their professional activities to the development of their own and other developing countries on a progressive scale from zero to 100 percent. About 58 percent of respondents said that three-fourths of their work was related to the development of their own countries, and an additional 25 percent said three-fourths of current and overall work related to that of other developing countries (see Figure 16 and Table T.14, Appendix A).

Box 5: Voices of Alumni

Guarding the Future—Children and the Environment

It is also important to follow alumni who have chosen to contribute to the development of their own and other developing countries through working for NGOs. Below are the experiences of three alumni working with NGOs in Congo DRC, Myanmar and Guyana, where they are helping to build a better world through protecting children and the environment.

Andrianavalona Ratsitohara, Field Manager, Save the Children, Congo DRC Sustainable International Development, Brandeis University, 2004

I am currently in charge of overall management of the Child Protection and Education Program of Save the Children UK in the Province of Kasai Orientale, Congo DRC. Before joining Save the Children, I worked at UNICEF in Madagascar as a Child Survival Officer. Under the JJ/WBGSP, the Program in Sustainable International Development with the Heller School for Social Policy and Management, Brandeis University, equipped me with the necessary knowledge to enhance my previous work experience in the development field. It really enabled me to be operational in my work. I was able to contribute significantly to improving the policy environment for child survival interventions in Madagascar when working with UNICEF. Presently, I am leading a team of professional staff working on child protection in Congo DRC within a very difficult area.

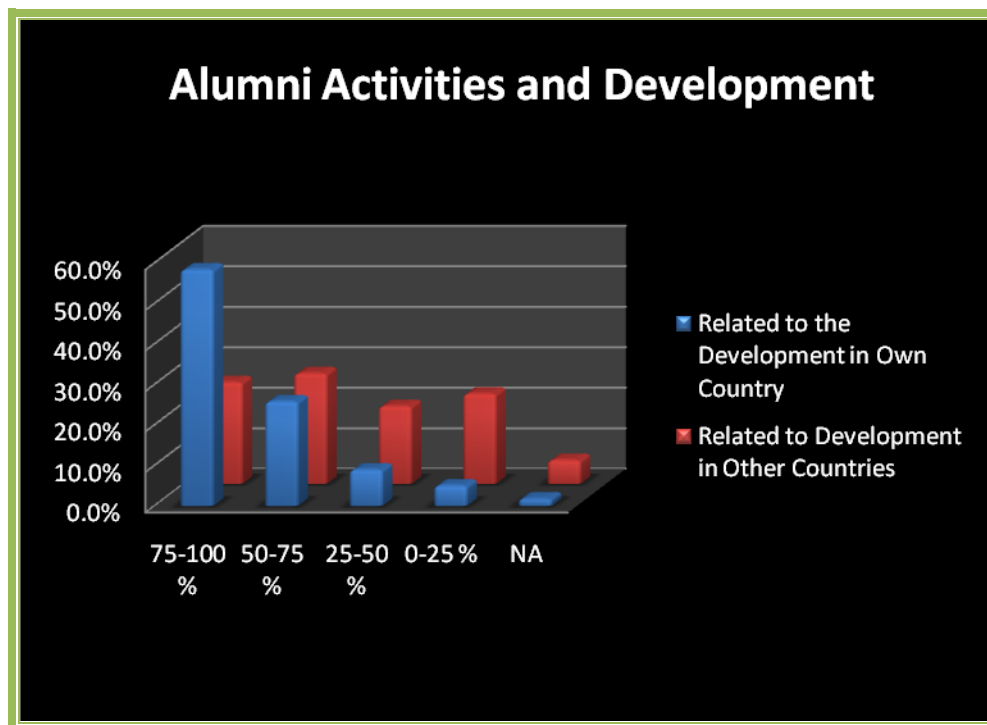
Ni Ni Hla, Myanmar, Program Manager, Save the Children, Myanmar Sustainable International Development, Brandeis University, 2003

I am a Program Manager of the Child Focus Program, Save the Children, in Myanmar. I am responsible for leading and managing the planning, implementation, monitoring and evaluation of a high quality innovative program providing small grants and mentoring to organizations working with children, in order to deliver immediate and lasting change. I also coordinate with other child-focused organizations to form a coalition of those working with children. Through the JJ/WBGSP, I received a wonderful opportunity to complete a master's degree in Sustainable International Development in the United States. After this, my career changed, significantly impacting my ability to contribute to the development field. I would like to express my heartfelt thanks to the Government of Japan and to the World Bank for creating this study opportunity for people like us in the developing world.

Janice Bollers, Guyana, Forest Conservation Officer World Wildlife Fund (WWF), Guyana Office Environmental Forestry, University of Wales, Bangor, 2006

I am currently employed by the World Wildlife Fund (WWF) as a Forest Conservation Officer within the WWF Guyana program. I am responsible for promoting sustainable forest management practices as well as raising awareness about climate change and reducing emissions from deforestation and forest degradation in developing countries (REDD). My work entails working with forest communities, government agencies and NGOs to build capacity for more responsible forest management. This entails providing technical assistance to grantees in areas related to: sustainable forest management; Forest Stewardship Council (FSC) certification; the Global Forest Trade Network; reduced-impact logging; improved forestry and forest governance; community-based natural resource planning; protected area establishment and management; mitigation of forest conversion; capacity building; carbon sequestration; and WWF grant procedures. I am also engaged in formulating WWF Guyana's positions with respect to these areas and ensuring they are communicated to the staff and all relevant agencies in the forestry sector.

Figure 16: Alumni Activities and Development



Source: JJ/WBGSP Tracer Study II - 2009

Section 6: Results and Outlook

Results of the Analysis

Overall results of the analysis are highly favorable and are summarized in Table 7 below. Output indicators show that, on average, 98.8 percent of scholars attained their degree, and 83.2 percent returned home or to other developing countries. Of these, 95.1 percent obtained and sustained employment, with about 72 percent being employed in Africa, Asia and Latin America. The majority of alumni returned to work for the public sector (42.5%), about 12.5 percent in academic and research institutions, and another 12.5 percent chose to work in the private sector. About 58 percent of those employed are working at senior professional levels, as well as managerial and executive levels. These positions enhance impact and leverage on development activities.

Table 7: Summary of JJ/WBGSP Alumni Analysis

TYPES OF INDICATORS	SOURCE OF DATA AND DATE	VALUE OF INDICATOR & SHARE
I. Input Indicators		
1. No. of application received, processed (regular program), scholarships awarded	Time Series, 1987-2007 and %	54,704
2. No. of scholars		3,733
II. Output Indicators		
1. No. of scholars who completed the program and attained their degrees:	Time Series, 1987-2007 and %	3,690 -- 98.8%; of which the Part 2 countries were 3,429—98.8%
2. Benefits from the academic program to individual scholar:	Tracer Study 2009 (Part II): total respondents 457	
2.1 Technical skills		very high, 50.5%, high, 45.7%
2.2 Communication/negotiations		very high, 43.5%, high, 48.8%
2.3 Intercultural skills		very high, 54.9%, high, 39.8%
III. Outcome Indicators		
1. Alumni benefits from the scholarship program:	Tracer Study 2009 (Part II): total respondents 457	
1.1 Recognition of skills		very high, 49.9%, high, 37.4%
1.2 Progression in same job		very high, 31.9%, high, 43.5%
1.3 Mobility across jobs		very high, 27.8%, high, 47.3%
1.4 Higher income		very high, 16.4%, high, 39.8%
2. No. of alumni who returned to:	Tracer Study 2009 (Part I): total respondents 641	
2.1 Home country		496 and 77.4%

2.2 Other developing countries		37 and 5.8%
2.3 Part I countries		107 and 16.7%
2.4 Unknown		1 and 0.2%
3. No. of alumni who were:	Tracer Study 2009 (Part II): total respondents 457	
3.1 Employed		402 and 88%
3.2 Still studying		17 and 3.7%
3.3 Volunteer/Unemployed		9 and 2%
3.4 Self-employed		29 and 6.3%
4. No. of alumni who returned to position in:	Tracer Study 2009 (Part I): total respondents 641	
4.1 Public Sector (including central, regional and local government and public sector providers)		183 and 42.5%
4.2 Academic and research institutions		56 and 13.0 %
4.3 Private Sector		54 and 12.5%
4.4 International/Regional Organizations		54 and 12.5%
4.5 NGOs		30 and 7.0%
4.6 Financial Institutions		28 and 6.5%
4.7 Others		26 and 6.0%
5. No. of employed alumni who work at managerial and executive levels:	Tracer Study 2009 (Part II): total respondents 431 over 457	155 and 36%
6. Relevance of alumni activities to development:	Tracer Study 2009 (Part II): total respondents 457	
6.1 Current Activities		
6.1.1 Related to development of own country		75-100%; 58.4%
		50-75%; 25.8%
6.1.2 Related to the development of other countries		75-100%; 25.2%
		50-75%; 27.4%

Source: JJ/WBGSP Scholars and Alumni Database, Tracer Study II - 2009
641 respondents for Tracer Study I-II 2009, excluding Japanese Alumni

Moreover, responding scholars found the knowledge and skills gained during their studies to be highly useful and relevant to their jobs, and to the development needs of their own and other countries. About 85 percent of respondents ranked their jobs between 50 and 100 percent related to the development of their own countries. Alumni also benefited from improved confidence, and forging useful academic and professional contacts and partnerships, which help improve job effectiveness. These categories were ranked as “very high” and “high” by alumni in their evaluation of program benefits.

Conclusions, Lessons Learned and Recommendations

The JJ/WBGSP is one of the few development-focused scholarship programs that provides mid-career professionals from developing countries with the enhanced knowledge and skills, international exposure and confidence needed to serve their countries. The rigorous selection policy and management of the selection process ensures quality at entry. The two-year scholarship duration limitation and employment restrictions at the World Bank and IMF ensure that the vast majority of scholars return home after completing their studies.

It is, therefore, encouraging that the program has achieved its mission, with an overwhelming majority of scholars attaining their degrees and returning to their countries, where they are engaging in gainful employment and contributing to the socioeconomic development of their countries'. Tracer Survey 2009 results, contacts with alumni, anecdotal evidence and testimonials have shown that the positive results obtained through the program have been sustained and that scholars continue to work in areas that contribute to development, especially at the senior executive and professional levels.

Box 7: Voices of Alumni

Lifelong Links to Japan

Perhaps the most unique element of the JJ/WBGSP is the special appreciation that the international scholars develop for the country and people of Japan. Even among those alumni who studied in Europe and the United States, Japan is valued and her development experience admired.

Supriyo De, India, Yokohama National University, 2002

I thank the Government of Japan and the World Bank for giving me this opportunity to change the very way I look at life. The knowledge and training I gained through my studies has helped me to improve the lives of many in my country. The program has enhanced my commitment to the cause of poverty alleviation and good governance, and provided me with a vision to follow and share. Furthermore, it has imbibed in me a commitment to analytical rigor and has provided me with the opportunity to network with other scholars.

Melania Mujutywa, Zimbabwe, Yokohama National University, 2004

I wanted an opportunity to learn about the Japanese public finance system and how it compares to those of other advanced and developing countries like my own, Zimbabwe. I was interested in learning how the Japanese managed to blend their cultural heritage into their economic development model to the extent that they were able to transform into a highly-industrialized society within a Japanese cultural context. This knowledge and experience has to a very large extent assisted me with my day-to-day duties, as I further discovered the importance of culture in economic development. Zimbabwe is in the process of putting in place policies and institutions for development, while at the same time ensuring its cultural heritage is maintained.

Niermala Hindori-Badrising, Suriname, Institute of Social Studies, 1996

I wish to thank the Government of Japan and the World Bank for considering me as a scholar and for providing me with the opportunity to pursue graduate studies at the Institute of Social Studies. I am very proud to call myself a JJ/WBGSP scholar, and to be able to contribute to the development of my country through the professionalism gained from my education. I am also proud because my new responsibilities as a Government representative in the field of international environmental diplomacy have allowed me to partner with both the World Bank and the Government of Japan. In my work as a policy advisor and international negotiator, I frequently deal with representatives of the Japanese government.

Syed Anwar Bokhari, Pakistan, Maastricht University, 1996

I am really thankful to the Government as well as the people of Japan, who have committed money for the human development of less-developed countries. This has been a great and noble cause. Every scholar who has benefited from the JJ/WBGSP is an ambassador of Japan and carries a sense of gratitude for its people.

The process of producing this Tracer Study has brought forward some lessons learned and recommendations that could strengthen the JJ/WBGSP overall and add to its value as a development tool for both the World Bank and the Government of Japan.

First, the program should continue its efforts to further document the status of its scholars and alumni to ensure continuity and integrity of information, and to facilitate follow-up tracer studies. Building upon the program's interactive website, more opportunities are being offered for scholars and alumni to engage with each other, the Government of Japan and the World Bank. This provides more incentive for alumni to remain in contact with the program. An upcoming e-learning course—Highlights of Japan's Economic Development—is based on modules developed by several Japanese universities involved in the JJ/WBGSP alumni study tour. It will focus on key issues such as investment in human capital, public-private partnerships and innovation. The course design documents are being shared with the Ministry of Finance, as their involvement in specific content would be a valuable addition to the course. The program is being developed in partnership with the World Bank's Tokyo Global Development Learning Network Center and promises to promote more engagement between scholars, alumni and Japanese development professionals.

Second, the Partnership Programs in Japan have been contributing to the increase in international students through the expansion of English-language programs. With the addition of the University of Tokyo, the number of Partnership universities in Japan will increase to five, delivering six Partnership Programs to 47 new students per year. One way to further leverage the impact of these Partnership Programs may be to encourage World Bank staff to deliver lectures related to their areas of expertise, which will benefit both the students and the universities.

Third, the number of JJ/WBGSP scholars studying in Japanese universities has been steadily increasing, from 16 in 2004 to 59 in 2009. New ways to further increase this number should be explored through, for example, using the program's website to convey the experience of scholars who studied in Japan, in terms of what they learned and how that has helped them in their professional careers. Additionally, the program can reach out to the thirteen universities identified by the Japanese Ministry of Education, Culture, Sports, Science and Technology to be the core centers for Japan's internationalization initiatives. Nine of these universities already receive JJ/WBGSP scholars, either through the Regular Program or Partnership Programs. The JJ/WBGSP is working with the Bank's extensive Public Information Centers to share information about Japanese universities with programs in English when the scholarship program is publicized.

Fourth, links to the thematic programs in WBI and the Government of Japan can be further exploited to enrich the quality of the JJ/WBGSP experience and to strengthen the relationships

between scholars and sponsoring institutions. In recent years, the Secretariat has hosted several short learning and networking events under the Scaling Up Program—in Tokyo, Washington, D.C., and elsewhere—to help scholars and alumni benefit from their associations with the Government of Japan and WBI. It is clear these events are highly valued by participants. The Secretariat should continue to work with the sponsors to make the Scaling Up Program more strategic, long-sighted and effective. In part, this can be done through delivery of the e-learning course on Japan’s development experience, as well as through further integration of the JJ/WBGSP alumni into WBI’s alumni network.

Appendix A. Statistical tables* and Survey Methodology

I. JJ/WBGSP Survey 2009

Objective

The objective of the alumni survey conducted in 2009 was to trace the alumni who completed the program throughout the academic years 1987/88 to 2006/2007.

Survey 2009

The tracer survey was conducted in two phases. The purpose of the first phase was mainly to update the alumni database through collecting basic data on residence and employment status, as well as contact information. This first phase of the survey was conducted from February through August 2009. The second phase of the survey, which addresses qualitative aspects of the study such as the perception of the program's benefits, was undertaken from September to October 2009. Questionnaire I was posted on the program website and Questionnaire II was forwarded to alumni who responded to the first part of the survey.

Benefits were announced for those alumni taking part in the survey by the established deadline. They included invitations to participate in [JJ/WBGSP alumni events](#), such as [Regional Conferences](#), [Knowledge Sharing Forums](#) and [Alumni Training in Japan](#). In addition to these benefits, ten participants were also selected at random to receive a World Bank publication of their choice from a list of some of the year's best selling publications including: [World Development Report](#), [World Development Indicators](#), [African Development Indicators](#), [Doing Business 2010](#).

Tables

Table 1 JJ/WBGSP Scholars in Regular and Partnership Programs 1987–2007.

Table A1 JJ/WBGSP Regular Program Applicants: Distribution by Region and Gender 1987–2007.

Table A2 JJ/WBGSP Regular Program Applicants: Distribution by Region and Country 1987–2007

Table A3 JJ/WBGSP Scholarship Awards: Distribution by Region and Gender 1987–2007.

Table A4 JJ/WBGSP Scholarship Awards: Distribution by Region and Country 1987–2006

Table T.1. Degree Attainment by Alumni Awarded Scholarships 1987–2007

Table T.2 Total and Eligible Applicants and Scholars 1987-2007

Table T.3. Residence status per gender and degree

Table T.4. Residence status per field of study

Table T.5. Residence status per program type

Table T.6. Status of alumni residing in Part 1 countries

Table T.7. Employment status per field of study

Table T.8. Employment status per program type

Table T.9. Employment status per region of residence

Table T.10. Distribution of employed alumni per organization type and position
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Table T.11. Skills enhancement
.....

Table T.12. Extent to which academic program was useful at work
.....

Table T.13. Rating of professional benefits attributed to the program
.....

Table T.14. Alumni activities and development

**Data sources are: (i) JJ/WBGSP Scholars database for Tables A1 to A4 and T; and (ii) Tracer Survey 2009 for tables T2 to T14*

Table 1: Scholars in Regular and Partnership Programs, 1987-2007

Table 1: Scholars in Regular and Partnership Programs, 1987-2007																				
	Regular Program	Partnership Programs																Grand Total		
Year		Columbia	McGill	CERDI	Tsukuba	YNU-Infra	Keio	YNU-Tax	GRIPS	Abidjan-Cocody	Yaoundé II	Makerere	Ghana	Harvard	Kinshasa	Mozambique	Zambia		Subtotal by Year	
1987	32	-	-	-	-	-	-	-	-	-	-	-	-	-				-	32	
1988	58	-	-	-	-	-	-	-	-	-	-	-	-	-				-	58	
1989	54	-	-	-	-	-	-	-	-	-	-	-	-	-				-	54	
1990	90	-	-	-	-	-	-	-	-	-	-	-	-	-				-	90	
1991	87	-	-	-	-	-	-	-	-	-	-	-	-	-				-	87	
1992	106	23	-		-	-	-	-	-	-	-	-	-	-				23	129	
1993	117	26	-		-	-	-	-	-	-	-	-	-	-				26	143	
1994	102	24	11	11	-	-	-	-	-	-	-	-	-	-				46	148	
1995	111	26	8	8	9	9	-	-	-	-	-	-	-	-				60	171	
1996	116	25	-	8	-	-	5	10	-	-	-	-	-	-				48	164	
1997	122	24	8	-	10	15	5	-	5	-	-	-	-	-				67	189	
1998	146	23	-	-	-	-	5	10	5	6	7	6	5	-				67	213	
1999	179	22	-	-	10	15	5	-	5	-	-	7	6	12				82	261	
2000	274	15	-	-	-	-	5	10	5	7	7	7	7	14				77	351	
2001	107	15	-	-	10	15	5	-	5	7	7	7	7	15				93	200	
2002	117	14	-	-	-	-	5	4	5	7	7	7	7	9				65	182	
2003	272	13	-	-	10	14	5	5	5	7	7	7	-	14				87	359	
2004	303	13	-	-	-	-	5	5	5	7	7	6	7	15				70	373	
2005	95	12			10	15	5	5	5	7	7	6	7	15				94	189	
2006	83	12					5	5	4	7	6	7	7	8				61	144	
2007	115	11			10	13	5	5	5	7	7	5	7	6				81	196	
Subtotal by Program		2,686	298	27	27	69	96	60	59	54	62	62	65	60	108	0	0	0	1,047	3,733

Source: JJ/WBGSP Scholar's Databases

Table A1: Regular Program Applicants: Distribution by Region and Gender, 1987-2007

Region	Africa	East Asia	Europe & Central Asia	Latin America & Caribbean	Middle East & North Africa	South Asia	Unknown	Part 1	Total
Total 1987-2003									
Total	25,075	3,682	1,398	3,858	1,702	5,145	18	759	41,637
# Male	20,765	2,234	772	2,404	1,338	4,239	17	426	32,195
# Female	4,310	1,448	626	1,454	364	906	1	333	9,442
2004									
Total	2,178	234	100	407	144	336	0	62	3,461
# Male	1,793	128	52	205	122	254	0	24	2,578
# Female	385	106	48	202	22	82	0	38	883
2005									
Total	2,169	241	92	321	119	362	0	82	3,386
# Male	1,764	125	37	171	82	273	0	34	2,486
# Female	402	116	57	151	37	89	0	48	900
2006									
Total	2,226	209	71	332	101	372	0	68	3,379
# Male	1,779	92	31	170	70	298	0	27	2,467
# Female	447	117	40	162	31	74	0	41	912
2007									
Total	1,505	135	44	178	55	240	0	54	2,211
# Male	1,219	60	22	96	36	172	0	24	1,629
# Female	286	75	22	82	19	68	0	30	582
Grand Total									
Total	33,153	4,501	1,705	5,096	2,121	6,455	18	1,025	54,074
# Male	27,320	2,639	914	3,046	1,648	5,236	17	535	41,355
# Female	5,830	1,862	793	2,051	473	1,219	1	490	12,719

Source: JJ/WBGSP Applicant Databases

**Table A2: Regular Program Applicants: Distribution by Region and Country,
1987-2007**

Africa	1987-2003	2004	2005	2006	2007	Totals
Angola	95	6	0	4	3	108
Benin	506	42	32	46	22	648
Botswana	78	9	6	5	3	101
Burkina Faso	453	44	42	43	41	623
Burundi	114	6	6	9	11	146
Cameroon	874	126	103	87	40	1,230
Cape Verde	27	1	1	3	0	32
Central African Republic	86	11	27	12	17	153
Chad	322	31	38	30	21	442
Comoros	25	4	7	10	4	50
Congo, Dem. Rep. of	822	88	67	50	31	1,058
Congo, Rep. of	352	35	30	19	5	441
Côte d'Ivoire	506	42	24	20	12	604
Djibouti	24	3	0	0	0	27
Equatorial - Guinea	15	0	0	0	0	15
Eritrea	78	14	16	27	26	161
Ethiopia	1,545	205	268	276	201	2,495
Gabon	40	2	1	5	1	49
Gambia, The	173	21	23	21	10	248
Ghana	2,126	199	144	134	97	2,700
Guinea	333	30	31	38	20	452
Guinea - Bissau	27	2	1	1	2	33
Kenya	2,104	95	108	104	64	2,475
Lesotho	103	12	6	16	7	144
Liberia	142	3	4	6	6	161
Madagascar	372	28	14	44	29	487
Malawi	489	35	35	46	43	648
Mali	252	20	17	19	12	320
Mauritania	90	15	11	11	13	140
Mauritius	27	2	0	0	1	30
Mozambique	75	2	5	5	1	88
Namibia	52	1	4	6	6	69
Niger	278	24	28	33	30	393
Nigeria	4,720	506	525	543	281	6,575
Rwanda	211	25	29	31	34	330
Sao Tomé & Príncipe	12	1	4	2	0	19
Senegal	440	36	46	47	36	605
Seychelles	4	2	0	2	1	9
Sierra Leone	440	36	34	45	23	578
Somalia	109	1	0	0	0	110
South Africa	132	11	5	5	3	156
Sudan	636	19	21	22	27	725
Swaziland	76	6	7	3	1	93
Tanzania	2,165	127	145	138	99	2,674
Togo	295	41	34	23	14	407
Uganda	1,795	107	121	101	101	2,225
Zambia	888	91	81	106	82	1,248
Zimbabwe	547	11	18	28	24	628
Total	25,075	2,178	2,169	2,226	1,505	33,153

Source: JJ/WBGSP Applicant Databases

Table A2: Regular Program Applicants: Distribution by Region and Country, 1987-2007

East Asia	1987-2003	2004	2005	2006	2007	Total
Cambodia	124	10	20	5	3	162
China	1,277	47	36	18	13	1,391
Fiji	22	1	1	2	2	28
Indonesia	625	27	21	35	26	734
Kiribati	4	0	0	0	0	4
Korea	85	0	0	0	0	85
Lao PDR	40	7	5	2	5	59
Malaysia	73	12	5	8	9	107
Mongolia	87	13	13	7	6	126
Myanmar	254	62	68	66	31	481
Papua New Guinea	28	6	10	6	3	53
Philippines	620	20	30	32	22	724
Samoa	11	1	1	0	0	13
Solomon Islands	2	0	1	0	0	3
Thailand	191	4	2	5	7	209
Timor - Leste	0	6	0	1	0	7
Tonga	10	0	0	0	0	10
Vanuatu	3	0	0	0	2	5
Vietnam	226	18	28	22	6	300
Total	3,682	234	241	209	135	4,501

Source: JJ/WBGSP Applicant Databases

Table A2: Regular Program Applicants: Distribution by Region and Country, 1987-2007

Europe and Central Asia	1987-2003	2004	2005	2006	2007	Total
Albania	96	3	6	1	3	109
Armenia	32	4	6	6	4	52
Azerbaijan	25	4	5	2	1	37
Belarus	46	3	0	4	1	54
Bosnia	13	0	0	2	0	15
Bulgaria	122	4	9	3	1	139
Croatia	13	2	2	2	0	19
Czech Republic	19	0	0	0	0	19
Estonia	17	2	0	0	0	19
Georgia	68	9	4	8	7	96
Hungary	70	0	0	0	0	70
Kazakhstan	38	1	1	3	0	43
Kosovo	0	0	0	0	1	1
Kyrgyz Rep.	55	9	7	4	3	78
Latvia	14	1	0	0	0	15
Lithuania	21	1	1	0	0	23
Macedonia FYR	9	0	1	1	0	11
Moldova	26	5	2	2	2	37
Poland	55	0	0	0	0	55
Portugal	11	0	0	0	0	11
Romania	123	9	9	7	2	150
Russian Federation	117	3	3	3	2	128
Serbia and Montenegro	60	2	4	3	2	71
Slovak Republic	24	0	1	0	0	25
Slovenia	10	1	0	0	0	11
Tajikistan	13	8	5	2	3	31
Turkey	195	20	9	9	3	236
Turkmenistan	3	1	0	1	0	5
Ukraine	59	2	3	2	2	68
Uzbekistan	44	6	14	6	7	77
Total	1,398	100	92	71	44	1,705

Source: JJ/WBGSP Applicant Databases

Table A2: Regular Program Applicants: Distribution by Region and Country, 1987-2007

Latin America & Caribbean	1987-2003	2004	2005	2006	2007	Total
Antigua	6	0	2	1	0	9
Argentina	297	26	15	15	6	359
Bahamas The	12	0	0	0	0	12
Barbados	29	2	1	1	0	33
Belize	10	0	0	0	0	10
Bolivia	161	23	12	16	14	226
Brazil	249	21	24	27	14	335
Chile	190	21	23	25	18	277
Colombia	435	73	44	59	21	632
Costa Rica	71	5	10	7	3	96
Cuba	2	0	0	0	0	2
Dominica	22	1	0	0	0	23
Dominican Republic	31	3	3	3	0	40
Ecuador	192	9	12	11	6	230
El Salvador	46	3	2	2	2	55
Grenada	12	1	2	1	0	16
Guatemala	38	0	2	5	7	52
Guyana	68	2	1	4	2	77
Haiti	193	21	20	17	9	260
Honduras	40	9	9	4	2	64
Jamaica	98	5	2	8	3	116
Mexico	659	73	61	53	25	871
Nicaragua	49	4	8	10	9	80
Panama	22	1	0	0	0	23
Paraguay	30	2	3	5	1	41
Peru	528	61	42	31	28	690
St. Kitts	5	3	1	0	0	9
St. Lucia and Nevis	37	0	2	0	2	41
St. Vincent	13	0	1	2	1	17
Suriname	9	0	1	2	0	12
Trinidad & Tobago	56	0	1	0	0	57
Uruguay	148	19	6	9	2	184
Venezuela R. B. de	98	19	11	14	3	145
West Indies	2	0	0	0	0	2
Total	3,858	407	321	332	178	5,096

Source: JJ/WBGSP Applicant Databases

Table A2: Regular Program Applicants: Distribution by Region and Country, 1987-2007

Middle East & North Africa	1987-2003	2004	2005	2006	2007	Total
Algeria	241	29	13	18	11	312
Bahrain	4	0	0	0	0	4
Egypt Arab Rep. of	602	25	22	18	17	684
Iran Islamic Rep. of	96	21	19	10	3	149
Iraq	25	0	0	12	1	38
Jordan	151	11	12	7	3	184
Kuwait	7	0	0	0	0	7
Lebanon	29	0	4	0	1	34
Libya	8	0	0	0	0	8
Malta	2	0	0	0	0	2
Morocco	215	5	10	6	7	243
Oman	13	2	11	5	0	31
Saudi Arabia	12	0	0	0	0	12
Syrian Arab Rep.	37	1	3	2	0	43
Tunisia	112	2	3	6	3	126
West Bank and Gaza	62	27	10	7	5	111
Yemen Republic of	86	21	12	10	4	133
Total	1,702	144	119	101	55	2,121

Source: JJ/WBGSP Applicant Databases

Table A2: Regular Program Applicants - Distribution by Region and Country, 1987-2007

South Asia	1987-2003	2004	2005	2006	2007	Total
Afghanistan	16	5	10	14	5	50
Bangladesh	940	54	49	52	30	1,125
Bhutan	51	5	13	15	7	91
India	1,442	108	98	102	72	1,822
Maldives	46	0	0	0	0	46
Nepal	1,028	71	88	75	55	1,317
Pakistan	1,311	67	76	79	59	1,592
Sri Lanka	311	26	28	35	12	412
Total	5,145	336	362	372	240	6,455

Source: JJ/WBGSP Applicant Databases

Table A2: Regular Program Applicants: Distribution by Region and Country, 1987-2007

Part I	1987-2003	2004	2005	2006	2007	Total
Australia	13	0	0	0	0	13
Austria	1	0	0	0	0	1
Bahrain	0	1	0	0	0	1
Belgium	5	0	0	0	0	5
Canada	35	0	0	0	1	36
Cyprus	21	1	0	0	0	22
Finland	4	0	0	0	0	4
France	36	0	0	0	0	36
Germany	23	0	0	0	0	23
Greece	32	0	0	0	0	32
Iceland	1	0	0	0	0	1
Ireland	10	0	0	0	0	10
Israel	19	0	1	0	0	20
Italy	21	0	0	1	0	22
Japan	334	56	80	65	52	587
Korea, Democratic People's Rep. of	0	2	1	0	1	4
Kuwait	0	1	0	2	0	3
Qatar	1	0	0	0	0	1
Netherlands	7	0	0	0	0	7
New Zealand	3	0	0	0	0	3
Norway	2	0	0	0	0	2
Saudi Arabia	0	0	0	0	0	0
Singapore	22	1	0	0	0	23
Spain	21	0	0	0	0	21
Sweden	5	0	0	0	0	5
Switzerland	1	0	0	0	0	1
Taiwan	1	0	0	0	0	1
United Kingdom	44	0	0	0	0	44
United States	97	0	0	0	0	97
Total	759	62	82	68	54	1,025

Source: JJ/WBGSP Applicant Databases

Table A2: Regular Program Applicants: Distribution by Region and Country, 1987-2007

Total of Developing Member Countries	1987- 2003	2004	2005	2006	2007	Total
Total of Developing Member Countries	40,860	3,399	3,304	3,311	2,157	53,031
Total of Industrial Countries	759	62	82	68	54	1,025
Unknown	18	0	0	0	0	18
Total Member Countries	41,637	3,461	3,386	3,379	2,211	54,074

Source: JJ/WBGSP Applicant Databases

Table A3: Scholarship Awards: Distribution by Region and Gender, 1987-2007

Region	Africa	East Asia	Europe & Central Asia	Latin America & Caribbean	Middle East & North Africa	South Asia	Part 1	Total
1987- 2003								
Total	964	553	261	362	143	386	162	2,831
# of Men	657	312	140	220	106	293	114	1,842
# of Women	307	241	121	142	37	93	48	989
2004								
Total	153	54	37	58	26	30	15	373
# of Men	101	24	19	30	21	20	6	221
# of Women	52	30	18	28	5	10	9	152
2005								
Total	70	30	16	32	9	17	15	189
# of Men	52	11	12	17	4	12	7	115
# of Women	18	19	4	15	5	5	8	74
2006								
Total	66	20	9	17	5	13	14	144
# of Men	40	7	4	9	5	10	9	84
# of Women	26	13	5	8	0	3	5	60
2007								
Total	88	38	8	14	8	24	16	196
# of Men	57	17	5	8	7	19	5	118
# of Women	31	21	3	6	1	5	11	78
Total	1,341	695	331	483	191	470	222	3,733
# of Men	907	371	180	284	143	354	141	2,380
# of Women	434	324	151	199	48	116	81	1,353

Source: JJ/WBGSP Scholar's Databases

**Table A4: Scholarship Awards - Distribution by Region and Country,
1987-2007**

AFRICA	1987- 2003	2004	2005	2006	2007	Total
Angola	6	1	0	0	0	7
Benin	27	4	2	1	3	37
Botswana	4	2	0	0	1	7
Burkina Faso	37	8	2	2	3	52
Burundi	15	3	2	2	3	25
Cameroon	39	5	2	2	5	53
Cape Verde	3	0	0	0	0	3
Central African Republic	11	3	2	2	3	21
Chad	18	4	2	2	2	28
Comoros	4	2	1	2	1	10
Congo, Dem. Rep. of	14	3	1	0	1	19
Congo, Rep. of	17	5	2	1	0	25
Côte d'Ivoire	25	3	3	3	4	38
Djibouti	1	0	0	0	0	1
Eritrea	6	3	0	0	3	12
Ethiopia	54	8	5	5	4	76
Gabon	6	1	1	1	0	9
Gambia The	10	3	1	2	2	18
Ghana	73	8	3	3	3	90
Guinea	23	3	1	2	3	32
Guinea-Bissau	2	0	0	0	0	2
Kenya	70	7	6	1	6	90
Lesotho	5	3	0	1	1	10
Liberia	8	2	1	1	2	14
Madagascar	29	4	1	1	2	37
Malawi	19	3	2	2	2	28
Mali	13	4	2	2	2	23
Mauritania	8	3	2	2	3	18
Mauritius	3	0	0	0	2	5
Mozambique	3	0	0	1	0	4
Namibia	4	0	1	0	1	6
Niger	16	3	2	1	1	23
Nigeria	78	8	2	3	5	96
Rwanda	20	4	3	3	2	32
Sao Tomé & Príncipe	2	0	0	0	0	2
Senegal	26	6	1	2	2	37
Seychelles	1	1	0	1	0	3
Sierra Leone	26	5	4	2	5	42
Somalia	3	1	0	0	0	4
South Africa	11	0	1	1	0	13
Sudan	33	5	1	2	2	43
Swaziland	5	3	0	0	0	8
Tanzania	50	5	3	3	4	65
Togo	19	7	1	1	2	30
Uganda	62	4	3	4	2	75
Zambia	37	4	2	2	1	46
Zimbabwe	18	2	2	0	0	22
Total	964	153	70	66	88	1341

Source: JJ/WBGSP Scholar's Databases

**Table A4: Scholarship Awards - Distribution by Region and Country,
1987-2007**

EAST ASIA & PACIFIC	1987-2003	2004	2005	2006	2007	Total
Cambodia	26	2	1	0	1	30
China	153	8	5	4	5	175
Fiji	2	1	1	0	2	6
Indonesia	56	4	6	3	8	77
Kiribati	1	0	0	0	0	1
Korea Democratic People's Republic of	16	0	0	0	0	16
Lao PDR	15	4	0	0	2	21
Malaysia	9	3	0	2	0	14
Mongolia	37	3	4	3	4	51
Myanmar	52	9	4	3	7	75
Papua New Guinea	6	3	1	1	1	12
Philippines	66	6	3	2	1	78
Thailand	32	1	0	1	1	35
Tonga	3	0	0	0	0	3
Vanuatu	0	0	0	0	1	1
Vietnam	77	9	5	1	5	97
Samoa	2	1	0	0	0	3
Total	553	54	30	20	38	695

Source: JJ/WBGSP Scholar's Databases

Table A4: Scholarship Awards - Distribution by Region and Country, 1987-2007

EUROPE & CENTRAL ASIA	1987-2003	2004	2005	2006	2007	Total
Albania	13	3	1	0	0	17
Armenia	14	1	0	2	0	17
Azerbaijan	7	2	1	0	1	11
Belarus	8	0	0	0	0	8
Bosnia	1	0	0	0	1	2
Bulgaria	28	1	0	0	0	29
Croatia	3	0	0	0	0	3
Czech Republic	3	0	0	0	0	3
Estonia	3	1	0	0	0	4
Georgia	18	3	3	2	2	28
Hungary	12	0	0	0	0	12
Kazakhstan	11	2	0	0	0	13
Kosovo	0	0	1	0	0	1
Kyrgyz Republic	9	2	1	1	2	15
Latvia	5	0	0	0	0	5
Lithuania	6	1	0	0	0	7
Macedonia FYR	3	0	0	0	0	3
Moldova	6	3	0	0	0	9
Poland	5	0	0	0	0	5
Romania	24	3	1	0	0	28
Russian Federation	21	0	1	0	0	22
Serbia & Montenegro	3	1	0	1	0	5
Slovak Republic	4	0	0	0	0	4
Slovenia	3	0	0	0	0	3
Tajikistan	4	2	2	0	0	8
Turkey	18	6	2	1	1	28
Turkmenistan	1	2	0	0	0	3
Ukraine	11	0	1	1	0	13
Uzbekistan	17	4	2	1	1	25
Total	261	37	16	9	8	331

Source: JJ/WBGSP Scholar's Databases

**Table 4: Scholarship Awards - Distribution by Region and Country,
1987-2007**

Latin America & Caribbean	1987-2003	2004	2005	2006	2007	Total
Antigua and Barbuda	0	0	0	0	0	0
Argentina	29	3	2	0	0	34
Bahamas	1	0	0	0	0	1
Barbados	0	0	0	0	0	0
Belize	2	0	0	0	0	2
Bolivia	13	6	2	1	1	23
Brazil	26	8	3	2	1	40
Chile	24	5	4	2	2	37
Colombia	38	4	2	2	1	47
Costa Rica	7	1	1	1	1	11
Dominica	2	0	0	0	0	2
Dominican Republic	2	0	1	0	0	3
Ecuador	18	1	1	1	1	22
El Salvador	7	0	1	0	0	8
Grenada	2	1	1	0	0	4
Guatemala	8	0	0	0	0	8
Guyana	18	2	0	0	0	20
Haiti	20	1	0	1	1	23
Honduras	3	2	2	1	1	9
Jamaica	6	1	0	1	1	9
Mexico	43	7	3	1	0	54
Nicaragua	5	0	0	1	1	7
Panama	0	1	0	0	0	1
Paraguay	1	0	0	0	0	1
Peru	51	6	5	3	3	68
St. Kitts and Nevis	2	2	1	0	0	5
St. Lucia	4	0	1	0	0	5
St. Vincent	2	0	0	0	0	2
Suriname	1	0	0	0	0	1
Trinidad & Tobago	7	0	1	0	0	8
Uruguay	13	3	0	0	0	16
Venezuela R. B. de	7	4	1	0	0	12
Total	362	58	32	17	14	483

Source: JJ/WBGSP Scholar's Databases

**Table A4: Scholarship Awards - Distribution by Region and Country,
1987-2007**

Middle East & North Africa	1987-2003	2004	2005	2006	2007	Total
Algeria	18	3	1	1	1	24
Egypt Arab Rep. of	42	6	2	1	2	53
Iran Islamic Rep. of	18	6	1	0	0	25
Iraq	2	0	0	0	0	2
Jordan	17	3	1	0	1	22
Lebanon	3	0	1	0	0	4
Morocco	19	1	1	0	2	23
Oman	0	0	0	0	0	0
Syrian Arab Rep.	1	0	1	0	0	2
Tunisia	8	1	1	1	1	12
West Bank & Gaza	10	3	0	1	0	14
Yemen Republic of	5	3	0	1	1	10
Total	143	26	9	5	8	191

Source: JJ/WBGSP Scholar's Databases

Table A4: Scholarship Awards - Distribution by Region and Country, 1987-2007

SOUTH ASIA	1987-2003	2004	2005	2006	2007	Total
Afghanistan	2	1	1	1	1	6
Bangladesh	52	4	2	2	4	64
Bhutan	20	3	3	3	3	32
India	139	7	3	2	4	155
Maldives	5	0	0	0	1	6
Nepal	59	5	3	2	4	73
Pakistan	79	4	4	1	3	91
Sri Lanka	30	6	1	2	4	43
Total	386	30	17	13	24	470

Source: JJ/WBGSP Scholar's Databases

**Table A4: Scholarship Awards - Distribution by Region and Country,
1987-2007**

Part 1	1987-2003	2004	2005	2006	2007	Total
Australia	1	0	0	0	0	1
Belgium	1	0	0	0	0	1
Canada	4	0	0	0	0	4
Cyprus	1	0	0	0	0	1
Ireland	1	0	0	0	0	1
Italy	1	0	0	0	0	1
Japan	147	15	15	14	16	207
Sweden	1	0	0	0	0	1
United Kingdom	1	0	0	0	0	1
United States	4	0	0	0	0	4
Total	162	15	15	14	16	222

Source: JJ/WBGSP Scholar's Databases

**Table A4: Scholarship Awards - Distribution by Region and Country,
1987-2007**

Total Awardees	1987-2003	2004	2005	2006	2007	Total
Total of Developing Member Countries	2,669	358	174	130	180	3,511
Total of Industrial Countries	162	15	15	14	16	222
Total Member Countries	2,831	373	189	144	196	3,733

Source: JJ/WBGSP Scholar's Databases

Table T.1: Degree Attainment by Alumni Awarded Scholarships, 1987-2007

Indicators Related to Degree Attainment	Degree Attainment of Alumni Part 2, 1987-2007		Degree Attainment of Alumni in the Entire Program, 1987-2007	
	Total	%	Total	%
Total cases:	3,469	100%	3,733	100%
Male	2,196	63%	2,371	64%
Female	1,273	37%	1,362	36%
Did not attain degree	40	1%	43	1%
Medical/deceased during study periods	7	0%	7	0%
Did not meet academic requirements	3	0%	3	0%
Other	20	1%	21	1%
All but dissertation	2	0%	2	0%
Received degree other than Ph.D.	6	0%	8	0%
Received degree other than Master's	2	0%	2	0%
Remaining as Degree Analysis Numerator	3,429	99%	3,690	99%
Percent that attained degree	98.8%	98.8%	98.8%	98.8%
	TOTAL	%	TOTAL	%
	3,469	100%	3,733	100%

Sources: JJ/WBGSP Scholar and Alumni Database

Table T.2: Total and Eligible Applicants and Scholars, 1987-2007

	2001	2002	2003	2004	2005	2006	2007
Applicants	4423	2723	3020	3461	3386	3379	2211
Eligible	1713	1372	1529	1972	1860	2027	1338
Scholars	200	182	359	373	189	161	215

Sources: JJ/WBGSP Scholar and Alumni Database

Table T.3: Residence Status per Gender and Degree

Degree			Residence Status					
			Own Country	Other Part 2 Country	Part 1 Country	Unknown	Total	
Master's	Female	Cases	167	6	37	0	210	
		%	79.5%	2.9%	17.6%	0.0%	100.0%	
	Male	Cases	315	30	60	1	406	
		%	77.6%	7.4%	14.8%	0.2%	100.0%	
	TOTAL		Cases	482	36	97	1	616
			%	78.2%	5.8%	15.7%	0.2%	100.0%
Ph.D.	Female	Cases	8	0	3	0	11	
		%	72.7%	0.0%	27.3%	0.0%	100.0%	
	Male	Cases	6	1	7	0	14	
		%	42.9%	7.1%	50.0%	0.0%	100.0%	
	TOTAL		Cases	14	1	10	0	25
			%	56.0%	4.0%	40.0%	0.0%	100.0%
TOTAL	Female	Cases	175	6	40	0	221	
		%	79.2%	2.7%	18.1%	0.0%	100.0%	
	Male	Cases	321	31	67	1	420	
		%	76.4%	7.4%	16.0%	0.2%	99.8%	
	TOTAL		Cases	496	37	107	1	641
			%	77.4%	5.8%	16.7%	0.2%	100.0%

Source: JJ/WBGSP Tracer Study Part I & II - 2009

Table T.4: Residence Status per Field of Study

Field of Study		Residence Status				TOTAL
		Own Country	Other Part 2 Country	Part 1 Country	Unknown	
Agriculture	Number of Cases	19	1	6	0	26
	% within field	73.1%	3.8%	23.1%	0.0%	100.0%
Economics	Number of Cases	105	5	14	1	125
	% within field	84.0%	4.0%	11.2%	0.8%	100.0%
Education	Number of Cases	6	0	1	0	7
	% within field	85.7%	0.0%	14.3%	0.0%	100.0%
Environment & Natural Resources	Number of Cases	61	4	21	0	86
	% within field	70.9%	4.7%	24.4%	0.0%	100.0%
Information Systems Management/Computers	Number of Cases	3	2	2	0	7
	% within field	42.9%	28.6%	28.6%	0.0%	100.0%
Infrastructure Management	Number of Cases	16	0	0	0	16
	% within field	100.0%	0.0%	0.0%	0.0%	100.0%
Population	Number of Cases	2	0	1	0	3
	% within field	66.7%	0.0%	33.3%	0.0%	100.0%
Public Health	Number of Cases	42	3	9	0	54
	% within field	77.8%	5.6%	16.7%	0.0%	100.0%
Public Policy/International Development	Number of Cases	173	17	34	0	224
	% within field	77.2%	7.6%	15.2%	0.0%	100.0%
Rural Development	Number of Cases	10	1	4	0	15
	% within field	66.7%	6.7%	26.7%	0.0%	100.0%
Urban/Regional Planning	Number of Cases	25	0	4	0	29
	% within field	86.2%	0.0%	13.8%	0.0%	100.0%
Other Fields	Number of Cases	34	4	11	0	49
	% within field	69.4%	8.2%	22.4%	0.0%	100.0%
TOTAL	Cases	496	37	107	1	641
	% within field	77.4%	5.8%	16.7%	0.2%	100.0%

Source: JJ/WBGSP Tracer Study II – 2009

Table T.5: Residence Status per Program Type

Program Type		Residence Status				Total
		Own country	Other Part 2 country	Part 1 country	Unknown	
Regular Program	Cases	345	31	89	1	466
	%	74.0%	6.7%	19.1%	0.2%	100.0%
Partnerships	Cases	151	6	18	0	175
	%	86.3%	3.4%	10.3%	0.0%	100.0%
TOTAL	Cases	496	37	107	1	641
	%	77.4%	5.8%	16.7%	0.2%	100.0%

Source: JJ/WBGSP Tracer Study Part I – 2009

Table T.6: Status of Alumni Residing in Part I Countries

Working Status		Gender		Total
		Female	Male	
Working for international organization	Count	7	12	19
	%	36.8%	63.2%	100.0%
Working for a regional organization	Count	0	0	0
	%			
Representing public/private organization from native country abroad	Count	1	0	1
	%	100.0%	0.0%	100.0%
Continuing further studies	Count	11	24	35
	%	31.4%	68.6%	100.0%
Did not find suitable position	Count	6	9	15
	%	40.0%	60.0%	100.0%
Other	Count	15	22	37
	%	40.5%	59.5%	100.0%
TOTAL	Count	40	67	107
	%	37.4%	62.6%	100.0%

Source: JJ/WBGSP Tracer Study Part II - 2009

Table T.7: Employment Status per Field of Study

Field		Employment Status				TOTAL
		Employed	Still studying	Self-employed	Unemployed	
Agriculture	Number of Cases	17	3	0	1	21
	% within field	81.0%	14.3%	0.0%	4.8%	100.0%
Economics	Number of Cases	86	2	4	0	92
	% within field	93.5%	2.2%	4.3%	0.0%	100.0%
Education	Number of Cases	3	0	0	0	3
	% within field	100.0%	0.0%	0.0%	0.0%	100.0%
Environment & Natural Resources	Number of Cases	50	3	4	1	58
	% within field	86.2%	5.2%	6.9%	1.7%	100.0%
Information Systems Management/Computers	Number of Cases	7	0	0	0	7
	% within field	100.0%	0.0%	0.0%	0.0%	100.0%
Infrastructure Management	Number of Cases	15	0	2	0	17
	% within field	88.2%	0.0%	11.8%	0.0%	100.0%
Population	Number of Cases	1	0	1	0	2
	% within field	50.0%	0.0%	50.0%	0.0%	100.0%
Public Health	Number of Cases	38	0	3	2	43
	% within field	88.4%	0.0%	7.0%	4.7%	100.0%
Public Policy/International Development	Number of Cases	132	5	6	4	147
	% within field	89.8%	3.4%	4.1%	2.7%	100.0%
Rural Development	Number of Cases	9	1	2	0	12
	% within field	75.0%	8.3%	16.7%	0.0%	100.0%
Urban/Regional Planning	Number of Cases	19	1	2	0	22
	% within field	86.4%	4.5%	9.1%	0.0%	100.0%
Other Fields	Number of Cases	25	2	5	1	33
	% within field	75.8%	6.1%	15.2%	3.0%	100.0%
TOTAL	Number of Cases	402	17	29	9	457
	% within field	88.0%	3.7%	6.3%	2.0%	100.0%

Source: JJ/WBGSP Tracer Study II – 2009

Table T.8: Employment Status per Program Type

Program Type		Employment Status					
		Employed	Still Studying	Unemployed/Volunteer	Self-employed	Unknown	Total
Regular Program	Cases	288	14	8	25	0	335
	%	86.0%	4.2%	2.4%	7.5%	0.0%	100.0%
Partnership Programs	Cases	114	3	1	4	0	122
	%	93.4%	2.5%	0.8%	3.3%	0.0%	100.0%
TOTAL	Cases	402	17	9	29	0	457
	%	88.0%	3.7%	2.0%	6.3%	0.0%	100.0%

Source: JJ/WBGSP Tracer Study II – 2009

Table T. 9: Employment Status per Region of Residence

Region		Employment Status				TOTAL
		Employed	Still studying	Self-employed	Unemployed	
Africa	Cases	129	3	8	3	143
	% within region	90.2%	2.1%	5.6%	2.1%	100.0%
East Asia	Cases	61	3	5	0	69
	% within region	88.4%	4.3%	7.2%	0.0%	100.0%
ECA	Cases	24	0	4	2	30
	% within region	80.0%	0.0%	13.3%	6.7%	100.0%
LCR	Cases	46	1	5	2	54
	% within region	85.2%	1.9%	9.3%	3.7%	100.0%
MNA	Cases	27	0	1	0	28
	% within region	96.4%	0.0%	3.6%	0.0%	100.0%
South Asia	Cases	52	0	2	0	54
	% within region	96.3%	0.0%	3.7%	0.0%	100.0%
Part 1	Cases	62	10	4	1	77
	% within region	80.5%	13.0%	5.2%	1.3%	100.0%
Unknown	Cases	1	0	0	1	2
	% within region	50.0%	0.0%	0.0%	50.0%	100.0%
TOTAL	Cases	402	17	29	9	457
	% within region	88.0%	3.7%	6.3%	2.0%	100.0%

Source: JJ/WBGSP Tracer Study II – 2009

Table T.10: Distribution of Employed Alumni per Organization Type and Position

Organization Type	Position Type	Professional	Senior Professional	Manager	Senior Manager	Executive Manager/ Policy-maker	NA	Total
Central Government/ Agency	Cases	46	29	28	14	11	10	138
	% within Type of Organization	33.3%	21.0%	20.3%	10.1%	8.0%	7.2%	100.0%
	% of Total							32.0%
Regional/Local Government	Cases	8	5	1	2	4	1	21
	% within Type of Organization	38.1%	23.8%	4.8%	9.5%	19.0%	4.8%	100.0%
	% of Total							4.9%
Public Service Provider	Cases	8	2	6	3	2	3	24
	% within Type of Organization	33.3%	8.3%	25.0%	12.5%	8.3%	12.5%	100.0%
	% of Total							5.6%
Financial Institution	Cases	9	3	5	8	3	1	29
	% within Type of Organization	31.0%	10.3%	17.2%	27.6%	10.3%	3.4%	100.0%
	% of Total							6.7%
Academic/Research Institution	Cases	28	14	2	4	4	4	56
	% within Type of Organization	50.0%	25.0%	3.6%	7.1%	7.1%	7.1%	100.0%
	% of Total							13.0%
NGO	Cases	11	6	3	4	4	2	30
	% within Type of Organization	36.7%	20.0%	10.0%	13.3%	13.3%	6.7%	100.0%
	% of Total							7.0%
Private Sector	Cases	11	15	12	3	9	4	54
	% within Type of Organization	20.4%	27.8%	22.2%	5.6%	16.7%	7.4%	100.0%
	% of Total							12.5%

International/Regional Organization	Cases	18	16	10	5	3	2	54
	% within Type of Organization	33.3%	29.6%	18.5%	9.3%	5.6%	3.7%	100.0%
	% of Total							12.5%
Other	Cases	12	6	2	3	0	2	25
	% within Type of Organization	48.0%	24.0%	8.0%	12.0%	0.0%	8.0%	100.0%
	% of Total							5.8%
TOTAL	Cases	151	96	69	46	40	29	431
	% within Type of Organization	35.0%	22.3%	16.0%	10.7%	9.3%	6.7%	100.0%
	% of Total							100.0%

Source: JJ/WBGSP Tracer Study II – 2009

NOTE: A combined count of both Employed & Self-Employed account for the total.

Table T.11: Skills Enhancement

Appreciation	Technical Skills		Communication & Negotiation Skills		Intercultural Understanding	
	Cases	%	Cases	%	Cases	%
Very High	231	50.5%	199	43.5%	251	54.9%
High	209	45.7%	223	48.8%	182	39.8%
Fair	16	3.5%	33	7.2%	20	4.4%
Poor	0	0.0%	0	0.0%	2	0.4%
Very Poor	0	0.0%	0	0.0%	0	0.0%
NA	1	0.2%	2	0.4%	2	0.4%
TOTAL	457	100.0%	457	100.0%	457	100.0%

Source: JJ/WBGSP Tracer Study II – 2009

Table T.12: Extent to which Academic Program was useful at work

Appreciation	Overall Program		Courses		Research		Networks		Experience Sharing	
	Cases	%	Cases	%	Cases	%	Cases	%	Cases	%
Very High	240	52.5%	194	42.5%	189	41.4%	145	31.7%	164	35.9%
High	202	44.2%	236	51.6%	200	43.8%	232	50.8%	209	45.7%
Fair	12	2.6%	22	4.8%	58	12.7%	72	15.8%	73	16.0%
Poor	0	0.0%	0	0.0%	4	0.9%	4	0.9%	5	1.1%
Very Poor	0	0.0%	1	0.2%	2	0.4%	1	0.2%	2	0.4%
NA	3	0.7%	4	0.9%	4	0.9%	3	0.7%	4	0.9%
TOTAL	457	100.0%	457	100.0%	457	100.0%	457	100.0%	457	100.0%

Source: JJ/WBGSP Tracer Study II – 2009

Table T.13: Rating of Professional Benefits Attributed to the Program

Appreciation	Recognition of Skills		Progression in same job		Mobility Across Jobs		Higher Income	
Very High	228	49.9%	146	31.9%	127	27.8%	75	16.4%
High	171	37.4%	199	43.5%	216	47.3%	182	39.8%
Fair	41	9.0%	77	16.8%	75	16.4%	151	33.0%
Poor	6	1.3%	19	4.2%	24	5.3%	28	6.1%
Very Poor	7	1.5%	10	2.2%	7	1.5%	15	3.3%
NA	4	0.9%	6	1.3%	8	1.8%	6	1.3%
TOTAL	457	100.0%	457	100.0%	457	100.0%	457	100.0%

Source: JJ/WBGSP Tracer Study II – 2009

Table T.14: Alumni Activities and Development

Professional Activities				
Appreciation	Related to development in own country		Related to development in other countries	
	Cases	%	Cases	%
75-100 %	267	58.4%	115	25.2%
50-75 %	118	25.8%	125	27.4%
25-50 %	41	9.0%	88	19.3%
0-25 %	23	5.0%	102	22.3%
NA	8	1.8%	27	5.9%
TOTAL	457	100.0%	457	100.0%

Source: JJ/WBGSP Tracer Study II – 2009

Appendix B. Administrative Structure of JJ/WBGSP

The administration of the JJ/WBGSP is undertaken through a Steering Committee and Secretariat. The Steering Committee provides overall policy and direction for the program and annually selects candidates to receive scholarships. The Secretariat is responsible for the day-to-day functioning of the JJ/WBGSP. The current members of these entities are shown below.

STEERING COMMITTEE 2009

Messrs./Mmes.:

Sanjay Pradhan, Vice President, WBIVP

Toru Shikibu, Executive Director, EDS02

Sun Vithespongse, Executive Director, EDS02

Louis Philippe Ong Seng, Executive Director, EDS13

Philippe H. Le Houerou, Vice President, CFPVP

Rakesh Nangia, Director, Strategy and Operations, HDNVP

Sarah F. Cliffe, Director, DECWD

Mourad Ezzine, Sector Manager, MNSHD

SECRETARIAT 2009

Danielle Carbonneau, Scholarships Administrator

Mah Lamoussa Gama, Program Officer

Yumi Ejiri, Program Analyst

María Carolina Morillo, Information Assistant

Appendix C. Key Contributions of WBI

Listed below are some of the key contributions that the WBI-based Secretariat has made to the program, which may account for some of its success.

Master's Program in Economic Policy Management

In 1992, the JJ/WBGSP worked with Columbia University faculty to create the Program in Economic Policy Management (PEPM). The curriculum and program design were developed specifically to meet the needs of JJ/WBGSP scholars and other mid-career public sector employees from Part 2 countries. The program focuses on the practical lessons of economics and management science, with a strong emphasis on the economic problems of developing and transition economies. Since then, the program's curriculum and design have served as a model for other JJ/WBGSP Partnership Programs, most notably at the University of Tsukuba, the University of Tokyo, and the seven economic policy programs initiated in Africa through partnership with the African Capacity Development Fund (ACDF).

Internships and Briefings offered at World Bank Headquarters

Every year, the Secretariat works with the Partnership Programs in the United States to distribute curriculum vitae of scholars throughout the World Bank networks and systems to aid them in securing summer internships in areas related to their studies and their work at home. Evaluations show that participants found the internships to be "very relevant" to both their academic training and to the work they plan to do upon returning to their country. They also noted the ability to take part in additional learning and networking events at the Bank and to make important contacts they could use upon returning home. One young woman in particular was able to use her internship with the Financial Integrity Unit to prepare herself for starting a similar unit upon the request of her supervisors at her ministry. Her colleagues at the Bank helped her to develop an action plan and even introduced her to contacts at the US Treasury who offered to assist when she was ready to put the plan into action in her country.

Knowledge Sharing Forums

As part of the Scaling Up Program, the JJ/WBGSP has delivered several Knowledge Sharing Forums each year for active scholars in different regions. This year, these Forums are taking place in Washington, D.C., and London, UK, for the US-based and UK-based scholars, respectively. They utilize the Bank's convening power and WBI's capacity building expertise to give JJ/WBGSP scholars access to leading thinkers in international development and reform. We also use these opportunities to help scholars plan for how they will use their new skills and knowledge upon returning home.

Alumni Study Tours in Japan

One of the more successful activities executed by the JJ/WBGSP has been the alumni study tour in Japan –Highlights of the Japanese Development Experience. This course has, thus far, taken

place in 2008 and 2009 and is sponsored in cooperation with Ritsumeikan University. It focuses on Japanese development, especially since WWII, and provides new perspectives as well as inspiration to developing country alumni who did their master's degree studies in other parts of the world. Key areas of the course include: Japan's development of human resources; the Japanese management model; and support of innovation and entrepreneurship. Additional highlights include visits to the Ministry of Finance, the Japanese International Cooperation Agency (JICA) and private sector giants such as Panasonic. Upon returning to their countries, alumni reported a new appreciation for Japan's post-war success, especially those coming from post-conflict countries, such as Sierra Leone and Liberia.

Partnership Programs in Japan

Partnership Programs in Japan began with the replication of Columbia University's PEPM program in 1995 at the University of Tsukuba. Since then, the JJ/WBGSP has added four additional Partnership Programs at Japanese universities including: the Program in Tax Policy and Management, Keio University; the Public Finance Program, National Graduate Institute for Policy Studies; and Programs in Infrastructure Management, and Public Policy and Taxation, Yokohama National University. All of these programs were developed jointly between the universities and the World Bank to ensure that the curriculum would meet the specific needs of an international, developing country student body and the academic standards of the universities themselves. The JJ/WBGSP Secretariat plays an active role in recruiting applicants for these programs by giving them, and other Japanese universities with programs in English, a special listing on the Bank's Scholarships website (one of the top visited sites in the World Bank and WBI). The Secretariat also distributes their literature through the Bank's extensive international Public Information Center networks and Executive Directors' offices.

Rigorous Selection Process

The JJ/WBGSP has 23 years of experience in selecting scholarship recipients and supporting scholars through their studies to ensure that awardees attain their degrees and return to their home countries to contribute to development on the ground. Since its inception, the JJ/WBGSP Secretariat has conducted eight tracer studies to monitor achievements in these areas, as well as to learn from experiences. Through the years, the program has adjusted its policies and developed relationships with universities, governments, ministries and program alumni to improve the selection and nurturing of candidates most likely to fulfill the program's goals. The three-tier screening process developed and overseen by the Secretariat has resulted in a program in which nearly 99% of recipients have achieved the degree they were striving for and 83% returned to developing countries.

Appendix D. Additional Boxes: Selected University Programs

BOX 1: ECONOMIC POLICY MANAGEMENT AT MAKERERE UNIVERSITY

In 1998, in pursuit of their common objective to strengthen public sector capacity in sub-Saharan Africa, the World Bank and the African Capacity Building Foundation (ACBF) launched the Economic Policy Management (EPM) program in four African universities: Makerere University (Uganda); University of Ghana-Legon; University of Yaounde II (Cameroon); and University of Cocody (Cote d'Ivoire). Since its inception, the EPM program, supported by the ACBF and the JJ/WBGSP, has trained nearly 1,000 mid-career professionals from 32 countries.

Established in 1922 as a technical school, Makerere University is one of the oldest and most prestigious universities in Africa. Today, it has twenty-two faculties/institutes/schools offering study programs to a student body of about 30,000 undergraduates and 3,000 postgraduates. The EPM program has been hosted by the Faculty of Economics and Management since 1998, and has trained eight cohorts or a total number of 285 scholars of whom 81 (28.4%) were female and 132 (46.3%) were non-Ugandan. While most of the students (88%) were funded by ACBF and WBI, the Makerere EPM program has succeeded in attracting 26 self-financed students and eight scholars supported by other donors such as French Cooperation, the Government of Kenya and the Bank of Uganda.

A tracer study conducted by Makerere University over the six first cohorts of the program showed that more than 76% of EPM alumni were able to improve their professional situation during the five years following their graduation by either being promoted by their previous employers or by moving from their previous jobs to better positions. While mainly working for central and local governments and agencies (54%), Makerere EPM alumni are also present in the private sector (16%), academia (13%), NGOs (13%) and international organizations (4%). Positions occupied by EPM alumni include Chief Economist at the Zambia Competition Commission, senior economists at the Ministry of Finance in Kenya and Senior Economist at the Ministry of Planning, Economy and Empowerment in Tanzania.

BOX 2: PROGRAM AT WILLIAMS COLLEGE

Since 1960, the Williams College Center for Development Economics (CDE) has trained more than 1,000 future economic policymakers from around the world, with generous support from the JJ/WBGSP. Many alumni have risen to critical leadership positions in their countries. Overall, more than 90 percent of alumni still live in their home countries and more than 80 percent remain engaged in the public policy process.

Since the 1990s, close cooperation with the JJ/WBGSP has enabled the CDE to extend its reach to countries in transition. As of 2007, twenty-two CDE alumni served in South African institutions and more than 100 South African Members of Parliament were trained by CDE faculty members through a series of short courses. Involvement in the Commonwealth of Independent States (CIS) has been most prevalent in the Kyrgyz Republic (with ten recent

alumni) and in Georgia. Since November 2003, many CDE graduates in Georgia have risen to important leadership positions in a short period of time. Following are some examples:

- Minister of Finance – Kakha Baidurashvili, JJ/WBGSP 2005-06
- Advisor to the Minister of Finance – Mikheil Giorgadze, JJ/WBGSP 2000-01
- Deputy Minister of Finance – Grigoli Gobejishvili, JJ/WBGSP 2003-04
- Vice Premier, Tbilisi Municipality – Ucha Gelashvili, JJ/WBGSP 2003-04
- Head, Monetary Policy, National Bank – Giorgi Laliashvili, JJ/WBGSP 2005-06
- Project Manager, German Foreign Aid in Georgia – Maia Gikoshvili, JJ/WBGSP 2001-02

The World Bank and IFC publication “Doing Business, September 2006” cited Georgia as the world’s top reformer for 2005-2006.

Going forward, Williams College hopes to continue its cooperation with the JJ/WBGSP.

Appendix E. Tracer Survey Questionnaires

2009 Tracer Study Questionnaire:**Joint Japan World Bank Graduate Scholarship Program**

Please return completed questionnaire by fax to (202) 522-4036, by email to jjwbgsp@worldbank.org or send by mail to Joint Japan/World Bank Graduate Scholarship Program Secretariat (JJWBGSP), 1818 H Street NW, Washington, DC 20433, USA. For any inquiries please contact the JJWBGSP Secretariat.

Salutation:	Last Name:	First Name:
	Country:	Date of Birth:

Country of Residence:	Residence Region:
------------------------------------	--------------------------------

Home Address: City: State/Province: Country: Post Code: Home Phone: Cell Phone: E-mail:	Office Address: City: State/Province: Country: Post Code: Office Phone: Fax: E-mail:
---	--

JJ/WBGSP Educational Information

Start Year: **Graduation Year:** **Program Name:**

Host University: **Host Country:**

Current Career Information

Organization Name: **Country :**
Position Title: **Start Date :**

Type of Organization you work for:

- | | |
|---|---|
| <input type="checkbox"/> Central Government | <input type="checkbox"/> International/Regional Organization |
| <input type="checkbox"/> Regional/Local Government | <input type="checkbox"/> Not-for-Profit Non-Government Organization (NGO) |
| <input type="checkbox"/> Financial Institutions (Banks, insurance, Micro-credit, etc) | <input type="checkbox"/> Private Sector |
| <input type="checkbox"/> Public Service/Utility Providers (Healthcare, Education, Waste Management, etc.) | <input type="checkbox"/> Other... |
| <input type="checkbox"/> Academic/Research Institution | |

Please specify other:

Professional Expertise:**How do you define your main area of expertise?**

- | | |
|---|--|
| <input type="checkbox"/> Agriculture & Rural Development | <input type="checkbox"/> Industry & Private Sector Development |
| <input type="checkbox"/> Economic Policy & Planning | <input type="checkbox"/> Information & Communications Technology |
| <input type="checkbox"/> Education, Children & Youth Care | <input type="checkbox"/> Infrastructure, Transport & Urban Development |
| <input type="checkbox"/> Environment & Natural Resources | <input type="checkbox"/> Public Sector Administration & Governance |
| <input type="checkbox"/> Financial Sector & Taxation | <input type="checkbox"/> Social Development, Gender & Human Rights |
| <input type="checkbox"/> Health, Nutrition & Population | <input type="checkbox"/> Water Resources Management |

Please provide key words for your specific areas of expertise:

.....

How would you describe your individual function at work?

- | | | |
|--|---|--|
| <input type="checkbox"/> Information & Knowledge Dissemination | <input type="checkbox"/> Project Implementation | <input type="checkbox"/> Research & Analysis/Policy Inputs |
| <input type="checkbox"/> Management | <input type="checkbox"/> Provision of Services | <input type="checkbox"/> Other... |

Please specify other:

JJ/WBGSP TRACER STUDY SURVEY-2009

Phase II

Skill Enhancement

1. What is your current employment status?

- ☐ Employed ☐ Still studying ☐ Volunteer/Unemployed ☐ Self-employed

2. How would you grade the skills you gained through your JJ/WBGSP-funded studies?

2.1 Technical/Professional Skills

- ☐ very high ☐ high ☐ fair ☐ poor ☐ very poor

2.2 Communication/Negotiations Skills

- ☐ very high ☐ high ☐ fair ☐ poor ☐ very poor

2.3 Intercultural Understanding

- ☐ very high ☐ high ☐ fair ☐ poor ☐ very poor

2.4 Please specify other:

3. How would you rate the knowledge you gained in the different components of you JJ/WBGSP-funded studies in regard to its usefulness in your current occupation?*

3.1 Overall Program

- ☐ very high ☐ high ☐ fair ☐ poor ☐ very poor

3.2 Courses

- ☐ very high ☐ high ☐ fair ☐ poor ☐ very poor

3.3 Research (thesis)

- ☐ very high ☐ high ☐ fair ☐ poor ☐ very poor

3.4 Networks (peers, professors, etc.)

- ☐ very high ☐ high ☐ fair ☐ poor ☐ very poor

3.5 Experience sharing with peers

- ☐ very high ☐ high ☐ fair ☐ poor ☐ very poor

3.6 Please specify other:

4. How would you rate the professional benefits you gained through your JJ/WBGSP-funded studies?

4.1 Recognition for your enhanced skills in your organization				
<input type="radio"/> very high	<input type="radio"/> high	<input type="radio"/> fair	<input type="radio"/> poor	<input type="radio"/> very poor
4.2 Higher progression in the same job				
<input type="radio"/> very high	<input type="radio"/> high	<input type="radio"/> fair	<input type="radio"/> poor	<input type="radio"/> very poor
4.3 Higher mobility across jobs				
<input type="radio"/> very high	<input type="radio"/> high	<input type="radio"/> fair	<input type="radio"/> poor	<input type="radio"/> very poor
4.4 Higher income				
<input type="radio"/> very high	<input type="radio"/> high	<input type="radio"/> fair	<input type="radio"/> poor	<input type="radio"/> very poor

5. Are you currently working in your native country?

☐ Yes ☐ No

6. If not currently working in your native country, for how many years did you live and work there after completion of the JJ/WBGSP?

..... Years

7. If you are not working in your native country, what was the main reason for your move?

- | | |
|---|--|
| <input type="checkbox"/> Did not find more suitable position | <input type="checkbox"/> Continuing further studies |
| <input type="checkbox"/> Representing public/private organization from your native country abroad | <input type="checkbox"/> Working for regional organization |
| <input type="checkbox"/> Working for international | |

Please specify other:

8. Please list your employer(s) since completing your degree with the JJ/WBGSP (beginning with the most recent)

Employer
Job Title
From (mm/dd/yyyy) : From (mm/dd/yyyy) :
Type of position:
<input type="radio"/> Professional <input type="radio"/> Senior Manager
<input type="radio"/> Senior professional <input type="radio"/> Exec. manager/Policy maker
<input type="radio"/> Manager

Employer
Job Title
From (mm/dd/yyyy) : From (mm/dd/yyyy) :
Type of position:
<input type="radio"/> Professional <input type="radio"/> Senior Manager
<input type="radio"/> Senior professional <input type="radio"/> Exec. manager/Policy maker
<input type="radio"/> Manager

Employer
Job Title
From (mm/dd/yyyy) : From (mm/dd/yyyy) :
Type of position:
<input type="radio"/> Professional <input type="radio"/> Senior Manager
<input type="radio"/> Senior professional <input type="radio"/> Exec. manager/Policy maker
<input type="radio"/> Manager

9. To which extent do you consider your professional activities related to the development of:

9. 1 your country ?

☐ 0-25% ☐ 25-50% ☐ 50-75% ☐ 75-100%

9. 2 other developing countries?

☐ 0-25% ☐ 25-50% ☐ 50-75% ☐ 75-100%

10. If you're currently holding a managerial position, how many employees do you supervise?

☐ 0-9 ☐ 10-29 ☐ 30-49 ☐ 50-99 ☐ 100 and above

11. If you're currently holding a managerial position, what is the approximate budget you are managing/supervising?

..... (Please specify the currency)

12. How often have you been in contact with peers and instructors you met during your JJ/WBGSP-funded program?

☐ regularly ☐ occasionally ☐ rarely ☐ never

13. How have you shared your experiences gained through your JJ/WBGSP studies with others in your native country/region?

☐ delivered lectures ☐ published papers ☐ delivered informal talks

Please specify other:

14. Comments

[illegible]