

Commissioned by the Ministry of
Foreign Affairs of Japan in Japanese Fiscal Year 2013

The Program for Human Resource Development in Asia for Peacebuilding



Hiroshima Peacebuilders Center(HPC)
Meaning of the Logo

The HPC logo symbolizes a Phoenix of Hiroshima, which underwent a miraculous post-war reconstruction after WWII. This presents the spirit of HPC to train professional peacebuilders to assist war-torn societies in the world today.

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HPC
Hiroshima Peacebuilders Center



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Comments from Key Persons



Fumio Kishida
Minister for Foreign Affairs of Japan

‘Shifting the focus from Human Resource Development in the Field of Peacebuilding to nurturing Proactive Contributors to Peace’

The role of high quality civilian experts with specialties in various fields has become more and more important when the international community provides assistance for the consolidation of peace in vulnerable post-conflict nations. This program aims to nurture civilian experts in a wide range of fields necessary for peacebuilding in order to contribute to peace and stability in the international community. I sincerely hope that, through this program, as many people as possible from Japan and other countries in Asia will be able to play an even more proactive role as leading contributors to peacebuilding.



Richard Dictus
Executive Coordinator,
United Nations Volunteers
(UNV) Programme

“Volunteerism Transforms Lives”

The United Nations Volunteers (UNV) programme is responsible for the volunteer management component of The program for Human Resources Development in Asia for Peacebuilding. Human Resource Development (HRD) participants are assigned to UN agencies and typically work on the frontlines directly with vulnerable groups. Their role involves bringing excluded groups into peace and development processes, protecting and supporting those at risk, and ensuring that the basic needs of people affected by conflict are met. HRD participants often find themselves living and working in challenging conditions. Despite this, most say they get as much from the experience as they give. They develop new skills and gain confidence in their abilities. Most importantly, they are able to make significant contributions towards improving the lives of people affected by crises.

We will be counting on the participants’ professionalism and volunteer spirit.



Sukehiro Hasegawa
Chair, HPC Council / Visiting Professor,
Hosei University and United Nations
University / Former Special Representative
of the UN Secretary-General for Timor-Leste

The nature and roles of peacebuilding in conflict-prone and post-conflict countries are changing rapidly along with the changes taking place in the nature of peace itself and how to build and sustain peace. Peacebuilding no longer just aims at state building. Both “virtue” and “law” are necessary for the peaceful governance of society. The nature of peacebuilding itself has changed along with its principles, reflecting the new spirit of self-awareness and self-reliance. It is imperative for peacebuilders to understand and adapt to these changing requirements of the new era.

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※Program Associates (PAs):
The participants in the Primary Course of the Program are referred to as Program Associates.
※Titles and affiliations which appear in the pamphlet are those used at the time of the program implementation.
Pictures have been provided by Program Associates, HPC staff and the Ministry of Foreign Affairs of Japan.



What is Peacebuilding?

We regard “peacebuilding” as a set of activities for building a social foundation for sustainable peace. Specifically, it involves a wide range of activities including DDR (Disarmament, Demobilization, and Reintegration), building the rule of law, weapons control and disposal, repatriation of refugees, SSR (Security Sector Reform) including advice for and training of security personnel, electoral assistance, social and economic development, etc. Central and local governments, the United Nations (UN) and other international organizations, as well as non-governmental and civil society organizations carry out these tasks.

“Peacebuilding” must be recognized as a set of comprehensive activities for guiding societies tormented by armed conflicts to a path for becoming stable and peaceful societies. It is not limited to only conflict resolution but comprises a broad range of activities such as eradication of corruption, education and control of infectious disease such as HIV/AIDS. Peacebuilding activities are designed to establish a solid social foundation for durable peace.



Significance of International Support

Armed conflicts are prevalent around the world today. In a war-torn society where towns have been destroyed and people have suffered physically and psychologically, reconstruction is very difficult. Local capacity alone may not be sufficient to rebuild the society. Indeed, peacebuilding, the task of creating a peaceful society that will not relapse into another conflict, involves reforming and strengthening laws, politics, economy, police, and more. All of these activities require various kinds of human resources with advanced knowledge and skills and strong commitment to contribute to peacebuilding. As global citizens, we have the responsibility to find practical ways to help resolving conflicts and to assist people in need.

Despite increasing calls for civilian contributions to today's peacekeeping/peacebuilding operations worldwide, the number of personnel still falls short. This is because the field of peacebuilding is complex and requires highly qualified people with the experience of dealing with such realities as armed groups, organized crime, corruption, and so on. It also requires high-quality peacebuilding methods that respect local social mechanisms and values. Furthermore, to maintain peacebuilding efforts, in addition to specialized knowledge and experience, effective communication skills, positive thinking and a strong will are necessary characteristics. Without these characteristics, the international community's expectations of professional peacebuilders will not be met.

Considering Japan's history of reconstruction and broader perspectives of Asia, we believe that it is important to train and send to the world professional peacebuilders from Hiroshima, a city that has become a global symbol of peace. The Hiroshima 'brand' sends forth a strong message of peace around the globe, through the process of peacebuilding activities. People affected by conflicts are waiting for professional peacebuilders from Japan and Asia.

Building Peacebuilders

While the international community today faces many pressing issues such as global warming, terrorism, and weapons of mass destruction, the need for international efforts to contribute to peace and security will become ever more apparent and continue to grow. Having experienced the devastation of nuclear weapons, Japan endeavors to achieve disarmament and non-proliferation of weapons of mass destruction worldwide, while also to strengthen its personnel contribution to peacekeeping missions and anti-terrorism measures. Yet, when it comes to human resource deployment in the field of peacebuilding, Japan's contribution still has more possibilities.

Japan's peacebuilding initiatives have been focusing on three pillars: “Efforts on the ground (including Peacekeeping Operations [PKO] and Official Development Assistance [ODA]),” “Intellectual Contributions,” and “Human Resource Development.” By undertaking human resource development as the main objective and also taking into consideration the importance of intellectual contributions, the Program has sought to contribute to the deployment of as many competent peacebuilding experts as possible. The Program has subsequently helped send highly qualified personnel from Asia to the forefront of peacebuilding efforts worldwide.



Establishment of the Program

In 2002, the Advisory Group on International Cooperation for Peace (AGICP) was convened to examine and strengthen Japan's support for consolidation of peace and state-building efforts in conflict-affected countries. Chaired by the former Under-Secretary-General of the United Nations, Yasushi Akashi, the AGICP produced a report in December of the same year calling for the creation of an interconnected and comprehensive system to develop, train, recruit, and dispatch personnel for international peace operations by promoting coordination between the public and private sectors. Consequently, an Action Plan was introduced in April 2004 to lay-out specific measures for human resource development. In December of the same year, a seminar was held to explore the importance of personnel training as part of international peace cooperation.

In response to these developments, the establishment of the “Pilot Program for Human Resource Development in Asia for Peacebuilding” was announced at the seminar event titled “People Building Peace: Human Resource Development in Asia for Peacebuilding,” which took place at United Nations University in August 2006. At subsequent events including the East Asia Summit held in January 2007, the idea of a Human Resource Development Program was further expanded to include participation from the Asia region.

With the aim of facilitating Japan's further contribution to global peace and development, the Program was conducted for six years from 2007 to 2012 and the FY 2013 Program was also implemented by the Hiroshima Peacebuilders Center (HPC). Graduates of the Program are now making active contributions in the peacebuilding field in South Sudan, Libya, Sierra Leone, and other locations.

Implementing Bodies of the Program

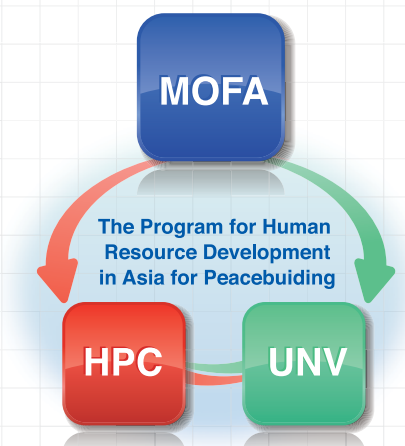
The FY 2013 Program was implemented by the Hiroshima Peacebuilders Center (HPC) in cooperation with the United Nations Volunteers (UNV) programme.

● Hiroshima Peacebuilders Center (HPC)

The Hiroshima Peacebuilders Center (HPC) is a legally independent body to conduct human resource development and research activities in the field of peacebuilding. Based on its experiences over the past six years, HPC has been commissioned for the Program for Human Resource Development in Asia for Peacebuilding by the Ministry of Foreign Affairs of Japan in 2013.

● United Nations Volunteers (UNV) programme

As a United Nations agency working within UNDP, UNV contributes to global peace and development by advocating volunteerism. Volunteerism has the potential to influence the pace and nature of development and brings forth benefits to both society and individual volunteers. UNV works to promote worldwide volunteerism and to build partnerships with various organizations engaged in peace and development projects. UNV administers the Overseas Assignment component of the Program.



Overview of the Program for Human Resource Development in Asia for Peacebuilding FY2013

[1] Primary Course / Coursework in Japan

The Program Associates from Japan and other Asian countries lived together under the same roof for five weeks in order to improve their peacebuilding-related knowledge and skills by learning from one another. Participatory problem-solving workshops, open discussions, and individual consultation as well as lectures were incorporated into the Coursework, which helps to equip the Program Associates with essential knowledge for exploring effective approaches to peacebuilding. Based on advanced studies on peacebuilding, HPC organized the Coursework by inviting qualified facilitators (mainly practitioners) at a global level from Japan and abroad and by collaborating with overseas training institutes as well as international organizations such as the United Nations. Consequently, the Program Associates were able to build networks with practitioners actively working on the frontlines of peacebuilding.

[2] Primary Course / Overseas Assignment

After the Coursework in Japan, most of the Program Associates are deployed to the offices of international organizations involved in peacebuilding activities and work on the ground as UNVs for a maximum of 12 months. Practical experience in the field is essential for a professional peacebuilder. Overseas Assignment is designed as an opportunity to apply knowledge and skills learned through the Coursework in Japan to the practical peacebuilding activities.

[3] Seminar on Introduction to Peacebuilding

Seminar on Introduction to Peacebuilding was intended to enhance basic understanding on peacebuilding through lectures and exercises. The Seminar was targeted to those who aim to develop their career in the field of peacebuilding in the future, yet have difficulties in making the long-term commitment to the professional coursework in Japan and Overseas Assignment.

[4] Intellectual Contribution

The Program held various open events to encourage public understanding of peacebuilding. Particularly, we organized seminars and symposiums themed peacebuilding, inviting experts with a view to conveying the meaning and significance of peacebuilding, both inside and outside Japan.

[5] Career Development Support

A human network is one of the most precious assets in the field of peacebuilding. In addition to opportunities to create a human network with peacebuilding experts through the Coursework in Japan, HPC prepared the mentoring system of practitioners such as officials of international organizations and organized a forum to promote interaction between the Program Associates and Program Graduates through the HPC managed online network. Such a broad human network helped the Program Associates to build their careers. Moreover, HPC provides information on vacant posts in peacebuilding-related organizations.



List of Facilitators

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Kyoko Ono

Political Affairs Officer, Electoral Assistance Division, Department of Political Affairs, United Nations Secretariat

Ryo Sasaki

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Edward K. Mulbah

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Juichi Inada

Professor, Senshu University

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Professor, Graduate School of Tokyo University of Foreign Studies

Makoto Ishitobi

Deputy Director, International Peace Cooperation Headquarters, Cabinet Office

Overview of Activities in Japan of “The Program for Human Resource Development in Asia for Peacebuilding FY2013”



Hideaki Shinoda

Professor, Graduate School of Tokyo University of Foreign Studies / Director, HPC / Program Director for “Program for Human Resource Development in Asia for Peacebuilding FY2013”



Human Resource and Career Development in terms of Primary Course

“The Program for Human Resource Development in Asia for Peacebuilding” is intended to develop human resources in the field of peacebuilding, and we consider “career development” as the most important goal in the Program. The entire Program was designed with this understanding. However, “career development” cannot be accomplished easily. Continuous effort and passion are required for those who aim to build professional careers in the field of peacebuilding. Our Program is geared for those who aspire to work as civilian specialists in the field and it focuses on providing knowledge/skills, experiences and the networks that are necessary for long-term career development.

Characteristics of the Coursework in Japan

Providing opportunities to gain knowledge and practical skills that are beneficial in career development

Knowledge beneficial to career development covers various discussions, agencies and policies on peacebuilding. Not only did we provide the necessary knowledge directly but we also adopted simulation

sessions to develop various kinds of abilities to cope with aid coordination and project management. Those sessions were designed to offer the opportunity to gain experience of problem-solving in a group work environment as required in the field. These are useful capacities for the Program Associates (PAs) of the Primary Course, especially the Japanese PAs who are deployed to Overseas Assignment soon after the completion of the training course.

Providing the environment to sharpen mind-set for career development

It is important to continuously think about the questions of why and how we are involved in peacebuilding in order to develop long-term careers. We aimed to deepen the motives and commitment of each participant toward peacebuilding. Furthermore, career development within international organizations such as the United Nations require multi-dimensional “competencies” of individuals. We understand the Primary Course training itself as a field experience of

dynamic activities of multinational teams aiming for one common goal, which provides concrete experiences useful to develop competencies.

Providing opportunities to build networks between practitioners, graduates and international associates

Having senior associates and friends to consult, compete with and learn from is crucial in the long-term career development. There is no single fixed path to develop a professional career for peacebuilding where people with diverse educational backgrounds and job experiences are engaged. Hence, it is important to know as many sample careers as possible and then creatively vision your own careers. HPC took extra care to facilitate networks between PAs, graduates and facilitators who have rich knowledge and experiences so that they could build active interactions, share concerns, extend a circle of people with common objectives and establish a relationship of mutual trust.



Overview of the Program

Primary Course/ ① Coursework in Japan

The Coursework of the Primary Course in Japan was carried out mainly in Tokyo and Hiroshima for 5 weeks from January 27th to February 28th. The Course was designed for the Japanese and other Asian Program Associates who have strong intentions to develop their careers in the field of peacebuilding.

This fiscal year, 30 Program Associates (PAs), composed of 15 Japanese and 15 other Asian Program Associates, participated in the Course. As for the Coursework in Japan, we invited leading experts working in the frontline of peacebuilding to carry out the training that enabled the PAs to obtain necessary practical

knowledge, skills and experiences. The Course entails agendas ranging from conflict analysis, project planning, coordination to management. Furthermore, in order to maximize the effectiveness of the training, we provided role playing and group work exercises.

After the completion of the coursework in Japan, PAs are dispatched to field offices of international organizations to engage in peacebuilding activities as UN Volunteers. We anticipate the progressive success of the PAs who took the first step forward to become experts in the area of peacebuilding.



Contents of the Coursework in Japan

Week 1



Commencement Ceremony/ Guidance

Hideaki Shinoda
Professor, Graduate School of Tokyo University of Foreign Studies/ Director, HPC/
Program Director for "Program for Human Resource Development in Asia for Peacebuilding FY2013"

Initiatives of Government and International Organizations for Peacebuilding

Kojiro Nakai
Director, United Nations Children's Fund Tokyo Office for Japan and Republic of Korea

Nobuharu Imanishi
Director, International Peace Cooperation Division, Foreign Policy Bureau, Ministry of Foreign Affairs

Team Building Exercise

Yuji Uesugi
Associate Professor, Waseda University/ Deputy Director, HPC/ Program Officer for the 2013 "Program for Human Resource Development in Asia for Peacebuilding"

UN and Peacebuilding: Leadership

Sukehiro Hasegawa
Chair, HPC Council/ Visiting Professor, Hosei University and United Nations University/ Former Special Representative of the UN Secretary-General for Timor-Leste

Visiting Japan Ground Self-Defense Force [JGSDF] garrison in Komakado

Shinji Furusho
International Peace Cooperation Activities Training Unit Commander, Komakado Camp Commander

Other JGSDF Officials

Overview of Peacebuilding

Hideaki Shinoda



Week 2 Analysis

Political / Legal Issues



Marshall Conley
President, Corley International Education Consultants

Kyoko Ono
Political Affairs Officer, Electoral Assistance Division, Department of Political Affairs, United Nations Secretariat

Edward K. Mulbah
Liberal Peacebuilding Officer/ UN Peacebuilding Fund Secretariat, Senior Technical Advisor/ Head of Program

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Hideaki Shinoda

Yuji Uesugi

Hiroto Fujiwara
Team Leader, Analysts Unit, Office of the Co-Investigating Judges, United Nations Assistance for Khmer Rouge Trials

Ryo Sasaki
Senior Researcher, Department of Evaluation, International Development Center of Japan



Week 3 Planning

Security



Kunihiko Shimada
President and Chief Executive Officer, KS International Strategies

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Private Consultant

Hideaki Shinoda

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Kazuo Tase
Advisor for Human Security, United Nations Office for the Coordination of Humanitarian Affairs, United Nations

Yuji Uesugi

Mark Downes
Assistant Director of the Geneva Centre for the Democratic Control of Armed Forces and Head of the International Security Sector Advisory Team

Louise Robinson
Director, InSiTu Training

Edward K. Mulbah



Week 4 Coordination

Humanitarian Assistance



Kyungshin Lee
Program Manager, Korea NGO Council for Overseas Cooperation

Marie Oniwa
Senior Programme Officer/ Head of Sexual Violence in Conflict Unit, Sexual Violence in Conflict Unit Office of DSRSG-Rule of Law, MONUSCO

Philip Shetler-Jones

John Campbell

Hideaki Shinoda

Masaki Watabe
Head, Kobe Office of the United Nations Office for the Coordination of Humanitarian Affairs [OCHA]

Louise Robinson

Edward K. Mulbah

Yuji Uesugi



Week 5 Management

Development Assistance



Edward Jombla
National Network Coordinator, Sierra Leone Office of the West Africa Network for Peacebuilding

Toshihiro Nakamura
Co-Founder & CEO, Kopernik/ Former Strategic Planning Advisor and Assistant Country Director, UNDP Sierra Leone

Skill Up Session

Meiko Tarui
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Patrice Chiwota
Senior Programme Advisor, Peacebuilding Support Office, United Nations

Shigeki Komatsubara
TICAD Programme Advisor, Regional Bureau for Africa, UNDP

Chio Sato
Head, Office Clutch

Mari Matsumoto
Senior Portfolio Manager, Multi-Partner Trust Fund Office, Bureau of Management, UNDP

Hideaki Shinoda

Yuji Uesugi



Overview of the Program

Primary Course/ ② Coursework in Japan

This Program should start by asking the following question. "What kinds of capacities are required for those who support the process of peacebuilding in countries having experienced conflicts?" As a prerequisite for the capacities, peacebuilders need to have sound health to maintain a sound physical and mental condition in harsh and fragile situations in countries experiencing conflicts.

While the Program Associates (PAs) of this program are often part of the UN teams working in peacebuilding, their term in the field is limited with no guarantee of extension. Most of them will experience post-conflict countries such as Timor-Leste, South Sudan, and Democratic Republic of Congo, developing required work experiences before honing their special capacities and finding a stable job in peacebuilding. Thus, volunteers who are spending a relatively short time in a particular country, perhaps not gaining a full understanding of local culture, may be considered as transient by the local population. However, despite this, volunteers with expert capacities to contribute, even for a short period, to peacebuilding in volatile conflict situations can make a positive change in the field. In this sense, the important thing is not superficial knowledge or skills, but respect for local people and their culture; the capacity to adapt to different cultures, and leadership for building trust with colleagues and local people. These capacities cannot be developed overnight.



Everyone has to develop these capacities step by step through personal experience.

In conclusion, we need to understand that Program for Human Resource Development in Asia for Peacebuilding is not a "training program for peacebuilding", but a "program for human resource development". I think that this Program would be successful when we can see it has been contributed to developing PAs' abilities in the process of their career development from the long-term perspective.



Yuji Uesugi

Associate Professor, Waseda University / Deputy Director, HPC / Program Officer for "Program for Human Resource Development in Asia for Peacebuilding FY2013"



Message from Facilitator



Philip Shetler-Jones

EU Monitoring Mission, Georgia, Senior Analyst/ Chief of Mission Analytical Capability

I learned about this Program while I was responsible for the UN policy on integrated planning. For the last three years I have facilitated sessions on planning and coordination, and I am always impressed at how the Program develops a comprehensive range of professional knowledge and skills while simultaneously bonding PAs into a global professional network.

During this year's sessions we shared knowledge and experience on planning methodology and formats found across peacebuilding disciplines, and delved into the development of specific fields of activity (e.g. security sector reform), and lessons learned along the way. These sessions were broken up with group exercises, structured to bring out the practical challenges that arise in these fields. Facilitators encourage group discussions for PAs to exchange their own knowledge and experience, and go deeper together into the theory and philosophy

behind these components of peacebuilding, and how they relate to one-another. The week on coordination further exposed this inter-disciplinary nature of peacebuilding, and rehearsed inter-personal skills for reconciling different professional agendas in the common pursuit of this objective.

This skills building activity is always conducted with one eye to career planning and development. By exchanging knowledge and learning together, PAs consider fresh professional fields while forging connections and friendships with a network for mutual support in the future. I certainly look forward to coming across the PAs again soon.



Message from Associate



Michelle Agnes Tevita-Singh

This is truly a pleasure to be able to share my experience of the "Human Resource Development for Peacebuilding in Asia" Program. I decided to apply for the Program in an effort to better understand the concepts of Peacebuilding especially for developing countries that are currently working toward democratic governance.

This Program has however provided much more than I had expected. It offered me a better understanding of how to develop peacebuilding frameworks by using a variety of mechanisms and tools within the United Nations. Associates learn UN agency functionalities, their key components, their objectives, the parameters of their activities, how agencies collaborate within and with host countries and further how to participate at various levels of the UN system be it in the field or in policy development. Because of the adult learning environment I was able to learn from other Program Associates by sharing

experiences, knowledge and skills. Although the Program is intensive I was provided with countless opportunities to exercise competencies of time management, project planning, communications (presentations), leadership, management, diplomacy, mediation and negotiation to name a few. It is evident that progressively throughout the Program I was able to develop my skills within each activity.

Therefore other than to meet people from all over the world and build lifelong friendships I highly recommend this Program to anyone who wants to make a change or develop their career path. Through the training I believe that I will be able to more effectively and efficiently contribute to my current profession in communications and to any future profession that this pathway of life takes me. I wish all Program Associates of 2013 the very best!

Vinaka (Thank you)

Overview of the Program

Primary Course/
③Overseas Assignment

Work Experience in the Field of Peacebuilding as a UN Volunteer

Japanese Program Associates (PAs) of the Primary Course are dispatched through the United Nations Volunteer (UNV) programme to the fields of peacebuilding, such as field offices of UN organizations around the world, for 12 months as the Overseas Assignment (OA) component of the Program. Duty stations are determined by the Ministry of Foreign Affairs Japan, through a matching process between PAs and the UNV programme based on experiences, suitability and career plans of PAs as well as the needs of recipient organizations.

Practical field experience is essential for a professional peacebuilder. Through the OA, PAs will not only receive training, but also work as UN Volunteers in the field offices of international organizations. This is a valuable opportunity for them to apply the theory and skills acquired in the Coursework in Japan to actual field activities and also to gain on-the-job experience.

In the Program over the past six years, PAs have been deployed to various UN missions, funds and programs and other international organizations such as United Nations Development Programme (UNDP), United Nations Children's

Fund (UNICEF), United Nations High Commissioner for Refugees (UNHCR), World Food Programme (WFP), International Organization for Migration (IOM), etc. Their duty stations are located in various regions including Africa, Europe, Middle East, Central Asia, Southeast Asia and Central America.

Through the Overseas Assignment(OA), the Program provides PAs with the opportunities to exhibit their capacities to contribute to peacebuilding. Furthermore, OA is designed for PAs as a step to develop their careers in the field of peacebuilding. The PAs of the FY 2013 will soon depart for their Overseas Assignment after completing the Coursework in Japan.

The United Nations Volunteer (UNV) programme is responsible for administering the OA component of the Program. Following an extensive matching process, PAs are dispatched to UN and other agencies on the frontlines of peacebuilding to directly work with vulnerable groups, such as refugees, women, children and those victims affected by conflicts.



Duty Stations for the Overseas Assignment

※PAs dispatched to the PKO missions are considered to have completed the program at the time of dispatch.



Pristina, Kosovo	United Nations High Commissioner for Refugees (UNHCR)	Association Protection and Field Officer
Nairobi, Kenya	United Nations Educational, Scientific and Cultural Organization (UNESCO)	Programme Officer (Youth Programming)
Khartoum, Sudan	International Organization for Migration (IOM)	Associate Project Development Officer
Juba, South Sudan	United Nations Office for Project Services (UNOPS)	Monitoring and Evaluation Officer
Juba, South Sudan	United Nations Office for Project Services (UNOPS)	Communication Officer
Juba, South Sudan	United Nations Mission in the Republic of South Sudan (UNMISS)	Legal Officer
Abidjan, Cote d'Ivoire	United Nations Development Programme (UNDP)	DDR Specialist
Abidjan, Cote d'Ivoire	United Nations Children's Fund (UNICEF)	Project Officer
Freetown, Sierra Leone	World Health Organization (WHO)	Pediatrician and Public Health Specialist
East Jerusalem	United Nations Development Programme (UNDP)/Programme of Assistance to the Palestinian People (PAPP)	Participatory Governance Analyst
Vientiane, Laos	United Nations Office on Drugs and Crime (UNODC)	Drug Control and Crime Prevention Specialist
Kathmandu, Nepal	International Organization for Migration (IOM)	Public Relations and Communication Officer
Osh, Kyrgyz Republic	United Nations Children's Fund (UNICEF)	Peacebuilding and Youth Participation Advisor
Osh, Kyrgyz Republic	United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)	Gender Rights Advocacy and Women Empowerment Specialist
Dushanbe, Tajikistan	United Nations High Commissioner for Refugees (UNHCR)	Assistant Programme Officer
Kiev, Ukraine	United Nations Development Programme (UNDP)	Civil Society Development Associate



※This map reflects the duty stations



Overview of the Program

Career Support/ Symposium



Career development in the field of peacebuilding seems like entailing instability in the sense that there is no lifetime employment system uniquely common in Japan. On the other hand, many peacebuilding-related organizations desperately need more competent human resources who can make valuable contributions. As part of its career development support, HPC administered a unique "HPC Roster System" and provided opportunities for Program Associates and graduates to seek advice from 53 members of experts and practitioners.



① HPC Roster System

The HPC Roster System is an online system uniquely developed and run by HPC. All Program participants and graduates are registered in the system, which allows them to access various kinds of useful information. The system is a channel through which HPC provides various types of support according to individual needs.

Know-Who(Profiles)

Profiles of Program Associates (including Program graduates) are found in the Peacebuilding Human Resources Database. Registered members may have access to certain information in order to promote communication among themselves.

Information Board

The Information Board is an online communication forum for registered members. HPC offers this forum for all registered members, without any regard for courses or year of participation, with the aim of supporting networking among them.

Mentoring System

Approximately 30 experts and practitioners including UN officials and human resource officers are listed as mentors in the Mentoring System. This individual consulting system enables Program Associates (including Program graduates) to consult with the appropriate mentors about technical know-how to prepare for an interview or solution to cope with anxieties in the field. The Mentoring System enables Program Associates and graduates to directly listen to the voices of experts active on the frontlines.

Information on Vacant Posts

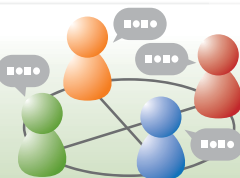
HPC provides information such as UN agencies, Various NGOs and MOFA. Since it includes unique information, wide ranges of vacant posts are rapidly informed to registered members and the latest information reaches them via e-mail so that they do not miss any useful information.

Document Repository

Registered members can obtain peacebuilding-related documents such as coursework textbooks and materials from the online Document Repository.

② Human Network

The human network is one of the greatest assets in the field of peacebuilding. While the Coursework in Japan itself provides an excellent opportunity to meet experts, HPC provides further opportunities to encourage human networks such as setting up meetings among new Program Associates and Program graduates.



③ Other Support

Since the establishment of the Program, HPC has been fostering human resources for peacebuilding and has accumulated a large volume of distinctive know-how. HPC has distributed booklets to share knowledge of experts in terms of career development including how to write a CV as well as interview skills.



Field of Peacebuilding

UN
Organizations

International
Organizations

Government
Agencies

International
NGOs

Domestic
NGOs

UN
Missions

Others

Message from Program Associates



Shinichi Sakuma

The "Roster System" was really helpful for the PAs to develop their future careers. As I received the list of potential agencies for the Overseas Assignment for UNV during the training coursework in Hiroshima, I began using it. I was able to ask former PAs regarding the description of the country where I was going to be deployed, mindset as a UNV, and detailed operations within the assigned project in order to seek practical advice on how to efficiently deal with the assignment. This enabled me to choose one of the most suitable options.

Moreover, during the Overseas Assignment, I had the chance to ask former PAs their opinions about how to integrate and develop the knowledge gained from my practical experience as a UNV into the area of peacebuilding. All of the pieces of advices provided are quite useful and valuable for me still now.

Civil Society Development Associate, Project "Smart Practices for Oversight by Non-State Actors on Administrative Service Provision", Democratic Governance Cluster, UNDP Ukraine

Message from Mentor



Desmond Molloy

Bismark is accredited with advice to the effect that smart people learn from their mistakes while smarter people learn from other's mistakes. In addition to learning from others, I have learned much from my own many mistakes. After almost forty years as a peacebuilder in various roles and contexts ranging from a soldier in an internal security environment; a UN peacekeeper and military observer; an emergency coordinator in post-conflict/post-disaster response and as Chief of UN DDR and Community Violence Reduction programs, I have a wealth of experience and lessons learned both in career development and in my technical fields. I am pleased to offer, humbly and willingly, the benefits of my mistakes and learning to those smarter young peacebuilders.

Programme Director, Myanmar Liaison Office, The Nippon Foundation [TNF],

HPC developed its own "roster system" to provide not only mentoring service, but also a wide range of services including communication forums for PAs and graduates to discuss various topics such as work-life balance, information boards for job vacancies at UN and other agencies, and security situation briefing for PAs on the OA based upon information collected from 72 sources of international organizations, research institutions and media

Symposium Report

Career Development in the Field of Peacebuilding from the Perspective of International Organizations

On March 3, 2014, we held a public symposium, collaborating with United Nations Volunteers (UNV) programme, at the Elizabeth Rose Hall, United Nations University in Tokyo. About 100 people interested in working in peacebuilding fields, students, officials, PAs, graduates and others, attended the symposium. The Program for Human Resource Development in Asia for Peacebuilding has introduced many professional peacebuilders to the field of peacebuilding. However, in the field of peacebuilding the expertise required for career development within the UN and other organizations in addressing local needs are quite complex and varied. In such situations it is crucial identify one's own standpoint and develop a coherent career path in concrete terms.

In the beginning of the symposium, Prof. Hideaki Shinoda, Director of HPC, reported the achievements and remaining tasks in the Program. Graduates of the Program; Ms. Natsuko Kaneyama, Mr. Masakazu Shibata and Ms. Junko Nomura, presented a study report on career development in the field of peacebuilding focusing on "work-life balance". Then, under the chairmanship of Prof. Sukehiro Hasegawa, Chair, HPC Council/ Visiting Professor,

United Nations University, a panel discussion on human resources required for peacebuilding was held with the participation of Mr. Takakazu Ito, Special Assistant, Office of the Under-Secretary-General, Department of Field Support, UN, and Mr. Kevin Gilroy, Chief of the Peace and Development Division of the United Nations Volunteers (UNV) programme. The discussion was stimulated by comments from Mr. Ken Ito, Member of HPC council, and Mr. Patrice Chiwota, Senior Programme Advisor, Peacebuilding Support Office, UN.



Overview of the Program

Seminar on Introduction to Peacebuilding



Participants from Various Fields engaged in the Seminar

From 16 to 20 of December 2013, HPC organized the "Seminar on Introduction to Peacebuilding" in corporation with Institution for Sustainability and Peace, United Nations University. This Seminar was designed for Japanese people who have an interest in peacebuilding, and 28 people, selected through a general public process or nominated by MOFA, attended this year. This included participants from various fields such as under/post graduate students, government officials, private company or other organization employees, nurses and development aid workers.

The Seminar started with an introduction to basic concepts of peacebuilding, followed by the lectures on methodologies used for conflict analyses and issues that may occur through peacebuilding activities. Participants held keen

discussions with specialists who joined the Program as lecturers. The Seminar was interactive throughout; rich in positive questions and opinions from participants. On the last day, the groups discussed and made presentations on peacebuilding to be implemented by Japan.

During the Seminar, the participants also had a time to discuss and present their possible future careers. Participants having various profiles, who share peacebuilding as their common interest, could exchange beneficial perspectives in the context of their specializations. This was a good opportunity for the participants to think about how to develop their careers in the field.

Lecturer in Focus



Dr. Juichi Inada
Professor of Department of Economics,
Senshu University

I have been offered the opportunity to carry out a lecture on the theme of "Peacebuilding of International Society: Development Aid", for the past 4 years since

2010. My lecture touches on the relationship between development and conflict, as well as posing a question on how to position peacebuilding in the context of state-building, which includes economic reconstruction and development. Furthermore, the lecture introduces the realities of using ODA as a tool of peacebuilding, referring to the cases of Afghanistan, Timor Leste, and Palestine which I reviewed and evaluated in the past.

Participants of "Seminar on Introduction to Peacebuilding" are not only those who have a strong interest and passion in peacebuilding, but also experienced officials from Ministry of Foreign Affairs, Ministry of Defense, and development consultants. This fact makes this lecture challenging for me to deliver.

In recent years, I have been asking some questions which have no absolute answer, such as "does economic development contribute to peace?", "which is the most important goal for peacebuilding,

stabilization, democratization or development?" and "should peacebuilding implemented through ODA focus more on supporting livelihood development or security and the political stability?" The answers from the Participants to those questions are very interesting, and demonstrate that the Participants have a high level of awareness of the very complicated nature of peacebuilding. Unfortunately, there wasn't enough time to hold a debate among participants, but I enjoyed the opportunity to listen to their opinions. Each year, major answers emerge such as, "the most important goal for peacebuilding is stabilization" and "more efforts should have been made on security field". This is probably due to the fact that most Participants are interested in security aspects of peacebuilding. On the other hand, opinions like "livelihood improvement needs to be more focused" are also heard repeatedly. This may reflect the fact that majority of the Japanese people in general support for development aspect of peacebuilding.

In any case, it's good to have more people involved in the debate and activities of peacebuilding in a wide sense, utilizing their own specialties. Finding a field to which they can contribute to makes their lives more meaningful. Although the Seminar only lasts for 5 days, I hope that all Participants would take this opportunity as a step to widen and deepen their views, and that this program contributes to develop their careers in the field of peacebuilding.

From Participants



Hiroko Yamazaki
Participants of FY2013

I've been working and studying to become a health-care specialist as my future career goal, while aiming to contribute to peacebuilding too. I think health-care is one of the elements of peacebuilding. I joined this Seminar to study the structure of peacebuilding and to learn the role of health-care workers within this field.

The lecture was a great opportunity for me not only to gain knowledge but also understand life philosophies of the lecturers working in the frontline of peacebuilding. I learned from the lecturers the difficulties they faced and how they overcame these challenges. Such lessons were important for me to prepare

to work in the field of peacebuilding in the future and keep myself motivated.

Through the Seminar, I met people from public/private sectors, medical experts and students who are highly motivated. As the field of peacebuilding requires people with various specialties and also creativity in pursuing the work, I was able to think and discuss with other participants about the best possible options for me to develop my future career.

I would like to gain knowledge in health-care, and at the same time, better clarify my answer to the question "why do you engage in peacebuilding?" that the facilitator posed to us at the final session.



Voices of Program Graduates



Program Graduate and Facilitator for the Primary Course of the Program for Human Resource Development in Asia for Peacebuilding 2013

Marie Oniwa

Senior Programme Officer/ Head of Sexual Violence in Conflict Unit, Office of DSRSG-Rule of Law, MONUSCO

After obtaining a master's degree in Development Studies focused on Africa, at LSE (London School of Economics and Political Science), I worked mainly with international organizations in Africa. I was interested in Peacebuilding so I joined the Program using my leave-time, while I was working at the U.S. Embassy.

After the Program, I worked with UNICEF (United Nations Children's Fund) Sudan, UNDP (United Nations Development Programme), UNWOMEN (United Nations Entity for Gender Equality and Empowerment of Women). Currently, I'm working with MONUSCO (United Nations Organization

Stabilization Mission in the Democratic Republic of the Congo). I support DRC government in implementing UN Security Council resolutions (UNSCR) on Women Peace Security/Sexual Violence in Conflict (SVC) (UNSCR 1820/1888/1960/2106) through provision of strategic and technical advice. I also support integrating gender and SV concerns into mission or UN policy strategy and programs. My work interfaces with multiple stakeholders encompassing the government, Department of Peacekeeping Operations (DPKO), UN Country Team (UNCT), donors and international and national partners aimed at consolidated comprehensive response to SVE.

Building on my experience at MONUSCO, I wish to be more influential at the policy and strategy levels in the future. I wish to build my own career based on field experiences leading to such a goal.

I joined the Primary Course as a facilitator this time. Despite the limited time, interactions with PAs were meaningful. It's my pleasure to share my experience and insight with HPC personnel and the Program.



Program Graduate Aiko Hino

UNOPS South Sudan/ Programme Officer (IICA)

After the completion of the Primary Course of the Program for Human Resource Development in Asia for Peacebuilding in 2008, I worked for the Embassy of Japan in Uganda as a Coordinator for Economic Cooperation section for 2 years. My duties were to represent the Embassy as a focal point to aid coordination among donors and development partners to discuss development policies and economic analyses in Uganda and to manage bilateral aid projects in the transportation sector with main focuses of road and bridge construction. Especially to deal with huge scale projects requiring Yen loan program, I also conducted some research on debt management. In 2010, I started my career as the representative of the Japan Center for Conflict Prevention (JCCP)'s South Sudan office. I managed awareness raising activities for the street children and vocational trainings for youth in poverty in Juba. In June 2013, I began to work as

program officer in United Nations Office for Project Services (UNOPS), South Sudan Operations Centre. I am now responsible for the rehabilitation of the trunk road leading to Maban refugee camps located in the Upper Nile State. This project is funded by the Government of Japan.

Thus my occupation ranges from NGO, UN to embassy (Ministry of Foreign Affairs), and I've gained great opportunities to acquire different rewarding experiences. I'm confident that this enabled me to enhance my multiple capacities ranging from policy development to project management skills.

The volume of Japan's ODA is one of the biggest in the world and it has various funding schemes for bilateral and multilateral aid. I've been feeling that it is always useful for us as Japanese nationals to have clear understanding of these schemes, in other words, where, when and how the Government of Japan (GoJ) funds wherever we work. While our employment primarily depends on our individual capacity, it also relies on funding availability at our workplaces. In this regard, if we are able to steer any funding from the GoJ schemes, it would be precious to ourselves as well as to organizations which receive the fund.

I can clearly feel the importance of my job, when I see the actual benefits and progress in the lives of stakeholders as a result of our aid and when we report such results to our donors who would be convinced of the importance of their assistance.

I wish to develop my future career in the field of conflict prevention and resolution by taking a position of civil affairs officer at UN peacekeeping mission by making use of my university degree in such a field.



Program Graduate Koji Kumamaru

IOM Somalia (based in Nairobi) / Water, Sanitation and Hygiene Specialist

IOM Somalia (based in Nairobi) / Water, Sanitation and Hygiene Specialist

Before I joined the Program in 2012, I was working on piloting water supply project with UNICEF in Zambia and in Ethiopia as a Ph.D. student of UK based research center, WEDC (Water, Engineering and Development Centre). I remember that I was uncertain about defining peacebuilding when I knocked on HPC's door for the first time. My deployment was undecided until the last moment in light of instability of some of the possible regions; I was not sure whether I was going to South Sudan, Somali or Tajikistan and wondering if I needed to prepare T-shirts or warm jacket. Subsequently I accepted a position in IOM (International Organization for Migration) in Somalia. "Oh, IOM is working on WASH (Water, Sanitation and Hygiene) sector", was my first impression upon deployment, as my knowledge was superficial. Once I got into the field, however, I found that I had a pile of things to work on in order to respond to the huge number of refugees and IDPs (Internally Displaced Persons) driven out of their homes due to severe famine and 20 years of prolonging conflict. As a member of the IOM team, we were working on social services such as medical and water service as well as livelihood support. I worked as UNV WASH Specialist for a year, lived in Kenya and visited Somalia on frequent missions. Now I am working as a proper WASH Specialist in the same office.

My work is to support water and sanitation facilities,

provide skill development training for IDPs, local NGOs and government officials, conduct research and study, and draft policy recommendations. The Government of Somalia was established in September 2012 for the first time in 21 years. The reality is, surprisingly, that most staff members of the ministry governing the water and sanitation are non-paid. A Public-Private Partnership (PPP) project, adopting water treatment technology of a Japanese private company, one of our water supply projects, was featured by a TV program "The Dawn of Gaia". Water is essential for life, connects people and contributes to industries. On the other hand, it can be a trigger for conflict and threaten peace. "Your camel drank our water". "This pool belongs to our clan". These kinds of conversation can develop into bigger conflict in Somalia. If this is between camels, it may be possible to mediate just by patting the camels' humps, but for peacebuilding, which creates space for peace for mankind; each factor; law, health, education, economics and also water are all fundamental. Thus, comprehensive strategies and human resource are needed.

The UN compound in Mogadishu, capital of Somalia, was attacked by terrorists, a few days after I stayed, which gave me severe pain of losing some of my friends. However, I would love to continue to support and help those mothers and children who have to use contaminated water with excreta to lead mentally and physically healthy lives despite the fact that Somalia's child and maternal morbidity and mortality rate remain the highest in the world.

My more concrete goal is to become a chief of WASH section in 10 years, and this was my ambition when I joined the Program. Also, I want to keep thinking about how to express myself through working on water and sanitation from the perspective of UNICEF, IOM and so on.

I will consistently remain a specialist on water sanitation, no matter what organizations and countries I work for, whether I am a UN staff member or a scholar. I expect my lifestyle as a husband who can accompany my partner while developing my own career. I wish to have various options to pursue family styles. In other words, I want to live independently, not relying on an organization. My friends, who are women, started businesses or are working in private sector, are also very active and showing great achievements across the world. It's not too bad to just say, "follow me", as a man from Kyushu-region of Japan, but I expect myself to be mature enough to have my family with children I hope that I do not appear too arrogant talking like this, hoping that I do not betray myself in the future.

From HPC office

The situation in South Sudan rapidly deteriorated in December, 2013. At that time, HPC was conducting a Seminar on Introduction to Peacebuilding, and most of the staff members of HPC left Hiroshima office for Tokyo. Yet, using the 24 hours emergency contact system which was managed by HPC, we were able to confirm the safety of the 6 Program graduates working and two Program Associates of FY 2012 undergoing their Overseas Assignment in South Sudan. HPC carried out investigation and correspondence during and after their evacuation in cooperation with related organizations. This was the case when we reaffirmed the importance of security management of peacebuilding practitioners. For this year's Primary Course too, we provided trainings upon security management for civilians, stress management, and some more on security at the Japan Ground Self-Defense Force Camp Komakado. Such professional skills are not only necessary to cope with critical situations, but also to develop the long-term careers in the field of peacebuilding.

For the past 7 years since 2008, 104 Japanese and 101 Asian nationals participated in the Primary Course. This section intends to provide the figures regarding the trend analysis of the participants in order to identify the impact of "career development" in which HPC is engaged.

The data shows the list of organizations and regions where Overseas Assignments are carried out. (Please note that the data on this page do not reflect the number of Program Associates who were deployed to Peacekeeping Missions as graduates, or the Program Associates (PAs) of FY2013 who have not yet engaged in Overseas Assignment)

For the past 6 years, the Program deployed PAs as UNV in 14 organizations among 34 countries and regions. The PAs were highly evaluated by the host organizations, and many of them were able to extend their contracts or attain the opportunity to work in the UN agencies as JPO, or continue working in the UN or international organization as a consultant or a P level staff member.

Agencies of Overseas Assignment

- FAO (Food and Agriculture Organization of the United Nations)
- IDEA (International Institute for Democracy and Electoral Assistance) South Africa
- IOM (International Organization for Migration)
- OUNF&P (Office of United Nations Funds and Programmes)
- UN Women (the United Nations Entity for Gender Equality and the Empowerment of Women)
- UNDP (United Nations Development Programme)
- UNHCR (Office of the United Nations High Commissioner for Refugees)
- UNICEF (United Nations Children's Fund)
- UNMAS (United Nations Mine Action Service)
- UNODC (United Nations Office on Drugs and Crime)
- UNOPS (United Nations Office for Project Services)
- WFP (World Food Programme)
- WHO (World Health Organization)

FY2007~2012
34 Total number of duty station
 for the Overseas Assignment
Countries and Territories

※include the dispatch of the PKO (PKO mission)

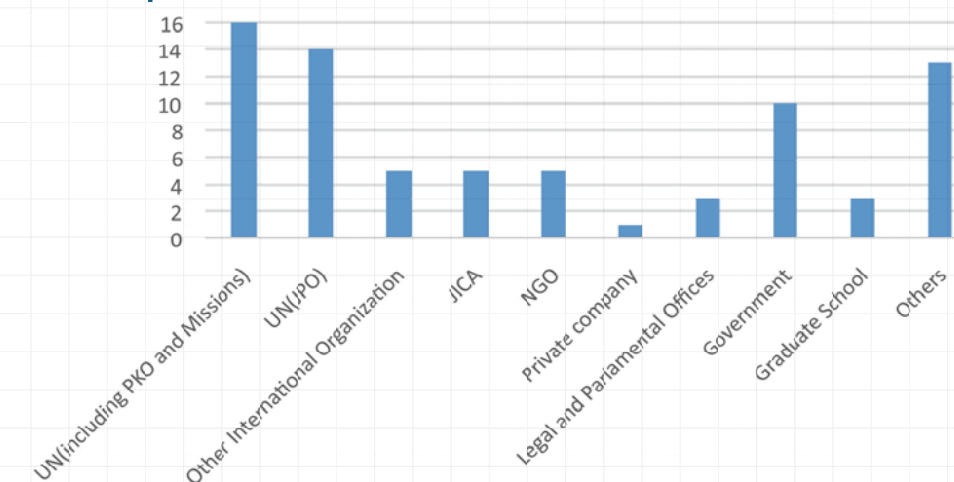


Duty Places

- | | | | |
|------------------|-------------------|-------------------|---------------|
| ■ Cambodia | ■ Kenya | ■ Philippines | ■ Tajikistan |
| ■ Cape Verde | ■ Kosovo | ■ Rwanda | ■ Tanzania |
| ■ Cote d'Ivoire | ■ Kyrgyz Republic | ■ Sierra Leone | ■ Thailand |
| ■ Cyprus | ■ Lao PDR | ■ Solomon Islands | ■ Timor-Leste |
| ■ East Jerusalem | ■ Lebanon | ■ Somalia | ■ Uganda |
| ■ Ethiopia | ■ Liberia | ■ South Africa | ■ Ukraine |
| ■ Guinea-Bissau | ■ Montenegro | ■ South Sudan | ■ Uzbekistan |
| ■ Haiti | ■ Myanmar | ■ Sri Lanka | |
| ■ Indonesia | ■ Nepal | ■ Sudan | |



Occupations of Graduates ※FY2007-2011 in February 2014 including those waiting for deployment



In addition to PAs engaged in the field of peacebuilding through the UN and other organizations, there are those who work in private companies or in their own firms as development consultants or refugee assistants, utilizing their professional skills. Some others have entered graduate schools to deepen their knowledge and specialties. The category, "others," includes those who are now looking for a job or taking temporary leave from his/her occupation to spend time with their partners and families. It is not unusual to have certain intervals between one deployment and another in the field of peacebuilding, although such a contract-based work-style is still uncommon in Japanese society. The crucial point is to envision one's long-term career plan, while

taking into consideration such mobility. There are people who use these intervals as the opportunity to learn a new language or to spend time with their family. The family model differs; one may choose to work alone, live together with one's partner, or shift one's career according to one's partner's deployment. It is not easy to make a sound decision at each turning-point of one's career, if there are few role models to whom to refer. HPC supports the graduates to cope with the challenges in their careers having developed the online system to help them consult with the mentors and by strengthening the network among the PAs and graduates themselves.

The below examples are the positions obtained by 75 Program graduates of the Primary Course in FY2007-2011. The examples are accumulative, meaning some Associates obtained multiple posts during the said years.

UN Organizations

- UNDP (United Nations Development Programme)
Afghanistan, Cambodia, Cyprus, Kosovo, Sierra Leone, Sri Lanka, Japan, New York HQ, Nepal, Haiti, Pakistan, Timor-Lest, Burundi, Mozambique, Laos
- UNHCR (Office of the United Nations High Commissioner for Refugees)
Ethiopia, Kenya, Kosovo, Sudan Geneva HQ, Somalia, Thailand, Japan, Nepal, South Sudan, Liberia, Rwanda, Jordan, Lebanon, Ankara, Turkey, Lebanon, Myanmar
- UNICEF (United Nations Children's Fund)
Eritrea, Cambodia, Kosovo, Sierra Leone, Sudan, Tanzania, New York HQ, Bangladesh, Timor-Leste
- UNESCO (United Nations Educational, Scientific and Cultural Organization)
Cambodia, Kenya, Timor-Leste
- WFP (World Food Programme) Rome HQ
- FAO (Food and Agriculture Organization of the United Nations)
Cambodia, Thailand, Japan
- UN-INSTRAW (United Nations International Research and Training Institute for the Advancement of Women)
Dominican Republic
- UN Women (United Nations Entity for Gender Equality and the Empowerment of Women)
Dominican Republic
- UNCRD (United Nations Centre for Regional Development) Nagoya HQ
- UNRWA (United Nations Relief and Works Agency for Palestine Refugees) Lebanon
- UNF&P (Office of UN Funds and Programmes) Cape Verde
- DPKO (Department of Peacekeeping Operations) New York HQ
- WHO (World Health Organization) Indonesia, Denmark
- UNMAS (United Nations Mine Action Service) Abyei, Libya
- UNV (United Nations Volunteers) Japan, Pakistan, Germany
- UNRCPD (United Nations Regional Centre for Peace and Disarmament in Asia and the Pacific)
Nepal
- UNOPS (United Nations Office for Project Services) South Sudan, Myanmar
- UNFPA (United Nations Population Fund) Japan
- UN Secretariat New York HQ

PKO Center

- KAIPTC (Kofi Annan International Peacekeeping Training Centre)

UN Missions

- MONUSCO
(United Nations Organization Stabilization Mission in the Democratic Republic of the Congo)
- UNAMA (United Nations Assistance Mission in Afghanistan)
- UNAMID (African Union / United Nations Hybrid operation in Darfur)
- UNAMI (United Nations Assistance Mission for Iraq)
- UNOGBIS (United Nations Integrated Peace-Building Office in Guinea-Bissau)
- UNMIS (United Nations Mission in Sudan) *The mandate of UNMIS terminated as of 2011
- UNMISS (United Nations Mission in the Republic of South Sudan)

International Organizations

- IOM (International Organization for Migration)
Kenya, Sudan, Sri Lanka, Somalia, Nepal, South Sudan, Myanmar)
- INTERPOL (International Criminal Police Organization)Thailand
- ICRC (International Committee of the Red Cross)Israel, Myanmar

NGOs

- Médecins du Monde Japon
- ADRA Japan
- JCCP (Japan Center for Conflict Prevention)
- International Lifeline Fund
- World Vision Japan
- INTERSOS
- ADRA Japan

Government Agencies

- Ministry of Foreign Affairs of Japan (Headquarters in Tokyo and Overseas Establishments)
- Cabinet Office, Government of Japan
- HQ and Overseas Offices, JICA (Japan International Cooperation Agency)
- Branch Offices, JICE (Japan International Cooperation Center)

Others

- IGES (Institute for Global Environmental Strategies)
- Research Institute of Tuberculosis, Japan Anti-Tuberculosis Association
- Sasagawa Peace Foundation
- Educational Institutions, Development Consultant, and others