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The Program for Human Resource Development in Asia for Peacebuilding

We work for World peace

Hiroshima Peacebuilders Center

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“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 got 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.

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.

Sukehiro Hasegawa
Chair, IIEC Council / Visiting Professor, Meiji University and Tokyo Institute University / Former Special Representative of the UN Secretary-General for Peacebuilding
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 Activity

Post-Conflict Countries & Areas

NGOs

Government Agencies

Local Society

UNDOs/Other Organizations

Significance of International Support

Armed conflicts are prevalent around the world today. In a warring 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, policies, economy, politics, and more. All of these activities require various kinds of human resources with specialized knowledge and skills and strong commitment to contribute to peacebuilding. As global citizens, we have the responsibility to find practical ways to help resolve 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 mechanisms and values, “bottom-up” to maintain peacebuilding efforts. In addition to specialized knowledge and expertise, good communication skills, critical thinking and a listening ear become 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 peacebuilders from Hiroshima, a city that has become a symbol of peace. The Hiroshima Peace Memorial Park is 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

With the international community today facing many pressing issues such as global warming, terrorism, and weapons of mass destruction, the need for international efforts to promote peace and security will become even 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 strengthening its domestic contribution to peacebuilding missions and anti-terrorism measures. Yet, when it comes to human resource deployment in the field of peacebuilding, Japan’s contribution is all too small.

Japan’s peacebuilding initiatives have been focused on three pillars: “Efforts on the ground (including Peacekeeping Operations (PKO) and Critical Development Assistance (CDA)),” “Intelligence 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 “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) program.

- Hiroshima Peacebuilders Center (HPC)

The Hiroshima Peacebuilders Center (HPC) is a non-governmental organization (NGO) that conducts human resource development activities in the field of peacebuilding. Based on its experiences over the past six years, HPC has been commissioned by the Program for Human Resource Development in Asia for Peacebuilding by the Ministry of Foreign Affairs of Japan in 2015.

- United Nations Volunteers (UNV) programme

As a United Nations agency working within UNDP, UNV contributes to global peace and development by advocating volunteering. Volunteering has the potential to influence the peace and nature of development and brings forth benefits to both society and individual volunteers, UNV works to promote worldwide volunteering and to build partnerships with various organizations engaged in peace and development projects. UNV administers the Overseas Assignment component of the Program.
[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, participating in problem-solving workshops, open discussions, and individual consultation as well as lectures 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 UVNs 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.


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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Tokyo University of Foreign Studies / Director, HPC / Program Director for Program for Human Resource Development in Asia for Peacebuilding FV2013

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Associate Professor, Waseda University / Deputy Director, HPC / Program Officer for Program for Human Resource Development in Asia for Peacebuilding FV2013

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Director & House, Secretary
Ruhuti Office, United Nations World Food Programme Japan

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ODI Peace Support Office for Japan and Republic of Korea

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Special, United Nations Development Programme
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Economic Affairs
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Professor, Hosei University and United Nations University / Special Representative of the UN Secretary-General Tenet, UN Peacebuilding

Shinji Furusho
International Peace Cooperation Activities Training Unit Coordinator, Ruhuti Camp Commander

Marshall Conley
President, Center for International Development

Hiroto Fujitake
Team Leader, Administration and Office of the Co-Investing Judges, United Nations

Kyoko Ono
Political Affairs Officer, Electoral Assistance
Peacebuilding Office of the United Nations

Ryo Sasaki
International Peacebuilding Center of Japan (IPCJ)

Edward K. Multibah
Libre Peacebuilding Office / UN Peacebuilding Fund

Kunihiko Shimada
Senior Civilian Advisor / Head of Mission

Ayako Suzuki
Deputy Director, Africa Division, Department of Political Affairs, United Nations in New York

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

Desmond Molloy
Programme Director, The Nippon Foundation / Myanmar Liaison Office

Philip Sheller-Jones
Deputy Mission, Missionary Uganda / Head of Mission Amnicalo Office

Louise Robinson
Director, INL Training

John Campbell
Director, Human Security

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Kyungwhan Lee
Program Manager, Korea NGO Confederation Oversee Cooperation

Masaki Watabe
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Edward J. Mansfield
Libre Peacebuilding Office / UN Peacebuilding Fund

Roberts, Senior Technical Advisor / Head of Program

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Mari Matsumoto
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Toshiyuki Nakamura
Co-founder & CEO, Kopome / Former Strategist Planning

Shigeki Komatsu
TNCQ Programme Advisor, Regional Bureau for Africa, UN Development Programme

Mikio Tarui
International Relations Management

Modoka Futamura
Academic Programme Officer, United Nations University

Chiho Sato
Head, Office, OHCS

Shinichi Takeuchi
Director, African Studies Group, Area Studies Center, Institute of Developing Economies Japan

Yukio Omi
President, Association for Aid and Relief, Japan / Professor, Graduate School of Social Design Studies, Panel of Study, Disaster Management in Network and Socio-Organizational Science, Ritsumeikan University

Juichi Inada
Professor, Chubu University

Kenji Iizak
Director, Graduate School of Tokyo University of Foreign Studies

Makoto Ishibuchi
Deputy Director, International Peace Cooperation Headquarters, Cabinet Office
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. These 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 (PA’s) 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 requires 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/ Coursework in Japan**

The Coursework of the Primary Course in Japan was carried out mainly in Tokyo and Hiroshima for 6 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

<table>
<thead>
<tr>
<th>Event</th>
<th>Instructor(s)</th>
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<tbody>
<tr>
<td><strong>Commencement Ceremony/Guidance</strong></td>
<td>Hideshi Shimoda</td>
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<td><strong>Initiatives of Government and International Organizations for Peacebuilding</strong></td>
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<td><strong>Team Building Exercise</strong></td>
<td>Yui Usagil</td>
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<td><strong>Overview of Peacebuilding</strong></td>
<td>Hideshi Shimoda</td>
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#### Week 2

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#### Week 5

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#### Skill Up Session

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<td><strong>Development Assistance</strong></td>
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- Kunihito Shimada
- Ayaka Suzuki
- Kiyoshi Kato
- Mark Dowms
- Masaki Washio
- Edward K. Wulff
- Yui Usagil
- Louie Robinson
- Edward K. Wulff
- Lliaus Robinson
- Edward K. Wulff
- Yui Usagil
- Yui Usagil

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**Visiting Japan Ground Self-Defense Force (JGSDF) Garrison in Komakado**

**Other JGSDF Officers**

**Note:** The images include photos of participants and instructors.
Overview of the Program

Primary Course/ 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 with 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 the 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 if we can see it has contributed to developing PAs’ abilities in the process of their career development from the long-term perspective.

Yuii Uesugi
Associate Professor, Waseda University / Deputy Director, UNESCO Program Office for Human Resource Development for Peacebuilding in Asia for Peacebuilding Programme

Message from Facilitator

Philip Shetler-Jones
EU Monitoring Mission, Georgia, Senior Analytical Chief of Mission, Analytical Capacity

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 reinforced interpersonal 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 their 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 experiences 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 to 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 at 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.

Vnika (Thank you)
Overview of the Program

Primary Course/3 Overseas Assignment

Work Experience in the Field of Peacebuilding as a UN Volunteer

Japanese Program Associates (PA) 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 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 affected by conflict.

Duty Stations for the Overseas Assignment

If PAs dispatched to the PKO missions are considered to have completed the program at the time of dispatch,

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

- Know-Who/Profiles
- Information Board
- Mentoring System
- Information on Vacant Posts
- Document Repository

2. Human Network

The human network is one of greatest assets in the field of peacebuilding. Kingmen are constantly in need of additional experts. HPC provides further opportunities to strengthen new Program Associates and PMF graduates.

3. Other Support

Since the establishment of the Program, HPC has cultivated a system of support for students and associates, including formal and informal mentorship, practical career development advice, and access to opportunities such as internships and volunteer work.

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 PMs to develop their future careers. As I received the list of potential agencies for the Overseas Assignment for UNV during the training course in Hiroshima, I began using it. I was able to ask former PMs 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 PMs 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 advice 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 credited with advice to the effect that smart people learn from their mistakes while smarter people learn from others’ mistakes. In addition to learning from others, he has learned much from my own 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 responses and as Chief of UN DOR 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 services, but also wide a range of services including communication forums for PMs and graduates to discuss various topics such as world conflict, information boards for job vacancies at UN and other agencies, and security situation briefing for PMs 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, 2016, 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 at fields; students, officials, PMs 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 identity one’s own standpoint and develop a coherent career path in concrete terms.

In the beginning of the symposium, Prof. Hideak Shindo, Director of HPC, reported the achievements and remaining tasks in the Program, Graduates of the Program; Ms. Nattakorn Kanayama, Mr. Masakazu Shibata and Ms. Junko Horita, presented a study report on career development in the field of peacebuilding focusing on “work-life balance”. Then, under the chairmanship of Prof. Sunetra Senagore, Chair, HPC Council, Visiting Professor, United Nations University, a panel discussion on human resources required for peacebuilding was held with the participation of Mr. Takahito So, Special Assistant, Office of the Under-Secretary-General, Department of Field Support, UN, and Mr. Kenji Shino, Chief of the Peace and Development Division of the United Nations Volunteers (UNV) programme. The discussion was stimulated by comments from Mr. Kan Nyo, Member of HPC council, and Mr. Patrick Chavota, 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, JPC 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 38 people selected through a general public process or nominated by MDFA attended the year. This included participants from various fields such as under/postgraduate 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 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 Sociology, University of Tokyo

I have been offered the opportunity to carry out a lecture on the theme of “Peacebuilding and Development Aid” for the past 4 years since 2010. My lecture focuses 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 asked some questions which have no absolute answer, such as “does economic development contribute to peace?” “which is the most important goal for peacebuilding?”

In this Seminar, I tried to give participants an overview of the concept of peacebuilding, and I hope that they will be able to think about the possibilities of peacebuilding in their own fields.

From Participants

Hiroko Yamazaki
Participated of 2013

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 the 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 specialities and also creativity in pursuing the work, I was able to think and discuss with each 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 DSR O-Rule of Law, MONUSCO

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

The mission in the Democratic Republic of the Congo, I support DRC government in implementing UN Security Council resolutions (UNSCR) on Women Peace枯燥

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. During the training, interactions with HPC personnel 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 (ICA)

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 assist children and youth. I also engaged in development projects and assisted NGOs in managing awareness raising activities for the street children and vocational trainings for youth in poverty in Juba. In June 2013, I began to work as a program officer in United Nations Office for Project Services (UNOPS), South Sudan Operations Centre. I am now responsible for the rehabilitation of the oil road leading to Malakal and camps located around Malakal. This project is funded by the Government of Japan.

Thus my occupation ranges from NGO, UN to embassy (Ministry of Foreign Affairs), and I gained great opportunities to acquire different rewarding experiences. I am confident that this will help 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, as well as loans to the government of recipient countries. Therefore, it is very useful for us, as Japanese nationals to have clear understanding of these schemes. In other words, when I was working for the Government of Japan (GoJ) funds wherever we work, our employment primarily depends on our individual capacity. I also rely on funding availability at our workplaces. In this regard, I feel that I am 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 might be convinced of the importance of their assistance.

I will 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. We provide field development training for local NGOs and government officials, conduct research and study, and draft policy recommendations. The Government of Somalia was established in September 2010 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-locals; a Public-Private Partnership (PPP) process adopting water treatment technology of a Japanese private company, one of our water supply projects, was featured by a TV program "The Dawn of Gold." Water is essential for humans, people contribute to industries. On the other hand, there is a conflict, or threats and peace, “Your camel drank our water,” “This pool belongs to our clan”, These kinds of connotations can develop into bigger conflict in Somalia. If this is between enemies, it may be possible to mediate just by putting the camel's humps, but for peace-building, what creates space for peace for mankind, each factor, law, health, education, economics and also water are all fundamental. Thus, comprehensive strategies and human resources 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 like to continue to support and help those mothers and children who have to use contaminated water with excesses to lead mentally and physically healthy lives despite the fact that Somalia's child and maternal morbidity and mortality rates remain highest in the world.

The most 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 UNOPS, ICAN and so on.

I still 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 life as a husband who can accompany my career will develop on 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 family, who are women, start businesses or are working in private sector, are also very active and achieving great achievements across the world. It is not too bad to just say, "follow me", as a man from Kyushu island 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 or taking this in. I hope for the future, but 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 Primary Year Course too, we provided trainings upon security management for informal, remote management, and some trainings on security at the Japan Ground Self-Defense Force Camp Komatsubara. 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 "JPO" is engaged.

The data shows the list of job searches and regions where Overseas Assignments are carried out. Please note that the data on this page does not reflect the number of Program Associates who were deployed to Peacekeeping Missions as graduates, or the Program Associates (PA's) 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)
- IFAI (International Institute for Democracy and Electoral Assistance) South Africa
- IOM (International Organization for Migration)
- JUNTA (Office of United Nations Funds and Programmes)
- LNWF (United Nations Women's Fund)
- UNCT/R (United Nations Children's Fund)
- UNMAS (United Nations Mine Action Service)
- UNOG (United Nations Office of Drugs and Crime)
- UNRISD (United Nations Office for Project Services)
- WFP (World Food Programme)
- WHO (World Health Organization)

### Duty Places
- Cambodia
- Costa Rica
- Cuba
- Democratic Republic of Congo
- East Timor
- Fiji
- India
- Indonesia
- Japan
- Kenya
- Korea
- Kyrgyzstan
- Laos PDR
- Lebanon
- Libya
- Malaysia
- Mozambique
- Namibia
- Nepal
- Nigeria
- Philippines
- Rwanda
- Samoa
- Solomon Islands
- South Africa
- South Sudan
- Sri Lanka
- Sudan
- Tajikistan
- Tanzania
- Thailand
- Tunisia
- Uganda
- Ukraine
- Uzbekistan

### Occupations of Graduates

- FY2002-2007: 16 in total
- FY2008-2011: 14 in total
- In addition, there were 31 PAs engaged in Peacekeeping through the UN and other organizations, of which 14 are in the field of peacebuilding and development. The category "other" includes those who are now working as special assistants to the Minister of Foreign Affairs, Peacebuilding and Development

### The below examples are the positions obtained by 75 Program graduates of the Primary Course in FY2002-2011.
The examples are accumulative, meaning some Associates obtained multiple posts during the said years.

### UN Organizations
- 34 PAs
  - UNDP (United Nations Development Programme)
  - UNICEF (United Nations Children's Fund)
  - UNHCR (United Nations High Commissioner for Refugees)
  - UNMAS (United Nations Mine Action Service)
  - UNOG (United Nations Office of Drugs and Crime)
  - UNRISD (United Nations Office for Project Services)
  - WFP (World Food Programme)
  - WHO (World Health Organization)

### UN Missions
- 30 PAs
  - UNMTC (United Nations Mission in the Democratic Republic of the Congo)
  - UNIO (United Nations Interregional Peacebuilding Mission in Afghanistan)
  - UNMAS (United Nations Mine Action Service in Afghanistan)
  - UNHCR (United Nations High Commissioner for Refugees)
  - UNHCR (United Nations High Commissioner for Refugees in Pakistan)
  - UNMAS (United Nations Mine Action Service in Pakistan)
  - UNICEF (United Nations Children's Fund in Pakistan)

### International Organizations
- 25 PAs
  - UNDO (United Nations Development Organization for Iraq)
  - UNDO (United Nations Development Organization for Somalia)
  - UNDO (United Nations Development Organization for Afghanistan)
  - UNDO (United Nations Development Organization for Sudan)
  - UNDO (United Nations Development Organization for Nepal)
  - UNDO (United Nations Development Organization for Tunisia)
  - UNDO (United Nations Development Organization for Yemen)
  - UNDO (United Nations Development Organization for Pakistan)

### NGOs
- 12 PAs
  - WOIC (Worldwide Interfaith Coalition)
  - ADRA (Advisory Board for the Advancement of Refuges)

### Government Agencies
- 10 PAs
  - Ministry of Foreign Affairs (MOFA) (United Nations Peacekeeping)
  - Cabinet Office, Government of Japan
  - Foreign Ministry of Japan
  - Ministry of Defense

### Others
- 3 PAs
  - JICA (Japan International Cooperation Agency)
  - JICA (Japan International Cooperation Agency)
  - JICA (Japan International Cooperation Agency)