



Commissioned by the Ministry of Foreign Affairs of Japan in Japanese Fiscal Year 2014

The Program for Human Resource Development for Peacebuilding

Report of Program Activities



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.

Hiroshima Peacebuilders Center (HPC)
 URL : <http://www.peacebuilderscenter.jp>

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HPC
 Hiroshima Peacebuilders Center

We Aim to Develop Peacebuilding Experts

Messages from Key Agencies

Mr. Fumio KISHIDA Minister for Foreign Affairs of Japan

Pursuing Human Resource Development for Peacebuilding from the Perspective of "Proactive Contribution to Peace"

Civilian experts with strong capabilities and deep expertise in a wide range of fields are needed more than ever in the process of peacebuilding from conflict prevention to reconstruction and development in post-conflict situations. However, there is a serious lack of qualified personnel. As a "Proactive Contributor to Peace" based on the principle of international cooperation, Japan aims to nurture through this program civilian experts, who are capable of contributing to peacebuilding on the ground. Japan also expressed its renewed commitment to human resource development for peacebuilding at the United Nations General Assembly last year. I sincerely hope that the participants of this program will follow the path of their predecessors around the globe and become peacebuilders, forging peace and stability in the international community.



Mr. Richard DICTUS Executive Coordinator, United Nations Volunteers (UNV) Programme

In countries or regions severely falling short of the threshold of peace and inclusive social and economic development, it has been proven time and time again that volunteerism plays a key role. Volunteerism facilitates a strong transition between emergency relief and rebuilding productive lives. Volunteerism leverages and strengthens capacities in communities faced with situations of chronic vulnerability.

The Hiroshima Peacebuilders Center (HPC) and the United Nations Volunteers (UNV) Programme have joined forces to take volunteering to a global level by building a human resource base for the region that can promote volunteerism at home and abroad, while at the same time equipping young professionals for richer careers and leadership positions in a more interconnected world.

UNV is extraordinarily proud of the contributions that the Program for Human Resource Development for Peacebuilding volunteers make to development and peace action in some of the most difficult settings in the world. These young men and women in early stages of their careers bring valuable experience and enthusiasm to their assignments. And, as is often heard in this line of work, what they take back home with them is even greater – the invaluable experience of having lived and worked side by side with people of other cultures and countries to improve the lives of others.



Mr. Sukehiro HASEGAWA Chair of HPC Council for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Visiting Professor, Hosei University and United Nations University / Former Special Representative of the UN Secretary-General for Timor-Leste

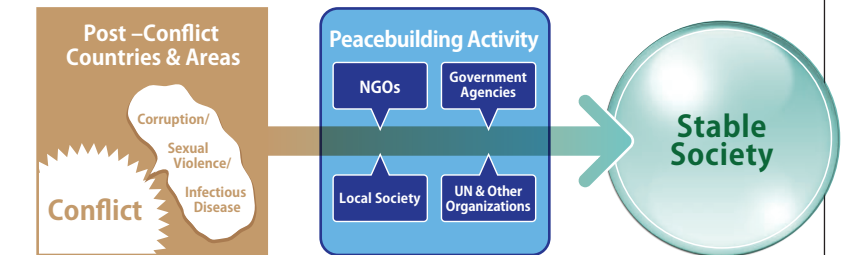
The roles of peacekeepers and builders have been changing rapidly along with the changes taking place in the nature of peace itself. When the United Nations was founded in 1945, peace was meant simply as an absence of war and armed conflict between states. As conflict became intra-state or regional in nature and scale after the end of the Cold War at the end of 1980's, peacekeeping operations were designed to manage and contain conflict. In the 1990's and the early years of the new century, the role of peace operations became not only to manage and stop relapse to conflict but also to address root causes of conflict and build sustainable peace based on rule of law and democratic principles. As the nature of conflict became ideological in recent years, peacebuilders are now required to master the basic knowledge of state building, human rights, rule of law and democratic principles and also to understand what motivates and influences the behavior of people in conflict-prone countries. Ultimately, peacebuilders are expected to help national leaders and people to change their mindsets and mentality, while noting that each country and society has its values, principles and customs that are unique. The role of peacebuilders is to help integrate in a balanced manner these local and universal norms and codes of human behavior. Political and civil rights based on human rights and freedoms need to be balanced by "virtue" and "compassion" that societal and communal leaders must possess. It is imperative for peacebuilders to understand and adapt their peacebuilding skills to these changing requirements of the new era.



About the Program for Human Resource Development for Peacebuilding

What is Peacebuilding?

We regard "peacebuilding" as a set of activities for building a social foundation for sustainable peace. Such activities cover political, administrative, diplomatic, legal, military, and economic affairs, social development, humanitarian aid, and a wide range of other fields. In other words, we comprehensively identify any activity which contributes to building durable peace as "peacebuilding." Specifically, they include activities for the establishment of the rule of law, security sector reform, electoral assistance, capacity development of administrative bodies, protection of refugees and internally displaced persons, medical aid, food distribution, educational assistance, etc. These tasks are carried out not only by various agencies such as central and local governments but also civil society organizations in local societies, the United Nations (UN) and other international organizations, bilateral aid agencies, non-governmental organizations, etc.



Significance of International Support

Armed conflict is 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 society. Indeed, peacebuilding, the task of creating a peaceful society that will not relapse into another conflict, involves reforming and strengthening laws, politics, the economy, 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 resolve conflicts and assist people in need.

Despite increasing calls for civilian contributions to today's peacekeeping/peacebuilding operations worldwide, there is still a lack of competent personnel due to the high skillset needed. Peacebuilding is extremely complex and can involve coming face-to-face with realities such as armed groups, organized crime, and corruption. It also requires high-quality peacebuilding methods that respect social mechanisms and values in local communities. Furthermore, in addition to specialized

knowledge and skills, effective communication skills, positive thinking, and determination are integral for continuing to work in peacebuilding. One cannot be considered the kind of professional peacebuilder the world needs without this capability and determination.

We believe there is a strong symbolic significance in sending forth professional peacebuilders from Hiroshima through this Program that draws on Japan's history of peaceful reconstruction. The Hiroshima 'brand' sends a strong message around the globe of why Japan is committed to peacebuilding. People from communities torn by conflict await these peacebuilding experts from Japan and other parts of the globe.



Developing Peacebuilders

While the international community today faces many pressing issues such as global warming, terrorism, and weapons of mass destruction, the need for cooperative international efforts to contribute to peace and security continues 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 personnel contribution to peacekeeping missions and anti-terrorism measures. Yet, when it comes to human resource development in the field of peacebuilding, Japan's contribution still has room for growth. Japan's peacebuilding initiatives have focused 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, the Program has sought to contribute to the development of as many competent peacebuilding experts as possible. The Program has subsequently helped send highly qualified personnel from Asia, Africa, and the Middle East to the forefront of peacebuilding efforts worldwide.



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About the Program for Human Resource Development for Peacebuilding

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 the 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 a 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 7 years from JFY2007 to JFY2013 and the JFY2014 Program was also implemented by the Hiroshima Peacebuilders Center (HPC). Graduates of the Program are now making active contributions to peacebuilding in South Sudan, the Democratic Republic of Congo, Afghanistan, and other numerous locations.



Implementing Bodies of the Program

The JFY2014 Program was implemented by the Hiroshima Peacebuilders Center (HPC) in cooperation with the United Nations Volunteers (UNV) Programme.

Hiroshima Peacebuilders Center (HPC)

HPC is a legally independent body that conducts human resource development and research activities in the field of peacebuilding. HPC was commissioned for the Program for Human Resource Development for Peacebuilding by the Ministry of Foreign Affairs of Japan in JFY2014 and implemented the program drawing on its experiences over the past 7 years.

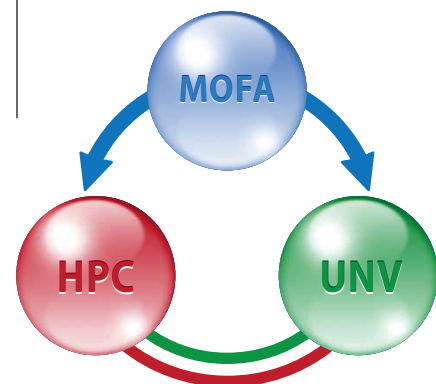
United Nations Volunteers (UNV) Programme

The United Nations Volunteers (UNV) programme is the UN organization that contributes to peace and development through volunteerism worldwide.

Volunteerism is a powerful means of engaging people in tackling development challenges, and it can transform the pace and nature of development. Volunteerism benefits both society at large and the individual volunteer by strengthening trust, solidarity and reciprocity among citizens, and by purposefully creating opportunities for participation.

UNV contributes to peace and development by advocating for recognition of volunteers, working with partners to integrate volunteerism into development programming, and mobilizing an increasing number and diversity of volunteers, including experienced UN Volunteers, throughout the world. UNV embraces volunteerism as universal and inclusive, and recognizes volunteerism in its diversity as well as the values that sustain it: free will, commitment, engagement and solidarity.

UNV administers the Overseas Assignment component of the Program.



The Concept of the JFY2014 Program for Human Resource Development for Peacebuilding

Primary Course

Coursework in Japan

The Program Associates (PAs) from Japan and other countries lived together under the same roof for 6 weeks to improve their peacebuilding-related knowledge and skills by learning from one another. Participatory problem-solving workshops, open discussions, and individual career consultations as well as lectures were incorporated into the Coursework to create an effective approach to peacebuilding support. Based on advanced studies on peacebuilding, HPC organized the Coursework by inviting qualified facilitators of the highest caliber and collaborating with overseas training institutes as well as international organizations such as the United Nations. Consequently, the PAs were able to build networks with practitioners actively working on the frontlines of peacebuilding.

Overseas Assignment (OA)

After the Coursework in Japan, Japanese PAs are deployed to the offices of international organizations involved in peacebuilding activities and work on the ground as UN Volunteers for a maximum of 12 months. Practical experience in the field is essential for becoming a professional peacebuilder. The OA is designed as an opportunity to apply knowledge and skills learned through the Coursework in Japan to practical peacebuilding activities.

Seminar on Introduction to Peacebuilding

The Seminar on Introduction to Peacebuilding targeted those who intend to develop their career in the field of peacebuilding in the future, yet currently have difficulties making the commitment to the longer-term professional Coursework in Japan and the OA. The Seminar aimed to enhance the participants' basic understanding of peacebuilding through lectures and mock exercises.

Workshop on Peacebuilding

Held for the first time in 2014, the 2-day "Workshop on Peacebuilding" specifically focused on gender issues. The Workshop on Peacebuilding, targeting those who already have significant experience in peacebuilding, aimed to strengthen the participants' knowledge and awareness of gender issues as they relate to peacebuilding and develop the means to leverage these in the field.



Mr. Hideaki SHINODA

Director of HPC / Program Director for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Professor, Graduate School of Tokyo University of Foreign Studies

Ph.D. in International Relations (LSE). He authored numerous books and articles on peacebuilding such as *Peace-building and the Rule of Law* (2003 Osaragi Jiro Rondan Award), *State Sovereignty as a Historical and Political Concept* (2012 Suntory Prize for Social Sciences and Humanities).

Human Resource Development and Career Formation through the Program

"The Program for Human Resource Development for Peacebuilding" is intended to develop human resources in the field of peacebuilding. 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, environment to sharpen mind-set, and human networks that are necessary for long-term career development.

Characteristics of the Training Courses

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

Knowledge beneficial to career development covers a broad range of theories, narratives, and policies on peacebuilding. Not only do we provide the necessary knowledge directly but we also adopt simulation sessions to develop various kinds of abilities to cope with aid coordination and project management. Those sessions are designed to offer the opportunity to gain experience of problem-solving in a group work environment simulating reality in the field. These are useful capacities for the PAs of the Primary Course, especially the Japanese PAs who are deployed to OA 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 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 an experience of dynamic activities of multinational teams aiming for common goals, which provides concrete experiences useful to develop competencies.

Providing opportunities to build human networks between practitioners, graduates, and international Program 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 about as many careers as possible and then to create a vision of your own careers. HPC takes extra care to facilitate networks between PAs, graduates and facilitators who have rich knowledge and experiences so that they can build active interactions, share concerns, extend a circle of people with common objectives and establish relationships of mutual trust.

Primary Course Coursework in Japan

Duration : January 23rd - March 6th, 2015
Location : Tokyo and Hiroshima



World-Class Facilitators Train Field-Ready Experts

The Coursework of the Primary Course in Japan was carried out mainly in Tokyo and Hiroshima for about 6 weeks from January 23th to March 6th, 2015. The Course was designed for those who have the strong determination to develop their careers in the field of peacebuilding.

This fiscal year, 30 Program Associates (PAs), composed of 15 Japanese and 15 Asian, African, and Middle Eastern PAs, participated in the Primary Course. Led by experts at the forefront of peacebuilding, the Coursework enabled the PAs to obtain the necessary practical knowledge, skills, and experience as peacebuilding experts. The Coursework entailed conflict analysis, planning, coordination between diverse organizations, and management of activities based on local environment. Furthermore, in order to maximize the effectiveness of the training, HPC organized role-playing and group work exercises on various themes.

After the completion of the Coursework in Japan, Japanese PAs are dispatched to field offices of international organizations to engage in peacebuilding activities as UN Volunteers. We anticipate the progressive success of this year's PAs who have taken their first step forward to become experts in peacebuilding.



Courtesy Visit to the Ministry of Foreign Affairs of Japan (MOFA), Jan. 23rd, 2015



Messages



Mr. Yuji UESUGI

HPC Program Officer for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Professor, Waseda University

Ph.D. in International Conflict Analysis (Kent). An editor of books on State-building, Security Sector Reform and Civil-Military Relations. Published "Changing UNPKO and Conflict Resolution," awarded the Kato Yozo Award from Japan Association for International Security. Recipient of the 2nd Akino Yutaka Eurasia Award.

It has been 8 years since the program has launched. The Program started with Program Associates from Japan, East and South East Asia. Then it expanded to include the participation of Program Associates from South and Central Asia, Middle East and this time, Africa. Considering the fact that the frontlines of peacebuilding occur predominantly in these areas, this shift was inevitable.

Initially, we were exploring an Asian way of peacebuilding that is different from peacebuilding approaches of the West. However, as we progressed, such a theoretical endeavor was sidelined and a more practical methodology was pursued. From this year, "Asia" was taken out from the title of this Program, which made the Program to transform itself from an Asian venture to a global undertaking.

Now, let us remember our initial enthusiasm and define what is Asian peacebuilding. The essence is not to pass judgment regarding which is right/good or wrong/evil, but to cast a light extensively over the horizons. Mastering this allows a Program Associate to become a truly global peacebuilder.



Mr. Yoshiaki FURUZAWA

HPC Program Officer for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Lecturer, Hiroshima City University

Ph.D. in Development Studies (Hiroshima University). Published various articles on peacebuilding in Sub-Saharan Africa and co-authored "Approaches to Peacebuilding" and "Conflict Resolution and Peacebuilding in Sub-Saharan Africa." Recipient of the 9th Akino Yutaka Eurasia Award.

Peacebuilding is a complex endeavor which involves actors from various levels – international actors ranging from international organizations to non-governmental organizations as well as local actors if one considers about sustainability of peace which is being built in a society. Focus is also necessary in considering the engagement of new emerging donors in peacebuilding. One of the keys to peacebuilding is collaborations among this wide-range of actors.

Because the actors involved in peacebuilding are diverse, establishing a global network of peacebuilders composed of both Program Associates/participants and facilitators is beneficial to all of them. This is just as important as the contents of the Coursework. This nature of the Program, I believe, is one of the reasons why this Program is called the Human Resource Development for Peacebuilding.

Curriculum / Facilitators

Commencement Ceremony

Mr. Takashi Okada
Deputy Director-General, Foreign Policy Bureau, Ministry of Foreign Affairs of Japan

Mr. Sukehiro Hasegawa
Chair of HPC Council for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Visiting Professor, Hosei University and United Nations University / Former Special Representative of the UN Secretary-General for Timor-Leste

Courtesy Visit to the MOFA of Japan

Mr. Takashi Uto
Parliamentary Vice-Minister for Foreign Affairs

Week 1

Mr. Hideaki Shinoda
Director of HPC / Program Director for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Professor, Graduate School of Tokyo University of Foreign Studies

Mr. William Barriga
Chief of Mission, International Organization for Migration (IOM) Tokyo

Mr. Naoyuki Ochiai
Senior Expert on Peacebuilding, Office for Peacebuilding and Reconstruction, Japan International Cooperation Agency (JICA)

Mr. Yuji Uesugi
HPC Program Officer for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Professor, Waseda University

Mr. Toshiya Nishigori
Public Affairs Specialist, UNDP Representation Office in Tokyo

Ms. Yoko Honda
Donor Relations Officer, United Nations World Food Programme (WFP)

Ms. Naomi Kawahara
Senior External Relations Officer, UNHCR, Tokyo, Japan

Mr. Kunihiko Hirabayashi
Director, UNICEF Tokyo (Office for Japan and Republic of Korea)

Ms. Mieko Tarui
Principal / Founder, Global Leadership, LLC

Mr. Sukehiro Hasegawa

Japan Ground Self-Defense Force (JGSDF) Garrison in Komakado, Shizuoka Prefecture

Mr. Shinji Furusho
Commander, International Peace Cooperation Activities Training Unit, Central Readiness Force, Japan Ground Self-Defense Force (JGSDF)

Week 2

Analysis



Mr. Marshall Conley
International Consultant on Peace Operations and Post - Conflict Reconstruction / President, Conley-International Education Consultants

Mr. Hiroto Fujiwara
Team Leader, Analysis Unit, Office of the Co-Investigating Judges, United Nations Assistance for Khmer Rouge Trials (UNAKRT)

Ms. Kyoko Ono
Political Affairs Officer, Syria Team, Middle East and West Asia Division, Department of Political Affairs, UN Secretariat, New York

Mr. Sukehiro Hasegawa

Mr. Hideaki Shinoda

Mr. Yuji Uesugi



Week 3

Planning



Ms. Ayaka Suzuki
Deputy Director, Africa I Division, Department of Political Affairs, UN Secretariat, New York

Mr. Desmond Molloy
HPC Course Mentor / Program Director at Liaison Office in Myanmar, The Nippon Foundation

Mr. Philip Shetler-Jones
Chief of Mission Analytical Capability, EU Monitoring Mission, Georgia

Mr. Sukehiro Hasegawa

Mr. Hideaki Shinoda

Mr. Yuji Uesugi
Hiroshima Prefectural Government
Hiroshima City Asakita Ward Council of Social Welfare



Week 4

Coordination



Mr. John Campbell
Trainer in Security Management

Ms. Louise Robinson
Senior Humanitarian Advisor and Security Training Specialist / Director, InSiTu Training

Ms. Kyungshin Lee
Program Director, Korea NGO Council for Overseas Development Cooperation (KCOO)

Ms. Samantha Newman
Coordinator, UNHCR Regional Centre for Emergency Preparedness (Asia Pacific) (the eCentre)

Ms. Kaoruko Seki
Senior Policy Advisor, UNHCR Representation in Iraq

Mr. Kenro Oshidari
Former Regional Director, WFP Regional Bureau for Asia

Ms. Miwa Kato
Chief, Regional Section for South Asia, Southeast Asia and the Pacific, Division for Operations, UN Office on Drugs and Crime (UNODC)

Mr. Hideaki Shinoda

Mr. Yuji Uesugi



Week 5

Management



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

Mr. Toshihiro Nakamura
Co-Founder & CEO, NPO Kopernik / Guest Associate Professor, Osaka School of International Public Policy, Osaka University

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

Mr. Edward Jombla
National Coordinator for Sierra Leone, West Africa Network for Peacebuilding (WANEP-SL)

Mr. Edward Mulbah
Senior Technical Advisor / Head of Program, Liberia Peacebuilding Office / UN Peacebuilding Fund Secretariat

Ms. Cécile Mazzacurati
Policy Officer, Youth and Gender, UN Peacebuilding Support Office (PBSO)

Mr. John Campbell

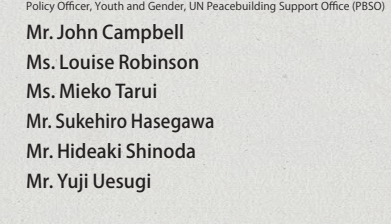
Ms. Louise Robinson

Ms. Mieko Tarui

Mr. Sukehiro Hasegawa

Mr. Hideaki Shinoda

Mr. Yuji Uesugi



Week 6



Mr. John Campbell

Ms. Louise Robinson

Skill Up Session / Career Design

Ms. Mieko Tarui

Ms. Chio Sato
Head, Office Clutch



Primary Course Coursework in Japan



Message Facilitator

Mr. John CAMPBELL

Trainer in Security Management

I was invited to support this Program following my tenure as the field safety adviser to United Nations High Commissioner for Refugees (UNHCR) Asia and the Pacific. This year I have again been involved also as a facilitator in the coordination and management modules which culminated in the personal safety training to Program Associates (PAs) in preparation for their deployments.

During the current personal safety sessions emphasis was given to the rapidly and profoundly changed security environment in which PAs may be required to operate safely. There was a wealth of knowledge to be shared between facilitators and PAs in this regard.

It was rewarding to see how the PAs incorporated within any event or activity in which they were involved that of personal and group personal security. I found it so rewarding to be amongst such vivacious, vibrant and dynamic professional young people who are so capable. Their enthusiasm knows no bounds and they put 100% into all that was asked of them. I hope to meet these PAs again in my travels. It was a pleasure to have been involved in the development of their careers – they are our future for peace I feel that we will be well served.



Message Program Associate

Ms. Tomoko NAKAJIMA

I would like to express my deepest gratitude for the opportunity to partake in the "Program for Human Resource Development for Peacebuilding" initiated by the Ministry of Foreign Affairs of Japan and Hiroshima Peacebuilders Center (HPC). Coming

from a private global consulting firm and NGOs, I had joined this to enrich my field experience and expand my career in the area of peacebuilding and educational development.

The Coursework did not only enrich my basic knowledge of peacebuilding, but also established a perfect foundation for the Overseas Assignment as a UN Volunteer, through the lectures, simulated exercises and sharing of experiences with the international participants.

I highly appreciate working with fellow peacebuilders from diverse backgrounds and top-class facilitators who had led and have been leading arrays of peace related activities in the world. The stimulating interactions certainly broaden my perspective and provided me an opportunity to deepen my thoughts in career development.

I strongly recommend this Program to anyone who aims to develop his/her career within the UN organizations and who seeks to contribute in peacebuilding. I wish the continuing success of my co-program associates as well as the longitudinal convention of this Program.



Message Program Associate

Mr. Sisay Melese TASSEW

As a Program Associate (PA) of "the Program for Human Resource Development for Peacebuilding", I am very much impressed by the nature and arrangement of the course. This course upgraded my skill and competency in the field of conflict analysis

considering different perspectives and using various tools.

A peacebuilding mission is a complex activity in which relevant actors must be identified and involved in all stages of the planning and implementation. The failure and success stories of practical case studies presented during the training has enriched my knowledge of planning for sustainable solution to local conflicts in my country (Ethiopia).

Maintaining coordination and creating synergy is vital to avoid duplications of efforts and for efficient utilization of resources amongst multiple institutions. I am very much impressed with practical skill training methodology of coordination. I am also ready to adapt this skill in my country.

I have got a good opportunity to share the experience of other countries in the area of peacebuilding and to create networks among PAs including various skillful and knowledgeable facilitators coming from multiple organizations and backgrounds. Honestly speaking, this is something, which I didn't get it before. Thank you Japan! Thank you Hiroshima! Thank you HPC! What a Peace Loving Country!



Primary Course Overseas Assignment

Duration : April 2015 onwards
Location : Determined through interviews with UNV and host agencies



Peacebuilding Work Experience on the Ground as a UN Volunteer

After the Coursework in Japan, Japanese Program Associates (PAs) of the Primary Course are dispatched on their Overseas Assignment (OA) for a maximum of 12 months through the United Nations Volunteers (UNV) Programme to peacebuilding missions such as field offices of UN organizations around the world. Duty stations are determined by the Ministry of Foreign Affairs of Japan through a matching process between PAs and UNV based on experience, suitability, and career plans of PAs as well as the needs of host agencies.

Practical field experience is essential for becoming 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 theories and skills acquired in the Coursework in Japan to actual field activities while also gaining on-the-job experience.

In previous years, PAs have been deployed to various UN missions, funds, and programs 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 have been in various regions including Africa, Europe, Middle East,

Central Asia, Southeast Asia, and Central America.

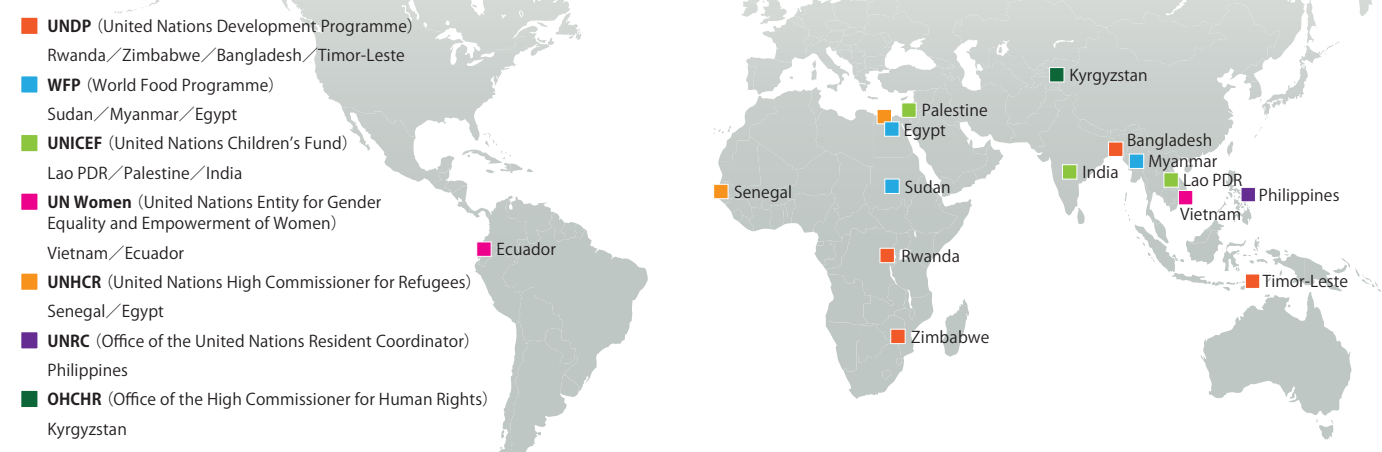
Through the OA, the Program aims to develop field-ready personnel and deploy experts capable of succeeding in the world. Furthermore, the OA is designed for PAs as a step to develop their careers in the field of peacebuilding. The Japanese PAs of JFY2014 will soon depart for their OA after completing the Coursework in Japan.

UNV is responsible for administering the OA component of the Program. Following the extensive matching process, PAs are dispatched to the UN and other agencies on the frontlines of peacebuilding to directly work with vulnerable groups, such as refugees, women, children and other victims of conflicts.

Examples of Duty Stations for the Overseas Assignment



Program Associates of the Primary Course in JFY2013 deployed as UN Volunteers in 2014



* PAs of JFY2014 will depart for their OA after April 2015.

JFY2007-2013

- Total positions of the UN organizations and others : 85
- Total number of Duty Stations for the Overseas Assignment : 43 countries and territories

*Including PKO mission



Seminar on Introduction to Peacebuilding

Duration : December 15th - 19th, 2014
Location : Tokyo



Invaluable Lectures and Interactive Discussions

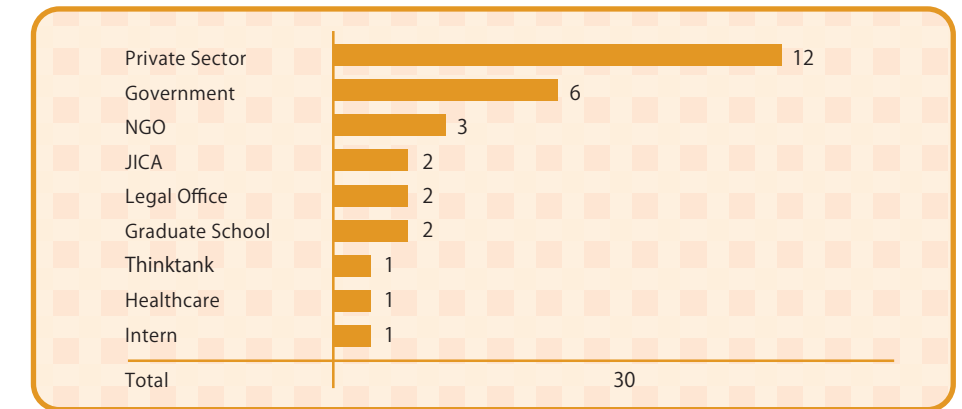
The Seminar on Introduction to Peacebuilding was conducted at the United Nations University in Tokyo from December 15th to 19th, 2014. This Seminar was offered to Japanese nationals who have an active interest in the area of peacebuilding. For JFY2014, a total of 30 participants were selected through open recruitment and recommendation from the Ministry of Foreign Affairs of Japan. The diverse participants included students, government officials, staff from non-governmental organizations, lawyers, nurses and development assistance workers. After clarifying that the objective of the seminar was to contemplate careers in peacebuilding, the sessions

covered basic theories of peacebuilding and methodologies for conflict analyses. The Seminar also offered some perspectives on the relationship between development and armed conflict. Through group discussions, participants were able to engage with the lecturers in active debates and exchange comments. On the final day of the Seminar, the participants discussed and gave group presentations on the future of Japanese peacebuilding.

We strongly believe that the inclusive environment with specialized lecturers and participants from diverse backgrounds provided the opportunity for participants to broaden their views on building careers in peacebuilding.



Professions of Participants



Message Lecturer

Mr. Yasushi KATSUMA

Professor, Graduate School of Asia-Pacific Studies, Waseda University

Worked for the United Nations Children's Fund (UNICEF), stationed in Mexico, Afghanistan / Pakistan and Tokyo. He received his Ph.D. from the University of Wisconsin-Madison. He is an author and editor of the *Introduction to International Development and International Emergency Humanitarian Assistance*.



I conducted a lecture on "Humanitarian Assistance and Peacebuilding" referring to my related experience as a member of the United Nations Children's Fund (UNICEF) staff in Afghanistan as well as my recent research on Japan Platform's humanitarian assistance for Syria that is carried out by Japanese NGOs.

The characteristics of humanitarian assistance radically changed during the 1990s. The United Nations adopted a coordination mechanism, operationalized a reform to foster integrity between peacebuilding and reconstruction assistance, and introduced the cluster approach. On the other hand, as military organizations increase their presence in the field of humanitarian activities, the UN agencies and NGOs are now facing the necessity of civil-military coordination.

The participants of the Seminar were not only students but also practitioners from a variety of fields, such as NGO staff, consultants and government officials.

I tried to introduce practical aspects to the students during the course, while providing theoretical frameworks and policy backgrounds for practitioners. Since there is no straightforward answer to the mounting number of issues, critical thinking skills are crucial in the area of peacebuilding. I encouraged active participation by facilitating discussion on case studies, so that the participants would be able to develop the ability to think by themselves.

Despite the limitation of time, the Seminar covered major topics, providing an overview of peacebuilding issues. The participants can then deepen their knowledge respectively upon the topic which interested them during the Seminar. I closed the lecture by explaining the types of posts available within the UN and other international organizations in order to offer some insights for career development, which was followed by interactive discussion among the participants.



Message Participant

Ms. Yasue YOSHINO

My career is unique. I became a nurse after working as a systems engineer in the private sector for 7 years. I seek the opportunity to use my unique experience to contribute to peacebuilding in post-war countries/areas.

The participants of the Seminar have various profiles, such as advocates, consultants, SDF personnel, students etc. All of them have great interest in peacebuilding. We could inspire each other by exchanging opinions about peacebuilding and talking about our future careers.

The Seminar gave us a lot of new knowledge and new perspectives. The lecturers are so experienced in the field of peacebuilding that it was an invaluable experience. On the other hand, I was shocked and felt powerless when I learned how difficult it is to build peace in historically or/and ethnically complicated countries/areas. Nevertheless, I was greatly encouraged to do my best when the lecturers frankly told us about their experience and tips on how to contribute by gaining employment in the UN.

I appreciated this opportunity. I would like to gain practical experience in the post-war countries/areas in the near future.



Message Participant

Mr. Shohei SUGITA

While working as a lawyer I studied about projects on legal assistance carried out by the Japan Federation of Bar Associations. I decided to participate in this Seminar, wishing to obtain the basic skills to understand the possibilities of the implementation of

legal assistance projects and their expected outcomes within the area of peacebuilding, not only in the field of development.

The Seminar equipped me with basic knowledge within the scope of peacebuilding and career development. The Seminar offered me a diverse curriculum to learn comprehensively through interactive seminars and workshops which covered a wide range of fields and approaches from conflict resolution, international law and economic development to geopolitics. Furthermore, through interacting with the participants from various backgrounds during the Seminar, I was able to rethink the concept of peacebuilding and its related issues from a broader perspective.

I wish to contribute personally in the area of peacebuilding through legal assistance as a lawyer, with skills to assess the impact of the projects from the perspective of both peacebuilding and development.

I would like to express my appreciation to the Ministry of Foreign Affairs of Japan (MOFA) and the people of HPC for the grateful encounter, and also for the wonderful opportunity to enhance my understanding of peacebuilding.



Curriculum / Lecturers

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5
<p>What is Peacebuilding</p> <p>Mr. Hideaki Shinoda Director of HPC / Program Director for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Professor, Graduate School of Tokyo University of Foreign Studies</p> <p>Mr. Yuji Uesugi HPC Program Officer for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Professor, Waseda University</p>	<p>Why do conflicts occur</p> <p>Mr. Shinichi Takeuchi Deputy Director-General, Area Studies Center, Institute of Developing Economies Japan External Trade Organization (IDE-JETRO)</p> <p>Mr. Yuji Uesugi</p>	<p>How the international society responds to conflicts</p> <p>Mr. Juichi Inada Professor, Senshu University</p> <p>Mr. Kenji Isezaki Professor, Graduate School of Tokyo University of Foreign Studies</p>	<p>What are the peacebuilding activities in conflict areas</p> <p>Mr. Yasushi Katsuma Professor, Graduate School of Asia-Pacific Studies, Waseda University</p> <p>Ms. Masako Yonekawa Specially Appointed Associate Professor, Rikkyo University</p>	<p>What Japan can do for peacebuilding</p> <p>Mr. Naoyuki Ochiai Senior Expert on Peacebuilding, Office for Peacebuilding and Reconstruction, Japan International Cooperation Agency (JICA)</p> <p>Mr. Naoki Yokobayashi Deputy Director, International Peace Cooperation Division, Foreign Policy Bureau, Ministry of Foreign Affairs of Japan</p> <p>Mr. Hideaki Shinoda Mr. Yuji Uesugi</p>



Workshop on Peacebuilding

Duration : December 28th - 29th, 2014
Location : Tokyo



A Primary Course Graduate at the Helm: A Workshop on Gender Issues in Peacebuilding

The 2-day Workshop on Peacebuilding was held from December 28th to 29th, 2014 at the National Olympics Memorial Youth Center in Tokyo. The Workshop targeted experienced personnel who have already been engaged in peacebuilding. The Workshop, conducted in English, was held for the first time this JFY and specifically aimed to impart participants with skills, knowledge and experience in gender issues in relation to peacebuilding.

The facilitators included Ms. Marie Oniwa (Advisor for Sexual Violence in Conflict for UN WOMEN Democratic Republic of Congo (seconded from MONUSCO)), a graduate of the initial year of the Program for Human Resource

Development for Peacebuilding, Mr. Tejpal Singh Waraich (Former Major General, UN Peacekeeping Operations [PKO] of the Indian Army), and Ms. Jane Rhodes (Police Reform Advisor, the Standing Police Capacity, UN), all of them with rich experience in UN PKO missions. The facilitators guided participants through interactive sessions that included lectures and Q&A sessions.

Ms. Oniwa introduced legal, political and strategic frameworks on gender issues. Explaining UN Security Council Resolution (UNSCR) 1325 and other related UNSCRs, Ms. Oniwa discussed the nature and causes of gender violence during armed conflict and its

impact. Ms. Oniwa emphasized that in order to address gender violence, long-term commitments by various actors are necessary.

Mr. Waraich discussed from the military perspective the challenges of addressing gender issues in peacebuilding. Ms. Rhodes emphasized the necessity for sensitivity towards gender issues within police activities in post-conflict environments. Additionally, the participants were divided into groups for a simulation exercise which aimed to develop practical views on the implementation of UNSCR 1325 and 1820, followed by active discussions.



Message

Lecturer

Ms. Marie ONIWA

Advisor for Sexual Violence in Conflict for UN WOMEN Democratic Republic of Congo (seconded from MONUSCO)

As a lead up the 15th anniversary of UNSCR 1325 this year, the initiative of the Government of Japan (Ministry of Foreign Affairs of Japan) to host the Workshop titled gender and peacebuilding is timely, representing the Government of Japan's commitment to advance gender issues in international peacebuilding effort. It was privileged and pleasure for me, as a course leader (civilian), to take part in the first Workshop, together with experienced military and police UN peacekeepers and HPC honorable professors. I would like to also thank efficient support provided from HPC to successfully deliver the first gender and international peacebuilding Workshop.

United Nations Security Council Resolutions on Women Peace Security (UNSCR on WPS 1325/1820/1888/1889/1960/2106/2122) is the instrument for advancing gender and prevention of and response to sexual violence in conflict in the effort of building peace and security. The instrument is applicable for all the Security Council member states - Japan as a donor or Liberia, South Sudan - the countries consolidating peace.

The 2-day Workshop offered the participants a unique opportunity to explore field experiences and good practices from the Democratic Republic of Congo, Liberia, South Sudan---elsewhere UN Peacekeeping Operations (PKO) operate. The different scenarios demonstrated that each actor has a role to play - military, police, civilians, for example, in

effort to prevent and respond to one of the human rights violations- sexual violence in peace making and peacekeeping context.

Towards the end of the Workshop, the participants exercised how to apply the tools such as UNSCRs, proposed UNSCR 1325 global indicators, gender markers, in three strategic phases: protection of civilians, restoration of state authority (building institutional response - rule of law, justice and security reform) and peace security consolidation process.

The course projected gender perspective of what we can do to assist the survivors of sexual violence, promote gender sensitive policy, mobilise women's roles in mediation and peace consolidation laying foundation of WPS.

How exciting to see future contribution of the cadre of peacebuilding and gender experts, including those who participated at the Workshop, to the effort to advance gender in international peacebuilding.



Curriculum / Lecturers

DAY 1 (Focused on Lecture and Discussion)

- Gender Issues in Peacebuilding
- Global Strategic Frameworks (Legal and Political) Focused on the UNSCRs
- Approaches of Various Actors to Gender Issues
- Challenges to the Protection of Civilian (POC) when addressing Gender Issues- from the Perspective of Military Operations
- Gender Issues Related to Police Activities and Police Reform in Post-conflict Areas
- Summary and Strategic Analysis

Ms. Marie Oniwa

Advisor for Sexual Violence in Conflict for UN WOMEN Democratic Republic of Congo (seconded from MONUSCO)

Mr. T.P.S. Waraich

Former Major General, UN Peacekeeping Operations (PKO) of the Indian Army

Ms. Jane Rhodes

Police Reform Advisor, the Standing Police Capacity, UN

Mr. Hideaki Shinoda

Director of HPC / Program Director for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Professor, Graduate School of Tokyo University of Foreign Studies

Mr. Yuji Uesugi

HPC Program Officer for the JFY2014 "Program for Human Resource Development for Peacebuilding" / Professor, Waseda University

DAY 2 (Simulation Exercise)

Simulation Exercise: Implementing the UNSCRs aimed at Gender Mainstreaming and the Protection of Women in an Unstable Post-conflict Area (from the Perspective of Humanitarian Assistance, Security Sector, Human Rights and Development)



Message

Participant

Ms. Asuka MURATA

I was interested in this Workshop because, although I have certain knowledge about Gender in Development through my work experience in women's economic empowerment with UN Women, I wanted to learn more about how

UNSCR1325 is actually integrated into UN Peacekeeping Operations (PKO) missions and other activities in conflict areas.

After having lectures on the basic framework and on UN military and police activities, I have learned for example, how to integrate the gender perspective in education, health and protection, in managing refugee camps etc. through group discussions and advice by the facilitators. Moreover, I was thrilled to meet and interact with the other participants who were from different organizations and regions with various types of expertise. I am totally satisfied with the Workshop that gave me a great opportunity to obtain practical skills as well as broader career options in the future.



Message

Participant

Ms. Shioko MOMOSE

The wider the gender inequalities in the society, the higher the risk of violence against women and the greater the inhibitions of those affected to seek protection. Sexual violence in conflict is often used as a weapon of war. Ending impunity in this matter is

essential. The Workshop was well structured and the participants learned much from the resource persons through lectures and role-play. The challenges faced in increasing the number of female police officers shared by one of the resource persons was especially thought-provoking. The case confirmed that one cannot just increase the numbers of police women when there are few women who have been trained to be police officers or even women who have obtained basic education. There is no doubt that women have to be involved in all processes of peacebuilding. However, it reminded us that if equal opportunities are not provided to women even in time of peace, in reality, women's participation in peacebuilding is difficult. Without women's participation, it is impossible to foster sustainable culture of peace. I hope this Workshop will be integrated as a regular workshop of the Program because it is also important for Japan to take an active role in this sphere.



Messages from the Primary Course Graduates



Ms. Eri Mathers SUZUKI
Primary Course Graduate of JFY2007

Child Protection Specialist,
United Nations Children's Fund (UNICEF),
Regional Office for South Asia

I joined "the Program for Human Resource Development for Peacebuilding JFY2007" 8 years ago when the scheme was launched for the first time. At that time, I was totally at a loss about career development. My main objectives were to explore the widest possible career opportunities and to identify the opportunities that best suit my experience and ambition. I enjoyed and valued the Course very much. It gave me the chance to gain a more comprehensive picture of the broadly defined concept of "peacebuilding" and different themes within the field of peacebuilding. I met many knowledgeable and inspirational people there including resource people and 29 course mates all bringing a variety of different experience. I was dispatched to the Peacekeeping Operation in Darfur, Sudan, upon completion of the Course, which I had been keen to become involved with. All of this exposure greatly helps me to re-strategize and to inform where to concentrate my efforts to advance my career.

Since 2008, I have been working with the United Nations Children's Fund (UNICEF) in the Child Protection sector. I joined the organization as a Junior Professional Officer (JPO) in Sierra Leone and worked there for 4 years. After 1.5 years interruption for family reason I rejoined

UNICEF in my current position since June 2014. During the past 7 years my private life has drastically changed. I have had two beautiful daughters. My husband (who is also in humanitarian and development work) and I have managed to maintain our family life and to grow both our careers slowly but steadily by alternating being the 'bread winner' and utilizing opportunities to study.

I have been fortunate to come across many graduates of the scheme in the past 7 years. I often bump into one or two of them in whichever country I travel to. I have also got a few good friends who work in the same field and with whom I can discuss not only about career development but also how to balance work with family life – not an easy task, but it can be done!



Mr. Shigeyuki ITO
Primary Course Graduate of JFY2012

Programme Analyst,
Rule of Law, Justice and Security Team
Bureau of Policy and Programme Support
United Nations Development Programme (UNDP),
New York

Before applying to the Primary Course, I was working as a finance lawyer in New York and Tokyo. Being a political science major in university, I was always interested in international organizations and peacebuilding, and I became acquainted with legal assistance work after furthering my understanding of peacebuilding. However, I was not ready to immediately make the jump since I did not have sufficient experience in the field. I decided to apply to the Course since it offered both domestic and overseas trainings, and seemed like it would offer a good first step in pursuing a career related to legal assistance.

The 6-week training in Japan was a great experience. The lecturers provided an overview of the skills and knowledge necessary to work in an international organization through lectures and practical scenarios, where participants had to be different "actors". Looking back, there were many things that I did not fully understand at the time, but have later come in handy (most recently, the safety training we had at the Self-Defense Force base was useful when I went on a mission to Afghanistan). In addition, the time we spent with our fellow PAs was invaluable. The international and Japanese PAs got along very well, and many of us still keep in touch.

My Overseas Assignment was in Lao PDR with the United Nations Office on

Drugs and Crime (UNODC). I was part of the Crime Prevention team and worked on projects related to human trafficking, corruption and counter terrorism. It was an extremely educational experience, and I was fortunate to have good supervisors and colleagues. Even though I was new to the organization, I was able to be the coordinator on projects and even represent the organization at several meetings and events.

Currently I am a Junior Professional Officer (JPO) at UNDP in New York. Skills I learned through the Coursework in Japan training sessions such as inter-agency coordination and programming, and my experience with UNODC in Laos, including the implementation of projects and budgeting, allow me to effectively handle my current responsibilities. In all honesty, I do not think I would be where I am today if not for the Course.



Career Development

Professions of Japanese Program Associates (PAs) before participating in the Primary Course

Before participating in the Primary Course, Japanese PAs engaged in a wide variety of fields such as NGOs, UN organizations (including internships), the Japan International Cooperation Agency (JICA), private companies (including the education sector, finance sector, construction industry, general trading companies, journalism, etc.), graduate schools, research institutions and civil service.

* The above information is based on Japanese Graduates of the Primary Course in JFY2007 - 2014

Current Placements of 89 Japanese Primary Course Graduates

The Graduates are employed by the UN and other organizations in the field of peacebuilding.



*1 JPO (Junior Professional Officer) program provides the opportunity for young qualified professionals to obtain knowledge and hands-on experience required to pursue their career within the international organizations as permanent staff. JPOs are sponsored by their respective governments, and in the case of Japan, JPOs are offered two years fixed term contracts.

* Above information is on the Graduates of the Primary Course in JFY2007 - 2012, as of January 2015

Placements of Japanese Primary Course Graduates after the Primary Course (Cumulative)

UN Organizations	UN Missions	Government Agencies
<ul style="list-style-type: none"> UNDP (United Nations Development Programme) New York HQ, Afghanistan, Cambodia, Cyprus, Sierra Leone, Sri Lanka, Japan, Nepal, Haiti, Timor-Leste, Burundi, Mozambique, Laos, Jordan UNHCR (Office of the United Nations High Commissioner for Refugees) Geneva HQ, Ethiopia, Kenya, Kosovo, Sudan, Japan, Nepal, South Sudan, Jordan, Rwanda, Thailand, Turkey, Lebanon, Myanmar, Uganda, Senegal UNICEF (United Nations Children's Fund) New York HQ, Eritrea, Cambodia, Kosovo, Sierra Leone, Sudan, Tanzania, Timor-Leste, Bangladesh, Japan, Nepal, Indonesia, South Sudan 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 WOMEN (United Nations Entity for Gender Equality and the Empowerment of Women) New York HQ, Dominican Republic UNCRD (United Nations Centre for Regional Development) Nagoya HQ UNRWA (United Nations Relief and Works Agency for Palestine Refugees in the Near East) Lebanon OUNF&P (Office of UN Funds and Programmes) Cape Verde DPKO (Department of Peacekeeping Operations) New York HQ WHO (World Health Organization) Geneva HQ, Indonesia, Denmark UNMAS (United Nations Mine Action Service) Libya, South Sudan UNV (United Nations Volunteer Programme) Bonn HQ, Japan, Pakistan 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 UNU (United Nations University) Japan UN-HABITAT (United Nations Human Settlements Programme) Japan 	<ul style="list-style-type: none"> 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) UNIOGBIS (United Nations Integrated Peace-Building Office in Guinea-Bissau) UNMIS (United Nations Mission in Sudan) UNMISS (United Nations Mission in the Republic of South Sudan) 	<ul style="list-style-type: none"> Ministry of Foreign Affairs of Japan Tokyo HQ, Embassies, and Consulates Cabinet Office, Government of Japan JICA (Japan International Cooperation Agency) HQ and Overseas Offices JICE (Japan International Cooperations Center) Branch Offices Hiroshima Prefectural Government IGES (Institute for Global Environment Strategies) Research Institute of Tuberculosis, Japan Anti-Tuberculosis Association Sasagawa Peace Foundation Educational Institutions, Development Consultant, and others
International Organizations	NGOs	Others
<ul style="list-style-type: none"> IOM (International Organization for Migration) Kenya, Sudan, Sri Lanka, Somalia, Nepal, South Sudan, Myanmar INTERPOL (International Criminal Police Organization) Lyon HQ ICRC (International Committee of the Red Cross) Myanmar, Afghanistan, Palestine World Bank, Washington D.C. HQ OSCE (Organization for Security and Co-operation in Europe) Kosovo 	<ul style="list-style-type: none"> Médecins du Monde JCCP (Japan Center for Conflict Prevention) International Lifeline Fund World Vision Japan INTERSOS ADRA Japan NICCO Action Contre la Faim 	<ul style="list-style-type: none"> Above data is the accumulation of job records of 89 Graduates of the Primary Course in JFY2007 - 2012 after their completion of the Program.