The Program for Global Human Resource Development for Peacebuilding and Development

Global Peacebuilders Program

Report of Program Activities in Japanese Fiscal Year 2016

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We Aim to Develop Peacebuilding Experts
Messages from Key Agencies

Mr. Fumio KISHIDA
Minister for Foreign Affairs of Japan

As conflicts continue to persist around the globe, our national security is required for peace consolidation, beginning with preventing relapses of conflict and extending to nation building, reconstruction, and development. The role of civilian experts in varied fields such as the rule of law, human rights, gender, and administration is becoming more important than ever in post-conflict peacebuilding and development support. Yet, the lack of such experts is a serious challenge for the international community. It is against this backdrop that Japan proactively contributes to peace based on the principle of international cooperation by nurturing peacebuilding and development professionals who can hit the ground running. It is my earnest hope that this program will continue to develop personnel who can contribute to the creation of peace and prosperity in the international community.

Mr. Olivier ADAM
Executive Coordinator, United Nations Volunteers (UNV) programme

It has been proven time and time again that volunteerism plays a key role in countries and regions falling short of the threshold of peace and inclusive social and economic development. Peacebuilding and development is a strong transition between emergency relief and rebuilding productive lives. Volunteer leverage and mobilize 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 strengthen volunteering by building a human resource base for the region. This partnership promotes volunteerism as a means to achieve national and regional goals, while also serving to equip young professionals with core competencies and leadership positions in a more interconnected world.

UNV is extraordinarily proud of the contributions that the volunteers from the “Program for Human Resource Development for Peacebuilding and Development” make to development and peace action in some of the most difficult settings in the world. These young male and female volunteers in early stages of their careers bring valuable knowledge and enthusiasm to their assignments. And, as is so often heard in this line of work, “if you give a man a fish you feed him for a day; if you teach him how to fish you feed him for a lifetime.”

Mr. Sukehiro HASEGAWA
Chair of HPC Council for the “Global Peacebuilders Program” / Former Special Representative of the UN Secretary-General for Timor-Leste

The roles of peacebuilders have been changing along with the changes in the nature of conflict and peace. When the United Nations was founded, peace was defined as an absence of armed conflict. Recently, the role became not only to manage 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 more ideological, peacebuilders are required to matter the knowledge of state building and also to understand what motivates the leaders and followers in conflict countries. Ultimately, peacebuilders are expected to help leaders and people to change their mind sets and also to help integrate local and universal norms of human behavior. Political and civil rights need to be balanced by “self-restraint” and “compassion” that leaders must possess. It is imperative for peacebuilders to adapt their approach to these changing requirements of the new era.

About the Global Peacebuilders Program

The Program for Global Human Resource Development for Peacebuilding and Development (Global Peacebuilders Program) is commissioned by the Ministry of Foreign Affairs of Japan (MOFA Japan) in order to enhance civilian capacity for peacebuilding and development.

The Program includes the Primary Course, designed for those who have the strong will to build their careers in the field of peacebuilding and development, the Mid-Career Course, targeting those who already have work experience in the field of peacebuilding and development and aspire to further advance their careers, and the Career Support Seminar, which offers an opportunity for the participants to acquire the skills and knowledge necessary for obtaining posts in the UN and other international organizations.

The Program is implemented by the Hiroshima Peacebuilders Center (HPC), which was commissioned by MOFA Japan to run the “Program for Human Resource Development for Peacebuilding” for eight years. The United Nations Volunteers (UNV) programme administers the Overseas Assignment component of the Primary Course.

Developing Experts of Peacebuilding and Development

There is a growing need for qualified human resources who are able to contribute to solving serious contemporary problems in many parts of the world. A full range of experts with varying backgrounds those who are ready to commit to peacebuilding, development and humanitarian aid is essential to these efforts. The opportunities for peacebuilding and development professionals to make significant contributions are now larger than ever.

However, experts of peacebuilding and development must be equipped not only with specialized knowledge, but also with effective communication skills for conducting complex activities and negotiation in their group. Rich job experiences are also indispensable.

Nurturing such international experts of peacebuilding and development is neither easy nor straightforward. What is required, therefore, is a support system for those who aspire to become such experts. We need a Program dedicated to developing the human resources required for peacebuilding and development.

This Program was established to develop experts who will confront and tackle the global challenges that plague the world today. The Program is intended to provide knowledge and skills necessary for professionals. It also create many occasions of experiences to reflect on the manner to enhance “competencies.” It furthermore helps to extend the network of communities of professionals to help each other to mutually enhance their competencies.

The Program aims to displace from Hiroshima those experts of peacebuilding and development who will leverage Japan’s experiences of peacebuilding and development to thrive internationally. They will symbolize the will of the Japanese people to wholeheartedly contribute to peacebuilding world-wide. The world expects internationally-minded professionals to take flight from Japan to all corners of the globe.

How We Implement the Program

HPC, the implementing body of the Program, seeks to develop human resources for peacebuilding and development by enhancing the determination, competencies, and environment of the participants.

First, HPC wishes to nurture the determination of the participants of the Program to contribute to peacebuilding and development at the global level. By depicting their understanding of our world’s problems and examining possible solutions, we seek to bolster their commitment as well as their self-confidence. HPC aims to inspire motivated participants to further strengthen their resolve.

Second, HPC wishes to develop the competencies. In addition to the subjects participants can acquire cutting-edge knowledge and skills and fully absorb the insights, knowledge, and experience of predecessors who are already working on the front lines of peacebuilding and development.

In addition, HPC seeks to create an environment in which the participants can continuously develop their own careers. One of the important assets participants obtain through the Program is an extensive human network of international professionals. An environment conducive to the continuous career development of international professionals emerges when there is a community of these professionals encouraging and stimulating each other across national and generational borders. HPC aims to develop a program such that participants can form their own community of experts who are passionate about contributing to global peacebuilding and development.

Human resource development inevitably requires a long-term perspective. However, it is all the more rewarding for this nature. More colleagues who seek to further enrich the Program together are always welcome at HPC.
Primary Course Coursework in Japan

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 13th to February 24th, 2017. The Course was designed for those who have the strong determination to develop their careers in the field of peacebuilding and development.

23 Program Associates, composed of 15 Japanese and 8 Asian, African and Middle Eastern nationals, participated in the Primary Course. Led by experts at the forefront of peacebuilding and development, the Coursework enabled the Program Associates to obtain the necessary practical knowledge, skills, and experience as experts in these fields. The Coursework entailed analysis, planning, coordination between diverse organizations, and management of activities based on local environment. Furthermore, HPC organized role-playing and group work experiences on various themes to maximize the effectiveness of the training.

After the completion of the Coursework in Japan, Japanese Program Associates are dispatched to field offices of international organizations under Overseas Assignment to engage in peacebuilding and development activities as UN Volunteers. We anticipate the progressive success of the Program Associates who have taken their first step forward to become experts in peacebuilding and development.

Message
Mr. Kenro OSHIDARI
Member of IPC Council / Former Regional Director, WFP
Regional Bureau for Asia, Europe, and the Pacific

The Primary Course offers a precious learning opportunity for Program Associates who aspire to pursue a career in peacebuilding, the humanitarain and development assistance field. Program Associates get a chance to interact with a diverse number of resource persons from the United Nations system, academic, and civil society. In addition, as the Program Associates themselves come from different international background, they are able to learn from each other. Have fun in the process, and build long-lasting friendships. For the Japanese Program Associates, this is a truly unique opportunity as they will be deployed as United Nations Volunteers under Overseas Assignment and will have a real life work experience with UN agencies following the Coursework in Japan. As to my own contribution to the Coursework, I tried to offer practical knowledge and skills that I consider important when working in a challenging international environment, especially in the field. This is probably one of the best learning platforms offered in Japan for preparing young professionals for an international co-operation career.

Facilitator

Japan Ground Self-Defense Force (JGSDF) Garrison in Komado, Shizuoka Prefecture
Mr. Osamu INABUMI

Commendation: Meritorious Achievement in Peacebuilding and Development (Lao PDR)

COMMENDATION FROM THE MINISTRY OF DEFENSE FOR PEACEBUILDING AND DEVELOPMENT (Lao PDR)
Primary Course
Coursework in Japan

Message
Ms. Al-Zoubah AFRAH

Ms. Al-Zoubah AFRAH (Venezuela)

The Global Peacebuilding Program is one of Japan’s contributions towards global peacebuilding efforts. The Program models itself around a core aim, which is preparing interested people in peacebuilding and development work to be effective peacebuilders.

To achieve this, it provides comprehensive and capable facilities from all over the world, with extensive experience in UN-related agencies and other reelection organizations, shared their experiences, opened their mind to possibilities of civic participation in peacebuilding and development. Rich discussions and elaborations enhanced the learning we got from the different elements of the course.

The Program, designed in logical sequence, starts by understanding the main conditions of the target area. Then develops tangible and feasible plans with concrete outcomes and solutions and get efficient coordination with other partner organizations.

The learning and experience that I have gained this Program will indeed be of great help to me and other Program Alumni in peacebuilding and development contributions. I intend to use the Program in a Peacebuilding in front part of the course.

Mr. Yoshihiro IKEDA

Mr. Yoshihiro IKEDA (Performance Management Officer, UNFICSIP Myanmar)

I decided to apply for the Primary Course because my experience in an NGO and a consulting firm convinced me that the realization of higher quality of development assistance can be best achieved by creating the environment where upper stream of the project enables implementing agencies on the work on ground to effectively.

During the Course, I was assigned to the UNDP office in South Sudan, and was engaged in the community-based peacebuilding project. This Course was of great help learning the usage dynamics of the UN system and how to work within international organizations, which is quite different from working in Japanese agencies. After completing the Course, I joined the ‘Japan’s Junior Professional Officer (JPO) program, and I am currently working for the United Nations Development Programme (UNDP) in Myanmar.

Currently, I am in charge of the mainstreaming of conflict sensitivity in the country’s one of the largest health programs, for the implementation of programs in conflict affected areas. In the future, I would like to continue strengthening the mainstreaming of conflict sensitivity, not only inside UNDP, but also within the UN system by further improving my expertise in the area.

Mr. Yuihiro YAMAMOTO

Mr. Yuihiro YAMAMOTO (Senior Program Associate, JICA)

Before joining the Primary Course, I had worked for an international NGO for five years. I engaged in activities at the grassroots level with NGOs, which was a challenging yet fulfilling experience.

At the time, I was eager to broaden my view by gaining further experience at an international organization with a larger scope. In addition, since I am unfamiliar with the topics related to the peacebuilding, I eventually decided to apply for this Course that provided the opportunity to learn about the concept of peacebuilding in relation to development and humanitarian aid from the basics, which I felt was essential to enhance my competencies.

The Course was designed for Program Alumni both residing in Japan and overseas, to live under the same roof and learn together for about five weeks. I found this experience to be very inspiring because we were able to generate ideas among different expectations and objectives. Active discussions were constantly carried out among the facilitators and the Program Alumni with diverse backgrounds, while we were able to exchange our opinions from different perspectives especially during the group activities.

Moreover, we engaged in detailed discussions even in our private time, which enabled us to develop meaningful bonds and networks. By applying my expertise in education along with the knowledge and skills acquired through this Course, I would like to take part in creating opportunities for children to access quality education in the future.

Organizations Where Graduate Alumni have Worked

UN Organizations

- UNDP (United Nations Development Programme)
- UNICEF (United Nations Children’s Fund)
- UNESCO (United Nations Educational, Scientific and Cultural Organization)
- WFP (World Food Programme)

NGOs

- JICA (Japan International Cooperation Agency)
- USAID (United States Agency for International Development)
- UNDP (United Nations Development Programme)
- UNHCR (UN High Commissioner for Refugees)
- UNHCR (UNHCR)
- UNWomen (United Nations Entity for Gender Equality and the Empowerment of Women)
- UNRWA (United Nations Relief and Works Agency for Palestine Refugees in the Near East)
- UNRWA (UNRWA)""
Mid-Career Course

Developing Advanced Skills and Competencies for Career Development of Experts in the Field of Peacebuilding and Development

The Mid-Career Course was held from August 7th to 13th, 2016 in Tokyo. The Course was designed for those who have more than 10 years of experience in fields related to peacebuilding and development and who aspire to further advance their professional careers in these fields in particular at the UN and other international organizations. 13 participants (13 Japanese nationals and 3 Non-Japanese nationals) took part in 7 days of training, and a Preparatory seminar was held on July 31 upon request from participants to provide an overview of the UN system and the roles it plays in peacebuilding and development for those without previous work experience in the UN system.

The purpose of the course was to develop the comprehensive adaptability required to overcome challenges such as changes in positions within organizations and increasingly complex responsibilities. The Course focused on strengthening Communication / Negotiation and Leadership / Management competencies through interactive discussions and role-play exercises. It offered each participant the opportunity to further improve their performance based on feedback from facilitators and to build their networks through group exercises.

Curriculum / Facilitators

**Preparatory Seminar**

**1st. Stage**

Communication and Negotiation Competencies in International Organizations

Day 1

Overview of Communication and Negotiation

Day 2

Practical Interpersonal Skills

Day 3

Practical Public Relations Skills

**2nd. Stage**

Leadership and Management Competencies in the UN System

Day 4

Overview of Leadership and Management

Day 5

Functions and Trends of UN Peace Operations

Day 6

Exercise on Leadership in Planning

Day 7

Exercise on Leadership in the UN System

The UN at its best brings together committed professionals from peacemaking, political, humanitarian and development to work towards peace. The UN delivering as one is not a given and certainly not easy to achieve. Yet the lack of coherence and coordination can have detrimental consequences for fragile and conflict-affected countries and people.

Leadership to build an effective team is critical at all levels and across all disciplines. The Mid-Career Course is a valuable space for collective multidisciplinary learning on leadership for peace. Both Participants and facilitators in the Course are diverse in knowledge, experience and organizations, but are all united in the common interest of building peace.

The sharing of experiences of the UN’s work stimulates frank discussions of the challenges and mistakes, with the objective of enabling awareness and learning among Participants of how to exercise leadership in their respective functions, wherever they are, and build teams and coalitions for peace and a better world.

**Message / Participant**

Ms. Masayo ROSSIGNOL
Coordinator, Nutrition Improvement Project, Ajinomoto Co., Inc.

This Mid-Career Course was an eye-opening experience offering me a new perspective on my career. I am currently working at a Japanese food company and responsible for the coordination with UN entities. My experience is not related to peacebuilding, but to development. The Course started exploring concepts of general communication and negotiation and I found it definitely useful for my day-to-day work. However, the difficulty of the coursework was raised once the role-play exercise had taken up highly challenging cases such as Rwanda’s Kibeho Massacre. Although it was just a role-play, it was a great opportunity to learn from well-experienced facilitators and participants how you effectively communicate, affect each other, and bring about a change under the pressure which lead me to have an insight into the way how leadership should be. Far beyond my expectation, I am grateful to the Course because, as a result, I have significantly improved my knowledge and enlarged perspectives on my future career.

Mr. Mirwais DURRANI
Program Officer, OCHA

Great Course! Very professional, thorough, informative and ultimately very useful with excellent materials, presentations, a qualified facilitators. The quality of the Course was great and content of the exercises was perfect.

I participated in this Course to enhance my communication and leadership knowledge and skills to move up to leadership positions in the UN. I enjoyed the Course, and what I learned is invaluable. It was a week of constant, relevant learning that was fun and well-managed. It was great to see how leaders in the UN context work and I can definitely use some of their ideas. All participants were engaged in a professional manner and all questions were answered by very knowledgeable Facilitators. Good to have had group works which were also great - interesting and focused - facilitators were very professional and managed to hold everyone’s attention for a full week. HPC technical expertise in the area was reflected in all areas of the Course and everything was done very professionally. I can take what I learned and start applying it directly to my day to day work. After the Course I feel more confident and will not be nervous in taking on any leadership role. Thank you.
Career Development Support Service

The Program for Global Human Resource Development for Peacebuilding and Development (Global Peacebuilders Program) provides knowledge useful when applying to posts in international organizations, such as CV writing and interview skills.

Career Support Seminar

The "Career Support Seminar" for this year was conducted for 40 Japanese practitioners with more than 5 years of experience in fields related to Peacekeeping / Peacebuilding and Development, and who wish to engage in the UN system. This Seminar aimed to provide the opportunity for participants to acquire the skills and knowledge necessary for applying to UN posts. This Seminar designed the schedule to address the specialized fields of participants. In the morning there was Plenary Session for the whole group, from facilitator and Individual Guidance Sessions were carried out in the afternoon. In the Individual Guidance Sessions, each participant, segregated into those interested in Peacekeeping / Peacebuilding and development fields, received one-on-one advice based on their career background. We have high hopes that this Seminar will result in an increase in the number of Japanese professionals actively working in UN agencies in the near future.

Curriculum / Facilitators

Schedule
November 3rd (Osaka)
4th (Kyoto)
5th (Kyoto)
6th (Kyoto)

Subject areas

Peacekeeping / Peacebuilding

Mr. Anthony P. DONOHER
Chief Peacebuilding Field Focal Point, Department of Field Support, United Nations
Development

Ms. Naoual DRIOUCH
Chief, Human Resources Section, UN

Message / Participant

Ms. Saori IMAMURA
At this Seminar, I had an opportunity to talk in person with facilitators who work in the HR sector. This very precious opportunity brought me useful information for my career development in international organizations and encouraged me a lot. In the individual interview especially, a facilitator evaluated my previous work experience objectively through looking into my CV. Also, I was given advice on my career development in the future. I have cultivated my knowledge through the wide range of education by experiencing the grass-root movement for children in Southeastern Asia through Japan’s ODA project in the field of education in Africa, and as an intern, by implementing the analysis and assessment of education projects funded by the EU and UNESCO. Through these experiences, I came to consider developing my career in international organizations. When I was finding it difficult to obtain information about the manner of writing application forms and assessing interview trends and approaches, I discovered this Seminar and I decided to take part in it. My future goal is to become a professional that can be active in the field of international cooperation. And I believe what I learnt from this Seminar will be a step forward to achieve this goal.

Other Activities

JPO Pre-departure Training Course

The JPO Candidates Pre-departure Training Course, commissioned by MOFA, was held from January 7th to 10th, 2017 for those who passed the JPO Examination. Led by Facilitators with a wealth of experience, this Course was a valuable training opportunity for the JPO candidates and we are confident that they are well prepared to three in their posts in international organizations.

Strengthening Partnerships with International Organizations

An JPC staff member attended the 22nd Annual Conference of the International Association of Peacekeeping Training Centres (IAPTC) in Bonn, Germany, from September 26th to 30th, 2016 and also attended the Challenges Forum Workshop in Bali from November 10th to 11th, 2016. Through participation in these meetings, we engaged in information sharing with practitioners from around the world such as international organizations, and endeavored to further our partnerships with them to improve the curriculum of each course.