

Commissioned by the Ministry of Foreign Affairs of Japan

The Program for Global Human Resource Development for Peacebuilding and Development

Report of Program Activities
in Fiscal Year 2024



INTERNATIONAL OFFICE, HIROSHIMA UNIVERSITY
Global Peace and Development Career Network (GPAD)

Publication Date September, 2025
Edit GPAD Office, Hiroshima University
Contact TEL : 082-424-2401
Mail : gpad@office.hiroshima-u.ac.jp
URL <https://gpad.hiroshima-u.ac.jp>
Design SANSAL inc.
Copyright © The Ministry of Foreign Affairs of Japan



↑ Website



↑ LinkedIn



Contents

2 Greetings

3 The Program for Global Human Resource Development for Peacebuilding and Development

4 The Primary Course

5 JPO Pre-assignment Training

6 The Mid-Career Course

7 Career Development Support

Nurturing the Next Generation of Peacebuilders

Hiroshima University was founded in 1949, just four years after the atomic bomb was dropped on Hiroshima City. This experience shaped our university's five guiding principles –to seek peace, to create new knowledge, to nurture humanity, to co-exist with local and international communities, and to continue to transform itself.

Since 2024, Hiroshima University has implemented the Program for Global Human Resource Development for Peacebuilding and Development, commissioned by the Ministry of Foreign Affairs of Japan in close coordination and partnership with the United Nations Institute for Training and Research (UNITAR) Division for Prosperity and Hiroshima Office and the United Nations Volunteers (UNV) programme. The Program will be delivered by Hiroshima University until 2026.

This Program is launched by the Ministry of Foreign Affairs of Japan in order to build the capacities of peacebuilders to work in international organizations. It offers 1) the "Primary Course", aimed at individuals committed to building careers in peacebuilding and development, and including a 4-week long domestic training in Japan and approximately one year of overseas deployment as a UNV and 2) the "Mid-Career Course" a 1-week training for individuals with over seven years of practical experience in fields related to peacebuilding and development. Both courses are designed to enable participants to acquire the practical knowledge and skills necessary to play an active role in the United Nations and other international organizations. They comprise of three main activities: lecture-based and participatory workshop-based training, career development support, and networking with graduates and instructors who are active around the world.

The world is going through a turbulent period, presenting both challenges and opportunities. By combining the strengths of our partners, we aim to empower the next generation of peacebuilders to work effectively, innovatively, and with the confidence to overcome any challenges they may face in the future.



Chisa Mikami, Head, Hiroshima Office, Division for Prosperity, United Nations Institute for Training and Research (UNITAR)



Over the FY 2024 Program for Global Human Resource Development for Peacebuilding and Development, a group of committed professionals came together to learn and seek new solutions for peace and development. These colleagues from diverse backgrounds shared their passions and candid views with each other – with many smiles and even some tears. They brought exactly the energy and strengths needed in the global arena.

Working in international organizations in today's world can be challenging but gives us unique opportunities to make a tangible impact on peace and development. Needed more than ever are dedicated professionals with the resilience to adapt to uncertainty, who can collaborate while encouraging each other to reach greater heights.

The United Nations Institute for Training and Research (UNITAR) Division for Prosperity and Hiroshima Office are proud to support these professionals and look forward to contributing to the Program's growth in the coming years. We extend our heartfelt gratitude to the Ministry of Foreign Affairs of Japan and to Hiroshima University for their leadership and commitment. We also thank the United Nations Volunteers programme and all partners, facilitators, speakers, mentors – and of course, our learners. I am confident that, together, we can make a difference.

The Program for Global Human Resource Development for Peacebuilding and Development

What is a "Terakoya for Peacebuilders" ?

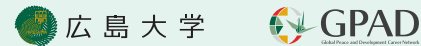
"Terakoya" refers to informal schools which were set up in Japan from the 17th century onwards. Taught by commoners, samurai and priests, these schools fostered literacy, numeracy, and other skills among ordinary people. In this spirit of encouraging ordinary people to serve as peacebuilders, the former Foreign Minister Taro Aso proposed the idea of creating "a School to Build Peace Builders" This led the Ministry of Foreign Affairs to launch a pilot project for human resource development in the field of peacebuilding in 2007, which eventually evolved into today's program. Since 2015, the program has been revamped and expanded, leading to the current "Global Human Resource Development Program for Peacebuilding and Development." In 2024, the program offered a "Primary Course" for those aiming to build a career in the field of peacebuilding and development, and a "Mid-Career Course" for those with more than seven years of practical experience in the field of peacebuilding and development who are aiming to further advance their careers in the same field. Additionally, after the training program concludes, "Career Development Support" for previous graduates, including skill guidance necessary for applying to positions at international organizations, as well as mentoring by current and former UN staff members is provided through the program.

Since the pilot program began in 2007, the program has contributed to the development of civilian experts in the fields of peacebuilding and development not only in Japan but also around the world. Many graduates have gone on to work as members of international organizations, NGOs, government agencies, and other organizations, contributing to peacebuilding and development efforts in various regions around the globe.

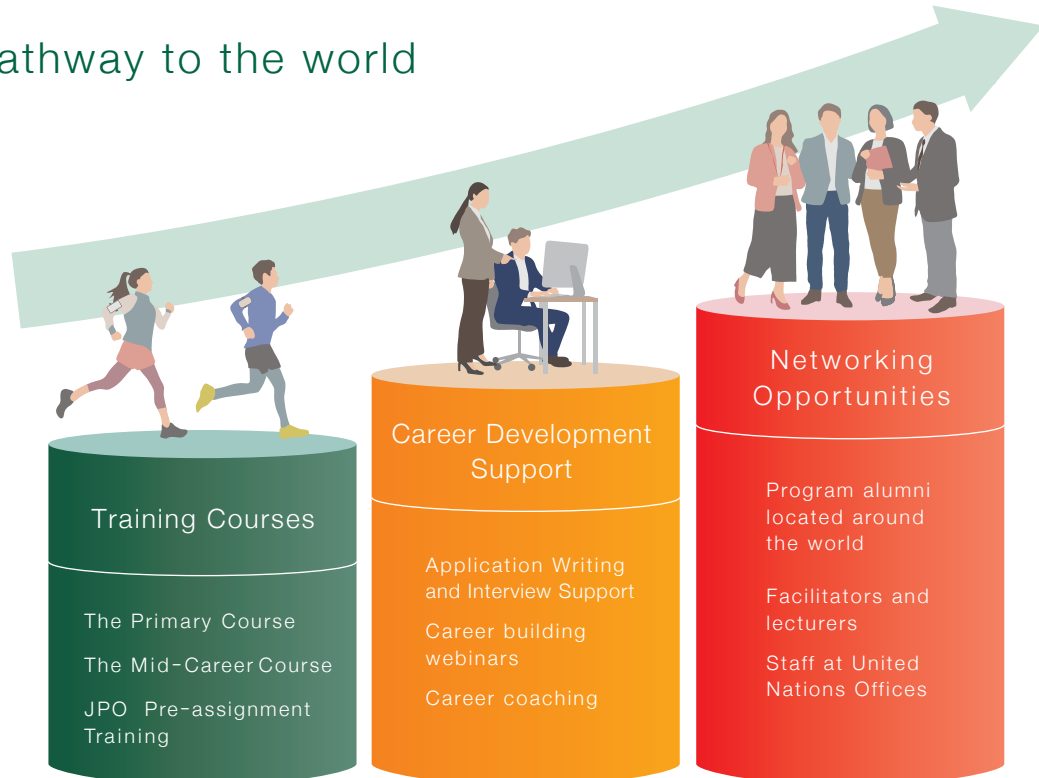


Hiroshima University – Global Peace and Development Career Network (GPAD)

GPAD is now working in close cooperation with UNITAR's Division for Prosperity and Hiroshima Office and the United Nations Volunteers programme (UNV) to design and deliver Program activities. GPAD also supports Program alumni in building their careers through training, information sharing and networking activities. Leveraging Hiroshima University's status as a national university, Program alumni from junior to senior graduates can join an exciting network which extends beyond the United Nations and international organizations to academia, non-governmental organizations, public sector agencies and the private sector.



Pathway to the world





The Primary Course



01. Training in Japan > 02. UNV Overseas Assignment > 03. Career Development Support

Train with like-minded people to build a solid foundation for a global career

The Primary Course is designed to build the capacity of trainees from Japan and other countries who aspire to develop their careers in international organizations working in peacebuilding and development.

The FY 2024 Primary Course began with the Training Component, conducted from January 26 to February 22, 2025. After one week of online training, in-person training was held over 3 weeks in Tokyo and Hiroshima. In total, 23 Program Associates (13 Japanese participants and 10 participants from Bangladesh, El Salvador, Fiji, Lebanon, Mali, Palestine, South Sudan, Uganda, and the African Union Commission) took part. They came from a diverse range of backgrounds, including the UN, NGOs, government agencies, academia, and the Private Sectors.

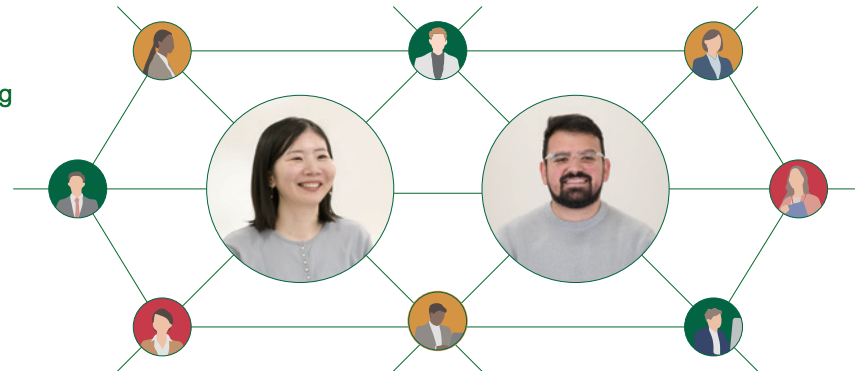
The course focused on four core themes:

- 1) Substantive knowledge about peacebuilding, international development, and international organizations;
- 2) Skills to work effectively in international organizations;
- 3) Career-building skills; and
- 4) Hiroshima's recovery and message of peace.

Program Associates also learned about the UN 2.0 initiative such as strategic foresight and artificial intelligence (AI), as well as basic safety and security in the field. The highlight of the course was the visit to the Hiroshima Peace Memorial Museum, where Program Associates had the rare opportunity to hear the testimonial of an atomic bomb survivor.

After completing the Hiroshima Training Component, 13 Japanese trainees were dispatched to their UN Volunteer Assignments (UNV) for one year (see map on the next page).

Networking through training



Emi Uhara, Japan

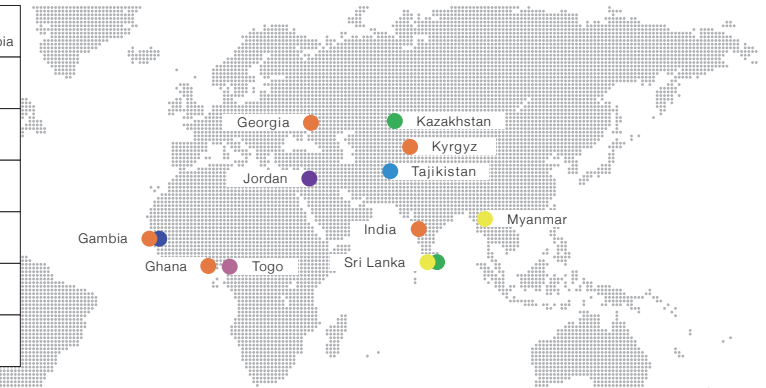
Through lectures on peacebuilding by seasoned experts and discussions with diverse trainees, this Program provided me with valuable new insights. I systematically learned about the United Nations – its organizational structure, collaborative frameworks, future commitments, and UN 2.0. Owing to this learning, the career and network-building support, and connections with instructors, past graduates, and UN staff in the host country, I gained clarity on my career direction and confidence in taking on an overseas assignment. Starting in April 2025, I will begin working at the UNICEF Sri Lanka office, where I hope to apply this knowledge to strengthen educational systems that support peacebuilding.

Fadi Hachem, Lebanon

Participating in the Program for Global Human Resource Development for Peacebuilding and Development at Hiroshima University with UNITAR was a truly transformative experience. Over four weeks, I engaged with experts, practitioners, and scholars dedicated to sustainable peace, gaining invaluable insights into conflict resolution, development, and UN peacekeeping. From meaningful discussions with Japan's State Minister for Foreign Affairs, to a powerful encounter with an atomic bomb survivor, every moment deepened my perspective. The program reinforced the importance of education, dialogue, and collaboration in peacebuilding. Grateful for the connections made and the lessons learned—I look forward to applying them in my work!

UNV Assignments of FY 2024 Primary Course Graduates

United Nations Development Programme (UNDP) Kyrgyz Republic, Georgia, Republic of Ghana, Republic of India, Republic of The Gambia
United Nations Children's Fund (UNICEF) Republic of Kazakhstan, Democratic Socialist Republic of Sri Lanka
United Nations Resident Coordinator Office (UNRCO) Republic of Tajikistan
International Organization for Migration (IOM) Republic of The Gambia
United Nations High Commissioner for Refugees (UNHCR) Jordan
United Nations World Food Programme (WFP) Republic of Togo
United Nations Population Fund (UNFPA) Republic of the Union of Myanmar, Democratic Socialist Republic of Sri Lanka



FY 2007 - 2024 Total number of the host organizations : 27 69 countries and territories		
UNDP (United Nations Development Programme) / 57	OCHA (UN Office for the Coordination of Humanitarian Affairs) / 3	UNDCO (United Nations Development Coordination Office) / 2
UNHCR (United Nations High Commissioner for Refugees) / 44	UNFPA (United Nations Population Fund) / 5	UNDRR (United Nations Office for Disaster Risk Reduction) / 1
UNICEF (United Nations Children's Fund) / 42	UNMISS (United Nations Mission in the Republic of South Sudan) / 2	UNFICYP (United Nations Peacekeeping Force in Cyprus) / 1
IOM (International Organization for Migration) / 23	UNODC (United Nations Office on Drugs and Crime) / 3	UN-Habitat (United Nations Human Settlements Programme) / 1
WFP (United Nations World Food Programme) / 20	WHO (World Health Organization) / 3	UNOGBIS (United Nations Integrated Peacebuilding Office in Guinea-Bissau) / 1
UN Women (United Nations Entity for Gender Equality and the Empowerment of Women) / 9	UNESCO (United Nations Educational, Scientific and Cultural Organization) / 2	UNMAS (United Nations Mine Action Service) / 1
UNRWA (United Nations Relief and Works Agency for Palestine Refugees in the Near East) / 2	UNRWA (United Nations Relief and Works Agency for Palestine Refugees in the Near East) / 2	UNAMID (African Union/United Nations Hybrid Operation in Darfur) / 1
UNRCO (United Nations Resident Coordinator Office) / 10	IDEA (Institute for Democracy and Electoral Assistance) / 1	UNMIS (United Nations Mission in Sudan) / 1
UNOPS (United Nations Office for Project Services) / 6	Office of UN Funds and Programmes Cape Verde / 1	MONUSCO (United Nations Organization Stabilization Mission in the Democratic Republic of the Congo) / 1
FAO (Food and Agriculture Organization of the United Nations) / 3		

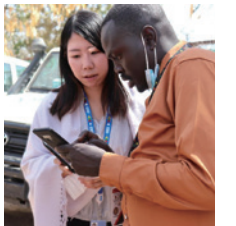


UNV has served as the central organization for volunteerism in the United Nations system. Since 2007, UNV has deployed UN Volunteers to different countries and territories through the Program for Global Human Resource Development for Peacebuilding and Development.

Volunteer activities not only bring benefits to those who perform them, but also make significant social and economic contributions. They play a role in strengthening the cohesion of local communities by fostering a spirit of trust and mutual help among people.

UN Volunteers deployed through the Primary Course strive to improve the lives of people around the world and to achieve Sustainable Development Goals (SDGs). Through their work they also have the opportunity to further develop their skills, gain practical experience in international contexts, and gain first-hand exposure to the United Nations system. The career paths of former UN Volunteers dispatched from Japan have been diverse, including UN entities and international organizations, government agencies, research institutions, universities, and the private sector. UNV, in partnership with the Ministry of Foreign Affairs of Japan, Hiroshima University GPAD Secretariat, and UNITAR Hiroshima Office, will continue to contribute to training Japanese experts who can play an active role in peacebuilding and development.

Asako Sakurai, Partnership Development Specialist, UNV Tokyo Liaison office



JPO Pre-assignment Training



Get ready for deployment to your assigned country!

The Junior Professional Officer (JPO) system is a program where young professionals have the chance to gain work experience in UN and other international organizations. The Ministry of Foreign Affairs of Japan supports the dispatch of Japanese JPOs to various international organizations for two years.

Hiroshima University GPAD Office conducted the FY 2024 JPO Pre-assignment Training for 39 JPO candidates from October 26 - 29, 2024. The lead trainer was Ms. Mieko Tarui (former Deputy Director of the Human Resources Division, UNICEF), supported by Mr. Ken Okamoto Kaminski (Chief of Human Resources, United Nations University). The JPO candidates learned how to prepare themselves for their new positions as JPOs and international civil servants. They also benefited from practical advice from senior JPOs, who generously gave their time to interact with the trainees.





The Mid-Career Course



01. Self-assessment > 02. Career Planning > 03. Career Development Support

Improve your skills and competencies to further your career!

The Mid-Career Course targets individuals with more than seven years of practical experience in fields related to peacebuilding and international development. It is designed to leverage participants' experiences and knowledge to further build their careers, as well as provide an opportunity to learn skills for future managerial positions.

The FY 2024 Mid-Career Course was held from January 6 to 12, 2025, at Hiroshima University's Higashi-Hiroshima Campus and in Hiroshima City. The course consisted of both professional development, such as sessions on leadership, communication, team management, and career progression, as well as substantive knowledge, such as sessions on the latest trends in climate change and disaster risk reduction, armed conflict and humanitarian needs, poverty reduction and economic development, and strategic foresight (UN 2.0).

Program Associates included 20 individuals (10 Japanese participants and 10 participants from Afghanistan, Bangladesh, Bosnia and Herzegovina, Cyprus, Kenya, Pakistan, the Philippines, South Korea, Ukraine, and the United States of America). Representing the UN and other international organizations, multilateral development banks, international and Japanese NGOs, government agencies, and the private sector, this diverse group shared their common concerns and experiences with each other. They also worked individually to reflect on their career paths and chart concrete steps to prepare for leadership positions in the future.

Ms. Mami Mizutori (former Special Representative of the UN Secretary-General for Disaster Risk Reduction and Head of the UN Office for Disaster Risk Reduction) and Mr. Guillaume Foliot (Senior Advisor at the UN System Staff College) led the training, together with eight other lecturers from the former UN, ICRC, and Hiroshima University. The trainees also had the opportunity



Jun Fujihira, UN-HABITAT, Cambodia

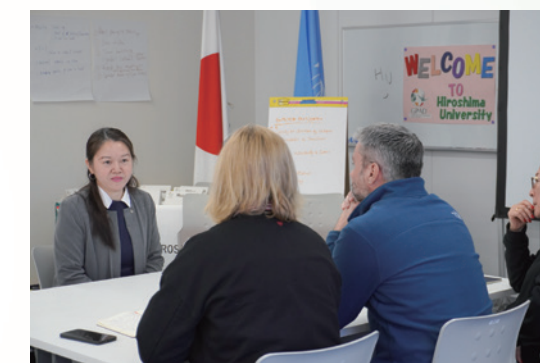
The FY 2024 Mid-Career Course was taught by professionals with extensive international experience, so we were able to learn about trends in international and humanitarian assistance through concrete examples. We also learned essential skills for leadership, including team management, in a comprehensive manner. The course provided numerous opportunities to interact and discuss issues with participants from 11 different countries. We not only broadened our horizons, but I gained a great deal of inspiration from them. There was also time dedicated to career reflection, setting mid- to long-term goals, and participating in mock interviews, which helped me identify the challenges I need to address to achieve my career goals. Additionally, maintaining contact with participants after the course and building a network for future collaboration is another significant outcome of my participation in the program.

Career Development Support

Building a career in the fields of peacebuilding and international development can be very challenging. One of the main pillars of the Program for Global Human Resource Development for Peacebuilding and Development is career development support. For example, the Program offers the following types of activities:

- ✓ Preparing effective documents for applying to positions in international organizations
- ✓ Interview practice
- ✓ Mentoring and career coaching
- ✓ Networking opportunities with current and former UN staff, as well as Program alumni
- ✓ Webinars on career-related themes

Leveraging the extensive network of individuals working in peacebuilding and development, GPAD aims to create an environment where Program alumni can connect and support each other.



Mari Katayanagi, Ph.D. Professor

Graduate School of Humanities and Social Sciences, Hiroshima University

The UN budget is shrinking due to the current global situation, including in the field of peacebuilding. In this context, Program Associates need to maintain a flexible mindset in terms of how they think about their careers in Peacebuilding & Development. There may be opportunities in and outside of the UN system, including in NGOs and the private sector. My research theme is Business for Peace, where I analyze the private sector's role in international cooperation. We believe that it is important for UN agencies to proactively seek collaboration with the private sector. Support for local actors in peacebuilding is becoming the mainstream in the context of local peacebuilding, so collaboration with local businesses is critical.

Hiroshima University has faculty members in various disciplines who conduct research on peace, and therefore offers a wealth of academic resources. Our students come from all over the world, including conflict-affected countries, and we will provide opportunities for Program Associates to meet them. These are the additional contributions Hiroshima University can make as the provider of these training courses.