Human Resource Development Program for Peacebuilding

- Future Outlook and Challenges -

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Topics

- 1. Background & Overview
- 2. Expansion and/or extension of the Program
- 3. Elaboration and/or amplification of the Program
- 4. Challenges specific to the Government of Japan
- 5. Some Food for Thought

Background & Overview

- 1. Background Unique nature of this program
- Is not a simple, another type of training course
 - a) Address various academic & professional fields
 - **b) Bases for Human Resources diversified**
 - c) Comprehensive approach including career development support
 - d) Deals with "peace-building": evolving and developing concept
- Not fit to ordinary types of Government Business
 - Evolutionary & exploratory approach

Background & Overview

- 2. Overview of my presentation
- Program specific
- Government of Japan : as one of the sources
- Ideas for the future

Expansion and/or extension of the Program

- 1. Sources of participants
- From overseas: Geographical expansion
 - Central Asia, Middle East, Africa etc.
 - Relates to the basic idea of this program
- From Japan: Diversification
 - Out of 15, one from the Civil Service, none from NGOs
 - Appropriate balance

Expansion and/or extension of the Program

- 2. Overseas attachment / employment of graduates
- Duration of the attachment
 - Extension of the period of Overseas attachment: funded for next fiscal year
- Expansion of the recipients organizations
 - PKO
 - Only 2 graduates are in UN PKO missions
 - Needs to expand cooperation with NGOs
 - Growing role of NGOs in peace building
 - Administrative problem

Elaboration and/or amplification of the Program

- 1. Assessment of the current curriculum
- Fairly extensive & intensive, both in contents & method
 - Overview, modularized course covering various areas of peacebuilding, administrative skills, security instructions etc.
 - Well structured
- Factors
 - □ Time scale, resource (financial, human, facilities etc.)
- 2. Possible elements to be included in the future program
- Area specific study : Culture, language, economy etc.
- Lectures on basic principles: "human rights", "rule of law"
 - □ Relates to the very basic concept of "Peacebuilding"

Challenges specific to the Government of Japan

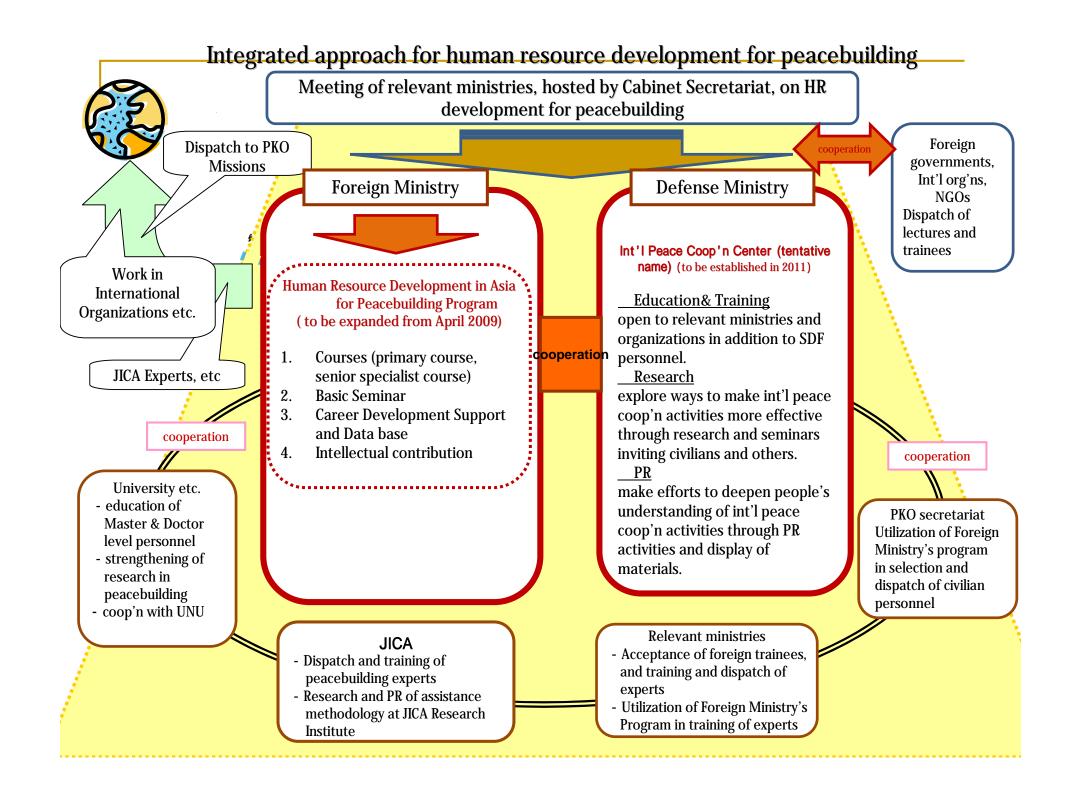
- Peacebuilding activities include areas like: law enforcement, customs, planning & designing of administration systems etc.
 - These are government business.
 - More participation from civil service sector is indispensable.
 - Still faces a big obstacle.

Background

- Personnel management system of civil service
 - Dissuades the participation to the peacebuilding activities
 - Fairly stove-piped : difficult to offer overall picture
- Lack of national awareness

Challenges specific to the Government of Japan

- Hope for the future
 - Rudimentary activities
 - Cabinet Secretariat: serves as the coordination center
 - Cooperation between MoFA and MoD



Some Food for thought

- How could we consider the significance of implementing this type of program in this Asian region?
 - Just another effort of what have been made in other areas?
 - If not, what is the essence that we may add value to the peacebuilding in general?
 - Differentiation per se is not the right approach

Some Food for thought

- Could we endeavor to explore, articulate or formulate, certain new types of methodology, approach or manner of peacebuilding?
 - Program development and cooperation with academic community
 - □ Intellectual contribution
 - Work toward new approach that may cut across the responsibilities and boundaries of various international organizations