
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
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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