

Study on Human Resources Development in International Cooperation for Peace Action Plan

(Provisional Translation)

April 23, 2004

The Advisory Group on International Cooperation for Peace (AGICP) convened at the request of Chief Cabinet Secretary Yasuo Fukuda in 2002. With the goal of making Japan's contributions to international peace cooperation efforts more proactive, comprehensive, and flexible, members of the Advisory Group recommended that the Government of Japan "develop systems for fostering, training and dispatching specialists,...establish comprehensive career plans for individuals who devote themselves to international peace cooperation activities, [and] increase application of Official Development Assistance (ODA) to international peace cooperation activities." The Government of Japan has adopted the perspective of "human security" as a basic policy and positioned "peacebuilding" as a priority issue in the revised 2003 version of the ODA Charter. However, central government ministries and agencies have made few organized attempts to foster individuals who are capable of making positive contributions to international peace cooperation.

To increase manpower contributions by Japan to international peace cooperation activities, officials representing the Secretariat of the International Peace Cooperation Headquarters of the Cabinet Office; the Ministry of Foreign Affairs (MOFA); the Ministry of Education, Culture, Sports, Science and Technology (MEXT); and the Japan International Cooperation Agency (JICA) conducted the "Study on Human Resource Development in International Cooperation for Peace." (Officials from the Cabinet Secretariat also took part in this meeting to follow up the above-mentioned recommendations submitted by AGICP to the Chief Cabinet Secretary). Participants received suggestions from an advisory group consisting of scholars and individuals who have experience in international peace cooperation* and exchanged opinions on methods of securing, fostering, and putting to work individuals capable of performing international peace cooperation activities. Participants prepared the "Action Plan" introduced below, to be implemented in accordance with current law.

AGICP, in its published report, pointed out the necessity of comprehensive human resource development, including training for the Self-Defense Forces (SDF) and for police officers. Participants in the Study on Human Resources Development in International Cooperation for Peace acknowledged the importance of training for these groups but decided not to include this issue in the discussion for the purposes of the Study.

1. Fields in Need of Personnel and Basic Qualifications Required

In preparing the Action Plan, Study participants relied on recommendations submitted by AGICP in 2002 and the following suggestions offered at the meeting by advisory group members, as a guide to determining fields in need of personnel and basic qualifications for individuals planning to engage in international peace cooperation.

(1) Fields in Need of Personnel (excerpted from recommendations submitted by AGICP in 2002)

“Item 124 - International peace cooperation requires the performance of a wide range of tasks, from conflict prevention to post-conflict emergency humanitarian aid, including support for regional reconstruction and development. The diversity of these tasks creates the need for personnel in many fields, including peacekeeping operations; support for refugees and internally-displaced persons; life-saving missions; food assistance; medical and educational support; removal of anti-personnel mines; anti-personnel mine victim support; disarmament, demobilization, and rehabilitation of former combatants (“DDR”) support; development of basic infrastructure; establishment of socioeconomic foundations; election support; human rights protection; gender equality support; and democratization and establishment of administrative, law enforcement, and legal systems.”

(2) Basic Qualifications for Personnel

Members of the advisory group pointed out that solid communication skills with foreign language fluency, expertise in required areas, and mental toughness are essential for the effective execution of international peace cooperation activities. In addition, advisory group members indicated to the participants in the Study that training should emphasize providing personnel with opportunities to gain the practical experience that is so important to achieving success in such activities.

2. Actions to Secure Human Resources

(1) Actions to Stimulate Public Interest and Expand the Base for Personnel Recruitment

- By the end of 2004, prepare a leaflet which describes personal qualifications required to perform international peace cooperation activities and examples of operational fields, in order to promote better understanding of the concept of international peace cooperation. (MOFA)
- Frequently highlight international peace cooperation in public relations activities, generating publicity through lectures and seminars, meetings, and annual reports and through various media, including newspapers, magazines, radio, television, and video programs, so as to educate a broad spectrum of the Japanese population encompassing students, adults, and retired persons on this subject. In addition, actively involve individuals with experience in international peace cooperation in the presentation of educational programs. (Secretariat of the International Peace Cooperation Headquarters of the Cabinet Office, MOFA, and JICA)
- Sponsor a continuous series of open seminars on international peace cooperation, in order to disseminate knowledge acquired by way of JICA projects and presentations given by external experts; initiated in fiscal year 1998. (JICA)
- Continue the “Peace-Talk Marathon 2003-2007,” a program launched in August 2003 to promote understanding concerning peacebuilding and other JICA projects, and encourage the general public to participate in international peace cooperation activities. Conduct this event in every prefecture by the end of March 2007. (JICA)
- Promote the utilization of a special system that enables teachers to join the Japan Overseas Cooperation Volunteers (JOCV), and send former JOCV out as lecturers to share their experiences in the field with students (through the “Lectures on International Cooperation” program), in order to improve students’ understanding of international peace cooperation. (MEXT and JICA)

(2) Actions to Strengthen the Efforts of Agencies to Manage and Utilize Personnel Information

- Create webpages devoted to international peace cooperation on the MOFA website. Provide weblinks connecting the site to the Cabinet Office webpage on international peace cooperation and the JICA database site, called the “Participatory Network for Expert Recruitment

(PARTNER)”, so that individuals on rosters managed by other central government ministries and agencies can access recruitment information and view job opportunities in international organizations and other external agencies. (Secretariat of the International Peace Cooperation Headquarters of the Cabinet Office, MOFA, MEXT, JICA, and others)

- Recruit individuals who have experience working for international organizations to serve as advisors and, with their approval, introduce them to persons hoping to join international organizations through the MOFA Recruitment Center for International Organizations. (MOFA)
- Expand “PARTNER” to encompass a greater volume of information about employment opportunities and training programs offered by JICA and other organizations engaged in international cooperation activities. (JICA)
- Present individual experiences and career paths and offer career counseling services through “PARTNER.” (JICA)
- Make efforts to increase the data registered in the existing databases by actively reaching out to private companies, academic institutions, and non-governmental organizations (NGOs). Increase the number of users by improving the databases. (MOFA, MEXT, and JICA)
- Intensify efforts to inform NGOs of job openings with international organizations and employment opportunities and training programs offered by JICA and other organizations that engage in international cooperation activities. (MOFA and JICA)
- Support programs to promote exchange between universities and organizations engaged in development and cooperation and to dispatch lecturers to teach in university courses on international peace cooperation, through coordination between MOFA and the “Support and Coordination Project for University Cooperation in International Development” administered by MEXT. (MOFA, MEXT, and others)
- Research assistance needs in international peace cooperation, and incorporate findings into human resource development policies and structure and content of training courses. (JICA)

3. Actions to Foster Human Resources

(1) Actions to Strengthen the Personnel Training Efforts of Agencies and Foster Better Inter-agency Communication

- Encourage universities under certain conditions to treat field activities for international peace as

undergraduate and postgraduate coursework and provide credit to participants. (MEXT and others)

- Invite to Japan staff members of overseas training centers for peacekeeping operations (PKOs), members of foreign NGOs with ample experience in international peace cooperation activities, experts from the academic arena, and other experts in the field. Hold seminars making use of the knowledge acquired in other countries in the field of human resource development for international peace cooperation. (Concerned central government ministries and agencies and JICA)
- Review and improve, as necessary, the content of pre-dispatch training programs for PKO team members based on interviews with people who have experience as PKO participants, among other sources. (Secretariat of the International Peace Cooperation Headquarters of the Cabinet Office)
- Encourage universities to adopt creative approaches to the field of international peace cooperation in order to promote personnel training for such service. (MEXT)
- Increase the utilization of the guest researcher system in the area of peacebuilding, by requesting researchers at academic institutions and freelancers possessing sufficient knowledge of the field to study specific research topics related to ODA projects. (JICA)
- Recruit applicants for long-term overseas training programs (including master's degree programs at foreign universities) focusing on the field of peacebuilding. (JICA)
- Promote domestic and overseas training to improve management skills for peacebuilding, and increase knowledge of Japanese policies through implementation of training programs for prospective JICA specialists such as the "Post-conflict Reconstruction (Peacebuilding)" program for training technical assistance specialists and short-term training programs for registrants in Japan Disaster Relief (JDR), at European and North American educational institutions. (JICA)

(2) Actions to Improve the Capacity of Development Specialists to Make Contributions in the International Peace Cooperation Area

- Introduce the elements of international peace cooperation into the instruction in development assistance methods at the Foundation for Advanced Studies on International Development (FASID). (MOFA)
- Make effective use of existing MOFA programs aimed at helping NGOs increase their capacity,

in order to enhance the ability of Japanese NGOs ability to contribute to international peace cooperation. (MOFA)

- Continue to implement training programs on the concept of peacebuilding for development specialists and aid managers, including embassy staff members, JICA staff, and others assigned to work in the field in the area of international cooperation. (MOFA and JICA)

(3) Actions to Provide Practical Experience

- Dispatch a greater number of young Japanese to participate in such international peace cooperation programs as the Junior Professional Officer (JPO) program and United Nations Volunteers (UNV), in order to provide them with valuable field experience. (MOFA)
- Increase the number of interns at government agencies and upgrade and promote training for JICA associate specialists. (MOFA and JICA)

(4) Actions to Enhance Cooperation with International and Other Organizations

- Help Japanese international peace cooperation trainees to acquire knowhow from overseas agencies and to establish contact with their foreign counterparts in cooperation with international organizations such as United Nations University (UNU), the Office of the United Nations High Commissioner for Refugees (UNHCR, e-Centre, etc.), the United Nations Development Programme (UNDP), and the United Nations Institute for Training and Research (UNITAR). (MOFA)
- Issue invitations to experts from abroad and continuously organize seminars and other programs featuring such experts that are designed for the general public. (JICA)

(5) Actions to Strengthen Security Management Training

- Acknowledge the requirement of security training for individuals scheduled to participate in international peace cooperation activities, in view of the risks of all kinds that inevitably accompany such activities. (Concerned central government ministries and JICA)
- Implement training in security management for development experts to be dispatched to the field. (JICA)
- Make effective use of security training and information supplied by the UNHCR e-Centre and

other international organizations. (MOFA)

4. Actions for Utilization of Human Resources

(1) Actions Related to Dispatch of Personnel

- Promote strategic dispatch of civilians to UN PKOs, UN special political missions, and other international organizations by preparing a list of individuals qualified to serve in peacekeeping efforts. (MOFA and Secretariat of the International Peace Cooperation Headquarters of the Cabinet Office)
- Make efforts to increase the number of Japanese nationals working in UN organizations with the rank of expert or above, which totaled 610 as of January 2004, by at least 10 percent by the end of 2009, and make a greater effort to increase the number of Japanese UN staff members engaging in international peace cooperation activities. (MOFA)
- Make practical use of individuals who have acquired extensive knowledge of and expertise in specific regions and issues through their experience as Japanese NGO members, researcher-advisors at Japanese embassies, or JICA experts or volunteers, in international peace cooperation activities. (MOFA and JICA)
- Increase the preparedness of JICA to dispatch experts and project formulation advisors specializing in peacebuilding. (JICA)
- Increase support for and enhance cooperation with Japanese NGOs composed primarily of SDF retirees or retirees from private companies with technology skills as well as other Japanese NGOs willing to contribute to international peace cooperation activities. (Concerned central government ministries and agencies and JICA)

(2) Actions for Developing Career Paths for Individuals Trained in International Peace Cooperation

- Promote mutual exchange among international peace cooperation researchers and development experts by maintaining close contact among related offices. (MOFA, MEXT, and JICA)
- Promote an environment that enables talented private company employees and public servants to join international organizations and return to their original positions without difficulty. (Concerned central government ministries and agencies)
- Put the field experience of individuals who have taken part in relevant international activities to

practical use by promoting their dispatch to universities or FASID as lecturers for seminars, symposiums, and lectures on international peace cooperation. (Secretariat of the International Peace Cooperation Headquarters of the Cabinet Office, MOFA, JICA, and others)

5. Follow-up

- The Secretariat of the International Peace Cooperation Headquarters of the Cabinet Office, MOFA, MEXT, and JICA will establish a liaison conference, in which the Cabinet Secretariat will also participate in order to follow up the recommendations submitted by AGICP.

The principal topics to be covered by the conference are as follows:

- Information exchange related to personnel training, personnel use, and effective use of the personnel databases of each of the participating agencies
- Coordination of educational activities related to international peace cooperation
- Opinion exchange on how to find participants for international peace cooperation activities such as UN PKOs and special political missions
- Opinion exchange on how to prepare teaching materials and curriculum for personnel who will engage in international peace cooperation that will prove useful at seminars and training sessions conducted at JICA and other organizations
- Regular information exchange with universities offering courses on international peace cooperation
- Examination of ideas proposed by the advisory group
- The liaison conference will invite experts from the private sector for exchange of opinions as necessary.
- The liaison conference will prepare a report detailing the progress made on this Action Plan in fiscal year 2004 and make it available to the public by the end of fiscal year 2004.

*Members of the advisory group for the Study (alphabetical order)

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