



## The Program for Human Resource Development in Asia for Peacebuilding

Commissioned by the Ministry of Foreign Affairs of Japan in Fiscal Year 2009



Meaning of Logo: The HPC logo symbolizes a Phoenix of the city of Hiroshima, which underwent a miraculous post-war reconstruction after WWII. This presents the spirit of HPC to train professional peacebuilders to assist war-torn societies in the world today.

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*Contributing to Global Peacebuilding from Asia*



**HPC**

Hiroshima Peacebuilders Center



# The Program Develops Professional Civilian Peacebuilders

The Program for Human Resource Development in Asia for Peacebuilding is an initiative by the Ministry of Foreign Affairs of Japan to respond to the growing global needs for civilian personnel in peacebuilding operations. For the Japanese Fiscal Year (JFY) of 2009, the program was commissioned to NGO Peacebuilders, which operates the Hiroshima Peacebuilders Center (HPC) in cooperation with Hiroshima University.

The JFY 2009 program launched the "Primary Course" for people with career goals in the field of peacebuilding, and the "Senior Specialist Course" for people with peacebuilding-related experience in the public and private sectors. Both of these courses trained individuals from Japan and other Asian countries as professional civilian peacebuilders through the Coursework in Japan and the Overseas Attachment. The program also held the "Seminar on Basic Peacebuilding" for people thinking about entering the peacebuilding field in the near future.

The Coursework was based on a curriculum that included the world's highest level of methodology and lecturers, and provided the Program Associates\* with the best possible knowledge and skills for peacebuilding. In order to apply the knowledge and skills to actual work in the field, most Program Associates participated in the Overseas Attachment. The United Nations Volunteers programme (UNV) administered the Overseas Attachment by dispatching Program Associates to various organizations engaged in peacebuilding worldwide. In addition, career development support has been provided to the Program Associates in the Primary Course who are aiming to further their professional careers.

This pamphlet was prepared to report on the above activities that took place during JFY 2009 (April 2009–March 2010).



**\*Program Associates:**  
The participants in the program are referred to as Program Associates. When making a distinction between the participants in the Primary Course and the Senior Specialist Course, those in the latter are more specifically called Senior Program Associates.



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\*Titles and affiliations which appear in this pamphlet are those used at the time of the program implementation. Pictures have been provided by Program Associates, HPC staff, members of Peacebuilders, and the Ministry of Foreign Affairs of Japan.

## From Conflict to Peace: Significance of International Support

As armed conflicts continue around the world today, our daily lives remain connected, even to a distant war, economically, environmentally, and in other ways. In a war-torn society where towns have been destroyed and people have suffered physically and psychologically, reconstruction can be a very difficult task. The local capacity alone may not be sufficient to rebuild the society. Indeed, peacebuilding, a task to create a peaceful society which will not relapse into another conflict, involves reforming and strengthening the law, politics, economy, police, and so forth, and to do so it requires personnel skilled in these fields. At the same time, we as global citizens have the responsibility to find practical ways to help resolve conflicts and assist people in need.

Despite the increasing call for civilian contributions in today's peacekeeping and peacebuilding operations worldwide, the

number of personnel still falls short. This is because the field of peacebuilding is rather complex and requires highly qualified people with the field experience in dealing with such realities as armed groups, organized crime, and corruption. It also requires highly capable people who are able to respect and work with local social mechanisms and values.

Furthermore, in order to maintain peacebuilding efforts, one needs to have specialized knowledge and experience, effective communication skills, positive thinking, and a strong will. Without such solid ability and strong will, the international community's expectations of a professional peacebuilder will not be met.

The fact that our program, which is based on Japan's history of reconstruction and broader perspectives of Asia, trains and sends professional peacebuilders from Hiroshima to the world stage carries a symbolic significance. For it puts forth a strong message for building genuine peace across the globe. People affected by conflict are anticipating genuine professional peacebuilders to emerge from Japan and Asia.



### What Is Peacebuilding?

HPC regards "peacebuilding" as "a set of activities to lay the social foundations for sustainable peace." More specifically, it involves DDR (Disarmament, Demobilization and Reintegration), restoration of order, weapons control and destruction to the utmost extent possible, repatriation of refugees, security sector reform (including advice for and training of security enforcement personnel), electoral assistance, social and economic development, and so forth. These tasks are carried out by organizations varying from central and

local governments to the United Nations and other international organizations, as well as nongovernmental organizations. Peacebuilding takes place even in the midst of conflict, shifting the focus from the military to politics, and emphasizing, for example, eradication of corruption and education on, and control of, infectious diseases such as HIV/AIDS. Peacebuilding is not only limited to conflict resolution but comprises a broad range of activities designed to establish a solid social foundation for durable peace.





# Building Peacebuilders

The Program for Human Resource Development in Asia for Peacebuilding

## MESSAGE



**Katsuya Okada**  
Minister for Foreign Affairs  
of Japan

### Developing Human Resources— An Important Pillar of Japanese Diplomacy in Contributing to Global Peace and Stability

Peacebuilding is an area of key concern to the international community as a whole. As peacebuilding involves a wide range of activities, the role of civilians has become increasingly essential. Japan is a country that has risen from the ruins of war, and with the support of the international community, we have proudly emerged as a peaceful and prosperous nation. Building upon its own experience, Japan aims to produce capable individuals to serve the international community, by implementing this Program in cooperation with other countries in Asia. This is an important pillar of Japanese diplomacy in contributing to peacebuilding and reconstruction efforts in post-conflict countries.

Global warming, terrorism, and weapons of mass destruction are among the many pressing issues facing the international community today, and the need to combine international efforts to ensure peace and security has become ever more apparent and continues to grow. Having experienced the devastation of nuclear weapons, Japan has endeavored to achieve disarmament and nonproliferation of weapons of mass destruction worldwide, while also strengthening its personnel contribution to support peacekeeping missions and anti-terrorism measures. And yet, when it comes to the human resource development in the field of peacebuilding, the country's contribution still lags behind the world's expectation.

Japan's peacebuilding has until now focused on three pillars: efforts on the ground (including PKO and ODA), intellectual contribution, and human resource development. By undertaking human resource development as a



main objective and also taking into consideration the importance of intellectual contribution, our program has sought to develop as many future peacebuilding experts as possible. The program has subsequently helped send highly qualified personnel from Asia to the forefront of peacebuilding efforts worldwide.

## MESSAGE



**Kenji Isezaki**  
Chair, Board of Directors, Peacebuilders / Professor, Graduate School of Global Studies, Tokyo University of Foreign Studies

### The Program "Develops" Future Professionals Committed to Peacebuilding

This Program is not a simple "training" program. This is a "human resource development" program for "peacebuilders." Our aim is to "develop" future professionals who will contribute to peacebuilding throughout the world. We would like to create a community of determined young peacebuilders so that they can continue to help and encourage one another, and increase their presence in Asia and other parts of the world. It is our hope that in so doing, they will solidly develop their careers as professional "peacebuilders."



# Human Resource Development for Global Peace

The Making of the Program

In 2002, the Advisory Group on International Cooperation for Peace (AGICP) was convened to examine and strengthen Japan's support for consolidation of peace and nation-building efforts in conflict-affected countries. Chaired by the former Under-Secretary-General of the United Nations, Yasushi Akashi, the AGICP produced a report in December of the same year, calling for the creation of an interconnected, comprehensive system through which to develop, train, appoint, and dispatch personnel for peace operations, which would require a coordination between public and private sectors. Consequently, an "Action Plan" was introduced in April of 2004 to lay out specific measures for human resource development, and in December of the same year, a seminar was held to explore the importance of personnel training as part of international peace cooperation. In response to these developments, the establishment of the "Pilot Program for Human Resource Development in Asia for Peacebuilding" was announced at the seminar event entitled "People Building Peace: Human Resource Development in Asia for Peacebuilding," which took place at the United Nations University in August, 2006. At subsequent events including the East Asia Summit held in January of 2007,

the idea of a human resource development program was further expanded to include participation from the Asian region. With the aim of facilitating Japan's further contribution to global peace and development, the pilot program was conducted in 2007 and 2008. The graduates of the program are now making active contributions in the peacebuilding field of Sudan, Timor-Leste, and so on. Owing to the achievements of the past two years, this fiscal year's program was expanded in scale and launched new courses.

## Implementing Bodies of the Program

The JFY 2009 program was implemented by the Hiroshima Peacebuilders Center (HPC) in collaboration with the United Nations Volunteers programme (UNV).

### The Hiroshima Peacebuilders Center (HPC)

During this fiscal year, HPC was operated by Peacebuilders in cooperation with Hiroshima University. Peacebuilders is a non-governmental organization based in Hiroshima, and its activities include peacebuilding and human security related projects. Peacebuilders acted as main contractor of the JFY 2009 program and was responsible for the management of the HPC administrative office.

### The United Nations Volunteers programme (UNV)

As one of the United Nations organizations, UNV contributes to global peace and development by advocating volunteerism. Volunteerism has the potential to influence the pace and nature of development and brings forth benefits to both society and individual volunteers. UNV works to promote worldwide volunteerism and to build partnerships with various organizations engaged in peace and development projects. As a co-implementer of the Program for Human Resource Development in Asia for Peacebuilding, UNV administered the Overseas Attachment component of the JFY 2009 program.

## MESSAGE



**Flavia Pansieri**  
Executive Coordinator,  
United Nations Volunteers  
Programme (UNV)

### Volunteerism Is a Powerful Resource for Peace and Development

The HPC coursework prepares and fully equips the participants with the requisite knowledge and skills to be able to perform their best in the peacebuilding field. In this context, UNV and the organizations that hosted the participants under the Pilot Program have greatly benefitted from the qualities they possessed. Once again, we will be counting on the professionalism and volunteer spirit of the participants to guide them and encourage their engagement in a wide range of peace related work. At the end of their participation in this Program, I hope they will bring home the message that volunteerism is a powerful resource for peace and development, and that they will continue to contribute to these efforts in their own way.







# The Program Develops Professional Civilian Peacebuilders

## Overview of the Program

The Program for Human Resource Development in Asia for Peacebuilding, commissioned by the Ministry of Foreign Affairs of Japan in JFY 2009, is a program to develop civilian professionals in various areas of peacebuilding. As a hub of networking for participants from Japan and other Asian countries, the program has sought to facilitate the development of expertise and skills comprehensively.

For this fiscal year, the program conducted three courses in order to meet the varying career development needs of participants: "Primary Course," "Senior Specialist Course," and "Seminar on Basic Peacebuilding." The Primary Course and Senior Specialist Course consisted of the Coursework in Japan and Overseas Attachment, and the Program Associates in these courses aimed at applying the skills acquired through the Coursework to the actual peacebuilding assignments worldwide.

With the exception of the Seminar on Basic Peacebuilding, English was used throughout the duration of each course, and owing to the participation of Program Associates from such post-conflict areas as Afghanistan, Iraq, and Mindanao of the Philippines, the Coursework was able to reflect the realities of the peacebuilding field. The Overseas Attachment in JFY 2009 was administered by the United Nations Volunteers programme (UNV). The Program Associates were dispatched by UNV, and are subsequently serving as UNV volunteers.

The program graduates continue to have opportunities to actively participate in the peacebuilding efforts by utilizing the networks they have built through the program.

### 1 Primary Course

With the aim of developing their careers in the field of peacebuilding, Program Associates from Japan and other Asian countries took part in the 6-week Coursework. Most Program Associates were subsequently dispatched through the United Nations Volunteers programme (UNV) in order to accumulate hands-on experience at overseas duty stations for up to 12 months. The program has also provided career development support for the Program Associates and assisted them in embarking on new career paths.

### 2 Senior Specialist Course

With the expansion of the program for this fiscal year, the Senior Specialist Course was established for public and private-sector specialists wishing to utilize their expertise and experience for peacebuilding. Senior Program Associates from Japan and other Asian countries participated in the 6-week Coursework in Japan, and the Japanese Program Associates later went on to carry out the Overseas Attachment for approximately 12 months.

### 3 Seminar on Basic Peacebuilding

The Seminar was newly established in order to promote the basic understanding of peacebuilding. It was jointly implemented by HPC and the United Nations University, and was open to anyone considering the possibility of working in the field of peacebuilding, including civil servants and NGO staff members. The seminar series was delivered by leading peacebuilding experts from Japan, and included such topics as "Overview of Peacebuilding," "UN System," and "Safety Control and Stress Management." The Seminar took place in Tokyo.

### 4 Intellectual Contributions

A variety of events were organized as part of the program in order to provide the general public with an opportunity to deepen the understanding of peacebuilding. The significance and importance of peacebuilding were conveyed through panel discussions, symposiums, and seminars, as well as the expert forum held in Timor-Leste.

### 5 Career Development Support / HPC Roster System

The HPC Roster System was established to provide Program Associates with employment information for their intended areas for peacebuilding operations, as well as practical advice from human resource managers and former prominent officers of international organizations.

In addition, Program Associates had opportunities to establish extensive networks among themselves and with Coursework lecturers and colleagues at the Overseas Attachment. These networks have been vital for their professional career development in the peacebuilding field.



## Program Courses

