Main purpose of the Program

Messages from Key Persons 2011
Our Expectation on Professional Peacebuilders

Japan is committed to contributing to peace and stability of the international community through human resource development of civilian experts for peacebuilding.

The Program “Develops” Future Professionals Committed to Peacebuilding

The 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 worldwide. The UN and the international community must continue to help and encourage those efforts, and increase their presence in Asia and other parts of the world.

Volunteerism is a Powerful Resource for Peace and Development

The 2011 Program Report 01
What is Peacebuilding?

More specifically, it involves a wide range of activities, such as DDR (Disarmament, Demobilization, and Reintegration), establishment of local rule of law, control and disarmament of weapons, repatriation of refugees, SSR (Security Sector Reform), including advice, training and reform of police, development of democratic institutions, political assistance, social and economic development, etc. These tasks are carried out by central and local governments, the United Nations (UN) and other international organizations, as well as non-governmental organizations.

Peacebuilding must be recognized as a set of comprehensive activities for guiding societies, which have been torn by armed conflicts, to become stable and peaceful. It is not only limited to conflict resolution, but also carries a broad range of activities, such as eradication of corruption, education and prevention of infectious diseases, etc. Peacebuilding activities are designed to establish a solid social foundation for sustainable peace.

Features of the Program

Overview of the Program for Human Resource Development in Asia for Peacebuilding in JFY 2011

The Program for the purpose of practice

Excellent lecturers and facilitators

Post-Conflict Countries & Areas

Significance of International Support

Armed conflicts are prevalent around the world today, in a world society where there have been destroyed and peace and stability reconstruction is very difficult. The local capacity alone may not be sufficient to rebuild the society. Indeed, peacebuilding is the task of creating a peaceful society that will not relapse into another conflict, by fostering security, strengthening the rule of law, promoting democracy, and more. All these require various kinds of human resources with advanced knowledge and skills.

In Asia alone, we have the responsibility to find practical ways to help resolve conflicts and assist people in need.

Despite these obstacles, civilian experts have been deployed worldwide, providing peacebuilding operations; the number of personnel still falls short. This is because the field of peacebuilding is rather complex and requires highly qualified people with experience of dealing with such realities as armed conflicts, organized crime and corruption.

It also requires high-quality peacebuilding methods respecting local social mechanisms and values. Consequently, it means peacebuilding experts, one needs to have specialized knowledge and experience, effective communication skills, political sensitivity, and a strong will, without which it is impossible to resolve conflict and rebuild peace. The international community’s expectations of professional peacebuilders will be realized.

Considering Japan’s history of reconstruction and broader perspectives of Asia, we believe that it is important to train and send professional peacebuilders from Japan and other countries.

History of the Program for five years

Outstanding achievements

Based on experiences of various field activities of peacebuilding

Analyzing the results of the Program

Participants in the Program

Koichiro Gemba
Minister for Foreign Affairs of Japan

Kenji Iseizaki
Chair Professor, Peace Research Center, Chiba Institute of Technology

Flavia Pansieri
Peace hurdler, United Nations Development Programme
The Program for Human Resource Development in Asia for Peacebuilding

Outline of the Program
Building Peacebuilders

While the international community today faces many pressing issues such as global warming, terrorism, and weapons of mass destruction, the need for international efforts to promote peace and security will become even more apparent and continue to grow. Having experienced the devastation of nuclear weapons, Japan endeavors to ensure disarmament and non-proliferation of weapons of mass destruction worldwide, while also strengthening its personnel contribution to peacekeeping missions and anti-terrorism measures. Yet, when it comes to human resource development in the field of peacebuilding, Japan’s contribution still falls short of the world’s expectations.

Japan’s peacebuilding initiatives have focused on three pillars until now: “Efforts on the ground (including Peacekeeping Operations [PKO] and Official Development Assistance [ODA]), Intellectual Contributions,” and “Human Resource Development.” By underlining human resources development as the main objective and also taking into consideration the importance of intellectual contributions, the program has sought to develop as many future peacebuilding experts as possible. The Program has subsequently helped send highly qualified personnel not only from Japan, but also from Asia to the forefront of peacebuilding efforts worldwide.

Establishment 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 and comprehensive system to develop, train, recruit, and dispatch personnel for international peace operations by promoting coordination between the public and private sectors.

Consequently, an Action Plan was introduced in April 2004 to lay out specific measures for human resource development. 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 “Pilgrim Program for Human Resource Development in Asia for Peacebuilding” was announced at the seminar event titled “People Building Peace: Human Resource Development in Asia for Peacebuilding,” which took place at United Nations University in August 2006. At subsequent events including the East Asia Summit held in January 2007, the idea of a human resource development program was further expanded to include participants from the Asia region.

With the aim of facilitating Japan’s further contribution to global peace and development, the Program was conducted for four years from 2007 to 2010 and the Japan Fiscal Year (JFY) 2011 Program was also implemented by Hiroshima Peacebuilders Center (HPC). Graduates of the Program are now making active contributions in the peacebuilding fields such as Afghanistan, South Sudan, Kenya, Timor-Leste, and other locations including UN Department of Peacekeeping Operations (DPKO), International organizations, offices, governments and NGOs.

Implementing Bodies of the Program

The JFY 2011 Program was implemented by Hiroshima Peacebuilders Center (HPC) in cooperation with the United Nations Volunteers (UNV) programme.

- Hiroshima Peacebuilders Center (HPC)
  Hiroshima Peacebuilders Center (HPC) conducts human resource development and research activities in the field of peacebuilding, which obtained a legally independent status in 2011. Based on its experiences over the past four years, HPC has been commissioned by the Program for Human Resource Development in Asia for Peacebuilding by the Ministry of Foreign Affairs of Japan in JFY 2011.

- United Nations Volunteers (UNV) programme
  As one of the United Nations organizations, UNV contributes to global peace and development by advancing volunteering. Volunteering has the potential to influence the pace and nature of development and brings both 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. UNV administers the Overseas Attachment component of the Program.
Overview of the Program for Human Resource Development in Asia for Peacebuilding in JFY 2011

Hideaki Shinoda
Director, Hiroshima Peacebuilders Center (HPC) / Associate Professor, Hiroshima University

Two Different Courses Provided According to Individual Needs

The Program for Human Resource Development in Asia for Peacebuilding commissioned by the Ministry of Foreign Affairs of Japan in Japan Fiscal Year 2011 conducted two courses: Primary Course and Seminar on Basic Peacebuilding.

Specifically, "Primary Course," the main course of the Program, provided an opportunity for those wishing to establish their career in the peacebuilding field to provide a chance to get their feet on the ground.

"Seminar on Basic Peacebuilding" was aimed to promote basic understandings of peacebuilding. By establishing different two courses, we offered support for participants with various purposes. In the beginning of the Coursework in Japan for the Primary Course in Tokyo, we organized lectures and meetings in order to promote interactions between the Program Associates and governmental officials and officials of international organizations. Then, the Program Associates participated in training sessions on safety control at camp of the International Peace Cooperation Activities Training Unit of the Central Readiness Force in the Japan Ground Self-Defense Force and afterward moved to Hiroshima. The Coursework in Hiroshima was roughly outlined under the themes of "Analysis," "Planning," "Coordination," "Management," and "Skill-up." Through such Coursework, the Program Associates learned, discussed, and experienced the latest ideas and issues on peacebuilding, situations in the field, methods of implementing various practices, skills for career development, etc. In the process of the Coursework we organized several workshops to encourage the Program Associates to actively participate in group exercises.

In the Seminar on Basic Peacebuilding, we invited Japanese facilitators, active in Japan and also overseas, to provide lectures and workshops to enable participants to better understand basic peacebuilding.

Since this seminar welcomed participants who had not yet decided to engage in peacebuilding as a future career, we tried to broaden the discussion with a more comprehensive view such as the current challenges of peacebuilding activities.

Developing the Human Network as a Future Asset

The lectures by world-class facilitators including researchers and UN officials active on the front lines, as well as the career development support for the Program Associates of the Primary Course are significant aspects of the Program. What is most attractive is the human network each participant would establish through the courses—a network with facilitators, participants from Japan and other Asian countries with various backgrounds, as well as Program graduates who have already started working and establishing their careers in the peacebuilding-related areas. Since the development of human resources must be considered with a long-term view, we believe that such a human network is one of the greatest assets for participants' future endeavors.

Focusing on Intellectual Contributions and Conveying Information Inside and Outside Japan

In this fiscal year we continued our focus on intellectual contributions, information gathering, and network-developing by actively participating in meetings which brought together peacebuilding experts, such as the International Association of Peacekeeping Training Centres (IAPTC). In February 2012, we held a symposium to commemorate the fifth anniversary of this Program. This symposium was an activity that could contribute to the development of not only this Program but also the peacebuilding field at large. Furthermore, the symposium, welcoming Program graduates who are currently active in Japan and overseas, has provided both Program Associates and the general audience who are interested in the peacebuilding field with opportunities to interact with these Program graduates.

Through these courses and intellectual contributions of this fiscal year, we have contributed toward fostering human resources with the strong will and ability to build peace, and toward promoting understanding of peacebuilding at various levels from experts to the public.
Overview of the Program for Human Resource Development in Asia for Peacebuilding in FY 2011

The Program for Human Resource Development in Asia for Peacebuilding in FY 2011 is designed to improve the peacebuilding-related knowledge and skills of practitioners from Asian countries. The Program consists of a Primary Course in Japan, a Seminar on Basic Peacebuilding, and a Career Development Support. The Primary Course in Japan is conducted by world-class lecturers from Japan and around the world, focusing on collaboration with international organizations and the United Nations. The Seminar on Basic Peacebuilding aims to promote basic understanding of peacebuilding, while the Career Development Support provides opportunities for career development.

1. Primary Course / Coursework in Japan

The Program Associates from Japan and other Asian countries live together under the same roof for six weeks to improve their peacebuilding-related knowledge and skills by learning from one another. The Coursework is comprised of lectures, participatory problem-solving workshops, open discussions, and individual consultation, which helps the Program Associates develop essential knowledge for exploring an Asian approach to peacebuilding.

2. Primary Course / Overseas Attachment

After the Coursework in Japan, most of the Program Associates are dispatched to offices of international organizations, which are responsible for peacemaking activities. They work in the field as UN Volunteers for a maximum of 12 months. It is essential for those who are eager to become professional peacebuilders to gain practical experiences in the field. Therefore, the Overseas Attachment is designed as an opportunity to apply theories and skills learned through the Coursework in Japan to the actual peacebuilding work on the ground, and consequently enable the Program Associates to work as professional peacebuilders.

3. Seminar on Basic Peacebuilding

The Seminar on Basic Peacebuilding is aimed at promoting basic understanding of peacebuilding. Hosted by Hiroshima Peacebuildings Center (HPC) and United Nations University (UNU), the seminar is broadly opened to those who have an interest in peacebuilding. Lecturers and facilitators, who are on the forefront lines of peacebuilding activities, delivered the Seminar coursework to such themes as "what is peacebuilding," "what are the causes of conflicts," and "international responses to conflicts."

4. Intellectual Contribution

The Program holds various open events to encourage public understanding of peacebuilding. Particularly, seminars, symposiums, and panel discussions are organized with a view to convey the meaning and significance of peacebuilding, both inside and outside of Japan.

5. Career Development Support

A human network is one of the most precious assets in the field of peacebuilding. In addition to opportunities to create a human network with peacebuilding experts through the Coursework in Japan, HPC prepares the mentoring system consisted of practitioners such as officials of international organizations and organizes a forum to promote interactions between the Program Associates and Program Graduates through the original online network. As a result, this broad human network helps the Program Associates to build their careers in the future. Moreover, the online network provides the latest vacancy information on peacebuilding-related organizations.

List of Lecturers / Facilitators and Titles (As of 20 Feb, 2012)

- Hidenori Shindo
- Naoki Takatsuka
- Toshiko Abe
- Masao Sugita
- Yosuke Iwata
- Yoshihito Hara
- Tatsuo Takahashi
- Renhun Tang
- Rika Amano
- Nobuo Morita
- Kazumi Ito
- Shinjiro Asai
- Yuki Honda
- Misaki Akihisa
- Suyako Hamasaki
- Marshelle Crowley
- Rollie Pangestian
- Keisuke Chiba
- Arun Chakravorty
- Neil Myerson
- Edward Amon
- Peter Schuhart-Jones
- Kuo-Chang Tsai
- Mao-Tsun Yang
- Mao-Tsun Yang
- Chih-Chen Chou
- Yuki Sato

Outstanding Training Methodology with Distinguished Facilitators

For this Program's Coursework in Japan, HPC makes the most of its global network to invite worldwide lecturers working in the forefront of peacebuilding—practitioners, researchers, and consultants affiliated with the United Nations and other international organizations, government agencies, NGOs, and education and research institutions across the world.

Through workshops designed to study various specific cases in a practical manner, the Coursework provides opportunities for lecturers and Program Associates to work interactively and engage in intensive dialogue with each other. After group work exercises, lecturers closely watch each group, facilitating group work from diverse perspectives that reflect their backgrounds. These multidisciplinary approaches aim to help Program Associates to learn as much as possible from lectures, Moreover, based on this experience in organizing many practical training sessions and discussions with various experts on peacebuilding-related fields, HPC has developed its own distinctive methods and philosophy of training. The content of the training is practical and applicable to actual situations, introducing Program Associates to the procedures they need to follow when implementing projects in the field. The training also incorporates elements for career development support, which provide career planning guidance and enhance the skills required for proactive effective job application forms and successful job interviews.

In light of this Program's long-term vision for career development, the Coursework strongly puts emphasis upon the importance of networking, which will continue to help Program Associates throughout their lives. The Coursework functions as a forum for Program Associates to get to know each other and to build a network with practitioners working on the forefront lines of peacebuilding activities. Through these avenues, the Coursework helps Program Associates obtain the knowledge, skills, and attitude required for peacebuilding.
HPC Continuously Supports Program Associates and Program Graduates

Career development in the peacebuilding field entails instability in the sense that there is no lifetime employment system. On the other hand, many peacebuilding-related organizations lack competent human resources. As part of its career development support, HPC administers a unique “HPC Roster System” and provides opportunities for Program Associates and Program graduates to seek advice from experts and practitioners. By providing such an online system and human network, HPC aims to foster more human resources ready to work in the peacebuilding field.

1 HPC Roster System

The HPC Roster System is an online system uniquely developed and run by HPC. All Program participants and graduates are registered in the system, which allows them to access various kinds of useful information. The system is a channel through which HPC provides various types of support according to individual needs.

As of JFY 2018, the Mentoring System has been introduced only for Japanese Program Associates graduating Program year 2017 and以后のprimary course.

Overview of the HPC Roster System

- Know-Who (Profiles)
- Information Board
- Mentoring System
- Oversee Assignment
- Program Associates
- Program Graduates

Course in Japan

- Program Development

Examples of Job Placements of Graduates of the Program

- UNESCO (United Nations Educational, Scientific and Cultural Organization)
- UNICEF (United Nations Children’s Fund)
- WFP (World Food Programme)
- FAO (Food and Agriculture Organization of the United Nations)

Career Development Support

- Roster System
- Human Network
- Other Support

Field of Peacebuilding

- UN
- International Organizations
- Governments
- Others

Recommend our HPC mentoring system

- As a mentor, I have been asked questions about the ways for Program Associates to get into the UN system. What really matters is their belief and passion to make a positive change in the world, and the UN is a means to that end. CV writing technique, networking with the UN staff members, etc., may indeed be necessary, but please keep reminding yourselves of “why you want to work for the UN” and “what contribution you can make.” Everything else will then follow.