



Hiroshima Peacebuilders Center(HPC)
Meaning of the Logo

The HPC logo symbolizes a Phoenix 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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外務省
Ministry of Foreign Affairs of Japan



The Program for Human Resource Development in Asia for Peacebuilding



Commissioned by the Ministry of Foreign Affairs of Japan in Japanese Fiscal Year 2012

HPC
Hiroshima Peacebuilders Center



CONTENTS

■ Main purpose of the Program 01

What is Peacebuilding?
Significance of International Support
Building Peacebuilders
Establishment of the Program
Implementing Bodies of the Program
Messages from Key Persons 2012

■ Overview of the Program for Human Resource Development in Asia for Peacebuilding in FY 2012 05

The Program for purpose of practice
Excellent lecturers/facilitators

■ Features of the Program 09

Career Development Support

■ 2012 Program Report 11

Primary Course① Coursework in Japan
Primary Course② Coursework in Japan
Primary Course③ Overseas Attachment
Civilian Experts Course
Seminar on Basic Peacebuilding
Timeline of the FY2012 Program
Symposium of the Program

■ History of the Program for six years 22

Outstanding achievements based on experiences
of various field activities of peacebuilding
Analyzing the data of the Participants (in the Program)

What is Peacebuilding?

We regard “peacebuilding” as a set of activities for building a social foundation for sustainable peace. Specifically, it involves a wide range of activities including DDR (Disarmament, Demobilization, and Reintegration), building the rule of law, weapons control and disposal, repatriation of refugees, SSR (Security Sector Reform) including advice for and training of security personnel, electoral assistance, social and economic development, etc. Central and local governments, the United Nations (UN) and other international organizations, as well as non-governmental organizations carry out these tasks.

“Peacebuilding” must be recognized as a set of comprehensive activities for guiding societies tormented by armed conflicts to the way for becoming stable and peaceful societies. It is not limited to only conflict resolution but comprises a broad range of activities such as eradication of corruption, education and control of infectious diseases such as HIV/AIDS. Peacebuilding activities are designed to establish a solid social foundation for durable peace.



Significance of International Support

Armed conflicts are prevalent around the world today. In a war-torn society where towns have been destroyed and people have suffered physically and psychologically, reconstruction is very difficult. Local capacity alone may not be sufficient to rebuild the society. Indeed, peacebuilding, the task of creating a peaceful society that will not relapse into another conflict, involves reforming and strengthening laws, politics, economy, police, and more. All of these activities require various kinds of human resources with advanced knowledge and skills and a strong commitment to contribute to peacebuilding. As global citizens, we have the responsibility to find practical ways to help resolve conflicts and assist people in need.

Despite increasing calls for civilian contributions to today's peacekeeping/peacebuilding operations worldwide, the number of personnel still falls short. This is because the field of peacebuilding is complex and requires highly qualified people with the experience of dealing with such realities as armed groups, organized crime, corruption, and so on. It also requires high-quality peacebuilding methods that respect local social mechanisms and values. Furthermore, to maintain peacebuilding efforts in addition to specialized knowledge and experience, effective communication skills, positive thinking and a strong will are necessary characteristics. Without these characteristics, the international community's expectations of professional peacebuilders will not be met.

Considering Japan's history of reconstruction and broader perspectives of Asia, we believe it important to train and send to the world professional peacebuilders from Hiroshima, a city that has become a global symbol of peace. The Hiroshima 'brand' sends forth a strong message of peace around the globe, through the process of peacebuilding activities..

People affected by conflict are waiting for professional peacebuilders from Japan and Asia.

*Program Associates (PAs):
The participants in the Primary Course of the Program are referred to as Program Associates.
*Titles and affiliations which appear in the pamphlet are those used at the time of the program implementation. Pictures have been provided by Program Associates, HPC staff and the Ministry of Foreign Affairs of Japan.

The Program for Human Resource Development in Asia for Peacebuilding

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 contribute to peace and security will become ever more apparent and continue to grow. Having experienced the devastation of nuclear weapons, Japan endeavors to achieve disarmament and non-proliferation of weapons of mass destruction worldwide, while also to strengthen 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 lags behind the world's expectations.

Japan's peacebuilding initiatives have been focusing on three pillars: **"Efforts on the ground (including Peacekeeping Operations [PKO] and Official Development Assistance [ODA]),"** **"Intellectual Contributions,"** and **"Human Resource Development."** By undertaking human resource development as the main objective and also taking into consideration the importance of intellectual contributions, the Program has sought to contribute to the development of as many competent peacebuilding experts as possible. The program has subsequently helped send highly qualified personnel 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 "Pilot 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 participation from the Asia region.

With the aim of facilitating Japan's further contribution to global peace and development, the Program was conducted for five years from 2007 to 2011 and the FY 2012 Program was also implemented by the Hiroshima Peacebuilders Center (HPC). Graduates of the Program are now making active contributions in the peacebuilding field in Afghanistan, South Sudan, Libya, Sierra Leone, and other locations.

Implementing Bodies of the Program

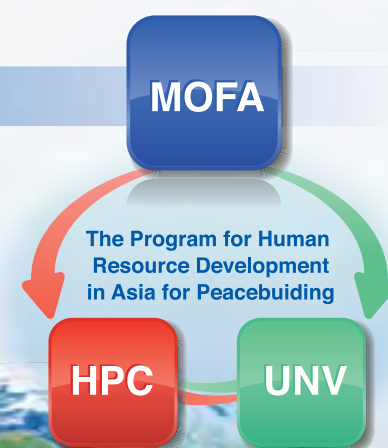
The FY 2012 Program was implemented by the Hiroshima Peacebuilders Center (HPC) in cooperation with the United Nations Volunteers (UNV) programme.

● Hiroshima Peacebuilders Center (HPC)

The Hiroshima Peacebuilders Center (HPC) is a General Incorporated Association to conduct human resource development and research activities in the field of peacebuilding. Based on its experiences over the past five years, HPC has been commissioned for the Program for Human Resource Development in Asia for Peacebuilding by the Ministry of Foreign Affairs of Japan in 2012.

● United Nations Volunteers (UNV) programme

As a United Nations agency, 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. UNV administers the Overseas Attachment component of the Program.



Messages from Key Persons 2012

Our Expectation on Professional Peacebuilders



Fumio Kishida

Minister for Foreign Affairs of Japan

Japan is actively engaged in a wide range of efforts including in human resource development to contribute to peace and stability in the international community.

When the international community assists vulnerable post-conflict nations in consolidating peace, the activity of civilian experts supporting coherent and comprehensive nation-building is indispensable. This program aims to nurture in various fields the civilian experts needed to build peace and contribute to peace and stability in the international community. I strongly hope that, through this program, as many people as possible from Japan and the countries in Asia will follow a large number of predecessors of this program and continue to work to build peace as civilian experts.



RICHARD DICTUS

Executive Coordinator United Nations Volunteers

Volunteerism Transforms Lives

The United Nations Volunteers (UNV) programme is responsible for the volunteer management component of the Program. Following an extensive matching process, Program participants are assigned with UN agencies and are typically working on the front-lines directly with vulnerable groups, such as refugees, women, children and others affected by conflicts. Their role involves bringing excluded groups into peace and development processes, protecting and supporting those at risk, and assuring peoples' basic needs are met. Program Associates often find themselves living and working in challenging conditions. Despite this, many say they get as much from the experience as they give. They develop new skills and gain confidence in their abilities. They are also able to make significant contributions towards improving the lives of people affected by crises.

Once again, we will be counting on the professionalism and volunteer spirit of the participants to fully engage in the support to peace and development efforts worldwide.



Kenji Isezaki

President of Hiroshima Peacebuilders Center (HPC), Director-General for the 2012 "Program for Human Resource Development in Asia for Peacebuilding" / Professor, Peace and Conflict Studies, Graduate school of Global Studies, Tokyo University of Foreign Studies

What is "peace"?
Can we achieve "peace" that makes each and everybody on the earth peaceful?
If not, whose "peace" do we prioritize?
After all, what is "peace" we aim to construct by "peacebuilding"?

The fields of conflict resolution, peace enforcement, post-conflict reconstruction and even confidence building measures for a politically tense environment requires "ready - to work" professionals with such critical thinking. That is the "peacebuilders" this program aims to train.

He led Disarmament, Demobilization and Reintegration programs in Sierra Leone and Afghanistan both as a staff at UN and Japanese government after being in charge of district administration in the East Timor.



Overview of the Program for Human Resource Development in Asia for Peacebuilding in FY 2012



Hideaki Shinoda

Executive Director of Hiroshima Peacebuilders Center [HPC], Program Officer for the 2012 "Program for Human Resource Development in Asia for Peacebuilding" / Associate Professor, Institute for Peace Science [IPSHU] and Graduate School for International Development and Cooperation [IDEC], Hiroshima University

Ph.D. in International Relations (LSE). He authored numerous books and articles on peacebuilding such as Peace-building and the Rule of Law (Osaragi Rondan Award) and State Sovereignty as a Historical and Political Concept (Suntory Academic Award).

Implementing Programs Based on the Needs of Participants

The FY 2012 Program for Human Resource Development in Asia for Peacebuilding, commissioned by the Ministry of Foreign Affairs of Japan, conducted three courses: Primary Course, Civilian Experts Course, and Seminar on Basic Peacebuilding.

The Primary Course provided opportunities for Program Associates (PAs) to develop their careers in the field of peacebuilding. The Civilian Experts Course provided opportunities for participants who have experience in the field of peacebuilding to develop skills. The Seminar on Basic Peacebuilding was designed for those who wish to deepen their understanding of peacebuilding.

In the Primary Course, after the opening ceremony, PAs initially took part in training sessions on security control at the training center of International Peace Cooperation Activities Training Unit on the Central Readiness Force in the Japan Ground Self-Defense Force. Then they move from Tokyo to Hiroshima to take part in other training programs of "Analysis", "Planning", "Coordination", "Management", and "Skill-up". In Hiroshima, they had many opportunities for learning, discussions, and sharing experiences on today's trends in peacebuilding, practical issues, practical skills, and career development. Because the Primary Course was designed for career development, it contained many workshop-style sessions where PAs can be proactive and highly participative in their coursework.

The Civilian Experts Course was implemented for two weeks in Tokyo. The Course contained 4 components: Discussions about Civilian Capacity Development in the UN, the significance of Ownership in Africa, Arab Spring's impact on peacebuilding, and Personal Security. Participants acquired knowledge and skills required on the ground and deepened their understanding of current trends of peacebuilding through the workshops and discussions in each component.

Finally, in the Seminar on Basic Peacebuilding, many Japanese experts who are working in the field of peacebuilding either internationally or domestically delivered lectures for participants each day. The Seminar dealt with basic issues of

peacebuilding in order to satisfy needs of the participants who plan to develop careers in the field of peacebuilding.

*The session "Skill-up" was intended only for Japanese PAs in principle.

Networking for the future

The value of the Program is not limited to the knowledge drawn from lectures by the world's leading researchers and practitioners including UN officers in assisting the PAs to develop their careers. One of the biggest assets of the Program is the opportunity to build a human network among experts and PAs from different backgrounds, and graduates who are working in the field of peacebuilding. Because the development of human resources requires a long-term view, networking is a critical asset for any participants of the Program.

Focusing on Intellectual Contributions and Conveying Information Inside and Outside Japan

HPC contributes to assimilating relevant information and disseminating knowledge and appropriate networking. This is developed through participation in expert meetings in the field of peacebuilding such as IAPTC (International Association of Peacekeeping Training Centres) or ZIF (Center for International

Peace Operations) in 2012. In addition, HPC held a public symposium on the latest topics in the UN peacebuilding field in November 2012, inviting experts from the United Nations University. The discussions in the symposium contributed to broadening the knowledge-base in developing the field of peacebuilding.

Through the training programs and these particular activities, the Program has contributed to developing human resources in the field of peacebuilding and disseminating knowledge of peacebuilding at various levels from experts to interested people.



Overview of the Program for Human Resource Development in Asia for Peacebuilding in JFY 2012



The Program for purpose of practice >>>>

[1] Primary Course / Coursework in Japan

The Program Associates from Japan and other Asian countries live together under the same roof for six weeks in order to improve their peacebuilding-related knowledge and skills by learning from one another. Participatory problem-solving workshops, open discussions, and individual consultation as well as lectures are incorporated into the Coursework, which helps equip the Program Associates with essential knowledge for exploring an Asian approach to peacebuilding. Based on advanced studies on peacebuilding, HPC organized the Coursework by inviting world-class lecturers / facilitators (mainly practitioners) from Japan and overseas and by collaborating with overseas training institutes and international organizations such as the United Nations. Consequently, the Program Associates build human networks with practitioners active on the front lines of peacebuilding activities.

[2] Primary Course / Overseas Attachment

After the Coursework in Japan, most of the Program Associates are dispatched to the offices of international organizations involved in peacebuilding activities and work on the ground as UN Volunteers for a maximum of 12 months. Practical experience in the field is essential for a professional peacebuilder. The Overseas Attachment is designed as an opportunity to apply theory and skills learned through the Coursework in Japan to the actual peacebuilding work on the ground, and consequently, to enable the Program Associates to work as professional peacebuilders.

[3] Civilian Experts Course

Civilian Experts Course is designed to provide for civilian experts who have already engaged in peacekeeping/peacebuilding activities to some extent, an opportunity for the "skill-up" of their capacities. For that purpose, this course prepares a total course time of 2 weeks in Japan to help participants to strengthen their capacities as experts in the relevant fields.

The Civilian Experts Course accepts Japanese and other Asian participants. The participants will have opportunities to enhance their expertise and understand cutting-edge issues of peacebuilding through 2-weeks of workshops and lectures by world-class facilitators.



[4] Seminar on Basic Peacebuilding

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



Distinguished Facilitators

Kenji Isezaki

President of HPC, Director-General for the 2012 "Program for Human Resource Development in Asia for Peacebuilding" / Professor, Peace and Conflict Studies, Graduate school of Global Studies, Tokyo University of Foreign Studies

Hideaki Shinoda

Executive Director of Hiroshima Peacebuilders Center [HPC], Program Officer for the 2012 "Program for Human Resource Development in Asia for Peacebuilding" / Associate Professor, Institute for Peace Science [IPSHU] and Graduate School for International Development and Cooperation [IDEC], Hiroshima University

Yuji Uesugi

Program Officer for the 2012 "Program for Human Resource Development in Asia for Peacebuilding" / Associate Professor, Graduate School for International Development and Cooperation [IDEC], Hiroshima University

Desmond Molloy

Course Mentor for the 2012 "Program for Human Resource Development in Asia for Peacebuilding" / Former Senior Rehabilitation Adviser, United Nations Development Programme [UNDP] Nepal / Affiliated Researcher at the Institute for Peace Science [IPSHU], Hiroshima University

Rika Amano

External Relations Officer, United Nations High Commissioner for Refugees [UNHCR] Representation in Japan

Hiroyuki Saito

Communications Specialist, United Nations Children's Fund [UNICEF] Tokyo office

Yoko Honda

Donor Relations Officer, World Food Programme [WFP] Japan Relations Office

William Barriga

Chief of Mission, Mission in Tokyo, International Organization for Migration [IOM]

Naoko Takasu

Program Management Specialist, United Nations Development Programme [UNDP] Representation Office in Tokyo

Masatoshi Sugiura

Director, International Peace Cooperation Division, Foreign Policy Bureau, Ministry of Foreign Affairs of Japan [MOFA]

Yasuyuki Aihara

Deputy Director, Secretariat of the International Peace Cooperation Headquarters, Cabinet Office, Government of Japan

Sukehiro Hasegawa

Professor, Department of Global Politics, Faculty of Law, and the Executive Director for International Strategic Planning of Hosei University / Special Advisor to the President of Timor-Leste / Former Special Representative of the UN Secretary-General for Timor-Leste

Marshall Conley

President, Conley-International Education Consultants

Rizal Panggabean

Lecturer, International Relations Department, Masters Program in Peace and Conflict Resolution, Graduate School, Gadjah Mada University

Kevin Chang

Lecturer, University of Sydney / Former Security Sector Reform Programme Manager, United Nations Development Programme [UNDP] / United Nations Integrated Mission in Timor-Leste [UNMIT] Security Sector Reform Team

Amal Jayawardane

Senior Professor and Head, Dept. of International Relations, University of Colombo

Philip Shetler-Jones

Peacekeeping Consultant, Asian Regional Forum / Senior Strategic Analyst, Supreme Headquarters Allied Command Europe [SHAPE], North Atlantic Treaty Organization [NATO]

Kazuo Tase

Acting Director, United Nations Information Center [UNIC] in Islamabad / Affiliated Professor, Osaka University School of International Public Policy [OSIPP] / Chief, United Nations Human Security Unit, Office of Civilian Human Resources [OCHA]

Mark Downes

Assistant Director of the Geneva Centre for the Democratic Control of Armed Forces [DCAF] / Head of the International Security Sector Advisory Team [ISSAT]

Josef Reiterer

Surge Staff Development Officer, Surge Capacity Section [SCS], Emergency Services Branch [ESB], United Nations Office for the Coordination of Humanitarian Affairs [OCHA] Geneva / Former Head of the Civilian Pre-Deployment Integrated Training of Department of Peacekeeping Operations [DPKO] / Former Course Director of OCHA's UN-CMC Coord Course

Francis Amar

Certified Master Coach [ICF Accredited], Trainer and Human Resources Consultant Focus Evolution / Former International Committee of the Red Cross [ICRC] Senior Executive

Kyoko Ono

Political Affairs Officer, Policy and Mediation Division, Department of Political Affairs, United Nations Secretariat

Sungtae Kim

Director, International Ministry Division, World Vision Korea / Operations Manager, Asia Pacific Regional Disaster Management Team

Kyungshin Lee

Program Manager, Korea Council for Overseas Cooperation [KCOC]

Toshihiro Matsumoto

Co-Founder & CEO, Kopernik / Former Strategic Planning Advisor and Assistant Country Director, United Nations Development Programme [UNDP] Sierra Leone

Edward Jombla

National Network Coordinator for Sierra Leone, West Africa Network for Peacebuilding [WANEP-SL]

Patrice T. Chiwota

Senior Programme Officer, Financing for Peacebuilding, Peacebuilding Support Office [PBSO], United Nations Secretariat

Mari Matsumoto

Senior Portfolio Manager, Multi-Partner Trust Fund Office, Bureau of Management, United Nations Development Programme [UNDP]

Kevin J. Allen

Coordinator, Office of the United Nations High Commissioner for Refugees [UNHCR] Centre for Emergency Training in International Humanitarian Response ("eCentre") Tokyo, Japan

Kozue Tominaga

ASPM (HR Account Manager / Generalist), Technology & General Services Department, International Monetary Fund [IMF]

Chio Sato

Representative, Office CLUTCH

Madoka Hutamura

Academic Programme Officer, Institute for Sustainability and Peace, United Nations University [UNU]

Shiniti Takeuchi

Director, African Studies Group, Area Studies Center, Institute of Developing Economics, Japan External Trade Organization [IDE-JETRO] / Affiliated Professor, Graduate School of Arts and Sciences, Tokyo University

Juichi Inada

Professor, Department of International Economics, Senshu University

Yukie Osa

President, Association for Aid and Relief, Japan / Professor, Graduate School of Social Design Studies, Field of Study, Business Administration in Network and Social Organization, Rikkyo University

Masako Yonekawa

Associate Professor, Graduate School of Social Design Studies, Field of Study, Business Administration in Network and Social Organization, Rikkyo University

Naoyuki Ochiai

Senior Advisor to the Director General, and Deputy Director of Office for Gender Equality and Poverty Reduction, Economic Infrastructure Department, Japan International Cooperation Agency

Christopher Coleman

Director of the Civilian Capacity Project at the United Nations

Rahul Chandran

Former Team Leader and Author, Civilian Capacity Review / Policy Planning and Innovation Section, United Nations Office for the Coordination of Humanitarian Affairs [OCHA]

[5] 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 conveying the meaning and significance of peacebuilding, both inside and outside Japan.

[6] 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 of practitioners such as officials of international organizations and organizes a forum to promote interaction between the Program Associates and Program Graduates through the HPC managed online network. Such a broad human network helps the Program Associates build their careers. Moreover, HPC provides information on vacant posts in peacebuilding-related organizations.



Features of the Program Career Development Support

Career Development Support

Providing Career Development Support through Online System and Human Network

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 of 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.

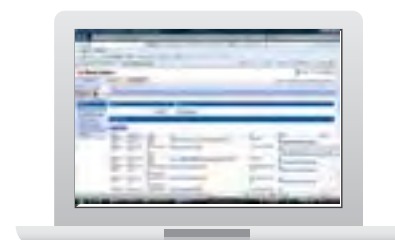
Coursework in Japan



Overseas Attachment



HPC Career Development Support



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.

Know-Who(Profiles)

Profiles of Program Associates (including Program graduates) are found in the Peacebuilding Human Resources Database. Registered members may have access to certain information in order to promote communication among themselves.

Information Board

The Information Board is an online communication forum for registered members. HPC offers this forum for all registered members, without any regard for courses or year of participation, with the aim of supporting networking among them.

Mentoring System

Approximately 30 experts and practitioners including UN officials and human resource officers are listed as mentors in the Mentoring System. This individual consulting system enables Program Associates (including Program graduates) to consult with appropriate mentors about technical know-how to prepare for an interview or solution to cope with anxieties in the field. The Mentoring System enables Program Associates and graduates to directly listen to the "voices" of experts active on the front lines.

Information on Vacant Posts

HPC provides information on such as UN agencies, Various NGOs and MOFA. Since it includes unique information, wide ranges of vacant posts are rapidly informed to registered members and the latest information reaches them via e-mail so that they do not miss any useful information.

Document Repository

Registered members can obtain peacebuilding-related documents such as coursework textbooks and materials from the online Document Repository.

2 Human Network

The human network is one of the greatest assets in the field of peacebuilding. While the Coursework in Japan itself provides an excellent opportunity to meet experts, HPC provides further opportunities to encourage human networks such as setting up meetings among new Program Associates and Program graduates.



3 Other Support

Since the establishment of the Program, HPC has been fostering human resources for peacebuilding and has accumulated a large volume of distinctive know-how. HPC has distributed booklets to share knowledge of experts in terms of career development including how to write a CV as well as interview skills.



Field of Peacebuilding



Message from Program Associates



Atsuko Watanabe

I used the Mentoring System to prepare for the interview for the candidate exam for Junior Professional Officer (JPO) because I thought that that was good opportunity to get advices from practitioners in international organizations.

I really appreciate my mentors who kindly supported online practice interviewing and told me about other JPO candidates' experience. Although I just used the Mentoring System to prepare for the interview for the short-term, I think that the system broadly addresses Program Associates' needs through support from mentors in various fields. One of the advantages of the Mentoring System is that Program Associates are able to choose mentors in accordance with their needs.

FY2009 Program Associates

Message from Mentor



Kazuo Tase

The two topics that I was consulted on under the HPC Mentoring System were: a) how to take a UN/JPO job interview; and b) how to write a job application cover letter and a Personal History Profile (UN-format CV). Indeed, Japanese candidates are not strong in both, and systematic accumulation and sharing of knowledge on these topics will greatly benefit future applicants. As long as I know, no individuals or institutions have done this. An idea might be to organize regular workshops on job application, including document drafting mock interview sessions (both in-person and telephone). Such opportunities may dramatically improve the Japanese under-representation in international organizations.

Acting Director, United Nations Information Center [UNIC] in Islamabad / Affiliated Professor, Osaka University School of International Public Policy [OSIPP] / Chief, United Nations Human Security Unit, Office of Civilian Human Resources [OCHA]

Examples of Job Placements of Graduates of Program

UN Organizations

- UNDP (United Nations Development Programme)
Kosovo, Nepal, Sierra Leone, Timor-Leste, New York (Headquarters), Afghanistan, Laos, Cyprus, Haiti, Mozambique, Sri Lanka, Cambodia, Japan
- UNHCR (Office of the United Nations High Commissioner for Refugees)
Kenya, Thailand, Geneva (Headquarters), South Sudan, Somalia, Nepal, Japan, Kosovo, Sudan, Ethiopia
- UNICEF (United Nations Children's Fund)
Bangladesh, Eritrea, Sierra Leone, Timor-Leste, Sudan, Kosovo, New York (Headquarters), Cambodia
- UNESCO (United Nations Educational, Scientific and Cultural Organization) Cambodia, Timor-Leste
- WFP (United Nations World Food Programme) Rome (Headquarters)
- FAO (Food and Agriculture Organization of the United Nations) Japan, Thailand, Cambodia
- UN-INSTRAW (United Nations International Research and Training Institute for the Advancement of Woman) Dominican Republic
- UNCRD (United Nations Centre for Regional Development) Japan (Headquarters)
- UNRWA (United Nations Relief and Works Agency for Palestine Refugees in the Near East) Lebanon
- OUNF&P (Office of UN Funds and Programmes) Cape Verde
- DPKO (Department of Peacekeeping Operations) New York (Headquarters)
- WHO (World Health Organization) Indonesia
- UNMAS (United Nations Mine Action Service)
- UNV (United Nations Volunteers)

UN Missions

- UNMIS (United Nations Mission in Sudan)
- UNAMA (United Nations Assistance Mission in Afghanistan)
- UNAMI (United Nations Assistance Mission for Iraq)
- MONUSCO (United Nations Organization Stabilization Mission in the Democratic Republic of the Congo)
- UNAMID (African Union/United Nations Hybrid operation in Darfur)
- UNIOGBIS (United Nations Integrated Peacebuilding Office in Guinea-Bissau)

International Organizations

- IOM (International Organization for Migration) Sri Lanka, Sudan, Nepal, Myanmar, South Sudan
- ICRC (International Committee of the Red Cross)

PKO Center

- KAIPTC (Kofi Annan International Peacekeeping Training Center)

Government Agencies

- Ministry of Foreign Affairs of Japan (Headquarters in Tokyo and Overseas Establishments)
- Cabinet Office, Government of Japan
- JICA (Japan International Cooperation Agency)
- JICE (Japan International Cooperation Center)

NGO

- ADRA Japan (Adventist Development and Relief Agency Japan)
- JCCP (Japan Center for Conflict Prevention)
- International Lifeline Fund
- World Vision Japan

Others

- JPO (Junior Professional Officer)
- Program Management Office, IGES (Institute for Global Environmental Strategies)

2012 Program Report

Primary Course^① – Coursework in Japan

World-Class Lecturers Develop Work-Ready Peacebuilders

The Coursework of the Primary Course in Japan was held in Tokyo, Shizuoka and Hiroshima for six weeks, from January 24 to March 6, 2013, comprised of Japanese and other Asian Program Associates strongly committed to developing careers in the field of peacebuilding. The Primary Course aims to develop human resources who can support peacebuilding efforts through international agencies and other organizations.

This year, 14 Japanese and 15 other Asian Program Associates participated in the Primary Course. In the Coursework in Japan, Peacebuilding experts and practitioners gave specialized and practical lectures and facilitated workshops on subjects such as “conflict analysis,” “project planning and management,” and “coordination” to help Program Associates (PAs) obtain knowledge,

skills, and networks required to peacebuilding experts. It also included workshops and other sessions concerning conflict case analyses, role playing, and such that are directly useful for peacebuilding activities in the field.

After completing the Coursework in Japan, PAs are dispatched to the Overseas Attachment, which they engage in actual peacebuilding activities as UN Volunteers in international organizations working in the field of peacebuilding. Having taken their first step as peacebuilders through the Coursework in Japan, the Program Associates of FY2012 are expected to play active roles in peacebuilding in the near future.

Contents of the Coursework in Japan & relevant Lecturers

Opening Ceremony / Orientation

Kenji Isezaki

President of Hiroshima Peacebuilders Center (HPC), Director-General for the 2012 “Program for Human Resource Development in Asia for Peacebuilding” Professor, Peace and Conflict Studies, Graduate School of Global Studies, Tokyo University of Foreign Studies

Hideaki Shinoda

Executive Director of Hiroshima Peacebuilders Center (HPC), Program Officer for the 2012 “Program for Human Resource Development in Asia for Peacebuilding” Associate Professor, Institute for Peace Science (IPSU) and Graduate School for International Development and Cooperation (IDEC), Hiroshima University

International Peace Cooperation Activity by Japan Self-Defense Force

JGSDF (Japan Ground Self-Defense Force)

Yoshihiko Izaki

Initiatives of Government and International Organizations for Peacebuilding

Masatoshi Sugiura

Director, International Peace Cooperation Division, Foreign Policy Bureau, Ministry of Foreign Affairs of Japan (MOFA)

Naoko Takasu

Program Management Specialist, United Nations Development Programme (UNDP) Representation Office in Tokyo

William Barriga

Chief of Mission, Mission in Tokyo, International Organization for Migration (IOM)

Hiroaki Saito

Communications Specialist, United Nations Children's Fund (UNICEF) Tokyo office

Rika Amano

External Relations Officer, United Nations High Commissioner for Refugees (UNHCR) Representation in Japan

Yoko Honda

Donor Relations Officer, World Food Programme (WFP) Japan Relations Office

Yasuaki Aihara

Deputy Director, Secretariat of the International Peace Cooperation Headquarters, Cabinet Office, Government of Japan

UN and Peacebuilding

Sukehiro Hasegawa

Professor, Department of Global Politics, Faculty of Law, and the Executive Director for International Strategic Planning of Hosei University / Special Advisor to the President of Timor-Leste / Former Special Representative of the UN Secretary-General for Timor-Leste

Overview of Peacebuilding I

Hideaki Shinoda

Desmond Molloy

Course Mentor for the 2012 “Program for Human Resource Development in Asia for Peacebuilding” / Former Senior Rehabilitation Adviser, United Nations Development Programme (UNDP) Nepal / Affiliated Researcher at the Institute for Peace Science (IPSU), Hiroshima University

Peacebuilding and Leadership

Sukehiro Hasegawa

Team Building Exercise

Yuji Uesugi

Program Officer for the 2012 “Program for Human Resource Development in Asia for Peacebuilding” / Associate Professor, Graduate School for International Development and Cooperation (IDEC), Hiroshima University

Overview of Peacebuilding II

Hideaki Shinoda

Desmond Molloy

Kenji Isezaki

Week1 Analysis

- Theory and Methods of Conflict Analysis
- Problem-Stakeholder-Priority Analysis Tools
- Group exercises on Cases in Africa and Asia with emphasis upon appropriate Analytical Reading Skills



Marshall Conley

President, Conley-International Education Consultants

Rizal Panggabean

Lecturer, International Relations Department, Masters Program in Peace and Conflict Resolution, Graduate School, Gadjah Mada University

Kevin Chang

Lecturer, University of Sydney / Former Security Sector Reform Programme Manager, (United Nations Development Programme (UNDP) / United Nations Integrated Mission in Timor-Leste (UNMIT) Security Sector Reform Team

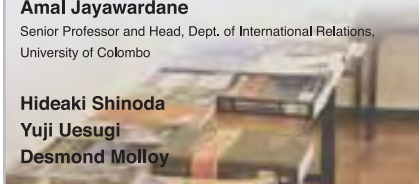
Amal Jayawardane

Senior Professor and Head, Dept. of International Relations, University of Colombo

Hideaki Shinoda

Yuji Uesugi

Desmond Molloy



Amal Jayawardane

Senior Professor and Head, Dept. of International Relations, University of Colombo

Ph.D. in International Studies (Washington), With specializations in Politics in South Asia: Foreign Policy Studies; Human Rights and Peace Studies, he serves a South Asian regional think tank as the Executive Director.

Week2 Planning

- Methods of Project Planning
- Planning of DDR/SSR
- Integrated Mission, Human Security
- Group exercises on Security Operations with emphasis on Presentation Skills



Philip Shetler-Jones

Peacekeeping Consultant, Asian Regional Forum / Senior Strategic Analyst, Supreme Headquarters Allied Command Europe (SHAPE), North Atlantic Treaty Organization (NATO)

Kazuo Tase

Acting Director, United Nations Information Center (UNIC) in Islamabad / Affiliated Professor, Osaka University School of International Public Policy (OSIPP) / Chief, United Nations Human Security Unit, Office of Civilian Human Resources (OCHA)

Mark Downes

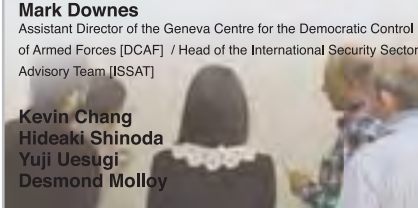
Assistant Director of the Geneva Centre for the Democratic Control of Armed Forces (DCAF) / Head of the International Security Sector Advisory Team (ISSAT)

Kevin Chang

Hideaki Shinoda

Yuji Uesugi

Desmond Molloy



Mark Downes

Assistant Director of the Geneva Centre for the Democratic Control of Armed Forces (DCAF) / Head of the International Security Sector Advisory Team (ISSAT)

Ph.D. in Political Science (Limerick), With his experiences in OSCE and OECD on Security Sector Reform as a practitioner, he has been providing training and advices for UN, training institutions and universities.

Week3 Coordination

- Coordination Skills among Various Peacebuilding related Organizations
- Group exercises on Humanitarian Aid with emphasis on Oral Communication



Josef Reiterer

Surge Staff Development Officer, Surge Capacity Section (SCS), Emergency Services Branch (ESB), United Nations Office for the Coordination of Humanitarian Affairs (OCHA) Geneva / Former Head of the Civilian Pre-Deployment Integrated Training of Department of Peacekeeping Operations (DPKO) / Former Course Director of OCHA's UN-CMCoord Course

Francis Amar

Political Affairs Officer, Policy and Mediation Division, Department of Political Affairs, United Nations Secretariat

Sungtae Kim

Director, International Ministry Division, World Vision Korea / Operations Manager, Asia Pacific Regional Disaster Management Team

Kyungshin Lee

Program Manager, Korea Council for Overseas Cooperation (KCOC)

Hideaki Shinoda

Yuji Uesugi

Desmond Molloy



Kyungshin Lee

Program Manager, Korea Council for Overseas Cooperation (KCOC)

With the specialization in Human Resource Management, he has been involved in coordination training and capacity development for governmental development organizations and NGOs in Vietnam, Haiti, Korea and Japan.

Week4 Project Management

- Project Management Cycles
- Budget Management
- Monitoring and Evaluation
- Local Ownership
- Group exercises on Development Aid with emphasis on Document Writing



Edward Jombla

National Network Coordinator for Sierra Leone, West Africa Network for Peacebuilding (WANEP-SL)

Patrice Chiwota

Senior Programme Officer, Financing for Peacebuilding, Peacebuilding Support Office (PBSO), United Nations Secretariat

Mari Matsumoto

Senior Portfolio Manager, Multi-Partner Trust Fund Office, Bureau of Management, United Nations Development Programme (UNDP) Sierra Leone

Toshihiro Nakamura

Co-Founder & CEO, Kopernik / Former Strategic Planning Advisor and Assistant Country Director, United Nations Development Programme (UNDP) Sierra Leone

Hideaki Shinoda

Desmond Molloy



Toshihiro Nakamura

Co-Founder & CEO, Kopernik / Former Strategic Planning Advisor and Assistant Country Director, United Nations Development Programme (UNDP) Sierra Leone

Having worked in McKinsey & Company and UN organizations in various countries including Indonesia and Sierra Leone, he co-established Kopernik and created on-line marketplace of innovative skills and products designed for developing countries.

Week5 Skill-up

- Personal Security
- Interview Skills
- Career Planning [Japanese participants only]



Kozue Tominaga

ASPM (HR Account Manager/Generalist), Technology & General Services Department, International Monetary Fund (IMF)

Chio Sato

Representative, Office CLUTCH

Kevin J. Allen

Coordinator, Office of the United Nations High Commissioner for Refugees (UNHCR) Centre for Emergency Training in International Humanitarian Response (“eCentre”) Tokyo, Japan

Hideaki Shinoda

Desmond Molloy



Kevin J. Allen

Coordinator, Office of the United Nations High Commissioner for Refugees (UNHCR) Centre for Emergency Training in International Humanitarian Response (“eCentre”) Tokyo, Japan

Having served for UNDPKO and UNHCR as Legal and Protection Officer in countries including Kosovo, Kenya, Mexico, and Afghanistan, he has been providing security management training as a coordinator of UNHCR eCentre.

2012 Program Report

Primary Course② – Coursework in Japan

As a Program Officer who is involved in organizing the Course, I have to address the following question. "What kinds of capacities are required for those who support the process of peacebuilding in countries having experienced conflicts?"

As a prerequisite for the capacities, peacebuilders need to have sound health to maintain sound physical and mental conditions in harsh and fragile situations in countries experiencing conflicts.

While the Program Associates (PAs) of HPC often are part of the UN teams working in peacebuilding, their term on the ground is limited and there is no guarantee for the extension. Most of them will experience many post-conflict countries such as Timor-Leste, South Sudan, and Democratic Republic of Congo developing required work experiences before they find a stable job in peacebuilding. Thus, volunteers who are spending a relatively short time in a particular country, perhaps not gaining a full understanding of the local culture, may be considered as transient by the local population.. However despite this, volunteers with the expert capacities to contribute,

even for a short period, to peacebuilding in volatile conflict situations can make a positive change on the ground. In this sense, the important thing is not superficial knowledge or skills, but respect for local people and their culture, the capacity to adapt to different cultures, and leadership for building trust with colleagues and local people. These capacities cannot be developed overnight. Everyone has to develop these capacities step by step through personal experience.

In conclusion, we need to recognize that Program for Human Resource Development in Asia for Peacebuilding is not a "training program for peacebuilding", but a "program for human resource development for peacebuilding". I think that this Program is successful when it contributes to developing PA's abilities in their long-term careers.

Yuji Uesugi

Program Officer, Hiroshima Peacebuilders Center / Associate Professor, Hiroshima University



Francis Amar

Certified Master Coach (ICF Accredited),
Trainer and Human Resources
Consultant- « Focus Evolution »



Building Human Resources by way of developing professional skills

I had the privilege to be associated with this Program since its initial pilot launch six years ago and to accompany several dozens Japanese and many other Asian Program Associates (PAs) in their learning curve to become highly skilled International Peacebuilders. The very successful combination of high-level academic training with concrete up-to-date field related real-life examples by experienced practitioners, enables them to develop in a creative way a diversity of international careers. Many of them have been hired by important UN agencies and a growing number of non-UN International Organizations. This year, for example, sees the

participation in the Primary Course of a Japanese Program Graduate who will soon join the International Committee of the Red Cross (ICRC) for a very challenging and highly sought-for position of « Protection Delegate » in a neighbouring Asian Country. Competition for such a valued and sensitive job is fierce, and credit must be given to HPC for being able to promote one of its PA This bears witness to its growing reputation.

HPC does not only offer valuable training, but also continued follow-up mentoring support by its more qualified International Facilitators. By sharing their vast worldly operational experience and making themselves available almost on a 24/7 basis via electronic communications, they can easily be reached by those PAs in need of personal coaching while being deployed to their new Peacebuilding-related assignments. This individual support system and that of their peers from a growing community of Program Graduates, helps them build a large network of useful relations in the International Community of Peace-dedicated professionals.

It is my hope that this very successful endeavour of the Ministry of Foreign Affairs of Japan which largely benefits Asia as a whole, will expend both in scope and in size to become the flagship of this country's long established leadership in the more global promotion of Human Security.



Yuji Uesugi

Program Officer for the 2012 "Program
for Human Resource Development in
Asia for Peacebuilding"/
Associate Professor, Hiroshima University

Ph.D. in International Conflict
Analysis (Kent). An editor of books
on State-building, Security Sector
Reform and Civil-Military Relations,
he published Changing UNPKO and
Conflict Resolution, awarded from
Japan Association for International
Security.



**Patrick Henry
Salga ASINERO**

FY2012 Program Associates



Working for almost seven years while advocating for young people's rights particularly in poverty and armed-conflict areas of Mindanao, the Philippines, I have always wished to share with the world our good practices, optimism and challenges in implementing our programs. During those years, I have also realized that I needed to expand my knowledge and understanding of peacebuilding and development theories and practices to be more effective in the communities and people with whom we worked.

With that said, the Coursework was a very timely opportunity where I was able to do both. More so, it was a very humbling experience to unload my assumptions and to relearn and advance my understanding on the

theoretical concepts and good practices of peacebuilding, development and even humanitarian efforts from expert practitioners and fellow Program Associates (PAs). It also reaffirmed my belief that our collaborative efforts could create innovative solutions to address our complex global issues. The synergy of our ideas, practical experiences, and even diverse cultural backgrounds created an atmosphere of inspiration and solidarity that would be meaningful even beyond the Coursework. Instead of putting too much emphasis on our differences, it facilitated us to focus on our commonality - our humanity. Aside from that, the Coursework facilitated us to reflect in a truly enriching and transformative social and intellectual experience amidst Japanese culture!

Consequently, I am optimistic again for the future of humanity! The Program experience gave me confidence that each person or institution, no matter how big or small, has a contribution to make to peacebuilding and development. Through our sustained dialogue and collaboration with the international community particularly institutions and actors within the UN and beyond it, we can genuinely create milestones for peace. I believe that whatever priceless learning that I gained and shared during the Coursework shall be very relevant to my future advocacy work of empowering young people to reach their maximum potential and to contribute positively to society!



2012 Program Report

Primary Course③ – Coursework in Japan



Work Experience in the field of Peacebuilding as a UN Volunteer

Japanese Program Associates (PAs) of the Primary Course are dispatched through the UNV programme to the fields of peacebuilding such as field offices of UN organizations around the world for 12 months as the Overseas Attachment of the Program. Duty stations are determined through a matching process between PAs and the UNV programme based on experiences, competencies and career plans of PAs as well as the needs of recipient organizations.

Practical field experience is essential for a professional peacebuilder. Through the Overseas Attachment, PAs will not only receive training, but also work as UN Volunteers in the field offices of international organizations. This is a valuable opportunity for them to apply the theory and skills acquired in the Coursework in Japan to actual field activities and also to gain on-the-job experience.

In the Program over the past five years, PAs have been deployed to various UN missions, funds and programmes and other International Organizations such as United Nations Development

Programme (UNDP), United Nations Children's Fund (UNICEF), United Nations High Commissioner for Refugees (UNHCR), World Food Programme (WFP), International Organization for Migration (IOM) etc. These duty stations are located in various regions including Africa, Central Asia, Southeast Asia.

Through the Overseas Attachment, the Program aims to strengthen human resources as well-experienced peacebuilders. Additionally, the Overseas Attachment is designed for PAs as a step to develop a career in the field of peacebuilding. The PAs of the FY 2012 will soon depart for the Overseas Attachment after completing the Coursework in Japan.



Primary Course③
Coursework in Japan



Examples of Duty Stations (FY 2012)

※As of December 2012

- UNDP (United Nations Development Programme)
Liberia, Laos, Nepal, South Sudan, Solomon Islands, Timor-Leste
- UNHCR (United Nations High Commissioner for Refugees)
Kosovo, Sudan, South Sudan, Rwanda
- UNICEF (United Nations Children's Fund)
Tajikistan
- IOM (International Organization for Migration)
South Sudan, Somalia, Haiti, Kenya, Rwanda



HPC staff

Kei Ogata
HPC Program Coordinator
for Training and
Event Management

I took charge of the screening process of the selection, coordination and support in coursework for PAs. During the Program, I also learned a lot of things being impressed with strong motivation of PAs. I think it is an attractive program due to the networking among PAs and the focus on current topics in the field of peacebuilding.



2012 Program Report

Civilian Experts Course

Skilling-up through discussions about cutting-edge issues in peacebuilding

The Civilian Experts Course was implemented in Tokyo for 2 weeks from November 7 to 20, 2012. The Course aims to provide training opportunities for those Participants who have experience in the field of peacebuilding. This year's Course hosted 12 Participants, including 9 Japanese who are working in the field of peacebuilding as JICA experts, UN officials, lawyers, or NGO workers, and 3 Participants from India, Pakistan, and Philippines respectively.

The Course was composed of 4 components: "Overview and Cutting-edge Agendas of Peacebuilding"; "The Arab Spring's Impact"; "Ownership for

Peacebuilding in Africa" and "Personal Security". Top-level experts including researchers or practitioners in the field of peacebuilding delivered lectures and held workshops in each component. The participants shared knowledge with other participants or lecturers and strengthened networking through discussions and workshops.



Louise Robinson
Director, InSiTu Training



I was recently asked to facilitate the Civilian Experts Course through the process of managing personal security risks inherent in a field deployment.

The dual premise guiding our lecture component is to harmonise risk management language and security awareness techniques across cultures, with the view of improving sustainable access to the communities we seek to serve. Presence and proximity are the key ingredients for both acceptance by a community and access to them, and sound security judgement underpins the extent to which peacebuilders get to engage with others. We must also know the point beyond which the risk is too high to continue operating.

As trainers in security risk management, our role is to provide a structure to better understand the nature and

level of dangers to an organisation, but more importantly to the individual so that personal risk is weighed against the expected benefit of an activity, and effectively managed and mitigated.

We use the ISO international standard definition for risk "the effect of uncertainty on objectives" as our fundamental starting point and apply a number of security awareness concepts, tools, and Risk Treatment Options to exploit positive opportunities for safe engagement where they exist. Discussion in the Course flows with the intent of capturing new approaches to existing problems and is not confined to years of experience; rather dialogue is informed by professional observations and a desire to act.

What is also striking about the calibre of the Participants is their openness to share examples of practices they have used to maintain an operational presence combined with a willingness to dissect those practices to gain greater insight into what does and does not work in the field. Shared personal experiences are an invaluable part of the course as much can be done when a group of people learn from each other, and their hard won lessons, to improve the way we do business in a complex security environment.



HPC staff

Yujiro Tokumitsu
HPC Program Coordinator
for Training and
Event Management

I enjoyed valuable opportunities to communicate with HPC lecturers, who had always gave me much motivation and inspiration towards peacebuilding. I'm very grateful for their kind cooperation with HPC from the time of its preparation for each course. I could also learn from their attitudes toward us.



Miki Koide
FY2012 Participant



Through my job assignment, I assisted the Afghan government in implementing their education activities from 2006 to 2009, where I found the ways of educational assistance were heavily impacted by the nature of conflict. Due to the severely limited geographic accessibilities, project implementation and monitoring in many parts of the country were highly challenging. So many schools were targeted and fired by the anti-government elements, and teachers and students were threatened, attacked and even killed by them in worst cases. I decided my participation in the Civilian Expert Course to deepen my understanding on "peacebuilding" in general, which I hoped would help me disentangle the complexity of the conflict associated issues that I had to face in implementing education activities in Afghanistan.

The Course started with the introduction to the theoretical framework of the peacebuilding, but soon it got practical. From the day second till the last day, the Participants went details on critical and cutting-edge issues in the field of peacebuilding with the facilitation by experienced practitioners.

Throughout the learning process, what kept me thinking was the significance of these factors as "equity", "inclusion" and "ownership" in the course of "peace-making", "peace-keeping" and "peacebuilding". I consider that these factors would function as the pillars making the foundations of "peace-making", "peace-keeping" and "peacebuilding" solid and sustainable. If these factors are missing in earlier stages, it will negatively influence in peacebuilding. It indeed gave me a hint to clarify the current challenges in the peace-building processes in Afghanistan. Besides, prior to the course participation, I only recognized the significance of MDGs, the Paris Declaration and International Law in relation to development, but the course provided me with an opportunity to reassure their significance under the framework of peacebuilding, whose major interventions include constitutional reform, SSR, DDR, etc. I am confident that the learning and the network obtained from the course would enhance my engagement in educational assignments in conflict-affected countries in the future.

2012 Program Report

Seminar on Basic Peacebuilding

Promoting Basic Understanding of Peacebuilding through Various Styles of Learning

The Seminar on Basic Peacebuilding was held in Tokyo for five days, from December 17 to 21, 2012. With no qualification required for application in terms of work experience or age, and lasting for the relatively short period of five days, the Seminar is the most accessible of all the courses offered under the Program. The Seminar was not only composed of lectures providing basic knowledge of peacebuilding, but also of workshops which enabled Participants to gain practical knowledge and experience required on the ground of peacebuilding to the extent possible. This year, marking the fourth year since its commencement, the Seminar accepted 30 Participants with wide-ranging backgrounds and areas of specialization, such as universities/graduate schools,

private companies, NGOs, Japan Overseas Cooperation Volunteers (JOCV), development consulting firms, and government agencies. During the Seminar, peacebuilding experts and practitioners delivered lectures and held workshops to discuss peacebuilding from the overview "What is peacebuilding?" to the perspectives of development or humanitarian aid, and Japan's contribution to Peacekeeping Operations. This year's Seminar also included a session of group work of conflict analysis with actual cases. The five-day Course provided each participant with opportunities to build strong networks with their fellow participants and lecturers from diverse fields.



Masako Yonekawa

Associate Professor, Graduate School of Social Design Studies, Field of Study, Business Administration in Network and Social Organization, Rikkyo University / Researcher, Human Rights Watch Tokyo Office



advocate to countries of origin in order to implement repatriation; that human rights perspective should be emphasized in order to make peacebuilding sustainable; that humanitarian aid does not only include materials but also security, correct information and policy; and how risky it is to conduct humanitarian aid in militarized zone where war criminals are not punished, and therefore, it is important to stop culture of impunity in post- conflict society. Using the example of DRC (Democratic Republic of Congo) where situation was aggravated in 2012, I also explained two theories of structural causes of conflict: greed and grievance.

I learned a lot from our constructive discussion with the highly motivated Participants. It is important for them to always raise themselves whether their activities are not doing more harm than good to the local population or whether there is any improvement; in fact, this critical thinking should be a norm as perfection does not exist anywhere. Due to volatility of the political and military situation in (post-) conflict countries, Participants should gather and analyze information instead of merely having technical knowledge of peacebuilding. Finally, in this globalized era, international interest instead of national interest should be always borne in mind.

Although peacebuilding is often conducted top-down, it should start from understanding the victims' pain, according to the Korean historian Han Hong-goo. After having worked in the field of humanitarian aid and peacebuilding for more than 10 years, I learned to attach greater importance to perspectives of victims and marginalized including refugees.

In my class "humanitarian aid and human rights," I discussed the following issues: that the number of refugees' voluntary repatriation to their countries of origin was the lowest in 2010 in the past 20 years mainly due to ongoing conflict, human rights violation and persecution in the countries of origin; that the countries of asylum including Japan should not only improve the hosting system of refugees but should also make effort to



HPC staff

Noriko Inoue

HPC Program Coordinator for PA Assistance and General Affairs

A quite pleasant fact is that we have so far welcomed people associated with the Program with various backgrounds. I am confident that through their participation, they will not only be equipped with knowledge but will also widen the network with people involved in peacebuilding.



Tomoko Takeda

FY2012 Participant



Since "3.11", I have been searching continuously for the direction I should face. I keep wondering where my niche lies. Here's hoping this will reach someone like me. I'm an engineer working in the water management field. My collar is sometimes white, sometimes blue. As a member of an internal volunteer organization working for international emergency relief, I was on the front line in Miyagi and Fukushima in 2011 for water-related relief activities.

I happened upon this seminar when I was searching online for volunteering activities. A third-generation A-bomb survivor, I was on the lookout for entities with keywords "Hiroshima" and "peace"; found HPC and thought the Seminar on Basic Peacebuilding would be a fantastic opportunity to learn. It was even better than I'd thought. At first I was confused by the onslaught of jargon

(especially TLAs: Three-Letter Acronyms. Without notations!), but I found my excellent classmates to be helpful, the staff kind; and the passion of the teachers urged me on.

Sometime during the steep learning curve, I realized that in the mighty tree that is peacebuilding, other participants constitute the trunk and I am a tiny leaf. Leaves are not necessary in physically holding up the tree, but conduct photosynthesis and leave behind nutritious soil. I felt proud afresh to be able to help lives through water treatment, and now know exactly where I stand and how I am helping the tree. I would like to express my heartfelt gratitude to everyone involved in the seminar. Thank you!





Report of the Public Symposium



Career Development for Peacebuilding with special reference to the discussion on Civilian Capacity Development by the United Nations

On November 8, 2012, HPC held a public symposium on the new trends of the development and dispatchment of civilian experts in the UN's civilian capacity development in the field of peacebuilding and career development of civilian experts at the Elizabeth Rose Hall, United Nations University in Tokyo.

The symposium was composed by two parts. In the first part, after opening remarks by Ms. Flavia Pansieri, Executive Coordinator, United Nations Volunteers (UNV) programme, and Ms. Mari Yamashita, Director, United Nations Information Center (UNIC), Mr. Christopher Coleman, the Director of the Civilian Capacity Project at the United Nations, delivered the keynote speech starting with the appreciation of Japan's contribution to UN peace operations and talked about current issues of

peacebuilding and the "Guéhenno Report", while Mr. Rahul Chandran, former team leader and author, Civilian Capacity Review/Policy Planning and Innovation Section, United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA), and Mr. Desmond Molloy, HPC Course Mentor/ former Senior Rehabilitation Advisor United Nations Development Program Nepal, made comments on the issue of civilian capacity development.

In the second part, the participants including four Program Associates of the Program discussed the issue of career development of young civilian experts.



Christopher Coleman
Director of the Civilian Capacity Project
at the United Nations

I would like to thank the Hiroshima Peacebuilders Center (HPC) for their kind invitation to deliver the keynote address at the symposium titled "Career Development for Peacebuilding with Special Reference to the Discussion on Civilian Capacity Development". Japan has long been a strong supporter of United Nations peacekeeping and peacebuilding. It is therefore an honor and a pleasure to have the opportunity to speak about civilian capacities at the symposium.

The United Nations Security Council

nowadays often entrusts UN missions with mandates that are multidimensional, with objectives that can cover a broad range of issues including democratic processes, justice and rule of law, human rights and the basic functioning of government. To fulfill such mandates, civilian capacities as well as peacekeeping resources are needed. In the keynote address, I discussed how civilian capacities matter to the process of peacebuilding in countries emerging from crisis of conflict. Then, I outlined the background to the UN's civilian capacities project, starting with the report of the independent Senior Advisory Group, and describing progress with the project so far. Finally, I set out how I see the priorities for the future.

Through my keynote address, I touched on the UN's new online platform to better match the supply and demand of specialized capacities. This platform, called CAPMATCH, is open to governments and Non-Governmental

Organizations. Participants can register either their needs or the capacities and experience they have available. CAPMATCH then proposes possible "matches", which participants can then choose to pursue. This is an opportunity to share not only technical capacities, but also a countries' own experience of institutional reform during post-conflict and democratic transitions. I am delighted that the government of Japan is interested in posting capacities on CAPMATCH and has already made the first steps towards participating on the site. The more Member States and sources of capacity that participate in CAPMATCH, the more valuable it will be.



HPC staff
Daisuke Goto
HPC Program Coordinator

As a public relations officer, I was engaged in advertising the Program including recruiting PAs who would become future peacebuilders, and in making this year's annual pamphlet of the Program, etc. I have met a variety of people with diverse backgrounds through this Program, which has offered great opportunities for my future development.

Time	Contents
Part I	
14:00~14:10	<Opening Remarks> (1) Naoki Kazama, Parliamentary Vice-Minister for Foreign Affairs (2) Mari Yamashita, Director, United Nations Information Centre (UNIC)
14:10~14:30	<Opening Speech> Flavia Pansieri, Executive Coordinator, United Nations Volunteers (UNV)
14:30~15:20	<Keynote Speech> Christopher Coleman, Director of the Civilian Capacity Project at the United Nations
15:20~15:30	Break
Part II	Moderator: Hideaki Shinoda Executive Director of HPC, Program Officer for the 2012 "Program for Human Resource Development in Asia for Peacebuilding" / Associate Professor, Hiroshima University
15:30~16:00	<Commentators> • Christopher Coleman, Director of the Civilian Capacity Project at the United Nations • Flavia Pansieri, Executive Coordinator, United Nations Volunteers (UNV) • Mari Yamashita, Director of United Nations Information Centre (UNIC) • Rahul Chandran, Former Team Leader and Author, Civilian Capacity Review / Policy Planning and Innovation Section, United Nations Office for the Coordination of Humanitarian Affairs (OCHA) • Desmond Molly, Course Mentor for the 2012 "Program for Human Resource Development in Asia for Peacebuilding" / Former Senior Rehabilitation Adviser, UNDP Nepal / Affiliated Researcher, Hiroshima University • Chie Takahashi, FY 2007 Primary Course Program Associate, currently working as an independent consultant, Former United Nations Children's Fund (UNICEF) staff • Takashi Kamishiro, FY 2009 Primary Course Program Associate, currently working for United Nations Centre for Regional Development (UNCRD) • Masakazu Shibata, FY 2009 Primary Course Program Associate, currently working for United Nations Educational, Scientific and Cultural Organization (UNESCO) • Katsuaki Takahashi, FY 2010 Civilian Specialist Course Participant, currently working for Japan International Cooperation Agency (JICA)
16:00~16:40	General Discussion
16:40~17:00	Questions and Answers Session
17:00	



History of the Program for six years

Outstanding achievements based on experiences of various field activities of peacebuilding



Looking back over the 6 years

Six years have passed since the initiation of the Program for Human Resource Development in Asia for Peacebuilding. This year, I handed over the Directorship in charge of the Program to President of HPC, Kenji Isezaki, and assumed the title of Program Officer/Executive Director to continue to run this Program. But the fundamental spirit of HPC has never changed; We, peacebuilders, run this Program for those who are interested and engaged in peacebuilding. This Program has remained a program for those who wish to gather for peacebuilding.

We, however, constantly seek changes in concrete elements of this Program. For instance, the weekly workshop system was a result of trial and error. Now, our facilitators flexibly cooperate by taking and using highly complex multiple roles, scenarios, tools, etc. It is a result of our bonds of peacebuilding.

Program Graduates and Program Associates continue to meet and create new engagements in many various places throughout the world every year. I am so proud that the network of "peacebuilders" is even more evolving beyond HPC or Program's frameworks with the bonds of the spirit of peacebuilding.



Hideaki Shinoda

Executive Director of Hiroshima Peacebuilders Center [HPC], Program Officer for the 2012 "Program for Human Resource Development in Asia for Peacebuilding" / Associate Professor, Institute for Peace Science [IPSHU] and Graduate School for International Development and Cooperation [IDEC], Hiroshima University



History of the Program for six years

FY 2007



In June 2007, the Ministry of Foreign Affairs of Japan (MOFA) launched the "Pilot Program for Human Resource Development in Asia for Peacebuilding". Commissioned by MOFA, Hiroshima University and non-governmental organization Peacebuilders established the Hiroshima Peacebuilders Center (HPC) as a body playing a central role in program implementation. The United Nations Volunteers (UNV) programme was responsible for Overseas Attachment. With the participation of 29 Program Associates—15 from Japan and 14 from other Asian countries—the Coursework was held in Japan for six weeks, starting from September 2007. During the Overseas Attachment that lasted for about six months, Program Associates were dispatched to various United Nations agencies and NGOs abroad. In addition to the Coursework and Overseas Attachment, public symposia were held mainly in Tokyo and Hiroshima.

FY 2008



The second-year pilot program began in April 2008 with the Coursework in Tokyo and Hiroshima and the Overseas Attachment. In addition to the Coursework, several public symposia were hosted. These were titled: "Sharing Experiences in Human Resource Development for Peacebuilding" (Hiroshima), "Public Seminar Challenges Ahead for United Nations Peacebuilders—Lessons from the Field and the New Peacebuilding Architecture" (Tokyo), "International Seminar: Japan's Contribution to Peace and Human Resource Development—Looking back on the past two years of the 'Pilot Program for Human Resource Development in Asia for Peacebuilding' and the Challenges and Prospects for the Future" (Tokyo).

FY 2009



In June 2009, the Program began in full-scale as "Program for Human Resource Development in Asia for Peacebuilding". To capitalize operationally on the program outcomes of the previous two years, three new courses were established, namely the Primary Course comprising the Coursework in Japan and the Overseas Attachment (dispatching of Program Associates to overseas organizations); the Senior Specialist Course; and the Seminar on Basic Peacebuilding designed for short-term training. A new implementation mechanism was built under which HPC, operated by Peacebuilders as main contractor, manages the overall Program, particularly the implementation of each course's training, and UNV carries out matching and other tasks necessary for implementing Overseas Attachment (dispatching Program Associates to overseas organizations), and extended the Overseas Attachment duration to one year.

FY 2010



The fourth-year Program began in August 2010. As in the previous year, HPC continued implementing the Primary Course and UNV undertook the Course's Overseas Attachment. Also, the Seminar on Basic Peacebuilding was held in cooperation with United Nations University, and the Civilian Experts Course, two-week training course targeting people already working in the field of peacebuilding, was newly established. In addition, HPC hosted "Peacebuilding from Asia—Dialogue between Japan and Korea 2010" in Tokyo, supported by the Korea NGO Council for Overseas Cooperation [KOOC] and Japan Platform [JPF] as a new initiative aimed at developing networks among peacebuilding experts.

FY 2011



In June 2011, HPC and UNV began implementing the fifth year Program, consisted of the Primary Course and the Seminar on Basic Peacebuilding. In January 2012, in response to the Great East Japan Earthquake in March 2011 in which many Program Associates engaged as volunteers in Tohoku region, HPC co-organized a public event, "Reconstruction in Japan—Post-war Hiroshima and Post-disaster Fukushima" in Hiroshima, and also held a public symposium, "Career Development in the Field of Peacebuilding—5th Anniversary of the 'Program for Human Resource Development in Asia for Peacebuilding,' commissioned by Ministry of Foreign Affairs of Japan" in Tokyo.

FY2012



As a sixth-year's program was initiated in July 2012, HPC continued to implement the Primary Course in cooperation with UNV. In addition, HPC implemented the Seminar on Basic Peacebuilding in cooperation with United Nations University, and the Civilian Experts Course. On November 8, as part of the Civilian Experts Course, HPC held the public symposium "Career Development for Peacebuilding with special reference to the discussion on Civilian Capacity Development by the United Nations" in Tokyo.

June 2007

April 2008

June 2009

August 2010

June 2010

July 2010

History of the Program for six years



History of the Program for six years

Outline of the Program for Human Resource Development in Asia for Peacebuilding



This program, which was initiated in Fiscal Year 2007 and marked its 6th round this year, has so far welcomed 346 Japanese and other Asian participants. Japanese Program Associates in the Primary Course include people from various backgrounds. Some were directly engaged in peacebuilding-related activities in organizations such as NGOs and JICA, while some worked in private companies, the medical field or the judicial field. Program Associates from other Asian countries, who also have broad backgrounds such as working in government agencies and participating in UN missions, have made the Coursework more exciting and effective.

The Overseas Attachment has so far dispatched Program Associates to 32 countries and several regions. Also, approximately 90% of the Japanese Program Graduates in the Primary Course are currently working in the field of peacebuilding for such organizations as the United Nations and other international organizations.



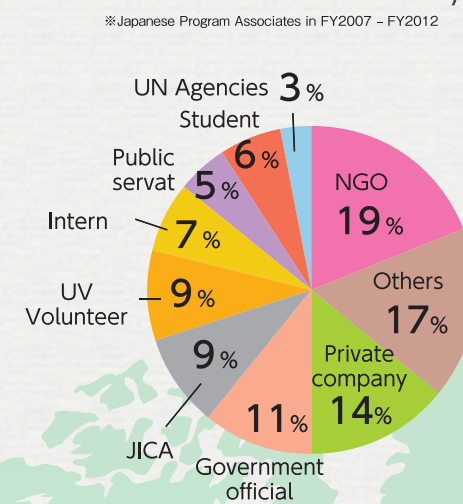
■ FY2007~2011

32

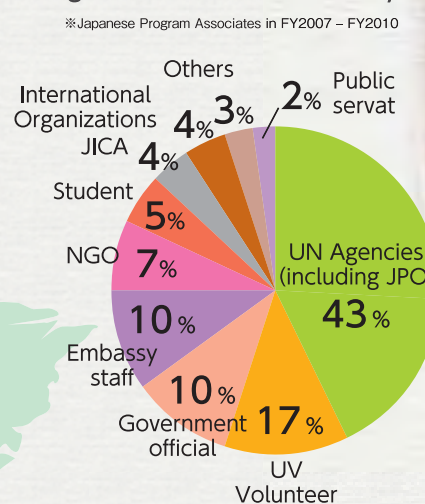
Total number of duty station
for the Overseas Attachment
Countries and territories

※ include the dispatch of the PKO (PKO mission)

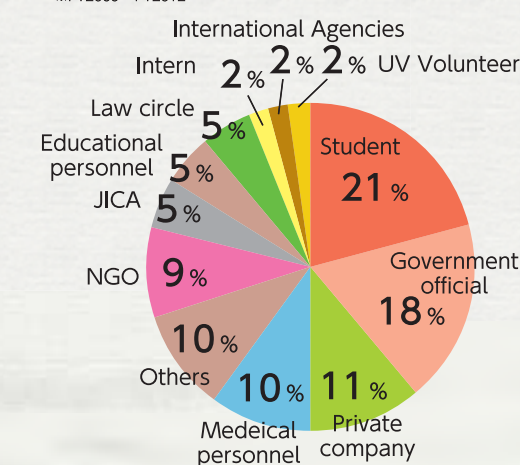
■ Occupations of Program Associates before the Primary Course
※Japanese Program Associates in FY2007 - FY2012



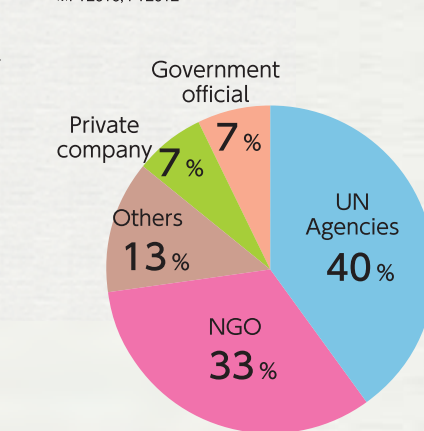
■ Occupations of Program graduates after the Primary Course
※Japanese Program Associates in FY2007 - FY2010



■ Occupations of Participants of the Seminar on Basic Peacebuilding
※FY2009 - FY2012



■ Occupations of Participants of the Civilian Experts Course
※FY2010, FY2012



History of the Program for six years