The Program for Human Resource Development in Asia for Peacebuilding

Commissioned by the Ministry of Foreign Affairs of Japan in Japanese Fiscal Year 2012
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 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, public, and more. All 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 Peace Memorial Park 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.
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 still 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 strengthening its personal 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 initiative 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 followed 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 (ADICIP) was convened to examine and strengthen Japan’s support for consolidation of peace and peacebuilding 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 by the United Nations Department of Field Support (DPS) to lay out specific measures for human resources development. In December of the same year, a seminar was held to explore the importance of peacebuilding training as part of international peace cooperation.

In response to these developments, the establishment of the “HPC 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 2017, 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). Participants 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 volunteers. Volunteerism has the potential to influence the pace and nature of development and brings 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 Attaché component of the Program.

Our Expectation on Professional Peacebuilders

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 peace-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. Hopefully, through this program, as many people as possible from Asia 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.

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 people’s basic needs are met. Program participants often find themselves living and working in challenging conditions. Despite this, many say they feel 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 crisis.

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

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, peacebuilding and reconstruction and overall 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.

Kenji Isezaki
Director, Peacebuilding Program  The United Nations Volunteers

His key Disarmament, Demobilisation and Reintegration programs in Sierra Leone and Afghanistan both as a staff of UN and Japanese government after being in charge of disarmament activities in the East Timor,
Overview of the Program for Human Resource Development in Asia for Peacebuilding in FY 2012

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 the International Peace Cooperation Activities Training Unit on the Central Readiness Force in the Japan Ground Self-Defense Forces. 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 hearing 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 contains 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 in 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.

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 OPEC (International Association of Peacekeeping Training Centers) or IFOR (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 Human Resource Development in Asia for Peacebuilding in JFY 2012 is designed to provide assistance to the Office of International Organizations in the field of peacebuilding activities and work on the ground as UN Volunteers for a minimum of 12 months. Practical experience in the field is essential for a professional peacebuilder. The Peacebuilding 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.

[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. Participants problem-solving workshops, open discussions, and individual consultation as well as lectures are incorporated into the Coursework, which offers 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 worldwide 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 built human networks with practitioners active on the front lines of peacebuilding activities.

Distinguished Facilitators

Kenji Isayama
Department of Social Sciences, Doctoral Program in Social Sciences, Graduate School of Humanities and Social Sciences, University of Tokyo

Yukie Uesugi
Department of Peacebuilding, Nagoya City University

Desmond Molloy
Director for the 2012 Program in Human Resource Development in Asia for Peacebuilding in JFY 2012, United Nations University

Rika Amano
Chief of the Office, United Nations University

Hiroyuki Saito
Director of the Program, United Nations University

Yoko Honda
Professor, Graduate School of Peace Studies, Centre for Peace Studies of the University of Toyama

William Barlow
Chief of Research, United Nations University

Nenki Okteku
Researcher of Peace Studies, United Nations University

Masato Sugihara
Executive Director of Peacebuilding Campaigns, United Nations Conference on Disarmament

Yasuyuki Aihara
Director, Office of Peacebuilding, United Nations University

Sukhiro Hasegawa
Director, Office of Peacebuilding, United Nations University

Marshall Conolly
Professor of Peacebuilding, United Nations University

Rizal Panggabean
Programme Director, United Nations University

Johannes van der Ploeg
Professor of Peacebuilding, United Nations University

Kazuo Tsui
Professor of Peacebuilding, United Nations University

Kazue Tominaga
Counselor, Office of the Secretary-General, United Nations

Isao Mahmoud Shalaby
Active Peacebuilding Promotion Center, United Nations University

Ayako Suzuki
Associate Professor, Centre for Peace Studies, Osaka City University

Kazunori Hidaka
Professor of Peacebuilding, United Nations University

Shinichi Takeuchi
Professor of Peacebuilding, United Nations University

Takeshi Inoue
Professor of Peacebuilding, United Nations University

Kazuo Tominaga
Counselor, Office of the Secretary-General, United Nations

Chie Sato
Acting Representative, Office of Peacebuilding

Makoto Hatanaka
Professor of Peacebuilding, United Nations University

Kiko Ono
Professor of Peacebuilding, United Nations University

Sung-A Kim
Professor of Peacebuilding, United Nations University

Kyeonghun Lee
Professor of Peacebuilding, United Nations University

Naoyuki Ichimori
Professor of Peacebuilding, United Nations University

Edward Jombe
Professor of Peacebuilding, United Nations University

Daisuke Nozawa
Professor of Peacebuilding, United Nations University

Kazue Tominaga
Counselor, Office of the Secretary-General, United Nations

Kevin I. Allen
Counselor, Office of the Peacebuilding Support Unit, United Nations

Rahul Chandran
Assistant Professor, United Nations University

[2] Secondary 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 minimum of 12 months. Practical experience in the field is essential for a professional peacebuilder. The Peacebuilding 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

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

The Civilian Experts Course accepts Japanese and other Asian participants. The participants are also given opportunities to enhance their expertise and understanding of the challenges of peacebuilding through workshops and lectures by worldwide lecturers.

[4] Seminar on Basic Peacebuilding

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

[5] Intellectual Contribution

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


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

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 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

Information Board

The Information Board is an online database which is updated and operated by the Program Associates and Program graduates and provides information on various fields such as the work environment, job requirements, and the human network based on the experience of the Program Associates and Program graduates.

2 Human Network

The human network is a core platform for the training, where the Program Associates and Program graduates actively share their experiences and knowledge. This network provides a valuable opportunity to develop new projects and partnerships in various fields.

3 Other Support

Since the establishment of the Program, the Program has worked to establish a system for supporting the career development of the Program Associates and Program graduates. The system includes financial support for studying and working in various fields, providing opportunities to gain practical experience, and offering support for career development planning.

Examples of Job Placements of Graduates of Program

UN Organizations
- UNDP (United Nations Development Programme)
- UNESCO (United Nations Educational, Scientific and Cultural Organization)
- UNHCR (United Nations High Commissioner for Refugees)
- FAO (Food and Agriculture Organization of the United Nations)
- UNICEF (United Nations Children’s Fund)
- UNODC (United Nations Office on Drugs and Crime)
- WHO (World Health Organization)
- WFP (World Food Programme)

International Organizations
- IOM (International Organization for Migration)
- ILO (International Labour Organization)
- UNAMID (UN-African Union Mission in Darfur)
- UNFPA (United Nations Population Fund)

NGO
- ACRN (Association of Charities and Relief Organizations)
- IRC (International Rescue Committee)

Other
- JAPPI (Japanese Peacebuilding Program for International Cooperation)
- JIC (Japan International Cooperation Agency)
- JICA (Japan International Cooperation Agency)

Message from Program Associate

Atsuko Watanabe

PY2009 Program Associate

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/LPD job interview and b) how to write a job application cover letter and a Personal History Profile (UN-Normal CV). Indeed, Japanese candidates are not strong in both, and systematic acquisition 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 online). Such opportunities may dramatically improve the Japanese underrepresentation in international organizations.

Examples of Job Placements of Graduates of Program

UN Organizations
- UNDP (United Nations Development Programme)
- UNESCO (United Nations Educational, Scientific and Cultural Organization)
- UNHCR (United Nations High Commissioner for Refugees)
- FAO (Food and Agriculture Organization of the United Nations)
- UNICEF (United Nations Children’s Fund)
- UNODC (United Nations Office on Drugs and Crime)
- WHO (World Health Organization)
- WFP (World Food Programme)

International Organizations
- IOM (International Organization for Migration)
- ILO (International Labour Organization)
- UNAMID (UN-African Union Mission in Darfur)
- UNFPA (United Nations Population Fund)

NGO
- ACRN (Association of Charities and Relief Organizations)
- IRC (International Rescue Committee)

Other
- JAPPI (Japanese Peacebuilding Program for International Cooperation)
- JIC (Japan International Cooperation Agency)
- JICA (Japan International Cooperation Agency)
- JICA (Japan International Cooperation Agency)

UN Missions
- UNMHA (United Nations Peacekeeping Peacekeeping in Afghanistan)
- UNRWA (United Nations Relief and Works Agency for Palestinian Refugees)
- UNHCR (United Nations High Commissioner for Refugees)
- UNDP (United Nations Development Programme)
- UNICEF (United Nations Children’s Fund)
- WHO (World Health Organization)
- WFP (World Food Programme)

International Organizations
- IOM (International Organization for Migration)
- ILO (International Labour Organization)
- UNAMID (UN-African Union Mission in Darfur)
- UNFPA (United Nations Population Fund)

NGO
- ACRN (Association of Charities and Relief Organizations)
- IRC (International Rescue Committee)

Other
- JAPPI (Japanese Peacebuilding Program for International Cooperation)
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 March 4 to March 20, 2012, 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 be 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.

HPC staff

Desmond Molyne
Course Mentor of HPC

As a Peacebuilding practitioner for decades having soared to scholarly status in later years, the opportunity to work with HPC to send competent peacebuilding practitioners into the world is a natural progression. It's gratifying to see PAs from HPC better prepared to address the Earth's greatest need.
Primary Course 2 – 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 peace process 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 IPC 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 where they will face the challenge to be 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 experiences.

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 PAs active in their long-term career.

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

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 of 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 a creative 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, saw 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 a Protection Delegate in a neighboring Asian Country. Competition for such a valued and sensitive job is fierce, and credit must be given to IPC for being able to promote one of its PAs. This bears witness to its growing reputation.

IPC 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 expand 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.

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 unfurl 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.
Work Experience in the field of Peacebuilding as a UN Volunteer

Japanese Program Associates (PAs) of the Primary Course are dispatched through the UN 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 UN 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.

Examples of Duty Stations (FY 2012)

- UNHCR (United Nations High Commissioner for Refugees)
  South Korea, South Korea
- WFP
  Uzbekistan
- IOM (International Organization for Migration)
  South Korea, South Korea
- UNICEF (United Nations Children’s Fund)
  South Korea

Kai Ogata
HPC Program Coordinator for Training and Event Management

I took charge of the screening process of the selection, coordination and support in courseworks for PAs. During the Program, I facilitated the PAs’ growth and was 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.
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 8 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 the 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 Safety”. 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.

Peacebuilding in Africa and “Personal Safety”.

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 of 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 “peace-building”. I consider that these factors would function as the pillars making the foundations of “peace-making”, “peace-keeping”, and “peace-building” solid and sustainable. If these factors are missing in earlier stages, it will negatively influence in peacebuilding. I think these factors are essential to ensure a successful peacebuilding process.

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 purpose 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 or variability” as our fundamental starting point and apply a number of security awareness concepts, tools, and Risk Treatment Options to explain 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 culture 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 as can be done when a group of people learn from each other, and a hand-won lesson, to improve the way we do business in a complex security environment.

Through my job assignment, I assisted the Afghan government in implementing their education activities from 2006 to 2009, and I found the ways of educational assistance were heavily impacted by the nature of conflict.

Due to the severely limited geographic accessibility, project implementation and monitoring in many parts of the country were highly challenging. So many schools were closed and filed 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 to deal with the complexity of the conflict associated issues that I had to face in implementing education activities in Afghanistan.
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 on the ground of peacebuilding to the extent possible. This year, marking the fourth year since its commencement, the Seminar accepted 30 participants with widely 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.

Pick Up Facilitator

Masako Yonekawa
Assistant Professor, Graduate School of Social Science Studies, Kansai University
Researcher, NGO Consultative Association

Although peacebuilding is often conducted top-down, it should start from understanding the victims’ pain, according to the Korean historian Han Hyeong-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 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 zones where war criminals are not punished, and therefore, it is important to stop culture of impunity in post-conflict societies. 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.

Learnt a lot from your 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.

From Participant

Tomoko Takeda
Peace activist

Since “3.11”, I have been searching continuously for the direction I should face. I keep wondering where my niche lies. I’m hoping the staff can teach someone like me. I’m an engineer working in the water management field. My career is sometimes white, sometimes blue. As a member of an international 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 three-generation A-bomb survivor, I was on the lookout for entities with keywords “Iwattama” 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 notable!”), but found my excellent classmates to be helpful to the staff kind, and the passion of the teachers urged me on.

Sometimes 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 supporting up the tree, but conduct photosynthesis and leave behind nutritious soil. I felt proud to see that their ability 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!
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 current trends in 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 Hitotsubashi Hase Hall, United Nations University in Tokyo. The symposium was composed by two parts. In the first part, after opening remarks by Ms. Flavia Panierti, Executive Coordinator, United Nations Volunteers (UNV) programme, and Ms. Mari Yamashita, Director, United Nations Information Centre (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 “Guatemala Report,” while Mr. Raul 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.

I would like to thank the Hoshisha Peacebuilders Center (HPC) for their kind invitation to deliver the keynote address at this symposium titled “Career Development for Peacebuilding” with Special Reference to the Discussion on Civilian Capacity Development,” Japan will long be 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 criticizes UN missions with mandates that are multi-dimensional 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 control. That is, I sketched the background to the UN’s civilian capacities project, starting with the report of the Independent Senior Advisory Group and discussing 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 skilled 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 country’s 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. This more Member States and sources of capacity will participate in CAPMATCH, the more valuable it will be.
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, handed over the Directorship in charge of the Program to President of HRD, Kornou Kouakou, and assumed the title of Program Officer/Executive Director to continue running 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 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 working beyond HPC or Program’s frameworks with the bonds of the spirit of peacebuilding.

Hideaki Shinoda
Executive Director of Hiroshi Peace-Maker Center (HPC) Program Officer for the MRD “Program for Human Resource Development in Asia for Peacebuilding” (HPC) and the President of the Association in Peace, Institute for Peace Studies (IPS) and Graduate School of International Development and Cooperation (IDC), Hiroshima University

History of the Program for six years

**FY 2007**
In June 2007, the Ministry of Foreign Affairs of Japan (MoFA) launched HPC (Human Resource Development for Peacebuilding) in Asia for Peacebuilding). The government of the United States of America (USA) approved the program as a part of the United States Agency for International Development (USAID) and the Ministry of Foreign Affairs of Japan. The program aimed to contribute to the development of peacebuilding in Asia by providing training and knowledge to Peacebuilding Agents and Building Peacebuilding Agents. The program also aimed to strengthen the network among Peacebuilding Agents.

**FY 2008**
The second year of the program began in April 2008. The program was renamed HPC (Human Resource Development for Peacebuilding) in Asia for Peacebuilding). The program aimed to contribute to the development of peacebuilding in Asia by providing training and knowledge to Peacebuilding Agents and Building Peacebuilding Agents. The program also aimed to strengthen the network among Peacebuilding Agents.

**FY 2009**
In June 2009, the program began in Asia and the Pacific with the Central Asian Peacebuilding Program. The program aimed to contribute to the development of peacebuilding in Asia by providing training and knowledge to Peacebuilding Agents and Building Peacebuilding Agents. The program also aimed to strengthen the network among Peacebuilding Agents.

**FY 2010**
In June 2010, the program began in Asia and the Pacific with the Central Asian Peacebuilding Program. The program aimed to contribute to the development of peacebuilding in Asia by providing training and knowledge to Peacebuilding Agents and Building Peacebuilding Agents. The program also aimed to strengthen the network among Peacebuilding Agents.

**FY 2011**
In June 2011, the program began in Asia and the Pacific with the Central Asian Peacebuilding Program. The program aimed to contribute to the development of peacebuilding in Asia by providing training and knowledge to Peacebuilding Agents and Building Peacebuilding Agents. The program also aimed to strengthen the network among Peacebuilding Agents.

**FY 2012**
In June 2012, the program began in Asia and the Pacific with the Central Asian Peacebuilding Program. The program aimed to contribute to the development of peacebuilding in Asia by providing training and knowledge to Peacebuilding Agents and Building Peacebuilding Agents. The program also aimed to strengthen the network among Peacebuilding Agents.
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 peace-building-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)