

Project Completion Report 2024 Cycle

HIROSHIMA TRAINING PROGRAMME ON NUCLEAR DISARMAMENT AND NON-PROLIFERATION

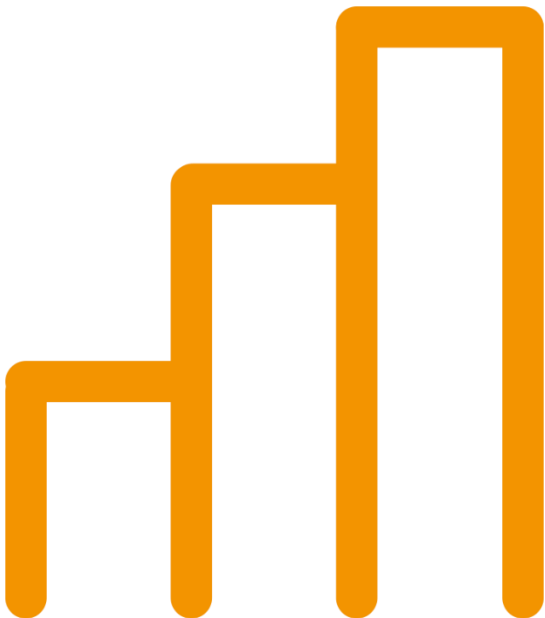
DIVISION FOR PROSPERITY
March 2024, Hiroshima, Japan



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Acknowledgements

The United Nations Institute for Training and Research (UNITAR) would like to express its deep gratitude to the following supporters of the UNITAR Hiroshima Training Programme on Nuclear Disarmament and Non-Proliferation – 2024 Cycle.

- Hiroshima Prefectural Government
- City of Hiroshima

In addition, we would like to recognize:

- United Nations Institute for Disarmament Research (UNIDIR)
- United Nations Regional Centre for Peace and Disarmament for Asia and The Pacific (UNRCPD)
- Mayors for Peace
- Research Center for Nuclear Weapons Abolition (RECNA)
- Otafuku Sauce Co., Ltd.



About Us

United Nations Institute for Training and Research

UNITAR was established in 1963 as an autonomous body within the United Nations and is headquartered in Geneva, Switzerland. As a training arm of the United Nations system, UNITAR provides innovative learning solutions to individuals, organizations and institutions to enhance global decision-making and support country-level action for shaping a better future. UNITAR designs and conducts some 900 different global training activities per year for more than 370,000 participants. Our alumni include diplomats and other government officials, non-governmental representatives, and local authorities.

UNITAR, Division for Prosperity

The Division for Prosperity is one of UNITAR's eight divisions. It consists of the Trade and Finance Programme Unit and the Hiroshima Office. We offer cutting-edge training and learning opportunities that promote inclusive and sustainable economic growth.

The Division for Prosperity programmes falls under six thematic pillars that support the Sustainable Development Goals (SDGs):

- Anti-corruption and Combatting Crime
- Entrepreneurship and Private Sector Development
- Finance and Trade
- Frontier Technologies
- Hiroshima and Peace
- Leadership and Empowerment

Leveraging our Division's extensive experience in designing relevant and targeted training, we adapt our methodologies and technologies to the needs of the regions and individuals we serve. We work with learners in least-developed countries, small island developing states, and fragile states, with special attention to the most vulnerable, including women, youth, and those in conflict situations.



Chisa Mikami
Head, Hiroshima Office
Division for Prosperity
United Nations Institute for Training and Research

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Executive Summary

The global nuclear and conflict situation is more challenging and complicated than ever before. Not only does the Russian invasion of Ukraine continue, but over 2.2 million Palestinian people in Gaza, who have lived under blockade since 2007, are facing a humanitarian catastrophe and being dehumanized by Israel's attack and declaration of war.¹ Hiroshima must continue to voice to the world the consequences of nuclear weapons and armed conflicts.

The G7 Summit leaders, meeting in this symbolic city in 2023, agreed to “strengthen disarmament and non-proliferation efforts towards the ultimate goal of a world without nuclear weapons with undiminished security for all.”² During the Summit, world leaders, including those from nuclear-weapon States, visited the Peace Museum and met survivors of the atomic bomb. It was an excellent opportunity to reconsider the use of nuclear weapons and reflect on their consequences, to seek the elimination of such weapons that continue to pose existential humanitarian risks once again.

Following this endeavor, the UNITAR Hiroshima Office successfully delivered the 9th Nuclear Disarmament and Non-Proliferation Training Programme in February 2024 with the generous financial support of **the Hiroshima Prefectural Government and the City of Hiroshima**. The programme budget was about JPY 1,800,000 and trained **18 Asian and Pacific diplomats (10 women, 8 men)**, and engaged **61 citizens (37 women, 24 men)** in the public forum.

The programme's overall objective was for the Asian and Pacific diplomats to **improve their diplomacy on nuclear disarmament and non-proliferation through acquired knowledge and skills and enhance the intra-regional network of government officials** during the training program. To achieve this objective, the programme set the following three outputs: 1) Strengthened knowledge of the current state of the global nuclear debate, 2) Acquired negotiation skills for advancing nuclear disarmament and non-proliferation in international fora, and 3) Enhanced understanding of the humanitarian impacts of nuclear weapons through the Hiroshima experience.

Through the three outputs, the programme successfully achieved its overall objectives. Output 1 helped the participants discover more about the current debate on nuclear disarmament and non-proliferation issues. By introducing the latest NPT and TPNW outcomes, the participants actively exchanged views on future discussions and envisaged the next phases of those international forums.

Under Output 2, the participants obtained negotiation skills and techniques for advancing nuclear disarmament and non-proliferation in international forums by participating in simulation exercises. Effective group work managed to complete two concrete drafts: 1) Factual Summary for NPT Preparatory Committee 2024 and 2) UNGA Resolution 2024.

While visiting the Peace Museum and Peace Park to learn more about the humanitarian impacts of the nuclear weapon in Hiroshima, the participants had a chance to meet Hibakusha and youth and understand the real experience and Hibakusha's struggles and recovery story. All participants mentioned that Hibakusha's experience resonated with their feelings and enhanced awareness to contribute to accelerating nuclear disarmament and non-proliferation.

Taking into account the global context described above, this year's training Programme was specifically designed to accommodate the **New Agenda for Peace and Summit for the**

¹ [Gaza is facing a humanitarian catastrophe | UNRWA](#)

² [Leaders_Communique_01_en.pdf \(g7hiroshima.go.jp\)](#)

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Future, including the UN Reform, as well as **human rights and gender topics**.

By the end of the programme, the participants had **built an intra-regional network in Asia and Pacific countries to enhance regional peace and security through achieving nuclear disarmament and non-proliferation**. Overall, this UNITAR training programme supported the participants in improving their diplomacy in the nuclear disarmament and non-proliferation fields.

During the training programme, the participants had a chance to make courtesy visits to the Governor of Hiroshima, Mr. Hidehiko Yuzaki, and the Mayor of Hiroshima, Mr. Kazumi Matsui, and presented their lessons learned from the training and gratitude for the training opportunity.



Group photo front of the Atomic Bomb Dorm

Programme Summary

Programme Overview

The 21st century has been referred to as the era of nuclear power. This issue is more challenging than ever as global and regional geopolitics become increasingly complicated. In February 2022, despite continuing international efforts and important advances to eliminate nuclear weapons for the pursuit of a peaceful world, armed conflicts and victims of wars have been increasing. Particularly, the Russian invasion of Ukraine revealed that the threat and the possibility of the use of nuclear weapons were real and rocking not only Europe but also the post-World War II international order to its foundation.

This Ukrainian conflict also influenced the conclusion of the 10th Review Conference of the Nuclear Non-Proliferation Treaty (NPT) in August 2022. Due to Russia's objection, the conference failed to adopt the final document by consensus. Similarly, the first session of the Preparatory Committee for the 2026 Review Conference of the Parties to the Treaty on the NPT in August 2023 also could not adopt an official statement.

However, growing awareness of the catastrophic humanitarian consequences that would result from even a limited use of nuclear weapons has prompted new actions aimed at facilitating the prohibition and elimination of nuclear weapons.

During the Review Conference of the NPT in 2022, Prime Minister Kishida proposed the "Hiroshima Action Plan," which includes continuing the non-use of nuclear weapons, enhancing the transparency of nuclear capabilities, maintaining a decreasing trend in the global nuclear stockpile, securing nuclear non-proliferation, promoting the peaceful use of nuclear energy, and encouraging international leaders and others to visit Hiroshima and Nagasaki. Many of Japan's ideas advocated at the Conference, including the "Hiroshima Action Plan," were supported by 88 countries, marking the most significant number in history³. This is a tremendous achievement for Japan and a historic moment for the international community's advancement of realistic discussions on nuclear disarmament.

It is worth mentioning that the G7 Summit also agreed to strengthen disarmament and non-proliferation efforts towards the ultimate goal of a world without nuclear weapons with undiminished security for all in the symbolic city of Hiroshima⁴. During the Summit, world leaders, including those from nuclear-weapon states, visited the Peace Museum and met survivors of the atomic bomb. It was a great opportunity to reconsider the use of nuclear weapons again and reflect on their consequences in Hiroshima while listening to real stories from survivors of the atomic bomb.

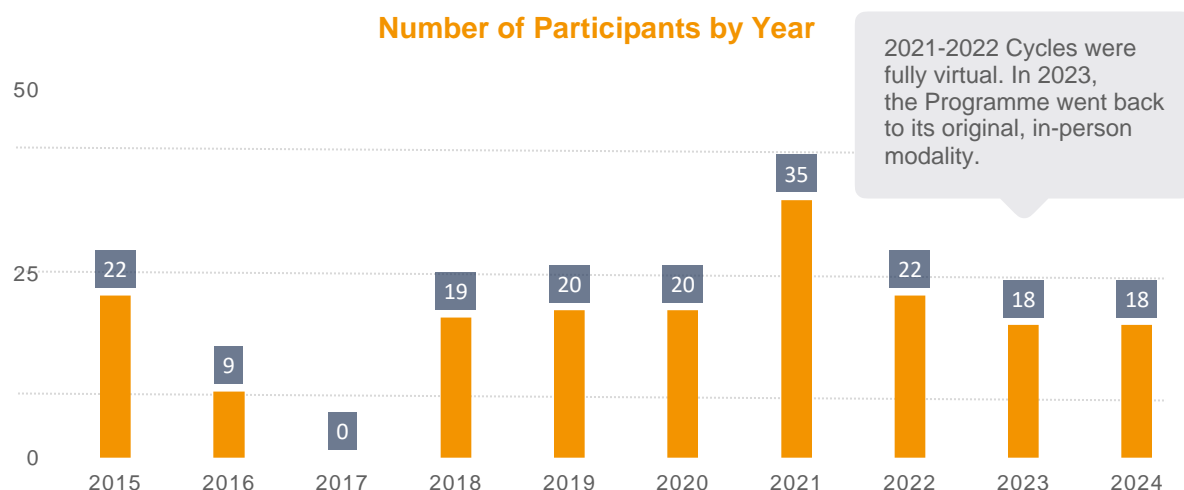
Considering the above situation, Hiroshima must continue to take up the role of voicing the consequences of nuclear weapons to the world. On August 6th, the world commemorates the tragedy brought on by the atomic bombing of Hiroshima 78 years ago. The only way to ensure such destruction will never happen again is to eliminate nuclear weapons. Nuclear disarmament remains one of the UN's highest priorities while keeping dialogues to maintain global peace and ensuring that armed conflicts are not the solutions for disputes.

The UNITAR Hiroshima Office, by its location in the eternal city of Hiroshima, has an inherent interest in the matters of nuclear disarmament and non-proliferation. The office has held successful training on this issue in 2015, 2016, 2018, 2019, 2020, 2021, and 2023, bringing a total number of **183 Asian and Pacific Ministerial representatives (xx women) from xx countries** to discuss the history, discourse, and future of the disarmament and non-proliferation debate (Table 1).

³ The Tenth NPT Review Conference (Statement by Foreign Minister HAYASHI Yoshimasa) | Ministry of Foreign Affairs of Japan (mofa.go.jp)

⁴ Leaders_Communique_01_en.pdf (g7hiroshima.go.jp)

Based on lessons learned from the previous eight Cycles of the Programme, the UNITAR Hiroshima Training Programme on Nuclear Disarmament and Non-Proliferation 2024 Cycle was upgraded through experts' technical advice and **carried out in person in Hiroshima between 5 and 10 February 2024**. The Programme was financially supported by the Hiroshima Prefectural Government and the City of Hiroshima.



2024 Cycle Participants

This year, 18 participants (10 women) from 13 countries in Asia and the Pacific successfully completed the Programme.



Participants included 17 (94%) officials from the Ministry of Foreign Affairs (or equivalent) and 1 (6%) from the Ministry of Defence (or equivalent), who are in charge of nuclear arms control or international relations. In the 2024 cycle, participants were from the following 13 Asian countries.

1. Bangladesh
2. Cambodia
3. Indonesia
4. Kazakhstan
5. Kiribati
6. Lao PDR
7. Malaysia
8. Mongolia
9. Philippines
10. Sri Lanka

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11. Thailand
12. Timor-Leste

13. Vietnam

Programme Objectives and Theory of Change

The overall programme objective is for the participants to **improve their diplomacy on nuclear disarmament and non-proliferation through acquired knowledge and skills and enhance the intra-regional network of government officials** during the training program. To achieve this objective, the programme set the following three outputs:

- Strengthened knowledge of the current state of the global nuclear debate
- Acquired negotiation skills for advancing nuclear disarmament and non-proliferation in international fora
- Enhanced understanding of the humanitarian impacts of nuclear weapons through the Hiroshima experience

Each output consisted of several activities/learning objectives.

Output 1: Strengthened knowledge of the current state of the global nuclear debate

- Outlined the current state of the global nuclear debate, including key challenges and opportunities
- Outlined NPT 2022 Review Conference / 2026 1st Preparatory Committee in 2023
- Outlined UN NACD Function: UN New Agenda for Peace and Summit for the Future
- Described disruptive new technologies and their impact on nuclear disarmament
- Recognized Japanese diplomacy on nuclear disarmament

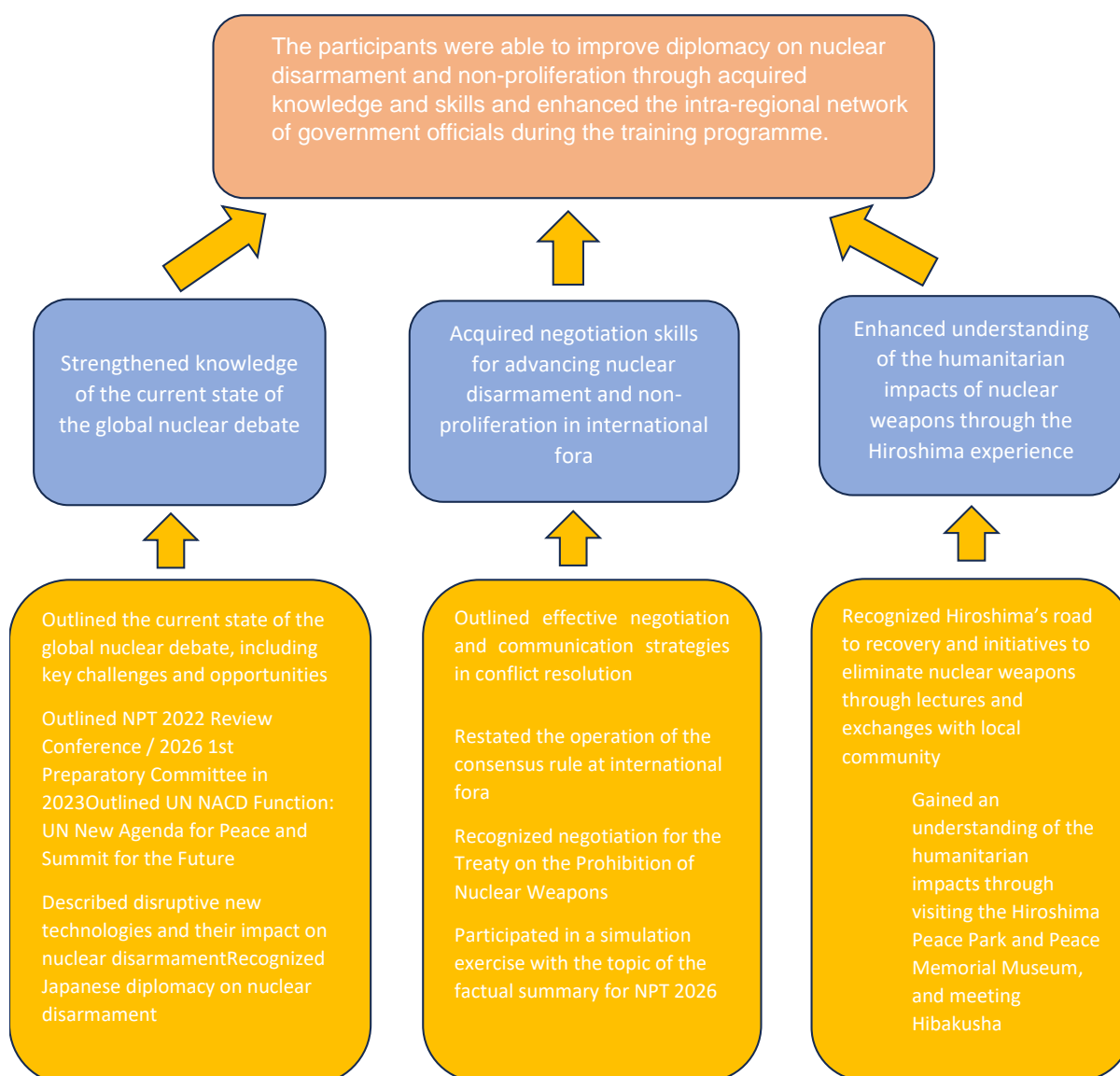
Output 2: Acquired negotiation skills for advancing nuclear disarmament and non-proliferation in international fora

- Outlined effective negotiation and communication strategies in conflict resolution
- Restated the operation of the consensus rule at international fora
- Described theory of nuclear deterrence and international negotiation
- Recognized negotiation for the Treaty on the Prohibition of Nuclear Weapons
- Participated in a simulation exercise with the topic of the factual summary for NPT 2026

Output 3: Enhanced understanding of the humanitarian impacts of nuclear weapons through the Hiroshima experience

- Recognized Hiroshima's road to recovery and initiatives to eliminate nuclear weapons through lectures and exchanges with the local community
- Gained an understanding of the humanitarian impacts through visiting the Hiroshima Peace Park and Peace Memorial Museum and meeting Hibakusha
- Recognized youth initiatives in Hiroshima and Nagasaki

Theory of Change



Program Structure and Methodology

In the one-week intensive Programme, participants were invited to Hiroshima and learned through a combination of lectures by experts in the field, a study tour, and a final negotiation simulation exercise.

1. Lectures

The programme was developed through coordination with internationally well-known experts, such as a Former Head of Verification and Security Policy, International Atomic Energy Agency (IAEA) and Former Consulting Advisor, Policy and Outreach to the Executive Secretary Comprehensive Nuclear-Test-Ban Treaty Organisation (CTBTO), **Mr. Tariq Rauf**, a Non-Resident Senior Fellow of the United Nations Institute for Disarmament Research (UNIDIR), **Mr. Tim Caughley**, and a Former Director of the United Nations Regional Centre for Peace and Disarmament in Asia and the Pacifica (UNRCPD), **Mr. Yuriy Kryvonos**. The experts provided technical advice on the programme, which was tailor-made based on the participants' experiences and origins.

While the training focuses on global nuclear disarmament and non-proliferation issues, many case studies and examples focus on Asia and the Pacific.

In addition to the three experts, the programme also invited other experts and youth on the following specific topics:

- **Gender:** Political Scientist and Head of the Gender and Disarmament Programme of the UNIDIR, Ms. Renata H. Dalaqua
- **Technology:** Professor at the Keio University Law School, Ms. Setsuko Aoki
- **Peaceful use of nuclear power:** Vice Director, Professor of the Research Center for Nuclear Weapons Abolition, Nagasaki University (RECNA), Mr. Tatsujiro Suzuki
- **Humanitarian impacts of the nuclear weapon:** Hibakusha, Ms. Keiko Ogura
- **Hiroshima Peace Initiatives:** Chairperson of the Hiroshima Peace Culture Foundation, Mr. Takehiro Kagawa
- **UNRPCD activities:** The Director of the UNRPCD, Mr. Deepayan Basu Ray
- **Youth initiatives:** NGO Peace Culture Village, Ms. Momoka Narasaki, University of Hiroshima, Ms. Mitsuki Tanaka, University of Nagasaki (Nagasaki Youth Delegation), Ms. Noa Yasumoto and Ms. Asumi Imaoka.

During the training programme, the participants completed 20 modules designed to give a solid grounding in the topics explored in-depth. The topics of the modules were:

1. The current state of the global nuclear debate, including critical challenges and opportunities
2. Outline Nuclear Non-Proliferation Treaty (NPT) 2022 Review Conference & NPT 2023 Preparatory Committee: assessment and next review cycle
3. Nuclear Safety: Fukushima water discharge
4. Mayors for Peace
5. Survivor's testimony
6. UN Nuclear Armed Control and Disarmament (NACD) Functions. New Agenda for Peace and Summit for the Future
7. Nuclear-Weapon-Free Zones
8. Japan Initiatives on NACD
9. Decision for international negotiations
10. Youth session - Youth from Nagasaki & Hiroshima
11. Theory of Nuclear Deterrence
12. Simulation Exercise 1: Introduction to the topics - Factual Summary for NPT Prepcom 2024 and UN General Assembly (UNGA) Resolution 2024
13. UNRCPD Initiatives in Asia
14. Gender and Nuclear Disarmament
15. Describe new technologies and their impacts on nuclear disarmament
16. Panel Discussion
17. Simulation Exercise 2, Negotiation 1, Chair's Factual Summary for NPT Prepcom 2024
18. Simulation Exercise 3, Negotiation 2, UNGA Resolution 2024
19. Simulation Conclusion
20. Briefing Session from RPs

2. Study Tour

On the first day of the training programme, participants visited the Hiroshima Peace Memorial Park as well as the Hiroshima Peace Museum to get a hands-on experience of the humanitarian impact of the atomic bombs and also the resilience of the people of Hiroshima to recover from the devastating event. At the Hiroshima Peace Memorial

Park, the participants wore VR goggles, which allowed them to see the moment of the bombing and acquire a feel for the reconstruction.

3. Negotiation Simulation Exercise

The final objective was to build participants' negotiation skills at international forums such as NPT or The Treaty on the Prohibition of Nuclear Weapons (TPNW). The international fora that govern the discourse surrounding nuclear disarmament and non-proliferation are complex by their very nature. For representatives attending these forums to achieve national goals and progress, they must be well-versed in the current state of discussion and effective communication, with a particular focus on the communication approaches utilized at such international meetings. The participants conducted a simulation exercise to improve their negotiation skills through the following two topics:

- 1) Factual Summary for NPT Preparatory Committee 2024
- 2) UNGA Resolution 2024

The participants were divided into three groups representing the three different positions:

- 1) State Parties to the TPNW
- 2) Other members of the Non-Aligned Movement who don't have a common position on the TPNW
- 3) Nuclear Weapon States and umbrella States that oppose the Treaty

During its preparations, each group was mentored by experts who answered questions and concerns and gave advice to guide them through the simulation. After discussing and drafting the Factual Summary and UNGA Resolution within the group, each group assigned a spokesperson to negotiate on its behalf in the simulation exercise.

Under the chair's facilitation, the participants successfully negotiated with the other positions and completed the Factual Summary for NTT Preparatory Committee 2024 and UNGA Resolution 2024 within the allocated timeframes.

4. Public Session Participants

Given the current situation in the world, UNITAR, together with Prefecture and City of Hiroshima, held a public forum to provide citizens and Hiroshima and Japan with opportunities to hear unique perspectives about nuclear disarmament, non-proliferation, and ongoing armed conflicts, mainly focusing on Ukraine and the Middle East. Through the panel discussion, the audience better understood the current geopolitical disputes surrounding nuclear disarmament and considered how to build sustainable peace.

The event was held at Memorial Hall, Hiroshima Peace Park, on 10 February 2024. While the Head of the Hiroshima Office, Chisa Mikami, facilitated the discussion, UNITAR invited three experts in the field of Nuclear Disarmament and Non-Proliferation below as panelists:

- Ms. Elyne Whyte, Former Ambassador and Permanent Representative of Costa Rica to the United Nations in Geneva
- Mr. Tariq Rauf, Former Head of Verification and Security Policy the International Atomic Energy Agency
- Mr. Takehiro Kagawa, Chairperson of the Hiroshima Peace Culture Foundation and Secretary General of Mayors for Peace

After panelists introduced their views on the current world situations surrounding nuclear disarmament and non-proliferation, they discussed two points: 1) How can the current global situation affect the discussion of nuclear disarmament and non-proliferation? and 2) What can we do better to achieve the Hiroshima Action Plan?

Each panelist responded to the questions based on their experiences and emphasized the importance of civil society action and raising awareness to achieve nuclear disarmament and non-proliferation.

Needs Assessment

A needs assessment was essential to ensure that the Programme's training modules were in line with recent trends in the international discussion on nuclear disarmament and non-proliferation and the needs of the targeted group. The assessment included reviewing feedback and evaluations from the Programme's previous cycle, reviewing relevant literature, and interviewing thematic experts.

Strategic Alignment: Sustainable Development Goals

Considering the United Nations 2030 Agenda for Sustainable Development, this programme meaningfully contributes to several SDGs.

SDG 5: Achieve gender equality and empower all women and girls

The programme actively engaged a gender specialist to consider gender equality and mainstream in the field of nuclear disarmament and non-proliferation.



SDG 16: Peace, Justice, and strong institutions

The program's overall objective is to achieve global peace through nuclear disarmament and non-proliferation.





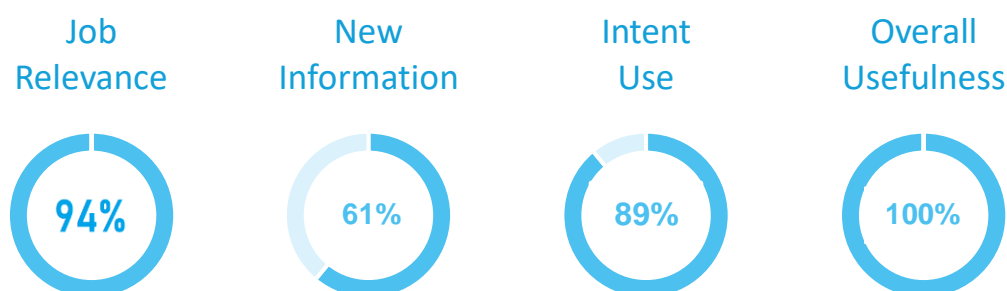
During the Study Tour at the Peace Museum

Outcomes

The outcomes of the programme were measured by both 1) a post-programme survey and 2) pre- and post-training evaluations conducted by the participants. The response rate was 100%. The first survey assessed four areas, including UNITAR's standard programme evaluation indicators (job relevance, new information, intent to use, overall usefulness), the extent to which participants met learning objectives, the effectiveness of the methodologies, and knowledge changes from before to after the Programme. The second one was a knowledge-based evaluation developed by experts.

- 1) A post-programme survey

Job Relevance, New Information, Intent Use, and Overall Usefulness



UNITAR's standard programme evaluation indicators include "job relevance," "new information," "intent use," and "overall usefulness." The minimum target is positive feedback from more than 75% of the participants.

"Job relevance" evaluates the extent to which the Programme was relevant to the participants' professional roles. Participants were asked whether they agreed with the statement, "The content of the Programme was relevant to my job." The survey shows that **94%** of the participants agreed or strongly agreed with this statement.

"New information" evaluates to what extent the Programme imparted new knowledge to the participants and was assessed by the statement, "The information presented in this Programme was new to me." The survey shows that **61%** of the participants agreed or strongly agreed with this statement.

"Intent use" evaluates to what extent the participants intend to use their newly acquired knowledge in the future. The statement assessed this, "It is likely that I will use the information acquired." The survey shows that **89%** of the participants either agreed or strongly agreed with this statement.

"Overall usefulness" evaluates to what extent the participants see the Programme as useful and was assessed with the statement "Overall, the Programme was useful." The survey shows that **100%** of the participants either agreed or strongly agreed with this statement.

Three of the evaluation indicators above reached the minimum target of 75% positive feedback, allowing us to conclude that the Programme provided a helpful learning experience aligned with the participants' needs. However, the "New Information" response was below the target. Some participants had extended experiences at the international forum and quite impressive knowledge of nuclear disarmament and non-proliferation. In the next cycle, the Programme may consider developing two different levels of training, such as advanced and basic courses, to accommodate advanced participants.

Learning Objectives

The post-programme survey asked participants to what extent they felt they reached each of the Programme's 15 learning objectives. Again, the minimum target is positive feedback from more than 75% of the participants.

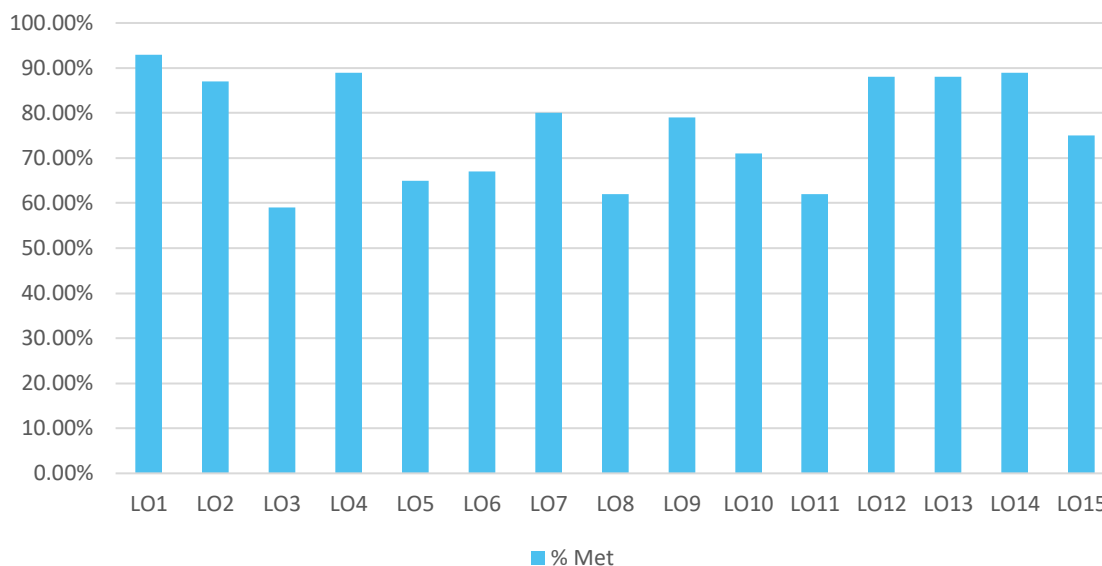
The survey results show that more than 75% of the participants' mostly' or 'fully' met most of the objectives, except for six. These objectives, including 'describe the current state of the global nuclear debate, including key challenges and opportunities,' are crucial for a comprehensive understanding of nuclear disarmament. The expert's session on the current international debate about nuclear disarmament and non-proliferation, including the view of the 11th NPT Review Conference 2026, was well-received by more than 90% of the participants.

On the contrary, six objectives, such as "Outline UN NACD Functions, New Agenda for Peace, and Summit for the Future," "Outline UNRCPD initiatives in Asian countries," and "Describe new technologies and their impacts on nuclear disarmament," did not meet the target line, 75%. Since the topics are highly technical, some participants did not have enough basic information about them and could not meet their learning objectives.

Overall, all participants responded that they would recommend this training programme to their colleagues, and they felt it was quite useful.

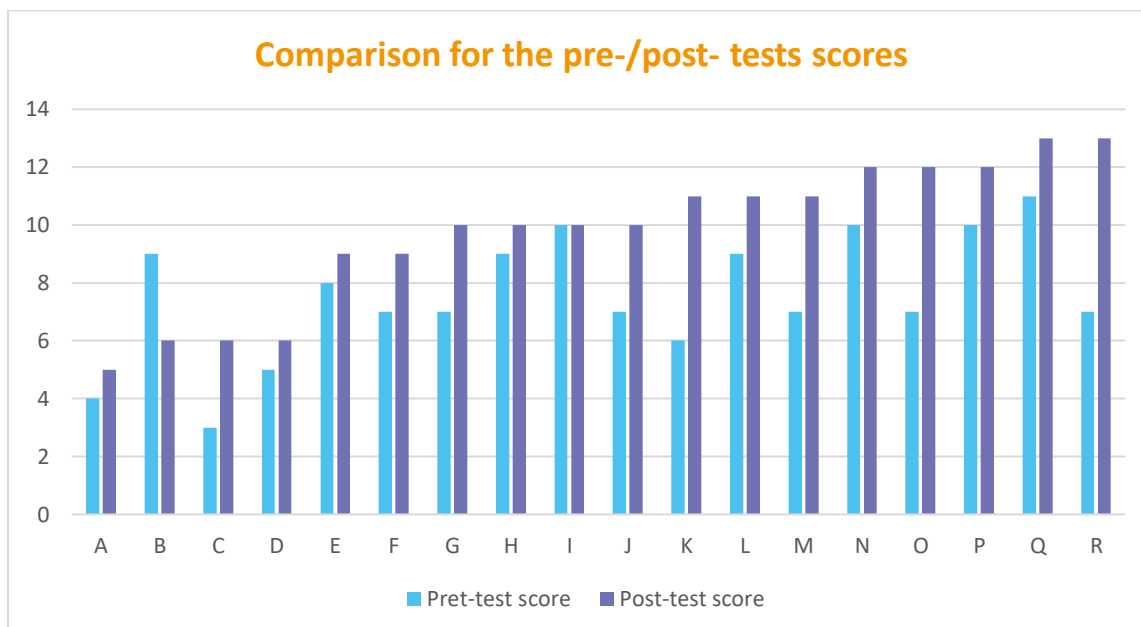


The Extent to Which Participants Met Learning Objectives



2) pre- and post-training evaluations

The pre-and post-evaluation assessed changes in the participants' knowledge before and after the Programme. The evaluation consisted of 14 questions, and each expert developed a few questions. The participants took the same questionnaires before and after the programme.



The evaluation results show that almost all participants increased their knowledge during the training session, **averaging 35%**. One participant increased her knowledge by 200% after the training sessions. Also, after the lecture, “The Current State of the Global Nuclear Debate, Including Key Challenges and Opportunities,” participants’ knowledge increased by 50%. This lecture was quite useful and relevant to the participants' interests.

Overall, the results indicate that the programme significantly increased the participants' knowledge of the targeted areas.



“As a diplomat from a developing country, particularly since I spent my entire education in my own country, access to information is quite limited. Since I join this training programme, I witnessed and was inspired by the story of Hiroshima's reconstruction and reconsidered my country's road to recovery. I found the peace culture in Hiroshima is well integrated into the life of Hiroshima's people and city. I learned Hiroshima's concept in peace and security by physically visiting the peace museum and park also meeting with *Hibakusha*”.

Ms. Ngan Ha Mai from Vietnam

Effectiveness of the Programme Methodologies

To assess the effectiveness of the Programme's methodologies and structure, the participants were asked to rate the following two statements on a scale of 1 (“strongly disagree”) to 5 (“strongly agree”):

1. The programme's methodology, including online webinars, was useful in achieving learning objectives.
2. The duration of the programme suited to your schedule.

As shown in the above table, 94% of the participants responded that the programme's methodology met the learning objectives. Almost 90% of the participants agreed or strongly agreed with the programme's duration. A one-week training programme is suitable for most of the participants to accommodate their working schedule.



Lessons Learned

The 2024 cycle of the Programme ran smoothly and was completed successfully. The programme illuminated opportunities and challenges for future iterations.

- **Successfully established Peer to Peer Learning Support Structure**

Since some participants already had experience at international forums, such as NPT and TPNW, they acted as team leaders to mentor others who did not. It is good to mix participant levels to establish the peer-to-peer learning support structure, particularly for the negotiation exercises. Having said that, it is also worth considering building an advanced course since some diplomats who had basic knowledge demanded more detailed discussion and practical negotiation exercises.

- **Gender topic inspired a new angle in the nuclear disarmament and non-proliferation**

The programme engaged a gender specialist from UNIDIR and provided a lesson on gender and nuclear disarmament and non-proliferation for the first time. Gender mainstreaming is essential to achieving nuclear disarmament. Gender analysis focused on women and men would help assess how the attributes and opportunities associated with a gender identity may affect arms control and disarmament. Most participants considered the topic for the first time and actively raised some questions, such as the effectiveness of engaging women in conflict solutions.

- **Expanded participant's countries to the Pacific nations**

The programme invited participants, a maximum of two from each country, mainly from ASEAN. However, due to limited human resources, particularly in small countries, governments (Ministry of Foreign Affairs) are not able to dispatch two officers a week for the same training programme. Thus, the programme expanded invitations to Pacific countries, such as Kiribati and Eastern Timor. As a result, the discussion could also extend to the Pacific context, and the participants could learn about wider regional issues and challenges. For the next circle, the programme may consider involving wider Pacific countries, such as Fiji, Samoa, Palau, Marshall Islands, also central Asian countries, including Uzbekistan, Tajikistan, and Kyrgyzstan.

- **Prepared for the simulation exercise in advance**

Based on resource persons' advice, the programme divided participants into three groups and allocated simulation exercise preparation time at the beginning of the training programme. This way, the participants could envisage the outline of the simulation exercise and prepare for the negotiation within the team. As a result, the simulation exercise was delivered smoothly, and the participants could concentrate on the negotiation and its contents.

Challenges

- **Engaging different knowledge-level participants in the same sessions**
This point was also indicated in the lessons learned section as a positive aspect. However, providing the same information to the participants at different levels was also challenging. While some participants have various experiences at the international forum, others have just started their careers as diplomats. The programme may need to balance the participants' levels for some courses.
- **Selecting the most relevant modules**
Though the programme team, together with resource persons, reviewed and updated the programme every year, its contents may need to be scrutinized. For example, some of the topics, such as Nuclear-Weapon-Free Zones (NWFZ), may not be top priorities to discuss this year since there has been no major development of the NWFZ recently. In addition, this training programme was quite packed, delivering 20 modules in a week. Considering the limited time, the programme must balance both input and output training modernities.



“Negotiation is one of the main challenges in my work, particularly because it requires considering country and regional dynamics. In order to achieve a common goal, it is essential to build networking with neighbouring countries and partners to resolve problems together. After joining the online program during COVID, I would say this in-person training opportunity in Hiroshima with 18 diplomats from 13 countries provided me with many effective outcomes to establish a network. In addition, I learned Hiroshima’s resilience and spirit of never giving up. Seeing and feeling in real-time is more worthwhile than listening to it 1000 times. I will definitely have a sharing session of what I learned in Hiroshima with my colleagues in Cambodia.”

Soksamnang Nov, Cambodi