Hiroshima Training Programme On Nuclear Disarmament And Non-Proliferation
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Executive Summary

The G7 Summit leaders, meeting in Hiroshima 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.” The UNITAR Hiroshima Office is aligned with this vision, having run successful training programmes on nuclear disarmament and non-proliferation issues since 2015. During the reporting period, the UNITAR successfully delivered the 8th and 9th Nuclear Disarmament and Non-Proliferation Training Programme in February 2023 and 2024 with the generous financial support of the Hiroshima Prefectural Government and the City of Hiroshima. The programme budget was about JPY 3,200,000, and 36 Asian and Pacific diplomats (17 women, 19 men) from 13 countries were trained.

The overall programme objective is for the participants to improve their diplomatic skills for nuclear disarmament and non-proliferation through new knowledge and skills and to enhance the intraregional network of government officials working for nuclear disarmament.

To achieve this objective, the programme had three outputs for the participants: (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 forums, and (3) enhanced understanding of the humanitarian impacts of nuclear weapons through the Hiroshima experience.

The programme successfully achieved its overall objectives. The evaluation results show that almost all participants increased their knowledge during the training session, averaging a 35% increase from their “before” knowledge levels to “after”. Further, 97% of the participants agreed that the training programme was relevant to their work and 92% indicated their intent to use their newly acquired knowledge in the future.

By introducing the latest Non-Proliferation Treaty (NPT) and the Prohibition of Nuclear Weapons (TPNW), the participants actively exchanged views on future discussions and envisaged the next phases of those international forums. Drawing on new knowledge, they practiced their negotiation skills in simulation exercises to draft a Factual Summary for NPT Preparatory Committee 2024 and the UN General Assembly (UNGA) Resolution 2024.

The participants visited the Peace Museum and Peace Park in Hiroshima and met hibakusha and youth and gain a better understanding of the humanitarian impact of nuclear weapons. The hibakusha shared their personal experiences and struggles, which greatly resonated with the participants and raised awareness about the urgent need for nuclear disarmament and non-proliferation.

Taking into account the global context, training programme for 2024 was specifically designed to accommodate the New Agenda for Peace and Summit for the Future, including the UN Reform, as well as human rights and gender topics.

By the end of the programme, the participants had become part of an intraregional 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.

In addition, UNITAR delivered four public events related to the nuclear disarmament and non-proliferation which engaged 178 youth and residents of Hiroshima and Japan (111 women, 67 men). The public events supported youth and residents to envision a sustainable future without nuclear weapons. Secretary-General António Guterres was present for the 2022 event, and Hiroshima’s youth enjoyed a frank discussion with him about the challenges of nuclear disarmament and non-proliferation and shared their innovative solutions to create a world free of nuclear weapons.
Lessons Learned

The following lessons were gleaned from running the programme this reporting period.

**Mixing participants with different experience levels supports peer-to-peer learning.**

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

**A specific focus on gender inspired a new understanding of nuclear disarmament and non-proliferation.**

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

**Expanding the programme to the Pacific nations broadened the participants understanding.**

While the programme was run in the past for governments of Asian (mainly ASEAN) countries, it expanded to Pacific countries, such as Kiribati and Timor-Leste, during this period. As a result, the discussion also extended to the Pacific context, and the participants learned about wider regional issues and challenges. For the next cycle, the programme may consider involving more Pacific countries, such as Fiji, the Marshall Islands, Palau and Samoa, as well as central Asian countries including Kyrgyzstan, Tajikistan and Uzbekistan.

**Involving young people in the programme helped build their capacity.**

The preparatory workshop organized by UNITAR not only enabled the local youth to attend the panel discussion but also provided them with a platform to showcase their innovative ideas. The youth possess unique and creative ideas but often lack the opportunities to express them. UNITAR’s initiative created a space for the youth to connect and voice their opinions through a public event in Hiroshima.
About UNITAR

The United Nations Institute for Training and Research (UNITAR) was established in 1963 and is headquartered in Geneva. 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.

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. Our cutting-edge training and learning opportunities promote inclusive and sustainable economic growth, under six thematic pillars that support the Sustainable Development Goals (SDGs): Anti-corruption and Combating Crime Entrepreneurship and Private Sector Development Finance and Trade Frontier Technologies Hiroshima and Peace Leadership and Empowerment

Leveraging our 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.

Hiroshima Office
UNITAR is the only United Nations entity with a presence in the symbolic city of Hiroshima. Established in 2003, our Hiroshima Office is part of the Division for Prosperity and develops and delivers needs-based training in support of the SDGs. To date, the Hiroshima Office has reached nearly 60,000 learners in least developed countries, conflict and post-conflict states and fragile states, as well as people living in Japan.

We thank you for continuous support to UNITAR Hiroshima Office, particularly for the Nuclear Disarmament and Non-Proliferation Training Programme. To make that vision a reality, UNITAR Hiroshima – with our partners – will continue to do its best to spread hope, drive change, and inspire future generations for achieving a world without nuclear weapons and sustainable global peace.

Chisa Mikami
Head, Hiroshima Office
Division for Prosperity
United Nations Institute for Training and Research
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. Hiroshima must continue to voice to the world the dire human 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.” 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.

The UNITAR Hiroshima Office, located in the eternal city of Hiroshima, has an inherent interest in nuclear disarmament and non-proliferation and has held successful trainings on this subject since 2015.

During the current reporting period, UNITAR delivered the 8th and 9th Nuclear Disarmament and Non-Proliferation Training Programme in February 2023 and 2024 with the generous financial support of the Hiroshima Prefectural Government and the City of Hiroshima. The programme budget was about JPY 3,200,000. The programme brought over 180 Asian and Pacific ministerial representatives from 19 countries to Hiroshima to discuss the history, discourse and future of the disarmament and non-proliferation debate. In collaboration with the Prefecture of Hiroshima, UNITAR has also closely worked with civil society, including hibakusha (atomic bomb survivors) and youth, to strengthen networks towards a world without nuclear weapons and held public events to increase citizens’ awareness of the risks of the atomic weapons.
In August 2022, Japanese Prime Minister Kishida presented the “Hiroshima Action Plan” at the Tenth Review Conference of the Nuclear Non-Proliferation Treaty. The plan is built on five pillars: (1) acknowledging the importance of maintaining the record of non-use of nuclear weapons, (2) promoting transparency, (3) continuing the decreasing trend of the global nuclear stockpile, (4) ensuring nuclear non-proliferation and peaceful use of nuclear energy, and (5) encouraging international leaders and others to visit Hiroshima and Nagasaki. The UNITAR nuclear disarmament and non-proliferation training programme particularly aligns with pillar 5.

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

**SDG 16: Peace, Justice, and strong institutions**
The programme’s overall objective is to achieve global peace through nuclear disarmament and non-proliferation.

**SDG 5: Achieve gender equality and empower all women and girls**
The programme engaged a gender specialist to ensure that participants consider gender equality and gender mainstreaming specifically in the field of nuclear disarmament and non-proliferation.
Training Programme

Expected Outcomes

The overall programme objective is for the participants to improve their diplomatic skills for nuclear disarmament and non-proliferation through new knowledge and skills and to enhance the intraregional network of government officials working for nuclear disarmament.

Programme Outputs and Activities

Each output consisted of several activities/learning objectives. By the end of the programme, participants completed the following.

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 the Non-Proliferation Treaty (NPT) 2022 Review Conference / 2026 1st Preparatory Committee in 2023
» Outlined the function of the 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 forums

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

Output 3: Enhanced understanding of the humanitarian impact 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 impact of nuclear weapons through visiting the Hiroshima Peace Park and Peace Memorial Museum and meeting hibakusha
» Recognized youth initiatives in Hiroshima and Nagasaki
The participants were able to improve diplomacy on nuclear disarmament and non-proliferation through acquired knowledge and skills and enhanced the intra-regional network of government officials during the training programme.

**Theory of Change**

- Strengthened knowledge of the current state of 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

- 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

- Outlined effective negotiation and communication strategies in conflict resolution
- Restated the operation of the consensus rule at international fora
- Recognized negotiations for the treaty on the Prohibition of Nuclear Weapons
- Participated in a simulation exercise with the topic of the factual summary for NPT 2026
Needs Assessment

To ensure that the training modules of the programme are in line with recent trends and meet the needs of the targeted group, a needs assessment was conducted to inform the training design. The assessment included reviewing feedback and evaluations from previous cycles of the programme, analysing relevant literature and conducting interviews with thematic experts in nuclear disarmament and non-proliferation.

Programme 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 (hybrid: mixed with in person / online courses)

- The programme was developed through coordination with internationally well-known experts, such as
  - Mr. Tariq Rauf, former Head of Verification and Security Policy of the International Atomic Energy Agency (IAEA) and former Consulting Advisor, Policy and Outreach, to the Executive Secretary of the Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO)
  - Mr. Tim Caughley, Non-Resident Senior Fellow of the United Nations Institute for Disarmament Research (UNIDIR)
  - Mr. Yuriy Kryvynos, former Director of the United Nations Regional Centre for Peace and Disarmament in Asia and the Pacific (UNRCPD)
- These experts gave technical advice on the programme, which was tailored to the participants’ experiences and backgrounds. While the training is based on a global view of nuclear disarmament and non-proliferation issues, it also included many case studies and examples from Asia and the Pacific.

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

- Gender: Ms. Renata H. Dalaqua, political scientist and Head of the Gender and Disarmament Programme, UNIDIR
- Technology: Ms. Setsuko Aoki, professor of Keio University Law School, and Mr. Michael
The participants completed 20 modules to gain a solid grounding in the following topics:

» The current state of the global nuclear debate, including critical challenges and opportunities
» Outline of the Nuclear Non-Proliferation Treaty (NPT) 2022 Review Conference & NPT 2023 Preparatory Committee: assessment and next review cycle
» Nuclear safety: Fukushima water discharge
» Mayors for Peace
Participants visited the Hiroshima Peace Memorial Park and Peace Museum for a visceral experience of the humanitarian impact of atomic bombs and the resilience of the people of Hiroshima in recovering from the devastating event. At the Hiroshima Peace Memorial Park, the participants wore virtual reality goggles that allowed them to see the moment of the bombing and acquire a feel for the reconstruction.

3. Negotiation Simulation Exercise

A major objective of the programme was to build participants’ negotiation skills for international forums such as NPT or The Treaty on the Prohibition of Nuclear Weapons (TPNW). Such international forums that govern the discourse on nuclear disarmament and non-proliferation are complex by nature. For representatives attending these forums to achieve national goals and progress, they must be well-versed in the current state of discussion and have effective communication skills, especially for the approaches used in such international meetings. To practice their negotiation skills, the participants took part in a simulation exercise on the following topics:
1. The Treaty on the Southeast Asia Nuclear-Weapon-Free Zone (SEANWFZ, or the Bangkok Treaty)
2. Factual Summary for NPT Preparatory Committee 2024
3. UN General Assembly 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 do not have a common position on the TPNW
3. Nuclear weapon states and umbrella states that oppose the Treaty

As they prepared, each group was mentored by experts who answered questions and gave advice to guide them through the simulation. After each group discussed and drafted the Treaty, Factual Summary, and UN General Assembly Resolution, each chose their spokesperson to negotiate on its behalf in the simulation.

Under the chair’s facilitation, the participants successfully negotiated with the other positions and completed the assigned drafts within the allocated time frames.
Outcomes

The programme outcomes were measured by (1) a post-programme survey and (2) pre- and post-training evaluations, both completed by the participants. The response rate was 100%. The first survey covered 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. 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 97% 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 75% 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 participants assessed to the statement “It is likely that I will use the information acquired”. The survey shows that 92% 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 97% of the participants either agreed or strongly agreed with this statement.

All four evaluation indicators met the minimum target of 75% positive feedback. This allows us to conclude that the programme has provided a useful learning experience that is aligned with the participants’ needs.

However, the response on the “New Information” indicator was just above the target, possibly because some participants had extensive experience in international forums and impressive knowledge of nuclear disarmament and non-proliferation. In future cycles, the programme may consider developing two different levels of training, such as basic and advanced, to accommodate advanced participants.
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 9 out of the 15 objectives. 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.

However, six objectives did not meet the 75% target line. These included:

» Outline UN NACD Functions, New Agenda for Peace, and Summit for the Future
» Outline UNRCPD initiatives in Asian countries
» Describe new technologies and their impacts on nuclear disarmament

Since these 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.

Learning Objectives

By the end of the Programme, participants will be able to:

» describe the current state of the global nuclear debate, including key challenges and opportunities (Module 1)

» outline NPT 2022 Review Conference & NPT 2023 Precom: Assessment and next review cycle (Module 2)

» outline UN NACD Functions, New Agenda for Peace, and Summit for the Future (Module 6)

» describe nuclear-weapon-free zones (Module 7)

» explain Japanese diplomacy on nuclear disarmament (Module 8)

» outline UNRCPD initiatives in Asian countries (Module 13)

» describe gender and nuclear disarmament (Module 14)

» describe new technologies and their impacts on nuclear disarmaments (Module 15)

» describe the decision-making procedure and technique for international negotiations (Module 9)

» outline effective negotiation and communication strategies utilized at international fora (Module 11)

» able to draft official documents, such as Factual Summary or UN General Assembly Resolution (Module 12, 16-20)

» outline nuclear safety: Fukushima water discharge (Module 3)

» describe Hiroshima’s road to recovery and initiatives to eliminate nuclear weapons through the activities of mayors for peace (Module 4)

» describe the humanitarian impact of nuclear weapons (Module 5)

» illustrate the youth-led activities in Japan on nuclear disarmament (Module 10)

5Based on the learning objectives and results in the 2024 course.
The Extent to which Participants Met Learning Objectives

The evaluation results show that almost all participants increased their knowledge during the training, averaging a 35% increase from before to after. One participant increased her knowledge by 200% after the training sessions. The lecture “The Current State of the Global Nuclear Debate, Including Key Challenges and Opportunities” appears to have been particularly useful and relevant, as participants’ knowledge increased by 50%.

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

Based on the evaluation results in 2024 course.
During the reporting period, UNITAR delivered four public events (August 6 event in 2022 and 2023, Public Forum in 2023 and 2024) related to the nuclear disarmament and non-proliferation, engaging 178 youth and people from Hiroshima (111 women, 67 men).

Two of these events were held together with the Prefecture and City of Hiroshima in February 2023 and 2024. They aimed to provide residents of 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 discussions, the audience better understood the current geopolitical disputes surrounding nuclear disarmament and considered how to build sustainable peace.

The 2024 event was held at the Hiroshima Peace Park Memorial Hall on 10 February. The Head of the Hiroshima Office, Ms. Chisa Mikami, facilitated the panel discussion with three experts in nuclear disarmament and non-proliferation:

» 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, International Atomic Energy Agency
» Mr. Takehiro Kagawa, Chairperson of the Hiroshima Peace Culture Foundation and Secretary General of Mayors for Peace

After the panellists introduced their views on the current world situation on 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 panellist emphasized the importance of civil society action and raising awareness to achieve nuclear disarmament and non-proliferation.
In addition, UNITAR, together with the Prefecture of Hiroshima, organized two public events on 6 August 2022 and 2023, which supported youth in envisioning a sustainable future without nuclear weapons. Secretary-General António Guterres was present for the 2022 event, and Hiroshima youth enjoyed a frank discussion with him about the challenges of nuclear disarmament and non-proliferation, as well as innovative solutions to create a world free of nuclear weapons.
In 2023, UNITAR and the Prefecture of Hiroshima organized a workshop titled “Peace & XX (SDGs topics) – Nuclear Disarmament and Sustainable Futures”. The session was mainly for young people, particularly those living in Hiroshima, to discuss global challenges and opportunities to advance Agenda 2030. The participants discussed the connection between their ideal future and a world free from nuclear weapons. Sixty-four young people presented their ideas to world leaders in nuclear disarmament, such as Ms. Izumi Nakamitsu, Under-Secretary-General and High Representative for Disarmament Affairs, and Mr. Hidehiko Yuzaki, Governor of Hiroshima Prefecture / President of Hiroshima for Global Peace, and received their advice.
Lessons Learned

The programme ran smoothly and was completed successfully during the reporting period. The programme illuminated opportunities and challenges for future iterations.

Mixing participants with different experience levels supports peer-to-peer learning.

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

A specific focus on gender inspired a new understanding of nuclear disarmament and non-proliferation.

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

Expanding the programme to the Pacific nations broadened the participants understanding.

While the programme was run in the past for governments of Asian (mainly ASEAN) countries, it expanded to Pacific countries, such as Kiribati and Timor-Leste, during this period. As a result, the discussion also extended to the Pacific context, and the participants learned about wider regional issues and challenges. For the next cycle, the programme may consider involving more Pacific countries, such as Fiji, the Marshall Islands, Palau and Samoa, as well as central Asian countries including Kyrgyzstan, Tajikistan and Uzbekistan.

Involving young people in the programme helped build their capacity.

The preparatory workshop organized by UNITAR for the August 6 not only enabled the local youth to attend the panel discussion but also provided them with a platform to showcase their innovative ideas. The youth possess unique and creative ideas but often lack the opportunities to express them. UNITAR’s initiative created a space for the youth to connect and voice their opinions through a public event in Hiroshima.
Challenges

The following challenges were identified in running the programme.

**Engaging participants with different knowledge levels in the same sessions can be tricky.**

Having participants with different knowledge levels was a positive aspect of the programme, but providing the same information to the participants at different levels was not always effective. While some already are experienced with international forums, others have just started their careers as diplomats. The programme may need to balance the participants’ levels for some courses.

**Greater attention may be needed in selecting the most relevant modules for each year.**

Though the programme team, together with resource persons, reviewed and updated the programme every year, the content may need to be further scrutinized. For example, nuclear-weapon-free zones may not have been a top priority this year since there has been no major development of the NWFZ recently. The training programme is already quite packed, delivering 20 modules in a week. Considering the limited time, the programme must balance both input and output training modalities.

"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 1,000 times. I will definitely have a sharing session of what I learned in Hiroshima with my colleagues in Cambodia."

Soksamnang Nov, Cambodia