



The Japan Council of Local Authorities for International Relations, Singapore

CLAIR SINGAPORE REGIONAL NEWS OF JAPAN

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ASEAN Forum 2005 in Cambodia – Human Resource Development

WITH Cambodia as the co-organizing country, CLAIR Singapore successfully conducted the ASEAN Region Local Administration Forum 2005 in Phnom Penh and other provinces from 29th November to 2nd December 2005.

Held annually since 1995, this project aims to provide an open forum for Japan and other ASEAN countries to exchange

experience and expertise in local governance, improve the efficiency and quality of administrative management, and promote interaction between administration officers.

In the case of Cambodia, where the local administration system has been implemented in 2002, there is a lack of well-trained local administration officers and their training becomes a task of utmost urgency. After

consultation with the Ministry of Interior, Cambodia, the theme “Human Resource Development for Local Administration Officers” had been decided. The event consisted of a main forum held in Phnom Penh and visits to Takeo and Siem Reap provinces.

DAY 1 PHNOM PENH

An audience of about 110 people, comprising central and local administration officers from Cambodia as well as local government officers from Japan attended the main forum in Phnom Penh on 30th November.

The forum consisted of three presentations. After the opening addresses by Mr. Kayama Michihiro, Chairman of the Board of Directors of CLAIR and H.E. Prum Sokha, Secretary of State, H.E. Sak Setha, Director General of the General Department of Administration spoke in the first presentation on “Capacity Building For Cambodia’s Local

▶ *The forum in Phnom Penh invited 3 speakers from Japan and Cambodia.*



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Administration Officers.” He highlighted the various problems faced by communes that form the basic units of local administration and cited Cambodia’s achievements in its efforts toward human resource development among local officers. In addition, to ensure that decentralization and deconcentration processes continue to be implemented to all levels of the provinces, cities, khans, districts, communes and sangkats, he mentioned the necessity of establishing a system of personnel training for local officers and a training institute to conduct medium to long term courses in future.

The second presentation was given by Mr. Ishikawa Yoshinori, Vice-President of the Local Autonomy College in Japan, which is a training institute for Japanese local administration officers. He presented on the history of the Local Autonomy College which was started amidst a new local administration system after World War II and he elaborated on its organization structure and functions. In addition, he talked about the accomplishments of the college and its visions for the future. The college has successfully groomed 50,000 officers for the past 50 years.

Next, in the third presentation by Mr. Miki Toshiki, Deputy Director of the Hyogo Prefectural Civil Service Personnel Training Institute, a concrete example of how a Japanese local authority conducts its training programs was shown. He outlined the organization structure of the institute and gave a summary of



► A meeting with Leay Bour commune councilors in Takeo province.

the content of the courses available. Group discussions, practical exercises and internships in private sectors and welfare institutions are among the unique training methods incorporated in the training programs.

A lively round of Q&A session followed. The forum concluded with H.E. Prum Sokha expressing words of appreciation to all support for the capacity building of Cambodia’s local administration officers, and with Director Chiba Yoshihiro of CLAIR Singapore looking forward to the continuation of human resource development of local administration officers on the basis of cooperative relations strengthened in this forum between the two countries.

DAY 2 TAKEO

In order to further understand Cambodia’s administration at the local level, the Japanese local government officers visited Takeo province on 1st December. After a courtesy visit to H.E. Sou Phirin, Governor of Takeo province, the delegates received a presentation on the activities of Takeo’s Local

Administration Unit by Mr. Un Vanna, Chief of the Local Administration Unit.

In the afternoon, the delegates visited Leay Bour commune, where they met and talked with the commune councilors. The delegates were able to realize how the councilors, having been elected to public office, do their utmost in formulating plans for regional development and deciding on the implementation of projects, despite the huge financial and personnel difficulties that communes face.

DAY 3 SIEM REAP

On 2nd December, from the viewpoint of understanding human resource development across a wide range of areas that is being carried out in line with local conditions, the Japanese delegation visited the Paul Dubrule Hospitality and Tourism School in Siem Reap. With rapid growth of the tourism industry in Siem Reap, the number of hotels has risen from only 1 to about 80 in 10 years. Consequently, the lack of skilled staff to work in these hotels has recently become

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a serious issue. Established in 2002, the school is the personal initiative of Paul Dubrule, the co-founder of the French Accor group, and aims to train Cambodians in the skills of the hotel, restaurant and tourism industry in accordance with international standards. After a brief overview of the school's history, objectives and activities by the Director of the school, Mrs. Beatrice Baranger, there was a short tour of the school's restaurant, guest rooms and other facilities that allow students to carry out practical training. About 100 students graduate from the school annually and 97% of the

graduates in 2004 were employed in the tourism industry.

This year's event has brought local administration officers from both countries together to exchange knowledge and expertise. Furthermore, it has

enabled the Japanese participants to deepen their understanding on Cambodia's situation through provincial visits. With this experience, it is hoped that interaction such as economic and tourism exchange between the two countries will be broadened.



▶ A spontaneous Q&A session at the forum in Phnom Penh.

Message from a participant

INTERNATIONAL experience demonstrates that Local Governance does contribute to the social and economic development in almost every country in the world. Sharing the best practices on local governance development among countries is valuable in helping the developing countries promote and strengthen good governance to achieve the goal of poverty alleviation.

In November 2005, ASEAN Local Administration Forum on the "Human Resources Development for Local Administration Officers" was held in Cambodia. We are deeply impressed by the presentations of Mr. Ishikawa Yoshinori and Mr. Miki Toshiki on the Japan Local Autonomy College and the Human Resources Development in Hyogo respectively. Actually, to strengthen and promote local governance, constant capacity building to the staffs at the local level is a high

priority task. Trainees have been classified in different categories based on their status. They are trained very broadly in knowledge according to their responsibilities. On the other

hand, we understand from the presentations that cooperation with other educational institutes in specific skills and experienced trainers from relevant sectors to provide training and share best practices to trainees are worthy reflections of the best practices and theories.

This forum was organized at a time when the Ministry of Interior/Royal Government of Cambodia is considering a feasible study to establish a Local Administration School for building the capacity of local staffs in Cambodia. It's a huge job that needs extensive experience and support. The above presentations are considerable ideological

contributions to our school development. Moreover, further support from Local Autonomous College is precious contribution to Cambodian development.

Finally, I would like to take this opportunity to express my sincere thankfulness to Mr. Ishikawa Yoshinori and Mr. Miki Toshiki that presented valuable knowledge in the forum; my respectful gratitude to CLAIR, Japanese Embassy in Cambodia, Japan Government and especially the Japanese People that always assist Cambodia. I hope that this kind assistance will last forever.



Mr. Yin Malyna
Deputy Director of Department
of Local Administration
Ministry of Interior
Kingdom of Cambodia

We have a new researcher : **Mr. Siau Min Yang**

JAPAN has not only played a preponderant role in the overall economic advancements of ASEAN countries, but it has also been channeling its efforts in leveraging ASEAN region cooperation to greater heights. It is this noble vision that CLAIR Singapore was established upon, and I feel very honoured to be able to work at this renowned organization. Through CLAIR Singapore, I aspire to contribute the best of my ability to proactively promote the constructive bilateral relations between local authorities in Japan and other ASEAN countries. At the same time, it is also my utmost wish to play my part in further enhancing the mutual understandings between Japan and ASEAN countries through CLAIR Singapore.



CLAIR is a joint organisation founded in 1988 by 47 prefectures and 12 major cities in Japan in order to assist Japanese local authorities with the implementation of their international exchange policies. With its headquarters in Tokyo, CLAIR has seven overseas offices in New York, London, Paris, Singapore, Seoul, Sydney and Beijing.

CLAIR SINGAPORE office was set up in April 1990. It supports and promotes international activities and friendly relations between local authorities in Japan and their counterparts in Singapore and the ASEAN countries.

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CLAIR News

Fukuoka* and Bangkok conclude Friendship Agreement

The Governor of Fukuoka Prefecture, Asou Wataru visited Thailand and entered into a Friendship Agreement with the Bangkok Metropolitan Administration.

At the signing ceremony at the Bangkok Metropolitan Administration office of 8th February, both Governor Asou and the Governor of Bangkok, Apirak Kosayodhin were present and pledged to promote mutual exchange in a wide range of areas covering economy, environment,

culture, education, tourism and youth development. They promised to foster development and to strengthen cooperation between the two regions.



*Fukuoka prefecture: Population of about 5,060,000 (9th most populous prefecture in Japan). Since ancient times, it has flourished as a gateway to Asia. It is now the economic and administrative centre of Kyushu.



► (Seated from left to right) Governor Apirak Kosayodhin and Governor Asou Wataru signing the Friendship Agreement.

