

# White Paper

## The Case for a Civilian Peace Service Canada (CPSC)



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# The Case for a Civilian Peace Service Canada (CPSC)

## 1.0 Background

Neither the Military, nor any other entity alone can provide state security in the 21<sup>st</sup> Century.

Instead, the military, the police, humanitarian agencies, peace organizations, and development agencies each have a unique and important peace role to fulfill.

(See Figure M1).

People are tired of war.

More and more, they

## 1.1 Changing Notions of State Security

Neither the Military, nor any other single entity can provide state security in the 21<sup>st</sup> Century. Traditionally, national security was associated with the presence of a military capability to protect state interests, or an armed defense against threats to military security. This has changed dramatically, particularly since the end of the Cold War and, with it, the end of a convenient, common enemy. Unfortunately, how states defend themselves has not kept pace with changing interpretations of national security. Despite post 9/11 efforts to galvanize the world around Terror (or perhaps because of it?), preserving personal independence and identity has now overtaken armed defense. This, in turn, has relegated military security to only one of five core security

measures (alongside political, economic, social and environmental security). If national security does indeed rely on economic, social, political and environmental as well as military security, then clearly the military alone is no longer equipped to intervene effectively in modern situations of conflict. In fact, then no single entity can independently deliver desired outcomes. Instead, the military, the police, humanitarian agencies, peace organizations, and development agencies each have a unique and important peace role to fulfill. Their roles may overlap, and not always tidily, but the distinctions shown in Figure M1 above generally apply.

### Figure M1: Security Roles in the 21<sup>st</sup> Century

**The military:** deals with destabilizing elements; separates warring factions; negotiates with military forces; patrols borders; disarms; removes mines; organizes troops.

**The police:** trains police forces; reforms the police; guarantees the law; provides crowd control; maintains public order; Investigates criminal activity; Works on community relations.

**Humanitarian Agencies** distribute food aid; provide: logistical support; a water supply, transport and aid, reconstruction, and urgent medical attention, as well as constructing refugee camps.

**Peace Organizations provide:** psychological support, elections, human rights, escorts, independent media coverage, reintegration, training, mediation, and reconciliation.

**Development Agencies** provide: education, health services, social welfare, agriculture, infrastructures, government, civil society, community finances.

NOVA – Non-Violent Peace Force, “Proposal for a Catalonian Civil Peace Service” NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) (July 2007)

are calling for conflict prevention, mediation, de-escalation rather than escalation through armed intervention.

Ironically, this “de-coupling of the concepts of security and defense”<sup>2</sup> has exaggerated military responses to new security threats. The armed invasion of Iraq is a case in point. Fuelled by television images of civilian carnage, the Iraq war has radically undermined already dwindling trust in political, military, and theological leadership. This has led to a global focus on conflict prevention. Preventing conflict from escalating into armed violence would save billions of dollars currently spent by armed force in a human environment which, according to the Atomic Scientist, is at no times further away than 15 minutes from complete self-destruction, because underlying armed warfare provides an ever present danger of all out nuclear war.

People are tired of war. More and more, they are calling for conflict prevention, mediation, de-escalation, rather than escalation through armed intervention.

## **EMERGING STRATEGIES for CONFLICT PREVENTION:**

**“Past thinking and methods did not prevent world wars. Future thinking must make wars impossible. You cannot simultaneously prevent and prepare for war. Albert Einstein”<sup>1</sup>**

“Since the mid-1990s, conflict prevention has become an increasingly urgent priority for the international community, particularly in multilateral fora. The horrors of Rwanda, Srebrenica, Darfur and elsewhere serve as stark reminders that the immediate and long-term human costs of not preventing armed violence are colossal”. (Canadian Department of Foreign Affairs and International Trade: <http://geo.international.gc.ca/cip-pic/cip-pic/conflictprevention-en.aspx>, August 2007)

Canada is caught betwixt and between in the consideration of conflict prevention. A major recent policy shift has placed Canadians in Afghanistan, as soldiers rather than peacekeepers. On the other hand, thought continues to be given to conflict prevention, particularly through multilateral channels.

**Structural prevention** (“proactive” measures like improving living conditions)

“In his 2006 Report on the prevention of armed conflict, UN Secretary-General Kofi Annan described conflict prevention strategies as falling into several categories:

“**Structural prevention** refers to proactive measures that ensure that crises do not arise, such as the work done by CIDA (The Canadian International Development Agency) to advance conflict prevention through development assistance.

**Operational prevention** (like mediation in times of crisis)

“**Operational prevention** refers to measures that are applicable in the face of immediate crisis, such as mediation.

**Systemic prevention** (global initiatives, like the UN Peacebuilding Commission)

“**Systemic prevention** refers to measures that address global challenges. DFAIT’s conflict prevention work largely falls under this category.” For example: Canada’s support for key UN resolutions on conflict prevention, the UN [Peacebuilding Commission](#) (created in 2005 to advise and propose integrated strategies for (post-conflict) peacebuilding), the UN [Human Rights Council](#) (created in March 2006) and the UN-based: [Global Partnership for the Prevention of Armed Conflict](#) (GPPAC). (an international network of over 500 civil society organisations working for conflict prevention and peacebuilding worldwide)<sup>3</sup>.

**“TRANS-FORMING” CONFLICT**

**Trained peace professionals would bring to any situation a knowledge of how to zero in on the root cause of conflict...**

**and how to transform it into sustainable peace...**

**What is sustainable peace? Is it a pipe dream?**

**No, it is the most practical of all conflict resolutions: one that will last over time.**

**It is one that does not ask the parties to the conflict to compromise as a basis for solution, so all of them leave somewhat dissatisfied.**

**Instead, it seeks out their essential requirements on which to build a lasting solution.**

World peace authority, Dr. Johan Galtung<sup>4</sup> goes further. Calling himself “a realist in my brain, and idealist in my heart”, he navigates between what he calls the “government movement” and the “peace movement” to create conditions for “Conflict Transformation.”

Government Movement	Peace Movement
Based on “realism”, on fact-based pragmatism	Based on “Idealism” on value-based moralism
Relies on strength	Relies on persuasion
Negotiates harmonized national interests	Works with resolutions advocacy
Uses incentives and threats	Uses moral power and people power
Can ultimately resort to violent action, like bombing	Can ultimately resort to nonviolent action, like economic boycotts

“So what do we do?” he asked at a recent conference. “We either combine them, or we transcend them. Let’s take the sincere wish for non-violence of the peace movement, with the empirical knowledge of the government movement. We need to add something constructive, concrete, creative. That means, in my experience, you transcend the conflict. You create **self-sustaining virtue cycles**, by going beyond the conflict into a new reality.

An example he brings is that of Peru and Ecuador, two countries which are in the process of “transcending” their ancient border dispute (over which thousands have died in bloody wars). How are they doing this: By moving away from the necessity of having to establish a specific border. Instead, they are entering into a protocol to turn the disputed area into a bi-national park, to be jointly administered for mutual benefit.<sup>5</sup>

**For example:**

Peru and Ecuador are in the process of “transcending” their ancient border dispute (over which thousands died in bloody wars over many decades).

**How are they doing this? By moving away from the necessity of having to establish a specific border. Instead, the two countries are entering into a protocol to turn the disputed area into a bi-national park, to be jointly administered for mutual benefit.<sup>6</sup>**

**Civil Peace Services ...  
...emerging as alternatives to armed intervention.**

**The concept of the Civil Peace Service originated in Germany at the end of the 1980s.<sup>7</sup>**

**What are the steps in Conflict Transformation?**

Key to the process, is the training of civilians as peace professionals who would:

- ❖ Meet all parties, one-on-one
- ❖ Through empathetic dialogue elicit creativity
- ❖ Demonstrate how to transcend goals; create a new reality capable of accommodating the legitimate goals of all parties (like the bi-national park, instead of the border)
- ❖ Leading to joint action to transform the conflict, always checking whether it works.
- ❖ If not, start the same process again.

This approach differs substantially from both conventional, mainstream government and peace movement action. It incorporates the (almost absolute) “No to violence” of the peace movement, but also the pragmatism of joint action of the government movement. Everything has to be tested. The focus is no longer on one party winning... The focus is on the relation, the system, on moving forward, into new and better realities.

**2.0 Civil Peace Services – Emerging as Alternatives to Armed Intervention:**

Catalysts in the process are Civilian (or Civil) Peace Services, emerging as alternatives to armed conflict in many permutations, as discussed below. This section shows how various governments are responding to their constituents, beginning with the European Parliament. See Figure ES 5, “**Historical Development of Civilian Peace Structures**” for a brief summary of the evolution of initiatives similar to the proposed Civilian Peace Service Canada and for CPSC’s unique contribution to this development.

**2.1 A Regional Perspective from the European Parliament:**

“The ‘Bourlanges/ Martin’ report, adopted by the European Parliament on 17 May 1995 in its plenary session in Strasbourg, recognized for the first time ... that ‘a first step towards a contribution to conflict prevention could be the establishment of a European Civil Peace Corps (including conscientious objectors) with training of monitors, mediators and specialists in conflict resolution’.

During the Balkan wars of the 1990s peace organisations in many European countries started to look at nonviolent conflict intervention alternatives...<sup>8</sup>

...and in 1995, in the European Parliament, Alexander Langer introduced the idea of a European Civilian Peace Corps (ECPC)...<sup>9</sup>

...'a first step towards a contribution to conflict prevention could be the establishment of a European Civil Peace Corps (including conscientious objectors) with training of monitors, mediators and specialists in conflict resolution'.<sup>11</sup>

**Is the European Parliament Serious about This?**

**It has yet to respond to the 2005 Feasibility Study.**

Several times since then, the European Parliament confirmed this statement, for the last time in its latest report on the implementation of the CFSP.<sup>10</sup>

**In 1999, The European Parliament commissioned a Feasibility Study on the Possibility of Establishing a European Civilian Peace Corps.**

After a five year hiatus, the Feasibility Study on the Establishment of a European Civil Peace Corps (ECPC), Final Report, was presented to the European Parliament on November 29<sup>th</sup>, 2005.

**The Study reaffirmed the Parliament's stated rationale for setting up a European Civilian Peace Corps, but asking them to change the name to avoid confusion with the American Peace Corps.**

The EU response is still pending.. However, the feasibility study did influence negotiations on 2007-2013 EU programming.

**The new EU "Stability Instrument (dealing with financial aid for civilian activities in "crisis areas") has retained elements which focus on civil society, and the opening of a (still informal) "Peacebuilding Partnership".**

## **2.2 Is the European Union Parliament Serious About This?**

The European Parliament has yet to respond to the Feasibility Study, tabled about eighteen months ago. On the other hand, this is hardly surprising given that there are 27 member countries involved in the debate. And, the feasibility study did influence negotiations among EU institutions relating to 2007-2013 EU programming. As a result, the new EU "Stability Instrument (dealing with financial aid for civilian activities in "crisis areas") has retained elements which focus on civil society, and the opening of a (still informal) "Peacebuilding Partnership".

"Despite its shortcomings ... the European Union is in a good position to encourage national processes towards the establishment of a European Peace Corps" as well as being "uniquely placed to support them and help their co-ordination within the framework of a Common Foreign and Security Policy". [Martinelli, Marta: "Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?", *Peace, Conflict and Development*: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); (June 2002)]

However, the new EU “Stability Instrument” (outlining financial aid for civilian activities in “crisis areas” from 2007-2013) has retained elements which focus on civil society, as well as the opening of a (still informal) “Peacebuilding Partnership”...

and individual countries have started supporting civilian peace services...

[For details on Governmental Support for CPS Initiatives, see Annex 3 ; on EU Common Foreign and Security Policy, see Annex 4 on Conscientious Objection and Annex 5, on Country / State Neutrality]

How to fund NGOs and still protect their autonomy is

## 2.3 Individual European Countries Begin to Create Civilian Peace Services

While the concept of a pan-European civilian peace force slowly metamorphoses, several European countries have indeed created, or are in the process of creating, their own Civil Peace Services to improve recruitment, training and deployment of civilian personnel.

- ❖ GERMANY: Civil Peace Service (since 1999) □ Founded in 1999 as an association between the government and non-governmental organizations as an important tool of German cooperation policy. Subsidized by the central government with 14 million euro annually and managing both development services and peace organizations.
- ❖ SWITZERLAND: Peace Team Forum (since 1994) □ The Foreign Office studies its effectiveness.
- ❖ FRANCE: Civilian Peace Service (since 1995) □ First civil peace service, for ground work, sent to Kosovo in 2001.
- ❖ ITALY: White Helmets (since 1999) □ The study of its viability was financed by the Ministry for Defence.
- ❖ HOLLAND: Civil Peace Teams (since 1995) □ Four week training courses for peace workers, with soldiers and politicians who collaborate on these courses.
- ❖ AUSTRIA: Civil Peace Service (since 1993) □ Financed by the Austrian Home Office, managed by an association of NGOs.
- ❖ NORWAY: Norstaff and Nordem (since 1991) □ Financed by the Norwegian Foreign Office, managed by independent NGOs.
- ❖ UNITED KINGDOM: □ Civilian platform that has not yet received any institutional support<sup>12</sup>

Besides clarifying the particular contributions that civilians make in dealing with emergencies, a well managed “triadic” relationship between security, defence and conflict management would alleviate the ripple effect of chronic funding shortages faced by many civilian organizations engaged in conflict management.<sup>13</sup>

Instead of being able to focus on their

work, they currently dedicate inordinate staff, time and energy trying to raise funds, or – where they are funded by others – trying to avoid being drawn into politically correct, as opposed to contextually valid, activities.

At the same time, they are still subject to marginalization, despite increasing government acceptance of their presence in conflict areas. Political

Key to the emerging “triadic” relationship is how to provide funds to NGOs while still protecting their autonomy. It is precisely as independent entities that NGOs are most useful to, if sometimes apparently at odds with, governments or military in this modern configuration. [\* Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk;);

key...

... because it is precisely as independent entities that NGOs are most useful to everyone.

... an international, military presence in a country which has already been traumatized by soldiers can cause distrust and fear.<sup>15</sup>

“... training and deploying more civilians to carry out (humanitarian) functions will free up military resources and allow them to be dedicated exclusively to tasks that are suitable and correspond to their training and function.”<sup>16</sup>

European NGOs in action:

....In Germany peace organisations further developed and advocated the concept of a professional Civil Peace Service (CPS) as long-term deployment of

recognition, in the form of government funding (arms-length government funding to safeguard NGO autonomy) would benefit everyone: the population (who will have access to a more trusted intermediary than those in uniform); the government (who will have access to a link with the grassroots); the military (which will no longer be placed in the schizophrenic role of enforcer and aid worker) and the NGOs themselves, (whose energy will no longer be sapped by the search for funds and political recognition as legitimate actors in conflict zones).<sup>14</sup>

## 2.4 A Perspective from European NGOs:

The creation of a Civil Peace Service is “both a requirement and an opportunity; facing up to violent conflict is an urgent priority that requires considerable investment of civilian and military resources. Areas in conflict, however, do not always want a military mission to keep the peace. The arrival of an international military presence in a country that has already been traumatized by soldiers causes distrust and fear...Military personnel are being used more and more in humanitarian roles and in other roles that could be better managed by civilian specialists... Training and deploying more civilians to carry out these functions will free up military resources and allow them to be dedicated exclusively to tasks that are suitable and correspond to their training and function.”<sup>18</sup>

“In many cases official diplomacy and second level diplomacy are not sufficient, and additional and independent action is required by external organizations. These can carry out regular and sustained work directly on the ground, in collaboration with local peacekeeping bodies, which reduces the possible negative impacts of external intervention.”<sup>19</sup>

In Catalonia, the process of creating a public debate about the need for a Civil Peace Service was in itself seen as a key step to achieving “real changes in governments’ and civil societies’ understanding of how to face up to armed conflicts... an opportunity to illustrate the necessity and the value of creating a body of stable and professional non-violent peacemakers”. The role of such professionals would be to reinforce conflict management among those who have suffered the hardship of war, to prevent conflict from escalating into armed violence, and do so with the utmost respect for cultural, religious and ethnic diversity.<sup>20</sup>

“The concept of the Civil Peace Service originated in Germany at the end of the 1980s. During the Balkan wars of the 1990s peace organisations in many European countries started to look at nonviolent conflict intervention alternatives, and in the European Parliament Alexander Langer introduced the idea of a European Civilian Peace Corps (ECPC).In Germany peace organisations further developed and advocated the concept of a professional Civil Peace Service (CPS) as long-term deployment of trained peace consultants who cooperate with local partners to enhance dialogue and civil society structures in conflict regions.

“They formed a consortium with the established development organisations, and in 1998 the new German government decided to institutionalise a Civil Peace Service programme as a new tool of German development policy. Since then, other Civil Peace Service initiatives were launched in a number

**trained peace consultants who cooperate with local partners to enhance dialogue and civil society structures in conflict regions.**<sup>17</sup>

of other European countries. Each of them has adopted the concept in slightly different ways to suit the particular needs and situation in the respective country.

“Despite the differences, all existing Civil Peace Service schemes have the same overall aim of enhancing civil society capacities for the handling of violent conflict. Since the European countries are growing into an ever closer union, peace organisations from several countries felt the need for cooperation and mutual support on the European level.”<sup>21</sup>

## **2.5 The European Network of Civil Peace Services (EN-CPS)**

**The European Network of Civil Peace Services (Membership: 34 organizations in 22 countries.) (for details on individual EN-CPS members, see Annex 9)**

EN-CPS, officially launched in May 1999 at the Hague Appeal for Peace, brings together

34 organizations from 22 European countries, with vast experience, valuable insights, and dedication to civilian peace services. EN-CPS is a loose network of

**European Network of Civil Peace Services (EN-CPS) Membership, includes:**

34 organizations in 22 countries: Austria, Belarus, Catalonia, Chechnya, Finland, France, Georgia, Germany, Holland, Hungary, Italy, Moldova, Norway, Romania, Russia, Scotland, Serbia, Slovenia, Sweden, Switzerland, Turkey and United Kingdom. Most are also members of the international Nonviolent Peaceforce initiative referred to below.

members who share information, ideas and experiences as well as discussing issues of common interest.<sup>22</sup> Their shared vision is to prepare civilians for facilitative roles in areas of conflict. Yet they also bring their own unique perspectives, as shown in Annex 9.

**International NGOs in action:**

**The Nonviolent Peaceforce: (Membership: 90+ peace organizations from around the world.)**

## **2.6 The Nonviolent Peaceforce (NP)**

NP, also launched in 1999 at the Hague Appeal for Peace is a key partner organization for EN-CPS. With its 90+ member organizations from around the world, NP provides an international forum. Endorsed by 8 Nobel Peace Laureates, NP aims to create a large-scale, international, unarmed team, composed of trained civilians who work in partnership with local groups. NP Field Team members “apply proven strategies to protect human rights, deter violence, and help create space for local peacemakers to carry out their work.”<sup>23</sup>

**The UN-based Global Partnership for the Prevention of Armed Conflict – is a network linking 500 civil society organizations working for conflict prevention and peace building world wide**

## **2.7 The UN-based Global Partnership for the Prevention of Armed Conflict**

GPPAC is a network linking 500 civil society organizations working for conflict prevention and peace building world wide. (See Annex 6, Prevention/Transformation of Conflict, and Annex 9, Selected NGOs/NGIs Impacting CPS for more detailed information on GPPAC’s most recent global meeting in Europe).

The US House of Representatives Resolution (HRES 213 IH) Argues that it is in the interest of the US to have a UN Emergency Peace Service (UNEPS) capable of intervening in the early stages of a humanitarian crisis...

## **2.8 A Perspective from the United States House of Representatives – arguing why a UN Emergency Peace Service is in the interest of the USA**

The US House of Representatives **RESOLUTION (HRES 213 IH)** argues that it is in the interests of the United States to have a UN Emergency Peace Service capable of intervening in the early Stages of a humanitarian crisis.

### **The US House of Representatives Resolution RESOLUTION (HRES 213 IH)**

#### **concludes:**

“Now, therefore, be it Resolved, That it is the sense of the House of Representatives that--

**(1) the United States should use its voice, vote, and influence at the United Nations to facilitate and support the creation of a United Nations Emergency Peace Service (UNEPS);**

On March 5, 2007, Democratic Representative Albert Wynn, Republican Representative James Walsh, amongst others, submitted the following resolution, referred by the House of Representatives to the Committee on Foreign Affairs.

To make its case, the Resolution first referred to “genocide, war crimes, and crimes against humanity in Rwanda, Cambodia, the former Yugoslavia, East Timor, Sierra Leone, the Democratic Republic of Congo, Uganda, Liberia, and in the Darfur region of Sudan.” It drew attention to:

**“...the 2006 American “National Security Strategy clearly states that preventing humanitarian disasters and strengthening fragile states is in the national security interests of the United States”**

- ❖ “...the September 2005 World Summit (at which Member States of the UN declared that the international community has a responsibility to protect these populations when countries are unable or unwilling to prevent genocide, war crimes, and crimes against humanity); and
- ❖ ...the 2005 World Summit, where over 150 heads of state signed a document which the UN General Assembly adopted, declaring that “we are prepared to take collective action, in a timely and decisive manner, through the Security Council ... should peaceful means be inadequate and national authorities manifestly fail to protect their populations from genocide, war crimes, ethnic cleansing, and crimes against humanity”;
- ❖ It pointed out that “failed and failing states can become breeding grounds for terrorism, crime, trafficking, humanitarian catastrophes, and other threats to the United States”; and that the 2006 American “National Security Strategy clearly states that preventing humanitarian disasters and strengthening fragile states is in the national security interests of the US”.

**“...numerous studies show... that early intervention in humanitarian crises could save millions of lives and billions of dollars”**

Most pertinent for this document is Resolution’s assertion that **UNEPS**

**.... should be comprised of individuals who are recruited from United Nations Member States and who are carefully selected, expertly trained, and coherently organized**

**... able to provide an integrated service encompassing 12,000 to 18,000 civilian, police, judicial, military, and relief professionals.”**

- ❖ It referred to numerous studies showing “that early intervention in humanitarian crises could save millions of lives and billions of dollars”, and that the international community (which spent “approximately \$200,000,000,000 on conflict management during the 1990s”) could have “saved approximately \$130,000,000,000 of that amount through a more effective preventive approach to conflict management”.

**(2) UNEPS should be:**

- (A) a permanent entity based at designated sites of the United Nations, should include mobile field headquarters, and should be able to act immediately to address an emerging humanitarian crisis;
- (B) comprised of individuals who are recruited from United Nations Member States and who are carefully selected, expertly trained, and coherently organized;
- (C) a dedicated service with a wide range of professional skills within a single command structure, prepared to conduct multiple functions in diverse United Nations operations; and
- (D) able to provide an integrated service encompassing 12,000 to 18,000 civilian, police, judicial, military, and relief professionals.”

The Resolution makes the case for a United Nations Emergency Peace Service (UNEPS) that:

- ❖ ...could be rapidly deployed during the early stages of a humanitarian crisis to save lives;
- ❖ could assist in the early implementation of peace accords by providing a ready reserve corps that could be deployed immediately;
- ❖ ...would complement, but not replace, existing peace operations of the United Nations, regional organizations, and national governments; and
- ❖ ...had it existed at the time that the Government of Sudan and the rebels in Darfur signed the May 2006 Darfur Peace Agreement, could have been quickly deployed to cement peace before it unraveled and could have prevented the loss and displacement of thousands of individuals.

It points out that if “ongoing ethnic and sectarian mass killings and crimes against humanity continue to occur in Iraq and if the Iraqi Government does not have the capacity to protect its citizens from these crimes, then all members of the international community, should, through the UN, exercise their mutual responsibility to protect the citizens of Iraq. Also, if the Security Council and the Iraqi Government identified the need for a peacekeeping force to guarantee a negotiated agreement between factions in Iraq and UNEPS existed, a UNEPS force could be quickly deployed to seize the opportunity and help facilitate the implementation of that agreement in advance of a traditional United Nations peacekeeping force or as a surge capacity to buttress peacekeepers already in place.” Start-up costs are estimated at \$2,000,000,000 and annual costs at less than \$1,000,000,000 – leading, as mentioned above, to considerable savings compared to the cost of armed conflict.

Several US NGO's<sup>24</sup> have reiterated the vision that UNEPS would initially recruit, train and employ up to 18,000 personnel “with a wide range of skills, including civilian police, military, judicial experts and relief professionals. This ensures that missions would not fail due to a lack of skills, equipment, cohesiveness, experience in resolving conflicts, or gender, national or religious imbalance. The Service would have special expertise in peacekeeping, conflict resolution, environmental crisis response and emergency medical relief. Upon Security Council authorization, UNEPS would be immediately available to respond to a crisis, with first in – first out capabilities.

**Conflict is an integral part of reality. The role of Peace Professionals is to help manage conflict, so it does not escalate into armed violence; but rather de-escalates into long-term solutions acceptable to everyone involved.**

**To do so, first means understanding conflict...**

**Roots of Conflict:**

**Population increase; ethnicity, scarce resources (oil, water), large migrations.<sup>25</sup> Poverty (gap between rich and poor);**

**A recent study, carried out in 40 sub-Saharan African countries, found that a five percent drop in annual economic growth increases the likelihood of civil war by more than one-half.<sup>26</sup>**

### **3.0 Roots of Conflict:**

Conflict is rooted in as many facets as there are human interactions. John Mackinlay gives eight causes of conflicts, and related humanitarian emergencies<sup>27</sup>:

- 1) An increase in the population and consequently in the demand for resources and territorial spaces;
- 2) An increase in the number of people that are living below the poverty-line and are subject to violence and natural disasters;
- 3) An increase in the gap between rich and poor;
- 4) Environmental disasters;
- 5) Competition over primary resources, including water;
- 6) An erosion of the unity of the state, particularly in multi-ethnic states;
- 7) Violence affecting civil society, fostered by groups fighting for the recognition of their ethnicity and the right to self determination;
- 8) Large migration flows.<sup>28</sup>

### **Anatomy of Conflict and Conflict Resolution:**

Dr. Johan Galtung: **Conflict dynamics:** Conflicts have a tendency to broaden in domain by adding more actors, and deepen in scope by adding more goals. Conflicts align actors by **polarization into blocs (alliances)** pitted against each other, and **align goals by fundamentalization under labels like freedom, faith.** Conflicts escalate, broadening and deepening the violence. Thus, **terrorism (civilians killing civilians)** and **state terrorism (military killing civilians)** are added to **wars (military fighting military)** and **guerrillas (civilians fighting military)**. These are awesome processes that should be met with peace-building, depolarization, humanization of the other side, de-escalation.

But even more crucial is solving the conflicts, or at least transforming them into conflicts that cover basic aspects of the original conflicts. Toward this end conflicts must be understood in terms of the actors (almost never only 2!), their goals and the clashes among goals and actors. Then comes the sifting of illegitimate from legitimate goals, and – the difficult part – the efforts, through dialogue, to bridge the gaps between legitimate goals: Constructively, Concretely, Creatively. The 3 Cs.” (Galtung, Dr. Johan at CPSC Peace as a Profession in the 21<sup>st</sup> Century Conference, April 2007). See also Annex 15, **TRANSCEND Conflict Transformation Model.**

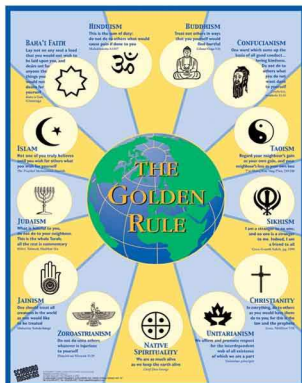
“Conflicts escalate, broadening and deepening the violence”.

**Root Causes of Conflict:** Imbalance of political, socio-economic or cultural opportunities among different ethnic groups; Lack of democratic legitimacy and effectiveness of governance; Absence of opportunities for the peaceful conciliation of group interests; Lack of an active and organized civil society (**EU COUNCIL OF MINISTERS, 1998**) from [www.peaceworkers.fsnet.co.uk](http://www.peaceworkers.fsnet.co.uk). The case for a UK Civilian Peace Service

Thus, terrorism (civilians killing civilians) and state terrorism (military killing civilians) are added to wars (military fighting military) and guerrillas (civilians fighting military).<sup>29</sup>

These are awesome processes that should be met with peace-building, depolarization, humanization of the other side, de-escalation.”<sup>30</sup>

The Scarboro Missions Golden Rule poster<sup>31</sup> demonstrates how all major religions devolve from a common belief in tolerance.



Yet, ironically, religions in particular have littered history with armed conflict.

(See also Annex 4,

The Golden Rule

The Scarboro Missions Golden Rule poster<sup>32</sup> demonstrates how all major religions devolve from a common belief in tolerance. Yet, ironically, religions have littered history with armed conflict.

Figure M2 – The Golden Rule Poster

**Baha’I Faith:** Lay not on any soul a load that you would not wish to be laid upon you, and desire not for anyone the things you would not desire for yourself (Baha’iu’llah, *Gleanings*)

**Buddhism:** Treat not others in ways that you yourself would find hurtful (The Buddha, *Udana-Varga 5.18*)

**Christianity:** In everything, do to others as you would have them do to you; for this is the law and the prophets (Jesus, *Matthew 7:12*)

**Confucianism:** One word which sums up the basis of all good conduct... loving kindness. Do not do to others what you do not want done to yourself (Confucius, *Analects 15.23*)

**Hinduism:** This is the sum of duty: do not do to others what would cause pain if done to you (M. Mahabharata 5:1517)

**Islam:** Not one of you truly believes until you wish for others what you wish for yourself (The Prophet Muhammad, *Hadith*)

**Jainism:** One should treat all creatures in the world as one would like to be treated (Mahavira, *Sutrakritanga*)

**Judaism:** What is hateful to you, do not do to your neighbour. This is the whole Torah; all the rest is commentary (Hillel, *Talmud, Shabbat 31a*)

**Native Spirituality:** We are as much alive as we keep the earth alive (Chief Dan George)

**Sikhism:** I am a stranger to no one; and no one is a stranger to me. Indeed, I am a friend to all (Guru Granth Sahib, *pg. 1299*)

**Taoism:** Regard your neighbour’s gain as your own gain, and your neighbour’s loss as your own loss (Lao Tzu, *T’ai Shang Kan Ying P’ien, 213-218*)

**Unitarianism:** We affirm and promote respect for the interdependent web of all existence of which we are a part (*Unitarian principle*)

**Zoroastrianism:** Do not do unto others whatever is injurious to yourself (Shayast-na-Shayast 13.29)

Scarboro Missions, A Canadian Catholic community of priests and lay people, from a poster designed by Kathy VanLoon, All Rights Reserve, Paul McKenna, 2000. To order poster, contact: Broughton’s, 2105 Danforth Ave., Toronto, Ontario, Canada, M4C 1K1. Tel: (416) 690-4777. Fax: (416) 690

Conscientious Objection,  
& Annex 5, Country /  
State Neutrality)

No wonder, then, that demand is growing for new civilian skills to manage conflict:

e.g.

- ❖ Election monitoring,
- ❖ Civilian protection,
- ❖ Humanitarian aid distribution,
- ❖ re-installing governments, police, international law,
- ❖ human rights,
- ❖ Conflict transformation
- ❖ Demilitarization.

To get a sense of the vast and growing range of conflict management work in various areas, please refer to the following detailed overviews:

Annex 11 substantiates CPSC’s call for accreditation and certification of peace professionals from the perspective of Women, Conflict and Peace;

#### 4.0 Demands for an Expanding Range of Civilian Skills

It is no wonder that a key role is emerging for civilians in this modern struggle of states to identify new actors, new competences and new mandates against new threats. In Afghanistan alone, the UN is present through almost twenty of its organizations, ranging from Food and Agriculture Organization (FAO); and International Labour Organization (ILO); to the Office for the Coordination of Humanitarian Affairs (OCHA); Office of the High Commissioner for Human Rights (OHCHR); and United Nations Office for Drugs and Crime (UNODC) – to name but a few.

The European Union and the Organization for Security and Co-operation in Europe<sup>33</sup> (“the world’s largest regional security organization whose 56 participating States span the geographical area from Vancouver to Vladivostok.”<sup>34</sup>), as well as the UN, already use civilians extensively for:

- 1) monitoring and managing election processes;
- 2) protecting regional areas where civilians were targeted by armed forces (including those of their own government);
- 3) establishing safe zones (as in the case of Bosnia);
- 4) observing weapons confiscation or handed in by combatants;
- 5) distributing humanitarian aid and/or supporting humanitarian agencies in war zones;
- 6) partially demilitarizing selected areas (as in the case of Sarajevo);
- 7) assisting with re-installing legitimate governments and police activities in intra-state conflicts;
- 8) monitoring violations of international law and regulating conduct in conflict<sup>35</sup>.

In an ever-widening range of new demands, civilian skills are increasingly needed for the tasks listed below.<sup>36</sup>

- ❖ **Conflict transformation:** Mediating conflicts among local groups; Education and training in conflict transformation; Creating a culture of peace; Reconciliation and overcoming old antagonisms; Promoting productive community relations; Reducing prejudice and misunderstandings; Encouraging mutual understanding; and Accepting (perhaps even embracing?) difference;
- ❖ **Peoples’ safety:** Armistice, border and peace zone control. Intervention in social and community conflicts; Provision of escorts for potential victims. Training for the localization and destruction of mines; Humanitarian escort for threatened groups and communities;
- ❖ **Demobilization and reintegration:** Support for traumatized victims; Rehabilitating former soldiers; Psychological support for individuals and groups; Monitoring the demobilization process; Reform of security and police services; Rehabilitating child soldiers; Redeployment of military and paramilitary personnel;



**DFAIT on the links between business and Human Rights, on corporate responsibility, and on how to access DFAIT funds for related initiatives.**

“Each gun that is made, every warship launched, every rocket fired signifies, in the final sense, a theft from those who hunger and are not fed and those who are cold and are not clothed.”  
-- Dwight D. Eisenhower)<sup>38</sup>

**Annex 7 is composed of an OECD document which, in the author’s view, provides one of the best, comprehensive yet accessible, introductions to understanding the links between Peace and Environment ... even as it shows the range of peace competencies applicable in this field.**

**“The way that we access and use natural resources can cause, trigger or drive violent conflict within states and across sub-regions. But the natural environment can also provide a constructive avenue for conflict prevention and peace-building.”<sup>40</sup>**

promoting political pluralism and civil participation; constitutional and parliamentary reform. Improving government services by: training civil servants and elected politicians in the principles and practice of democracy; encouraging transparency in political party financial transactions and in elections processes;

- ❖ **Electoral Processes:** Training international inspectors; regulating the election process and campaigns; Training local inspectors; International supervision of elections; Educating voters; Identifying and registering legal voters; Registering parties and candidates running for election;
- ❖ **Civil Administration:** Opportunities for consultation, training and management relating to: *General administration* (Register of births, deaths and marriages and Local government, Land register, Customs, Appointments to political institutions, Economic and environmental issues, the tax system); *Social services* (Education about housing policy, Provision of health and education services); *Infrastructure* (Water and energy supply, Transport and communication, Telecommunications, Hygiene facilities and waste disposal services, Basic infrastructure);
- ❖ **The Media:** Developing an independent national media -- Training for media directors and workers; encouraging local and national radio and television; Observing freedom of expression in the media; printed or online press;
- ❖ **The Legal System:** Training judges, public prosecutors and lawyers; Reforming the security system; Training police and prison officers; Preventing organized crime; Reforming the legal and judicial systems; Anticorruption laws);
- ❖ **Strengthening Civil Society:** Creating organizations which have their roots in the local community; Developing independent trade unions; Encouraging public involvement, including of women; Transforming conflicts (using peaceful methods) to foster long-term, social and political change; Supporting the creation of democratic and multiparty groups; Influencing cultures dominated by violence and military institutions to become cultures characterized by peace and non-violence; Establishing local civic groups and networks; Peace education, training in non-violent means of action to resolve conflict peacefully, in personal lives and in society.<sup>39</sup>

## **5.0 A Growing Urgency for Time-Sensitive Recruitment of Civilian Peace Workers**

Not only is there a growing demand for skilled civilians with a whole new range of peace competencies<sup>42</sup>; but there is also a growing sense of urgency about how quickly they need to be recruited in times of conflict. This is especially so when there is still a chance for preventing conflict from escalating into armed conflict. Even building support and raising funds for new UN peacekeeping missions, a relatively established function, has been compared to that of an unfortunate “volunteer fire chief who is forced to raise funds, find volunteers and secure a fire truck for each new fire.”<sup>43</sup> More coherent recruitment and training are essential.

**Not only is there a growing demand for skilled civilians with a whole new range of peace competencies<sup>41</sup>...**

**... but there is also a growing sense of urgency about how quickly they need to be recruited in times of conflict...**

**... especially when there is still a chance for preventing conflict from escalating into armed conflict.**

**“Conflict Transformation” an alternative to the unimaginable cost of armed intervention.**

**(By ‘transforming conflicts’ we mean helping to bring about a situation so that the parties can proceed in a participatory, mutually acceptable, and sustainable manner.)**

**If people most affected by the conflict do not have the skills and resources for reducing conflict...**

**... the key is for outside parties to strengthen local capacities to find their own solutions...**

**... not for outside parties to bring in outside solutions.<sup>49</sup>**

The White Helmets set an important precedent, albeit on the humanitarian front. They originated as an NGO in Argentina in 1993<sup>44</sup>, became a UN “humanitarian aid and peacekeeping agency” in 1994, and are now known as the White Helmet Commission<sup>45</sup>. By providing standardized training, the White Helmet Commission has access to hundreds of vetted civilian volunteers, who remain on national and regional standby, ready to provide specialized human and technical resources for emergency relief and rehabilitation, in accordance with accepted UN procedures and practices<sup>46</sup>.

As noted above, in the example of the US House of Representatives Resolution, the momentum is building for a similar, systematic approach to train, recruit and field civilian peace workers. Their role would include all the functions already mentioned. These are collectively known as everything from security or peace management functions, to peacebuilding, conflict prevention and, increasingly, “conflict transformation”.

## **6.0 “Conflict Transformation”<sup>47</sup> – An Alternative to Armed Intervention**

As mentioned above, the term “conflict transformation” was coined by Dr. Johan Galtung, co-founder of TRANSCEND<sup>48</sup>, a peace and development network for conflict transformation by peaceful means.

**“By ‘peace’ we mean the capacity to transform conflicts constructively and without violence -- a never-ending process. By ‘transforming conflicts’ we mean helping to bring about a situation so that the parties can proceed in a participatory, mutually acceptable, and sustainable manner. By ‘constructively’ we mean channeling conflict energy toward new, innovative ways of satisfying basic human needs for all. By ‘without violence’ we mean that this process should avoid any threat or use of direct violence that hurts and harms; and any use of structural violence that demobilizes the parties.” [TRANSCEND, Conflict Transformation: a TRANSCEND Code of Conduct guide for conflict workers in the field, <http://www.transcend.org/>]**

## **7.0 The Limitations of Outside Intervention:**

As theory and practice shift from conflict resolution to conflict transformation, the limitations of outside intervention become more evident. Attempts to impose settlements on the conflicting parties and to take over the running of their affairs have often proved counter-productive. Instead, more emphasis is on local ownership of a peace process. Although many national policies and strategies exist, it is recognized that only the people on the ground can ultimately solve their own conflicts. If people most affected by the conflict do not have the skills and resources for reducing conflict, the key is for outsider parties to strengthen local capacities to find their own solutions, not for outside parties to bring in outside solutions.<sup>51</sup> How outsiders can or should conduct themselves is of the utmost importance, to avoid the suspicion linked with ‘do-gooders and war tourists’ who arrive in

**This process should avoid any threat or use of direct violence that hurts and harms; or any use of structural violence that demobilizes parties<sup>50</sup>...**

### **What is a Peace Professional?**

Peace professionals today are like health professionals who first tried to introduce the concept of preventive medicine one or two centuries ago -- above all, showing people basic things they could do themselves to prevent illness.

**In the case of violence, it involves everyone choosing to live more peaceful lives, with peace professionals as trained enablers.**<sup>55</sup>

Like health professionals, the skills of peace professionals “would be available not only to friend and foe alike, but also to uniformed (government) and civilian (non-government)...”<sup>59</sup>

**On April 2, 2007, the world’s leading authority in peace studies and research was the keynote speaker at a Canadian conference on peace**

zones of conflict to ‘help’. This point applies to both military peacekeepers and voluntary civilian organizations.<sup>52</sup> Above all, governments should avoid what Dr. Johan Galtung calls their “bullets and bombs” policies; and peace activists their over-reliance on “words”<sup>53</sup>. Instead, he calls for the training and engagement of civilian peace professionals, ideally as members of a Civilian Peace Service.<sup>54</sup>

## **8.0 What is a Peace Professional?**

Dr. Johan Galtung<sup>56</sup> first coined the phrase: “peace professional”. A peace professional is an unarmed civilian, professionally trained and accredited, based on shared Core Values and Key Competencies<sup>57</sup> who performs as a recognized, accepted and effective element in peace-making, peacekeeping and peace building.<sup>58</sup>

### **Figure M4 – Core Values and Key Competencies of a “Peace Professional”**

Core values, critical for professional peace work, include: empathy, humility, personal maturity, sound judgment, sincerity, strong desire for social justice and peace for all, willingness to learn.  
Key competencies include: Communication, conciliation, conflict Analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking, teamwork.  
McNaughton, Ross D., CPSC Competency Paper, drafted with CPSC (May 2007).

Dr. Galtung compares the role of peace professionals today, with that of health professionals who started to approach illness in a new way one or two centuries ago, introducing the concept of preventive medicine and, above all, what people could do themselves. In the case of medicine, it revolved around simple things like washing hands for better hygiene and avoiding conditions in which certain micro-organisms thrive – like excessive heat, cold and humidity”. In the case of violence, it involves everyone choosing to live more peaceful lives, with peace professionals as trained catalysts.

Like health professionals, the skills of peace professionals “would be available not only to friend and foe alike, but also to uniformed (government) and civilian (non-government). S/he would see peace as “a relation among actors, a system, not a property of one actor alone. The peace professional would engage in dialogues with the actors, but would always be conscious of the relationship among actors; the “actor system”.<sup>60</sup>

Although many national policies and strategies exist, it is recognized that only the people on the ground can ultimately solve their own conflicts. Outside parties become part of the problem if they try to impose answers, or take sides, rather than strengthening local capacities to generate their own solutions. This is where a peace professional comes in.

On April 2, 2007, the world’s leading authority in peace studies and research, Dr. Johan Galtung, was the keynote speaker at a Canadian conference on peace professionals. The venue was the third Civilian Peace Service Canada (CPSC) conference, in cooperation with the Canadian Institute for Conflict Resolution (CICR); Conflict Studies Program, Saint Paul University; the Canadian International Institute of Applied Negotiation

professionals<sup>61</sup>

**The venue was the third Civilian Peace Service Canada (CPSC) conference, “Peace as a Profession in the 21<sup>st</sup> Century”...**

**...Discussions focused in particular on the development of competencies needed for a peace professional**

**What is a Civil Peace Service?**

**A Civil Peace Service (CPS) is “managed by civil associations and/or official institutions, whose objective is to create civil intervention teams” for work in areas ...vulnerable to conflict or experiencing armed conflict.**<sup>62</sup>

**All civil peace services have essentially the same mission: They offer an alternative to military interventions in situations of simmering or outright armed conflict.**

(CIAN); McMaster Centre for Peace Studies; TRANSCEND International Institute, and held at Saint Paul University, April 3-5, 2007. Its focus was on the development of competencies needed for a peace professional. The Honourable Flora MacDonald, amongst others, anchored the discussion graphically in the realities of Afghanistan.

The conference explored the concept of a “peace professional” from angles as wide-ranging as the global context, core values and key competencies, recruitment, assessment and training, certification, and – above all – strategies to address the challenges involved in creating such a profession. An important part of the discussion stressed the importance of making sure that the process of creating peace professionals does not diminish the contribution of peace volunteers, who have a significant contribution to make and can achieve extraordinary results. Their particular skills, often built on humanitarianism which cannot be taught, needs to be part and parcel of the way forward in tapping civilian peace resources.

## **9.0 What is a Civil Peace Service?**

The Catalonian Declaration<sup>63</sup> describes a Civil Peace Service (CPS) as one consisting of organizations “managed by civil associations and/or official institutions, whose objective is to create civil intervention teams” for work in areas either vulnerable to conflict or experiencing armed conflict. In their vision, the teams would apply “established non-violent strategies in an efficient and non-partisan way in order to safeguard human rights, to reduce violent incidents and to provide an environment for the fair and peaceful resolution of conflicts”. They would be composed of competent, well-trained men and women of varying ages, with either experience or expertise in the fields of conflict transformation, conflict prevention and the creation of peace.<sup>64</sup> Annex 9<sup>65</sup> demonstrates the degree to which national civil peace services adapt the basic principle of civilian peace interventions to their own contexts.

### **9.1 What is a Civil Peace Service Mission?**

All civil peace services have essentially the same mission: They offer an alternative to military interventions in situations of simmering or outright armed conflict. Through proven, non-violent methods and strategies, they create an environment in which local groups can look for a peaceful solution to the conflict at hand (with outside help only if requested). By preventing the death and destruction of war, protecting human rights, and opening constructive lines of communication, they create the best chance for fair outcomes leading to long term peace.

## WHAT ABOUT CANADA?

“Canada is in a unique position to play a leadership role in preventing and reducing conflict ...

... We have the largest and most openly accessible national civilian roster in the world’, CANADEM.”<sup>66</sup>

### Given CANADEM and the Pearson Peacekeeping Centre, why do we need a Civilian Peace Service Canada (CPSC)?

CPSC is proposing the first opportunity for formal accreditation of Canadian peace professionals<sup>70</sup>.

## 10.0 What About Canada?

### 10.1 CANADEM:

Paul LaRose Edwards is Executive Director of CANADEM, Canada’s “largest and most openly accessible national civilian roster in the world”.<sup>67</sup> An

international human rights lawyer by training, he has spent 25 years dealing with the politics of advancing human rights. He is justifiably proud of CANADEM’s accomplishments. CANADEM knows how to find Canadians who have experience overseas and in areas of conflict. It registers them on its impressive roster, and it links them with potential Canadian and International employers. Often it does so on very short notice, to meet urgent needs in times of crisis.

“Canada is in a unique position to play a leadership role in preventing and reducing conflict and improving human welfare around the world. We have a broad range of expertise, military and non-military, we have a history of non-intervention and peacemaking, and we have “the largest and most openly accessible national civilian roster in the world.” [Paul Larose-Edwards, Executive Director of CANADEM, September, 2003]

### 10.2 Pearson Peacekeeping Centre (PPC)

PPC is “a not-for-profit, Canadian-based institution dedicated to improving the effectiveness of peace operations around the world. Using a multi-disciplinary and activity-based learning approach, the PPC teaches and trains those who serve in conflict zones including civilians, military personnel and police officers.”<sup>68</sup>

“Since its inception in 1994, the PPC has trained over 15,000 individuals from 140 nations in 31 countries. This track record has earned the Centre an internationally distinguished reputation, which brings credit to Canada from around the world. The PPC’s mission to enhance the effectiveness of peace operations through training, research and capacity building reflects the values that are cherished by Canadians such as human rights, the rule of law, international stability, collective security and diplomatic primacy.”<sup>69</sup>

### 10.3 Why Do We Need a Civilian Peace Service Canada (CPSC)?

Given the existence of CANADEM and the Pearson Peacekeeping Centre, not to mention other organizations doing similar good work, why do we need a Civilian Peace Service Canada? The rest of this document will answer this question in more detail. For now, as detailed in Figure M9 \*, suffice it to say:

**CPSC is proposing the first opportunity for formal accreditation of Canadian peace professionals<sup>71</sup>.**

While PPC’s mandate includes the training of civilians, to-date much of its training has been of military and government personnel. PPC would like to move more actively into the training of civilians. Consequently, Figure M8 - CPSC Operational Associations with other

NGO/NGIs, refers to an expression of interest by the PPC to discuss its possible role as a trainer for the Canadian Civilian Peace Service.

**\*Figure M9 compares the value added of organizations (like CPSC and CANADEM) to the effective deployment of Canadian experts in areas of conflict.**

## What is formal accreditation?

### And Why is this important?

Just as we need standards in other professions, such as health care and engineering, we need standards in the civilian peace profession.

To be effective in situations of conflict, even the most experienced people from all professions, trades, and backgrounds would need to demonstrate ‘core values’ and master ‘key peace competencies’.

“It is not yet widely recognized that there may be pitfalls—ways in which they can inadvertently make the conflict worse—and also opportunities—ways they can work with others to increase the level of sustainable peace in the region.”

**Core values:** e.g. empathy, humility, personal maturity, sound judgment, sincerity, a

## 10.4 What is Formal Accreditation for Peace Professionals ... and Why is This Important?

Just as we need standards in other professions, such as health care and engineering, seasoned peace professionals believe the time has come to bring some rigor into the delicate and complex task of civilian peace interventions. Although a number of academic courses and training opportunities introduce people to this area of work, few of them provide people with the professional skills to face the practical realities and challenges that they will experience in situations of conflict.

“All those, whatever their formal field of expertise, who are sent to work in areas of high conflict, be they engineers, humanitarian aid workers, need to be prepared for the unique context in which they will work.

“Although this (i.e., the need for adequate training / preparation) is widely recognized, it is not yet widely recognized that there may be pitfalls—ways in which they can inadvertently make the conflict worse—and also opportunities—ways they can work with others to increase the level of sustainable peace in the region. This is not a matter of having such professionals go off on their own attempting formal diplomacy; but it is a matter of giving them a good understanding of their role and its peacebuilding potential. The CPS can give training to such professionals, everything from introductory sessions to advanced training in multi-track peacebuilding and the unique potential of their specific field.” Professor Graeme MacQueen, Professor, McMaster Centre for Peace Studies.

Accreditation is an enormously complex and sensitive discussion, as alluded to in **Annex 1, Certification for / Accreditation of Peace Professionals and Volunteers**. Indeed, many have shied away from it, because of the delicate balance between professionalism and volunteerism in peace work.

The Civilian Peace Service Canada is emerging as a leader in the field, by facing the certification debate square on, and developing cutting edge tools for the accreditation of Peace Professionals, Peace Specialists and Certified Peace Volunteers.

CPSC will meet the certification challenge by working on several levels and in partnership with the many qualified Canadians referred to above. It proposes to work with government representatives and ministries; with NGOs; with regional bodies and local communities. Together, they aim to

strong desire for social justice and peace for all, as well as a willingness to learn<sup>72</sup>

**Key peace competencies:** e.g. communication, conciliation, conflict Analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking, teamwork<sup>73</sup>.

**Certification is a very complex process.**

**Volunteers who instinctively achieve extraordinary results, often built on humanitarianism which cannot be taught, are integral to the way forward in tapping and certifying civilian peace resources.**

(For more information: See **Annex 1 - Certification for / Accreditation of Peace Professionals and Volunteers, Figure M9 - Value added by Canadian Organization, Figure ES2 - CPSC Vision of the Future – Next 10 Years;** see also **Figure ES3 – CPSC Role in Training and Assessment Program Development; Figure ES4 – CPSC Training Components; Annex 7 - Links Between the Environment, Conflict and Peace.**

graduate a cadre of accredited Peace Professionals: competent, focused, skilled in transforming conflict into peace, and available to organizations like CANADEM. (See Figure ES3, CPSC Role in Training and Assessment Program Development, for details)

Those providing civilian peace services around the world range from salaried experts and independent consultants, to volunteers, NGO staff, trainees, or even (as in the case of some European countries with compulsory military or alternative service) youth opting for alternative service.<sup>74</sup> Some are graduates, taking a break before launching professional careers; some are interrupting professional careers, and some are pursuing a life long vocation for civilian peace work. Whatever their status, age, or vocation, they need to demonstrate requisite qualifications. Not only that, but the standardization and accreditation of their work is increasingly crucial, to a) make sure they do not end up harming themselves or others in situations of conflict and b) capitalize on their efforts and energy by making them as effective as possible under the specific circumstances of an assignment

People from all professions, trades, and backgrounds are urgently needed for civilian peace work. However, if they are to be effective in situations of conflict, even the most experienced and/or qualified among them would need to be assessed against ‘core values’ (including: empathy, humility, personal maturity, sound judgment, sincerity, a strong desire for social justice and peace for all, as well as a willingness to learn<sup>75</sup>), and supplement their knowledge and experience with ‘key peace competencies’ (including communication, conciliation, conflict analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking, teamwork<sup>76</sup>). Their need for training, experience, and aptitude for service in areas of conflict will vary with circumstance. Some tasks call for specialization, some for practical skills, still others for common sense. All of them, in the view of seasoned peace professionals<sup>77</sup> call for ‘core values’.

Training would include the acquisition of key competencies, but not to the exclusion of broader skills and knowledge related to the protection and construction of peace, cooperation and human rights. These would be supplemented as needed by task-specific requirements, and additional preparation adapted to specific conflicts, countries and cultures. Of particular importance for CPSC is recognizing that there are volunteers who instinctively achieve extraordinary results. Their particular skills, often built on humanitarianism which cannot be taught, will be part and parcel of the way forward in tapping and certifying civilian peace resources.

Evaluation and accreditation standards would necessarily be set for all institutions, schools and university departments collaborating with CPSC. There would also be close co-operation with existing official registries which provide information on fields of specialization, training, experience and availability of volunteers and professionals for work in areas of conflict. Canada’s Civilian Reserve (Canadem)<sup>79</sup>, the Norwegian Resource Bank for

[Record of Proceedings, from the CPSC Peace as a Profession in the 21<sup>st</sup> Century conference, April, 2007<sup>78</sup>, are available on request.](#)

Democratic Development and Human Rights (Nordem)<sup>80</sup> and the UN, for example.

The role of peace professionals will not be to avoid conflict. Conflict is currently a part of reality. The peace professional's role will be to help transform (and sometimes simply manage) conflict in a way that does not escalate into armed violence, but rather de-escalates into long-term solutions acceptable to everyone involved. To do so, first means thoroughly understanding conflict.

*Note: The remainder of this document describes in the right hand column generic organizational structures for setting up civilian peace services (including the 1995 conceptualization by the European Parliament of a pan-European civil peace corps). The left hand column focuses on the Civilian Peace Service Canada, and its progress to date.*

## CIVILIAN PEACE SERVICE CANADA –



### What is the Canadian Civilian Peace Service (CPS)?

The Canadian CPS was established in 2004. It co-ordinates closely with existing players at home and abroad, building on earlier initiatives, yet providing a uniquely Canadian perspective.

**Its long term goal is to contribute to sustainable peace, at home and abroad, in partnership with local communities.**

### 10.5 What Do Civilian Peace Services Look Like Organizationally?

CPS organizational structures vary with context. The Catalonians, again with the benefit of precedents set by their European counterparts, considered four distinct organizational options:

- 1) **Institutional:** Centralized, with fixed personnel and contracted personnel for projects. The financing, selection and management of deployment are the responsibility of the institution;
- 2) **Mixed:** Set up by government agencies or organizations for non-government organizations. The financing, selection and management of deployment are organized through the agreement of the group;
- 3) **Coalition:** Institutional civil services of local and independent fields... in coalition with non-government civil organizations. The financing, selection and management of the deployment are organized through the agreement of the coalition; and
- 4) **Contract:** Contracts coming from multilateral organizations (e.g.: UNDP, OSCE, UN, EU, African Union, etc.). The financing and authorization are the responsibility of the contracting organization.<sup>81</sup>

The stated preference for Catalonia was for a “broad platform of NGOs and entities going beyond the precise area of peace movements to create a basic infrastructure; to embark on a campaign to generate awareness of the concept and create an open and positive image of the Civil Peace Services in public opinion; and to seek support from individuals or social and political organizations, in order to promote or assist in the creation and organization of the Civil Peace Services.”<sup>82</sup>

### 10.6 How Do Civilian Peace Services Recruit People?

Not only would recruitment vary with the context within the recruiting CPS country, but also with the specific characteristics of the conflict (at home or abroad), the specific requirements of the parties to the conflict, and the purpose of the project or program in question. Structures will depend on whether the CPS in question runs its own roster of peace volunteers and experts, or, as in the case of the Canadian CPS, sees its role more as vetting

**The CPSC objective is to build Canadian capacity to prevent conflict where possible, and where not, to respond constructively to conflict situations.**

**Its governing principles are:**

- ❖ **Respect for human dignity,**
- ❖ **the right to mental and physical integrity,**
- ❖ **and the right to self-determination of individuals (men, women, children) and groups.**

**CPSC programming is foreseen as a partnership on several levels:**

- ❖ **government and NGOs;**
- ❖ **Canadian NGOs and international players;**
- ❖ **Canadian NGOs and local or regional NGOs.**

**The form and nature of these partnerships will vary depending on specific circumstances.**

and training peace workers for referral to others. As detailed above, the Canadian CPS falls largely in the latter category, particularly given the work of CANADEM (The only national Canadian roster freely accessible to the international non-profit peacebuilding community [a small fee applies to private agencies]...including over 8000 Canadians, skilled in human rights, civil society democratization, elections, rule of law, governance, reconstruction, security and admin-logistics, in 60 different languages<sup>83</sup>).

**For more details, please see [Figure ES 4 – CPSC Training Components](#); [Figure ES3 – CPSC Role in Training and Assessment Program Development](#); and [Figure ES 5 – Historical Development of Civilian Peace Structures \(or What is Unique about CPSC?\)](#)**

**and [Figure M9: Value Added, by Canadian Organization \(with a focus on CPSC and CANADEM\)](#)**

## **10.7 How the European Union Parliament (EP) Conceptualized a European Civilian Peace Corps**

This section consists of excerpts from a concept document produced by the European Parliament in 1999<sup>84</sup>. They are included here in such detail for two main reasons: (1) They demonstrate the careful thought that went into the European Parliamentary discussions about a possible European Civilian Peace Corps (ECPC); and (2) they summarize well the considerations underpinning CPSC deliberations.

“The first priority of an ECPC will be conflict transformation of human-made crises, e.g., the prevention of violent conflict escalation and contribution towards conflict de-escalation. In any case, the ECPC's tasks will be exclusively civilian in nature. Special emphasis will be given to conflict prevention, because it is more humane and less costly in comparison with post-conflict reconstruction. However, the Corps might also take up humanitarian tasks following natural disasters. ECPC involvement should not be confined to a certain area (i.e. Europe).<sup>85</sup>

“The ECPC will rely on a holistic approach, including, inter alia, political and economic efforts, and the enhancement of political participation and of the economic context of operations. Since conflict transformation efforts have to address all levels of protracted conflicts, the tasks of ECPC will be multifunctional.

Concrete examples of ECPC’s peace-building activities are:

- mediation and confidence building among the conflict parties;
- humanitarian assistance (including food aid, water and sanitation, and health);
- reintegration (including disarming and demobilization of former combatants and the support of displaced persons, refugees and other vulnerable groups);
- rehabilitation and reconstruction;
- stabilization of economic structures (including the establishment of economic linkages);
- monitoring and improving the human rights situation and empowerment for political participation (including election

**The CPSC will build upon the existing mandates and strengths of partner organizations, whether they be in recruitment, assessment, training or placement.**

- monitoring and assistance);
- interim administration to facilitate short term stability;
- information and the establishment of educational structures and programs designed to eliminate prejudices and enemy images; and
- campaigns informing and educating people about the peace-building activities at hand.

Nothing of this kind can be imposed directly on the parties; however, through political support from the outside, their cooperation can be facilitated.<sup>86</sup>

**The general rule will be to use the structures of existing organizations where possible, thereby achieving a stronger, larger and more integrated Service.**

“Success in fulfilling these tasks will depend on the degree to which the ECPC will be able to improve the relationship between humanitarian aid, confidence building and economic cooperation. None of these areas can be successfully supported without relating them to the others; e.g., the success of humanitarian aid and reconstruction after a war depends on the degree of confidence building among the conflict parties; material reconstruction, therefore has the task of involving the conflict parties in joint projects.”<sup>87</sup>

**CPSC aims to establish an organization for the recruitment, training and deployment of qualified civilians to promote and facilitate non-violent (prevention and) resolution of conflict.**

“The ECPC is meant to be an official body, set up by the EU and functioning under the auspices of the EU. With regard to the EU bodies and the EU member states, an ECPC would ensure that: EU funds would be spent on projects compatible with EU interests; EU support would be made visible; EU member states would be supported in the preparation and recruitment of mission personnel; coordination between EU member states and other actors receiving EU funds for peacebuilding activities would be facilitated and redundancy prohibited; and EU funds would be spent efficiently.

**More specifically it will create a cadre of peace professionals to provide competent, focused, non-violent peace transformation capacity by building upon the experience and capacities of existing organizations both in Canada and abroad.**

“The ECPC will function only under a mandate backed by the UN or its regional organizations: OSCE, OAU or OAS. It will contribute to the establishment of necessary links between the realm of diplomatic efforts on the one hand and the civil society on the other hand. As a peace-building body, the ECPC will differ from the peace-making efforts in the diplomatic field. ECPC missions will rely on the absence of violent military operations, some sort of a ceasefire agreement and the consent of the major parties. As an official body, the ECPC differs from NGOs. However, the ECPC's work will rely on efficient cooperation with NGOs and will strengthen and legitimate NGO work. The ECPC will be structured and organized independently of military bodies, but will rely on cooperation with the military where ECPC missions coincide with peace-keeping operations.”<sup>88</sup>

**See Figure ES4 – CPSC Training Components, for a diagrammatic representation of the training components and approach being proposed. It presupposes arms-**

**“Personnel and structure:** The ECPC will consist of two parts: (1). a core of full-time employed professionals to fulfill management tasks and ensure continuity (i.e., a secretariat for administration and management; recruitment, preparation, deployment, debriefing, and liaison); and (2.) a pool of mission-specific professionals (including specialists, with or without experience, but all trained thoroughly), to be called on for specific missions, either on a part-time employment basis or as short-term field workers

**length government support, in line with that received by similar organizations in Europe.**

**Progress to-date: Steps for the physical and legal establishment of the CPSC are complete.**

**CPSC has also positioned itself internationally and in the Canadian NGO community as a recognized member of the non-violent civilian peace community.**

**Nonviolent Peaceforce, the Pearson Peace-keeping Centre and the Conflict Prevention Coordinating Committee (CPCC).**

**Internationally CPSC members are collaborating with such established organizations as Forum Civil Peace Service Germany, Peaceworkers UK, Global Peace Services USA and European Civil Peace Service Network.**

**Locally CPSC is working with and drawing upon the experience of**

(including conscientious objectors on a voluntary basis and unpaid volunteers). Conscription will be based upon proportional representation among the EU Member States.”<sup>89</sup>

**The European Parliament cautioned** that “in no way should the ECPC be intended as an alternative to ordinary peace-keeping missions or give rise to overlapping with organizations already working in the field in question, such as the OSCE and UNHCR, but rather as complementary, when necessary, to conflict preventive actions of a military nature in cooperation with the OSCE and the UN”.

**It emphasized** that the prospect of future enlargement of the Union makes the necessity and urgency to reform and strengthen the existing common foreign and security policy even more insistent; **underlined** that the EU has already set up for the war in former Yugoslavia an experience like the European Community Monitoring Mission (ECMM) that could be used as a first step on the way to establishing an ECPC; **insisted** that the experiences of the ECMM and the Kosovo verification mission show the limitations of the concept of the ECPC; **noted** that the inadequate deployment of unarmed observers, who could easily be taken hostage, may also have politically undesirable consequences.

The European Parliament **emphasized** that specialized NGOs, many of them with detailed and extensive field experience, could contribute to such a project; **stressed** that any civilians taking part in a peace corps must be properly trained; (and cautioned) that the ECPC must not become a large and inflexible organizational structure, which would entail high and unproductive costs and prevent the flexible use of resources from various sources, both governmental and non-governmental.<sup>90</sup>

**“Taking all this into account, the European Parliament recommended to the Council (1) to produce a feasibility-study about the possibility to establish a ECPC within the framework of a stronger and more effective Common Foreign and Security Policy;** that, in so doing, the Council should (2) consider the possibility of practical peacemaking measures such as arbitration and confidence-building between the warring parties, humanitarian aid, reintegration (inter alia by disarming and demobilizing former combatants), rehabilitation, reconstruction and monitoring and improving the human rights situation; (3) make minimum, flexible arrangements for the sole purpose of reviewing and mobilizing both the resources of NGOs and those made available by States, and possibly participating in their coordination; (4) instruct the Early Warning Unit to examine and identify cases in which an ECPC could be used; (5) report to the EP about the ECMM making a full evaluation of the role of this body and its future perspectives and limitations; (6) with the Commission, and in the framework of this feasibility study, organize a hearing to evaluate in depth the role that NGOs have played for the peaceful resolution of conflicts and the prevention of violence in former Yugoslavia and Caucasia.”<sup>91</sup>

**On 29 November 2005, the final Feasibility Study on the establishment of a European Civil Peace Corps (ECPC)<sup>92</sup> reported to the European Commission as follows:**

“This study's objective is to “provide the services of the European

**organizations such as Peace Brigades International, Nonviolent Peaceforce, the Pearson Peacekeeping Centre and the Conflict Prevention Coordinating Committee (CPCC)**

**CPSC is currently in the process of establishing partnerships to develop a “peace professional” program and ultimately to develop the supporting curriculum.**

**Within the next one to two years CPSC will approach the federal government and other agencies to solicit core funding to facilitate the development of a peace professional curriculum and undertake a pilot project.**

Commission with an analysis of the feasibility of the establishment of an ECPC.” The report focuses on the feasibility of ECPC for pre- and post-conflict activities, not traditional development activities. In addition, the study assumes that the profile of volunteers in relation to ECPC “would be more professional than young or inexperienced volunteers due to the sensitive context in which they would be deployed.”

The report describes and analyses existing relevant national and international structures for the provision of volunteers for activities in third countries of relevance for ECPC.

“It also looks into the potential added value of such a new program compared to existing programs in the European region. Emphasis has been on trying to identify to which degree it is possible to mobilize from among civil society in EU member states the additional and qualified human resources. Finally, also on the supply-side, ECPC has been studied in relation to other EU volunteer concepts and recruitment mechanisms with possible links to ECPC. The demand-side for ECPC activities has been studied through international organizations working with pre- and post-conflict activities and through a field visit to Ethiopia and Kenya for meetings with the African Union and international NGOs.

**“Background:** The idea of a European Civil Peace Corps was first proposed in the European Parliament in 1995. The original purpose was to provide the EU with an additional instrument for enhancing its external action in the field of conflict prevention and peaceful resolution of conflict in third countries. The proposal was most recently brought forward in the Parliament's resolution of December 2001. ECPC must now be seen in light of other EU efforts to improve the effectiveness of its assistance to third countries during crises and in particular with regard to non-military interventions at all stages of conflict. The original proposal to create ECPC was introduced at a time when the EU had not yet developed instruments for conflict prevention and crisis management. Today the EU has a number of such tools available, and the analysis of ECPC must take into consideration these tools, as well as the development of the European Security and Defence Policy.

**“Findings and Recommendations:** The study shows that the original thinking behind ECPC is still valid. ECPC can be a flexible and effective instrument to respond to crisis situations world wide. In addition, the establishment of ECPC is likely to support the development of EU-based civil society activities on peace and conflict.

**CPSC Vision – 2007 - 2017<sup>93</sup>:**

**By 2017, CPSC will be recognized and accepted as a significant component of a uniquely Canadian conflict transformation and peacemaking policy.**

**It will work cooperatively with DFAIT, CIDA, IDRC, CANADEM, CIMIC, INAC and government organizations to respond to Canadian and foreign policy requirements regarding conflict prevention and resolution.**

**CPSC anticipates being an NGO funded by the federal government (or perhaps a Quasi-NGO or Crown Corporation – this is to be determined).**

**See Figure ES 2 for details regarding CPSC Vision of the Future**

**Functions to be addressed by the CPSC central administration are:**

- **Assessment, training and accreditation of future civilian peace**

**Specific recommendations include: Name:** To fulfill its role, the new ECPC instrument should not include the term “peace corps” in its name, as it is too closely linked with the concept of the US Peace Corps and therefore misleading.

**Starting phase of ECPC:** It is recommended that the Commission as soon as practically possible establishes a limited pilot ECPC-project in the framework of one or more European NGOs being responsible for recruitment and deployment. Experiences from a pilot project can contribute to the further process of developing a more comprehensive ECPC. This pilot phase should include only a limited number of experts from selected sectors and be dedicated to a narrow range of conflict-related activities.

**Recruitment:** “Qualifications and readiness to leave are the two key criteria for the targeting of potential volunteers. ECPC will compete with other recruiting organizations as the pool of qualified and available experts in civilian crisis management is limited. To have access to qualified experts the ECPC structure must include or have access to recruitment specialists with a good knowledge of the sector. The European landscape offers a high potential for recruitment of civilians for crisis response.” Robert, Pierre et al, Feasibility Study on the establishment of a European Civil Peace Corps (ECPC), Final Report, Executive Summary, pp1-4, VAT No 864 560 703 (29 November 2005) [www.channelresearch.com](http://www.channelresearch.com).

**“Recruitment of experts:** In some of the Member States specialized organizations already maintain well managed systems and rosters to recruit civilian experts for OSCE, UN and NGO missions in conflict prevention and crisis management. Experiences from comparable recruitment systems show that recruitment and pre selection should be based on a decentralized structure. Recruitment, deployment and operational activities could be integrated into an agreement with European civil society organizations, based on the concept of the DG ECHO Framework Partnership Agreement. Such set-up would involve European civil society organizations with sufficient capacity in the full ECPC cycle. This study shows that ECPC could contribute to the creation of stronger links between civil society and the EU in support for activities related to crisis management, conflict prevention and post conflict peace building.

**Management of ECPC:** The decentralized ECPC system should be managed by a small efficient unit within the Commission. The advantages of a decentralized system outweigh the constraints. There is no common European model for national registration or recruitment of volunteers and professionals for international missions. A small management team in the Commission should be responsible for final selection and cooperation with the relevant framework organizations.

**Deployment structure:** • ECPC activities in third countries must take place in a well defined structure based on clear operational guidelines. Mission support and the ability to work with local structures, thereby gaining local ownership, are both crucial. The report, therefore, proposes to include local professional volunteers in ECPC teams. With support from the EU, and as a related ECPC activity, the report recommends financing capacity building of local civil society institutions in areas of ECPC deployment. The role of the EU Delegations needs to be clearly defined in this regard.

**professionals (through partner agencies); Deployment facilitation (generally through other agencies but may at times be direct);**

**Training:** Training courses related to civilian crisis management are organized by specialized agencies all over Europe. The EU has been funding a pilot training program since 2001.

There is the need to establish closer links between all existing training initiatives. ECPC could play an important role in this regard. Under the umbrella of ECPC existing training initiatives could be linked and coordinated better. These training initiatives should be developed further and should be integrated into ECPC. There is a close link between training and recruitment, which should be taken account for in the structure and concept of ECPC.

- **Research, threat assessment / early warning;**
- **Evaluation, follow-up, continuous improvement**
- **Communication, engagement (of Canadian public)**

**Next steps:**

**Pilot project:** It is recommended that the Commission establishes a pilot ECPC-project in the framework of one or more European NGOs being responsible for recruitment and deployment.

**White paper:** It is recommended that the Commission should develop and produce a White Paper on the establishment of an ECPC.

**Consultations:** In addition, due to the complexity of the issues raised in this study, a full public consultation may be the only procedure conducive to an informed debate about the establishment of an ECPC. The consultation process should include national level discussions involving civil society organizations and should conclude with a conference involving participants from civil society as well as from the main EU institutions with a stake in the ECPC.”<sup>94</sup>

**More details on the CPSC are available in: [Annex 6: Prevention / Transformation of Conflict; Figure M9 - Value Added – Civilian Peace Service, Department of Peace and Government of Canada; Figure ES3 - CPSC Role in Training and Assessment Program Development; Figure ES4 - CPSC Training Components; Figure M6 - Peace Professional and Peace Volunteer Accreditation: Similarities and Differences; Figure M9 - Value Added, by Canadian Organization \(with a focus on CPSC and CANADEM\); Figure M8 - CPSC Operational Associations with Other NGOs/NGIs; Figure ES2 - CPSC Vision of The Future – Next 10 Years](#)**

## 11.0 Conclusions

- Complex, challenging and varied conflicts will persist for some time to come, both in Canada and internationally
- The cost in economic, environmental and humanitarian terms of continuing to engage “kill and destroy” strategies of conflict response is unacceptable
- There is a growing consensus that uni-dimensional approaches to conflict resolution (whether military, humanitarian, development or other) are not working
- There is widespread war weariness; people want to see greater consideration of non-violent approaches to the resolution of difficulties
- To achieve sustainable peace, it is imperative that all parties involved in the conflict participate in its resolution; the perspectives and needs of all parties must be respected
- Self determination is an essential principle in conflict resolution
- The need for conflict prevention (in addition to resolution and/or transformation) is increasingly being recognized, as is the need for a distinct skill set to address this need
- Civilian Peace Services, with thoroughly assessed and trained professionals and volunteers, offers a significant value-added response to the burgeoning need for knowledgeable,

thoroughly prepared, accredited experts in peace and conflict issues

- The role of civilians in preventing conflict from escalating into armed violence will save billions of dollars currently spent by armed force in a human environment which, according to the *Atomic Scientist*, is at no time further away than 15 minutes from complete self-destruction, because underlying armed warfare provides an ever present danger of all out nuclear war

## **12.0 Recommendations:**

The CPSC Development Committee recommends that the Government of Canada:

- Accept the constructive role civilians with peace building expertise can play in advising government on alternatives to military approaches to resolution of conflict as well as the value-added of a Civilian Peace Service Canada, as described in this White Paper
- On the basis of this White Paper, and taking into account funding precedents set in Europe, enter into discussions with the CPSC Development Committee on steps towards:
  - further development of the CPSC concept (See **Figure ES2** below for an indication of the CPSC Vision of the Future (2007 to 2017))
  - development and refinement of an assessment, training and accreditation program for peace professionals (See **Figure ES3** below for the proposed role of CPSC, as related to other players, in the Training and Assessment Program Development and see **Figure ES4** below for a diagrammatic representation of the proposed CPSC Training Components and approach)
  - delivery of two pilot training programs (to test the concept and the training)
  - determination of how Canada, through the CPSC (and consideration of a Federal Department of Peace), can best contribute to sustainable peace in Canada and abroad

## **White Paper Report Figures / Tables Summary**

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## Figure M5

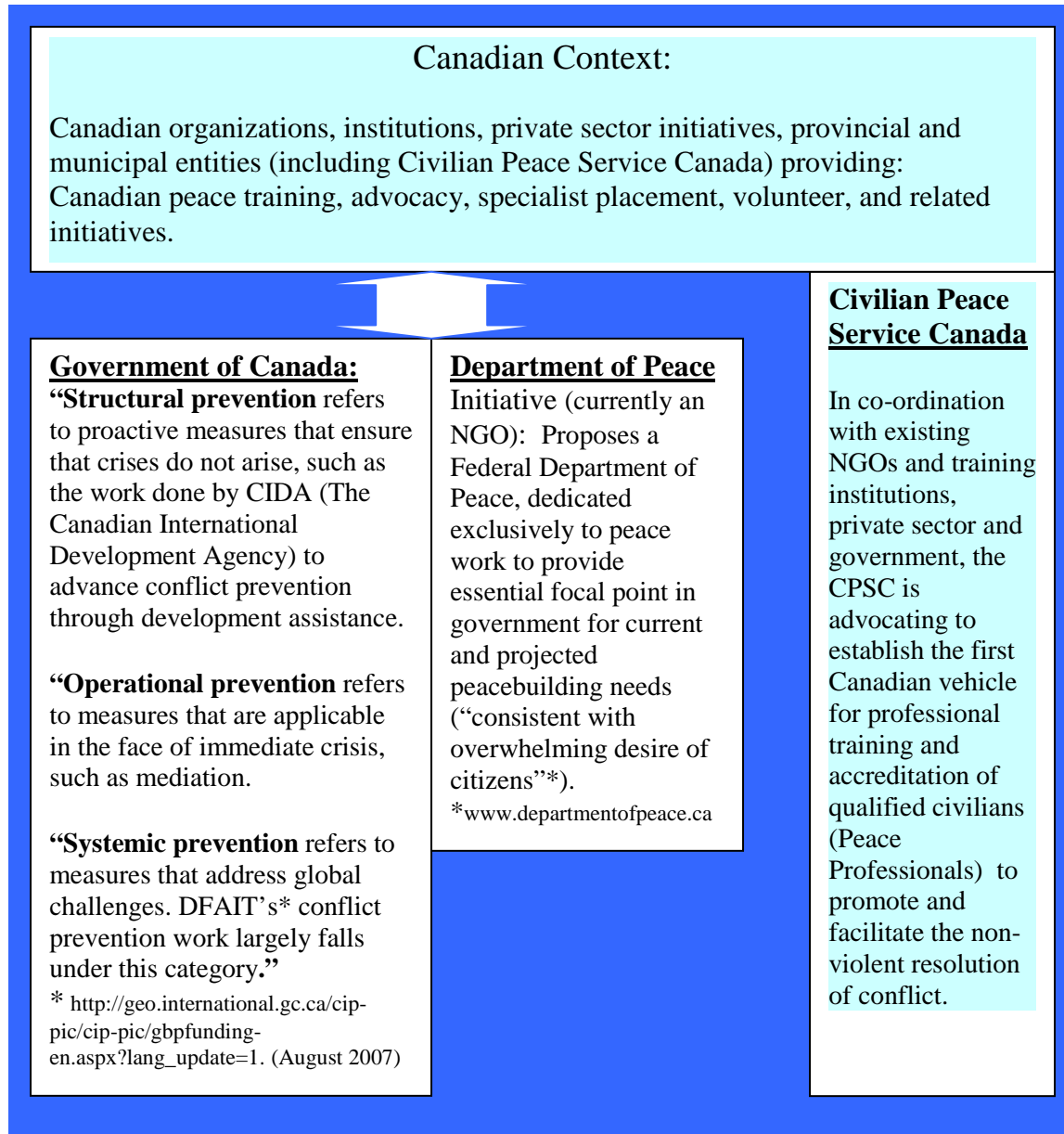
### Conflict Prevention - The Canadian Context:

Government of Canada, Department of Peace and Civilian Peace Service Canada

*“The average cost of one (violent) conflict is nearly equivalent to the value of annual development aid worldwide”<sup>95</sup>*

*(Rt Hon Hilary Benn MP, UK Secretary of State for International Development)*

*A recent study, carried out in 40 sub-Saharan African countries, found that a five percent drop in annual economic growth increases the likelihood of civil war by more than one-half.<sup>96</sup>*



## Figure M6

### Peace Professional and Peace Volunteer Accreditation: Similarities and Differences

**Introduction:**

As mentioned above, the Canadian CPS aims to offer the first ever opportunity for graduating accredited General Peace Professionals and Specialized Peace Professionals.<sup>97</sup> This includes the option for professionals in all areas to supplement their technical expertise with specific training in key peace competencies. Volunteers wishing to be recognized for their invaluable contributions to peace management, while retaining their status as volunteers, could be assessed against ‘key competencies’ and ‘core values’ for certification as Accredited Peace Volunteers. In short, CPSC would be the first organization to graduate accredited Peace Professionals, following a “core values-based”<sup>98</sup> assessment and “key competency-based”<sup>99</sup> training.

**Civilian Peace Service Canada (CPSC): Peace Professional Training and Accreditation<sup>100</sup>**

	<b>Proposed CPSC Screening, Training, Accreditation and Deployment</b>	
	<b><u>Accredited Peace Professionals/ Specialized Peace Professionals</u></b>	<b><u>Accredited Peace Volunteers</u></b>
<b>CPSC Assumptions:</b>		
<b><u>Pre-registration Personal suitability Assessment for work in areas of conflict</u></b>	Seasoned Peace Professionals agree that while Key Competencies can be learned, Core Values need to be in place from the start. Consequently, if Core Values are not identified during rigorous initial screening, candidates are not invited to continue the qualification process.	Similarly, each volunteer however experienced and/or qualified in their professional field should be assessed (to determine their core value suitability for work in areas of conflict)
<b><u>Pre-registration Professional suitability assessment for work in areas of conflict</u></b>	Candidates with the requisite Core Values are then measured against the Key Competencies (communication, conciliation, conflict Analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking, teamwork) and invited to participate in training as appropriate to qualify as a Peace Professional for accreditation as a “Peace Professional”.	Similarly, each volunteer being considered for work in conflict areas, however experienced and/or qualified in their professional field will be assessed (to determine their peace volunteer suitability for the assignment)
<b>Peace training</b>	A CPSC accredited Peace Professional would be ready for assignment into areas of conflict.  Other professionals being considered for work in conflict areas, however experienced and/or qualified in their professional field, would be assessed against Core Values/ Key competencies).  Organizations deploying individuals to conflict areas can determine readiness or suitability depending on candidates completion of the CPSC program.	A CPSC accredited Peace Volunteer would be ready for assignment into areas of conflict.  Other volunteers being considered for work in conflict areas, however experienced and/or qualified in their professional field should be assessed against Core Values/Key competencies).
<b>Deployment</b>	In its initial stages, CPSC will assess and prepare peace professionals for deployment through, and	

<b>Current Status of CPSC</b>	<p>employment with, a wide variety of other organizations (e.g., CANADEM, UN, World Bank, NGOs, Canadian Government Departments, etc. In the long-term, should it become necessary, CPSC may establish a deployment “arm”.</p>	
	<p>Advocacy within Canada; established base for development of curriculum and training program; held several conferences to raise awareness and develop CPSC programs and concepts; made preliminary contacts with government officials, other NGOs and parliamentarians; gained support of expanding set of volunteers; produced preliminary communications materials.</p> <p>(summarize achievements to-date)</p>	<p>Are taking very seriously the key and continuing role of peace volunteers.</p> <p>Aim to reinforce the value of volunteers through their recognition.</p>

## Figure / Table M7

### Value Added, By Canadian Organization<sup>102</sup> ( with a focus on CPSC and CANADEM)

*Civilian Peace Service Canada (CPSC): People from all professions, trades, and backgrounds are urgently needed for civilian peace work. However, if they are to be effective in situations of conflict, even the most experienced and/or qualified among them would need to be assessed against core values<sup>103</sup> and supplement their knowledge and experience with key peace competencies<sup>104</sup>.*

	Civilian Peace Service Canada <sup>105</sup>		CANADEM <sup>106</sup>	Canadian NGOs Peace Training Institutes <sup>107</sup> (One day peace training to post-grad degree)
Issue	Civilian Peace Professional <sup>108</sup>	Civilian Peace Volunteer	Roster of	
Mandate	To build a sustainable peace, at home and abroad, in partnership with local communities by establishing the first Canadian vehicle for professional training and accreditation of qualified civilians to promote and facilitate the non-violent resolution of conflict? <sup>109</sup>	To provide the first Canadian vehicle for accredited recognition of civilian volunteers active in promoting and facilitating the non-violent resolution of conflict	To respond quickly to crisis situations that would benefit from the rapid deployment of Canadian experts.	As early as 1999, at least 55 of 88 canadian univers-ities offered undergrad courses on peace, conflict, conflict resolution, or related subjects, in legal studies, sociology, political science, religious studies, psychology, and others. <sup>110</sup> Many Canadian NGOs offer short-term (1-5day) training, specific to their particular mandates.
What's unique?	<p>Only CPSC will graduate Canadian Peace Professionals with formal accreditation based upon a values-based<sup>111</sup> assessment prior to competency-based training.<sup>112</sup></p> <p>Competency-based approach to building a roster of qualified Peace Professionals <i>and Specialized Peace Professionals</i><sup>113</sup></p> <p>A focus on conflict <b>prevention</b>, as well as conflict resolution</p> <p>A focus on core values and competencies to <b>sustain</b> peace over time</p> <p>CPSC competency-based Graduate Programs in Coexistence / Conflict Work (delivered in cooperation with existing training institutions and NGOs)</p>	<p><i>Volunteers who do not wish to register as CPSC Peace Professionals or as CPS "Recognized Volunteer", would continue as before.</i></p> <p><i>Formal Recognition of peace volunteers:</i></p> <ul style="list-style-type: none"> <li>• <i>to move from peace volunteer to CPSC Recognized Volunteer for registration on competency-based CPSC would require CPSC "Peace Equivalency Assessment and Recognition (PEAR)", with or without additional training, pending PEAR assessment results.<sup>115</sup></i></li> </ul>	<p>Unique Canadian experience in managing a massive roster linking international organizations and Canadians in a wide range of expertise.</p> <p>Every Canadian civilian contracted by the Federal Government for overseas assignments very broadly related to democracy and human rights has to be registered through CANADEM.</p> <p>Specializes in responding <b>quickly to crises</b> situations that would benefit from the <b>rapid deployment</b> of Canadian experts. (In an emergency, <b>CANADEM</b> can forward candidates within 48-72 hour. Many deploy within 7-10 days.)</p> <p>Has been created and remains fully funded by the Canadian Government</p>	<p>There is no uniform standard for peace training. Each Institute and NGO provides its own unique perspective for tailored training or academic accreditation.</p> <p>None provide Peace Professional accreditation.</p> <p>However, many provide extremely useful, peace-related training. A fundamental CPSC principle is to make sure that it works very closely with existing organizations to build on existing efforts and avoid duplication.</p>

	Civilian Peace Service Canada <sup>105</sup>		CANADEM <sup>106</sup>	Canadian NGOs Peace Training Institutes <sup>107</sup> (One day peace training to post-grad degree)
Issue	Civilian Peace Professional <sup>108</sup>	Civilian Peace Volunteer	Roster of	
<p><b>What's Unique?</b></p> <p><b>continued</b></p>	<p>CPSC template for use by managers and practitioners who wish to describe the work of particular jobs in terms of Key Competencies and mission-specific competencies.</p> <p>Setting standards for peace professionals</p> <p>Peace Professional Accreditation</p> <p>Supplementary pre-assignment peace training</p> <p>A focus on civilians (including former military).</p> <p>Arms-length funding relationship to Government, perhaps through proposed Federal Department of Peace<sup>114</sup></p>	<ul style="list-style-type: none"> <li>• <i>Registered peace professionals who chose to volunteer.</i></li> <li>• <i>to move from Peace Volunteer or CPSC Recognized Volunteer to Peace Professional (or Specialized Peace Professional) would require CPSC "Peace Equivalency Assessment and Certification(PEAC)", with or without additional training, pending PEAC assessment results.</i></li> </ul>	<p>Since 1996, has recruited over 2500 Canadians for UN, OSCE and other missions in Afghanistan, Sudan, Haiti, Serbia, East Timor, Sierra Leone, Kosovo, Bosnia, Croatia, the Democratic Republic of Congo, Ukraine, and many other countries.</p> <p>Is the only national Canadian roster freely accessible to the international non-profit peacebuilding community (a small fee applies to private agencies)</p> <p>Manages roster of <b>over 8000 Canadians</b>, skilled in human rights, civil society democratization, elections, rule of law, governance, reconstruction, security and admin- logistics, 60 different languages.</p>	
<p><b>Assumption</b></p> <p><b>Pre-registration Personal suitability Assessment for work in areas of conflict</b></p>	<p>Seasoned Peace Professionals agree that while Key Competencies can be learned, Core Values need to be in place from the start. Consequently, if Core Values are not identified during rigorous initial screening, candidates are not invited to continue the qualification process.</p>	<p>Similarly, each volunteer however experienced and/or qualified in their professional field should be assessed (to determine their core value suitability for work in areas of conflict)</p>	<p>(what form does this take in CANADEM?)</p>	<p>Some NGOs and other deploying organizations perform their own assessment process regarding personal suitability and values. However, some do not do so at all. Still others leave this up to the client to assess and determine. Universities generally do no such assessment of individual values.</p>
<p><b>Pre-registration Professional suitability assessment for work in areas of conflict</b></p>	<p>Candidates with the requisite Core Values are then measured against the Key Competencies (communication, conciliation, conflict Analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking, teamwork) and invited to participate in</p>	<p>Similarly, each volunteer being considered for work in conflict areas, however experienced and/or qualified in their professional field will be assessed (to determine their <b>peace volunteer</b> suitability for the assignment)</p>	<p>Candidates are registered on the roster following assessment of profession-specific, experience and credentials. Peace-specific training is seen as a bonus, but not as a requirement.</p>	

	Civilian Peace Service Canada <sup>105</sup>		CANADEM <sup>106</sup> Roster of	Canadian NGOs Peace Training Institutes <sup>107</sup> (One day peace training to post-grad degree)
Issue	Civilian Peace Professional <sup>108</sup>	Civilian Peace Volunteer		
Peace training	training as appropriate to qualify as a Peace Professional for accreditation as a “Peace Professional”.			
	<p>A CPSC accredited Peace Professional would be ready for assignment into areas of conflict.</p> <p>Other professionals being considered for work in conflict areas, however experienced and/or qualified in their professional field, would be assessed against Core Values/ Key competencies).</p> <p>Organizations deploying individuals to conflict areas can determine readiness or suitability depending on candidates completion of the CPSC program.</p>	<p>A CPSC accredited Peace Volunteer would be ready for assignment into areas of conflict.</p> <p>Other volunteers being considered for work in conflict areas, however experienced and/or qualified in their professional field should be assessed against Core Values/Key competencies).</p>	<p>CANADEM was patterned after NORDEM.<sup>116</sup> <b>Unlike NORDEM, which provides mandatory peace training for people already qualified in substantive professional areas (engineering, medical, etc) before placing them in conflict areas, CANADEM provides no peace training at all.</b> The Canadian Government decided against setting aside money for training, on the assumption that CANADEM would hire professionals with field experience in areas of conflict. Peace-related credentials, supplementary to other professional credentials, are considered a bonus; not a pre-requisite to being registered on CANADEM.</p>	
Deployment	In its initial stages, CPSC will assess and prepare peace professionals for deployment through, and employment with, a wide variety of other organizations (e.g., CANADEM, UN, World Bank, NGOs, Canadian Government Departments, etc. In the long-term, should it become necessary, CPSC may establish a deployment “arm”.		As mentioned above, CANADEM recruits and deploys a wide variety of professionals, as required by clients.	Many NGOs deploy their own graduates, but most training institutions prepare their graduates for deployment with other organizations.
Financial stability	CPSC aims for an arms- length funding relationship with the Government of Canada, similar to that enjoyed in Germany. This may be through a Department of Peace, if efforts to create		CANADEM has been created and remains fully funded by the Canadian Government specifically to respond quickly to crises situations that would benefit from the rapid	

		<b>Civilian Peace Service Canada<sup>105</sup></b>		<b>CANADEM<sup>106</sup></b>	<b>Canadian NGOs Peace Training Institutes<sup>107</sup></b> (One day peace training to post-grad degree)
<b>Issue</b>	<b>Civilian Peace Professional<sup>108</sup></b>	<b>Civilian Peace Volunteer</b>		<b>Roster of</b>	
<b>Current Status</b>	one are successful <sup>117</sup>			deployment of personnel.	
	<p>Advocacy within Canada; established base for development of curriculum and training program; held several conferences to raise awareness and develop CPSC programs and concepts; made preliminary contacts with government officials, other NGOs and parliamentarians; gained support of expanding set of volunteers; produced preliminary communications materials.</p> <p>(summarize achievements to-date)</p>			<p>Up and running, since 1996, with federal funding. <b>over 8000 Canadians</b> registered (skilled in human rights, civil society democratization, elections, rule of law, governance, reconstruction, security and admin-logistics, 60 languages. Responds to staffing requests for peace, governance or other missions from the UN, the OSCE, other international organizations, and non-profit organizations.</p>	

## Figure / Table M8

### CPSC Operational Associations with other NGOs/NGIs

#### QUESTIONS:

- Murray Thomson, O.C., Co-Founder, Project Ploughshares
- Other organizations who should be on this table? E.g. Conscience Canada? Canadian Women for Peace?
- Append a list of those who attended 2007 CPSC conference?

**TABLE: Civilian Peace Service Canada Operational Associations with NGO’s/ NGI’s**

Collaborating NGO/NGI	Broader Peace initiatives of the collaborating NGO/NGI	NGO/NGI links with CPSC	What’s Unique about the collaborating NGO/NGI?	Operational/ legal status of NGO/NGI
<b>INTER-NATIONAL NGO’S/NGI’S</b>				
<p><b>German Civil Peace Service (CPS)</b><sup>118</sup>                      “The concept of the Civil Peace Service originated in Germany at the end of the 1980s.”<sup>119</sup></p> <p><b>The European Network for Civil Peace Services</b> (EN.CPS)<sup>120</sup> was officially launched in 1999<sup>121</sup></p>	<p>“Within the Development Ministry the annual budget for the German CPS has reached € 17 Mio<i>per annum</i> in 2007. Field projects are funded almost a 100 % through this public budget.”<sup>122</sup></p>	<p>Helga Tempel ? represented Germany at the first Canadian CPS conference In 2005<sup>123</sup>. Her presentation focused on the German model and European experience.</p>	<p>“To date, the German Civil Peace Service (CPS) programme is probably one of the most advanced experiences of publicly funded peace-building programmes, carried out by civil society organisations.”<sup>124</sup></p> <p>“The concept of the Civil Peace Service originated in Germany at the end of the 1980s.”<sup>125</sup> The European Network for Civil Peace Services (EN.CPS)<sup>126</sup> was officially launched at the Hague Appeal for Peace in May 1999 as a loose network for sharing information, ideas and experiences as well as for discussing issues of common interest.”<sup>127</sup></p>	
<p><b>Peaceworkers UK</b> (n.b. From 1st September 2006, the</p>	<p>PWUK focuses on raising standards in the field of conflict prevention, crisis management and peacebuilding through</p>	<p>Participated in CPSC conference, II<sup>129</sup></p>	<p>Wallis, Tim and <u>Tackling Violent Conflict: The case for a UK Civilian Peace Service.</u> Co-published by: Peaceworkers UK, Saferworld, International Alert, Electoral Reform International Service (ERIS),</p>	

Collaborating NGO/NGI	Broader Peace initiatives of the collaborating NGO/NGI	NGO/NGI links with CPSC	What's Unique about the collaborating NGO/NGI?	Operational/ legal status of NGO/NGI
<p>activities of Peaceworkers UK are being run under the auspices of International Alert) 128</p>	<p>an integrated programme of <a href="#">research</a>, <a href="#">training</a>, <a href="#">assessment</a> and <a href="#">recruitment</a>.</p>		<p>Registered Engineers for Disaster Relief (RedR)</p>	
<p><b>TRANSCEND International University</b><sup>130</sup></p>				
<p>Dr. Johan Galtung</p>	<p>Dr. Johan Galtung, founder of TRANSCEND, is regarded as the father of peace research. For details on CPS-related research work, the Transcend Peace University, and the TRANSCEND Peace and Development Network, see TRANSCEND website<sup>131</sup>, and CPS White Paper Annex....</p>	<p>Co-sponsor of the CPSC conferences,  <a href="#">CPSC and Transcend are exploring operational and other cooperation.</a><sup>132</sup></p>	<p>Transcend Peace University: The world's first on-line peace university;  Dr. Johan Galtung, founder of TRANSCEND, is regarded as the father of peace research.</p>	
<p><b>Canadian NGOs/NGIs</b></p>				
<p><b>Canadian Department of Peace Initiative (DoP)</b><sup>133</sup> is a non-partisan, not for profit NGO.  Through a Canadian Department and Minister of Peace:  To build a culture of peace and non-violence at home and abroad -- consistent with Canada's</p>	<p>"In our public meetings, serious concerns have been expressed regarding the significant change in the direction of Canadian foreign and defence policy away from UN peacekeeping, peacebuilding and peace diplomacy, to war-fighting in Afghanistan and the US-led "war on terror"; and, in particular, no action having taken place on nuclear disarmament and the arms trade."<sup>136</sup>  DoP held meetings in March with Liberal, NDP, and Green party MPs and their representatives to familiarize political parties on the growth of the DoP movement across Canada -- hoping that</p>	<p>Co-sponsor of the CPSC conference  Member of CPS Working Committee etc  Pending establishment of DOP, and requisite Federal approvals, work with CPSC to set up a Canadian Peace Force for international deployment to areas of conflict at home and</p>	<p>Canada is the founding member of the Global Alliance for Ministries and Departments of Peace with membership from the USA, UK, Australia, Japan, and India etc. At its Second Summit in Victoria and Vancouver in June 2006, representatives from 18 countries attended including the US Democrat Congressman Denis Kucinich. The Third Summit will be held in Japan this September.</p>	<p>Canadian Department of Peace Initiative is a non-partisan, not for profit NGO. Currently, 8 DoP chapters exist across Canada and 20 leading NGOs have</p>

<b>Collaborating NGO/NGI</b>	<b>Broader Peace initiatives of the collaborating NGO/NGI</b>	<b>NGO/NGI links with CPSC</b>	<b>What’s Unique about the collaborating NGO/NGI?</b>	<b>Operational/ legal status of NGO/NGI</b>
<p>signing of the Declaration and Programme of Action for the UN International Decade for a Culture of Peace and Non-Violence (2001–2010) <sup>134</sup></p> <p>Only a full-fledged Department, with a mission dedicated exclusively to peace work, will meet the government’s current and projected needs and the overwhelming desire of its citizens.</p> <p>Only the Department of Peace- would provide the essential focal point in government and end the highly diffuse nature of peacebuilding efforts at the present time. <sup>135</sup></p>	<p>(during elections) parties and candidates will be ready to respond to the “imminent need for a strategic non-violent peace systemic in the federal government. <sup>137</sup></p> <p><b>The DOP Minister would:</b></p> <ul style="list-style-type: none"> <li>*Reinvigorate Canada’s role as a global peacemaker and peacebuilder; *Provide leadership to halt the proliferation of nuclear weapons and conventional weapons arsenals; *Create a Civilian Peace Service in Canada ... in cooperation with existing NGOs, training organizations and universities that will work in Canada and internationally;</li> <li>*promote justice and democratic principles to expand human rights and the security of persons and their communities; *Develop new approaches to non-violent intervention focussing on constructive dialogue; *Address domestic and international peace related issues;</li> <li>*Make annual reports to Cabinet and Parliament on the sale of arms by Canada; Encourage development of peace initiatives by local communities, faith groups &amp; NGOs; *Ensure better training for Canadian civilian and military government personnel who administer post-conflict demobilization and reconstruction; Fund the development of curriculum materials for use at all educational levels and support university-level peace studies.</li> </ul>	<p>abroad to meet the requirements of the international community and/or the government of Canada.</p>		<p>endorsed the DoP Initiative. <sup>138</sup></p>

Collaborating NGO/NGI	Broader Peace initiatives of the collaborating NGO/NGI	NGO/NGI links with CPSC	What’s Unique about the collaborating NGO/NGI?	Operational/ legal status of NGO/NGI
<p><b>Canadian Institute of Conflict Resolution (CICR),</b><sup>139</sup></p> <p><b>Mission:</b> To foster, develop and infuse community-Based conflict resolution for individuals, organizations and communities; while embracing the positive attributes of wisdom, compassion and spirituality.<sup>140</sup></p>	<p>Across Canada, CICR has delivered its 160-hour community-based conflict resolution program to persons with disabilities.</p> <p>CICR’s Third Party Neutral experiential training modules have proven to be culturally sensitive and universal in their application. CICR has undertaken conflict prevention and resolution projects or programs in <a href="#">Rwanda</a>, <a href="#">Bosnia and Herzegovina</a>, <a href="#">Serbia</a>, <a href="#">Macedonia</a>, <a href="#">East Timor</a>, <a href="#">Indonesia</a>, the <a href="#">Sudan</a>, and <a href="#">Taiwan</a>. In addition, people from over 35 countries on all continents have taken training at CICR’s facilities in Ottawa.<sup>141</sup></p>	<p>Co-sponsor of the CPSC conference</p> <p>Member of CPS Working Commit-tee etc.</p>	<p>The Canadian Institute for Conflict Resolution (CICR) has developed a unique program to help businesses, communities, and organizations uncover the sources of deep-rooted conflict and begin the process of reconciliation.<sup>142</sup></p> <p>the Institute has pioneered an approach that served as the framework for the former Kops &amp; Kids program of the Ottawa-Carleton Police Service and the conflict resolution program for the integration of the Queensway-Carleton and Grace Hospitals in Nepean (Ontario).<sup>143</sup></p>	<p>Created in 1988 as a non-profit, charitable organization,<sup>144</sup></p>
<p><b>“City of Peace Ottawa”</b><sup>145</sup></p> <p>“Our vision is a peaceful, safe and vibrant Capital City of Canada that will be a model city of peace which can be emulated by other cities in Canada and internationally.”<sup>146</sup></p>	<p>Our motto is “Peace through Diversity and Dialogue”.</p> <p>“City of Peace Ottawa” is made up of an inclusive, multicultural, multilingual network of members of civil society in the National Capital who promote and enhance our culture of peace by putting to work their expertise, talent, will and commitment.</p>	<p>Member of CPS Working Commit-tee... etc.</p>	<p>Our vision is a peaceful, safe and vibrant Capital City of Canada that will be a model city of peace<sup>147</sup> which can be emulated by other cities in Canada and internationally.</p>	
<p><b>McMaster Centre for Peace Studies. Peace Studies</b> “is</p>	<p>Afghanistan Peace Education Program, including: <b>Building Peaceful Societies</b> (An ongoing effort to aid in the</p>	<p>Co-sponsor of the CPSC confer-ences Member of CPS</p>	<p>“Based on its wide range of expertise, commitment to Afghanistan, wide network of partners in Afghanistan/ Pakistan and North America, the</p>	<p>AWG was established by McMaster</p>

Collaborating NGO/NGI	Broader Peace initiatives of the collaborating NGO/NGI	NGO/NGI links with CPSC	What's Unique about the collaborating NGO/NGI?	Operational/ legal status of NGO/NGI
<p>concerned with war and peace, violence and nonviolence, conflict and conflict transformation.”<sup>148</sup></p>	<p>development of Peaceful Societies in Afghanistan<sup>149</sup> by ”raising awareness and sharing knowledge and skills in such a way that would forge peaceful attitudes and behaviors among Afghans.”<sup>150</sup></p> <p><b>Media and Peace Education in Afghanistan</b> (Aug 2000-Aug 2001)<sup>151</sup> -- a "train-the-trainer" approach aimed at: Afghan intellectuals; religious and political leaders; members of political parties and actions; writers; journalists; teachers; and a variety of Afghans and non-Afghans active in NGOs working in Afghanistan...”<sup>152</sup></p>	<p>Working Commit-tee... etc</p>	<p>Afghanistan Working Group (founded by McMaster U. in 1994) was in a unique position to initiate and lead” the Canadian Coalition for Afghan Peace and Development (CCAPD)” in 1999”<sup>153</sup> CCAPD is a broad-based, non-profit and apolitical coalition of Canadian universities, non-government organizations and individuals who are concerned about the consequences of war and human suffering in Afghanistan and want to contribute to their alleviation. CCAPD's mission is to provide support and advocacy for member groups engaged in projects that further the peaceful development of Afghanistan.</p> <p>The Building Peaceful Societies project is developing “a psychosocial model of peace education and conflict transformation,<sup>154</sup> to document its impact and to disseminate the results for further applications (partner: Transcend)”</p>	<p>U. in 1994; CCAPD on April 18, 1999, with a coordinating committee and two co-chairs<sup>155</sup></p>
<p><b>Civilian Peace Service Canada</b> is advocating, in conjunction with existing NGOs and training institutions, to: establish the first Canadian vehicle for professional training and accreditation of qualified civilians (Peace Professionals<sup>156</sup>) to promote and facilitate</p>			<p><b>Long term vision:</b> “The CPSC is a non-governmental organization (NGO) funded by the federal government (or perhaps a Quasi-NGO or Crown Corporation – this is to be determined) Functions addressed by the CPSC central administration are:</p> <ul style="list-style-type: none"> <li>• Assessment, training and accreditation of future civilian peace professionals (through partner agencies)</li> <li>• Deployment facilitation (through other agencies and at times directly)</li> <li>• Research, threat assessment / early warning</li> <li>• Evaluation, follow-up, continuous improvement</li> </ul>	

Collaborating NGO/NGI	Broader Peace initiatives of the collaborating NGO/NGI	NGO/NGI links with CPSC	What's Unique about the collaborating NGO/NGI?	Operational/ legal status of NGO/NGI
the non-violent resolution of conflict;			<p>Communication, engagement (of Canadian public)"<sup>157</sup></p> <p>More Specifically:</p> <p><b>In co-ordination with existing NGOs and training institutions, the CPSC would:</b></p> <ul style="list-style-type: none"> <li>• establish the first Canadian vehicle for professional training and accreditation of qualified civilians (Peace Professionals) to promote and facilitate the non-violent resolution of conflict;</li> <li>• safe-guard the civilian nature and related neutrality of peace service (like medical professionals, peace professionals would not distinguish between friend and foe in their efforts to heal conflict)</li> <li>• graduate Canadian Peace Professionals with formal accreditation based upon a values-based<sup>158</sup> assessment prior to competency-based training.<sup>159</sup></li> <li>• Foster a competency-based approach to building a roster of qualified Peace Professionals</li> <li>• focus on conflict <b>prevention</b>, as well as conflict resolution;</li> <li>• focus on core values and key competencies to <b>sustain</b> peace over time;</li> <li>• foster CPSC competency-based Graduate Programs in Coexistence / Conflict Work (delivered in cooperation with existing training institutions and NGOs)</li> <li>• create CPSC template for use by managers and</li> </ul>	

Collaborating NGO/NGI	Broader Peace initiatives of the collaborating NGO/NGI	NGO/NGI links with CPSC	What's Unique about the collaborating NGO/NGI?	Operational/ legal status of NGO/NGI
			<p>practitioners who wish to describe the work of particular jobs in terms of Key Competencies and mission- specific competencies.</p> <ul style="list-style-type: none"> <li>• Setting standards for peace professionals</li> <li>• Peace Professional Accreditation</li> <li>• Supplementary pre-assignment peace training</li> <li>• A focus on civilians (including former military).</li> </ul> <p>Arms-length funding relationship to Government, perhaps through proposed Department of Peace<sup>160</sup></p>	
<p><b>Nonviolent Peaceforce Canada (NPC)</b><sup>161</sup>, member of Nonviolent Peaceforce, ““an international initiative to establish a standing ‘peace army’ ...ready to respond to requests to provide nonviolent international presence where that will help reduce violence and allow local people striving to achieve peace and justice to continue their important work.”</p>	<p>NPC mandate:</p> <p>to educate Canadians in the methods and skills of nonviolence as an alternative to war and violent conflict.</p> <p>to participate in and support the work of Nonviolent Peaceforce, the international organization of which NPC is a member, or similar organizations such as Peace Brigades International.</p> <p>to collaborate with like-minded groups and individuals who are working towards the same objectives of non-violent conflict resolution.</p>	<p>Partnered with CPSC to hold the Feb.7-9, 2005 conference: Consultation on a Civilian Peace Service, Canada.</p>		

Collaborating NGO/NGI	Broader Peace initiatives of the collaborating NGO/NGI	NGO/NGI links with CPSC	What’s Unique about the collaborating NGO/NGI?	Operational/ legal status of NGO/NGI
<p><b>Peace Brigades International (PBI)</b> “is a non-governmental organization (NGO) which protects human rights and promotes nonviolent transformation of conflicts.”<sup>162</sup></p>	<p>PBI Currently has “volunteers protecting human rights activists in <a href="#">Colombia</a>, <a href="#">Guatemala</a>, <a href="#">Indonesia</a> and <a href="#">Mexico</a>, as well as a project starting in <a href="#">Nepal</a> and a joint project with other organizations in <a href="#">Chiapas</a>, <a href="#">Mexico</a>”<sup>163</sup></p>	<p>Hans Sinn,<sup>164</sup> founding member of PBI, chairs Civilian Peace Service Canada</p>	<p>“When invited, we send teams of volunteers into areas of repression and conflict. The volunteers accompany human rights defenders, their organizations and others threatened by political violence. Perpetrators of human rights abuses usually do not want the world to witness their actions. The presence of volunteers backed by a support network helps to deter violence. We create space for local activists to work for social justice and human rights.”<sup>165</sup></p>	
<p><b>Pearson Peacebuilding Centre</b> “makes peace operations more effective through research, education, training, and capacity building.”<sup>166</sup></p>	<p>“The PPC continues to contribute to the knowledge on peace operations through its research activities. This is accomplished by applying research findings directly to course content, hosting and contributing to seminars and workshops, and publishing. The Pearson Papers as well as occasional papers. ...Problem-Based Learning (PBL) is now at the core of all PPC teaching...Through its programmes, the PPC has been an active participant in capacity building, both by partnerships and direct interventions. These include: Kofi Annan International Peacekeeping Training Centre in Ghana; The West Africa Police programme; Programme de développement des capacités en maintien de la paix et sécurité (completed May 2006)”<sup>167</sup></p>	<p>Preliminary Expression of interest with regard to providing courses for CPSC</p>	<p>The Pearson Papers as well as occasional papers. ...Problem-Based Learning (PBL) is now at the core of all PPC teaching...<sup>168</sup></p> <p>Provides peacekeeping training for Canadian government</p>	

Collaborating NGO/NGI	Broader Peace initiatives of the collaborating NGO/NGI	NGO/NGI links with CPSC	What’s Unique about the collaborating NGO/NGI?	Operational/ legal status of NGO/NGI
<p><b>Saint Paul University: The Canadian International Institute for Applied Negotiation (CIAN),</b><sup>169</sup> is dedicated to the prevention and resolution of destructive conflict and to building sustainable peace at local, national, and international levels.<sup>170</sup></p>	<p>“<b>CIAN</b> achieves its Mission and fulfills its Commitment through four programs: International Program; Domestic Program; Violence Prevention Early Response Unit; and special Programs.”<sup>171</sup></p> <p>“All of CIAN's professionals are theory-informed practitioners. Experienced as facilitators, trainers, mediators, researchers and peacebuilding consultants, their services draw upon lessons learned and best practices to design customized interventions and training programs.”</p> <p>“Our growing reputation resulted in international recognition and by the mid-1990's we were invited to partner with organizations, especially in the emerging democracies of Eastern Europe. Recent years have seen <b>CIAN</b> continue to offer dispute resolution programming through local organizations in a number of conflict zones, including Azerbaijan, Bosnia, Columbia, Haiti, Lebanon, Macedonia, Pakistan, Sri Lanka and the Crimea.”<sup>172</sup></p>		<p>...”we use and develop state of the art, empirically tested methods of conflict prevention, resolution and peacebuilding”<sup>173</sup></p> <p>“We are now recognized as a leader in violence prevention, using a catalytic approach that balances security and development”<sup>174</sup></p> <p>“CIAN's Early Response Unit works in conflict situations to prevent potential violence and intervenes in cases of violence to stabilize and restore the situation. The ER Unit also develops and delivers training courses for other early responders, provides consultation on violence prevention, and continues to conduct research on this topic.”<sup>175</sup></p>	<p>CIAN was founded in 1992</p>

## Figure / Table M9

### Value Added - Civilian Peace Service, Department Of Peace, Government of Canada

Issue	Department of Peace Canada (DOP)	Civilian Peace Service Canada (CPSC)	Government of Canada
<b>PROPOSED MANDATE</b>	<p><b>Through a Canadian Department and Minister of Peace:</b></p> <p><b>To build a culture of peace and non-violence at home and abroad -- consistent with Canada’s signing of the Declaration and Programme of Action for the UN International Decade for a Culture of Peace and Non-Violence (2001–2010) <sup>176</sup></b></p>	<p><b>Through a Civilian Peace Service in Canada:</b></p> <p><b>To build a sustainable peace, at home and abroad, in partnership with local communities<sup>177</sup> by establishing the first Canadian vehicle for professional training and accreditation of qualified civilians to promote and facilitate the non-violent resolution of conflict?<sup>178</sup></b></p>	<p><b>Many Federal Departments currently have Peace-related work mandates. These are often fragmented making key decisions, with sensitive timings, difficult to achieve.<sup>179</sup></b></p>
<b>Assumption</b>	<p>Only a full-fledged Department, with a mission dedicated exclusively to peace work, will meet the government’s current and projected needs and the overwhelming desire of its citizens.</p> <p>Only the Department of Peace- would provide the essential focal point in government and end the highly diffuse nature of peacebuilding efforts at the</p>	<p>Like medical professionals, trained and accredited peace professionals would not distinguish between friend and foe in their efforts to heal conflict.</p> <p>Canada is in a unique position to make a meaningful difference in preventing and reducing conflict and improving human welfare around the world. We have a broad range of expertise, military and</p>	<p>Despite the fact that the current Conservative government has engaged in counter-insurgency operations in Afghanistan, the stated objective there includes peacebuilding, reconstruction and assistance in the development of modern,</p>

Issue	Department of Peace Canada (DOP)	Civilian Peace Service Canada (CPSC)	Government of Canada
	<p>present time.<sup>180</sup></p> <ul style="list-style-type: none"> <li> <b>Pending establishment of DOP, and requisite Federal approvals, work with CPSC to set up</b> a Canadian Peace Force for international deployment to areas of conflict at home and abroad to meet the requirements of the international community and/or the government of Canada.                     </li> </ul>	<p>non-military, we have a history of non-intervention and peacemaking, and we have “the largest and most openly accessible national civilian roster in the world.”<sup>181</sup></p> <p>CPSC as a program is foreseen as a partnership on several levels: government and NGOs; Canadian NGOs and international players; Canadian NGOs and local or regional NGOs. The form and nature of these partnerships will vary depending on specific circumstances. The CPSC will build upon the existing mandates and strengths of these organizations, whether they be in recruitment, assessment, training or placement.</p> <p>Respect for human dignity, the right to mental and physical integrity, and the right to self-determination of individuals and groups shall be governing principles of the CPSC.</p>	<p>durable, democratic institutions.</p> <p><b>Links between Canadian Peace Force and existing federal services</b> (including Canadian Defence Force) to be determined</p>
<p><b>Long Term Vision</b></p>		<p>The CPSC is a non-governmental organization (NGO) funded by the federal government (or perhaps a Quasi-NGO or Crown Corporation – this is to be determined) Functions addressed by the CPSC central administration are:</p> <ul style="list-style-type: none"> <li>Assessment, training and accreditation of future civilian peace professionals (through partner agencies)</li> <li>Deployment facilitation (through</li> </ul>	

Issue	Department of Peace Canada (DOP)	Civilian Peace Service Canada (CPSC)	Government of Canada
		other agencies and at times directly) <ul style="list-style-type: none"> <li>• Research, threat assessment / early warning</li> <li>• Evaluation, follow-up, continuous improvement</li> </ul> Communication, engagement (of Canadian public) <sup>182</sup>	
<b>Specific Objectives</b>	<b>The DOP Minister would:</b> <ul style="list-style-type: none"> <li>• Reinvigorate Canada’s role as a global peacemaker and peacebuilder;</li> <li>• Provide leadership to halt the proliferation of nuclear weapons and conventional weapons arsenals;</li> <li>• Create a Civilian Peace Service in Canada ... in cooperation with existing NGOs, training organizations and universities that will work in Canada and internationally;</li> <li>• promote justice and democratic principles to expand human rights and the security of persons and their communities;</li> <li>• Develop new approaches to non-violent intervention focussing on constructive dialogue;</li> <li>• Address domestic and international peace related issues;</li> <li>• Make annual reports to Cabinet and Parliament on the sale of arms by Canada; Encourage development of peace initiatives by local communities, faith groups &amp; NGOs;</li> <li>• Ensure better training for Canadian</li> </ul>	<b>In co-ordination with existing NGOs and training institutions, the CPSC would:</b> <ul style="list-style-type: none"> <li>• establish the first Canadian vehicle for professional training and accreditation of qualified civilians (Peace Professionals) to promote and facilitate the non-violent resolution of conflict;</li> <li>• safe-guard the civilian nature and related neutrality of peace service (like medical professionals, peace professionals would not distinguish between friend and foe in their efforts to heal conflict)</li> <li>• graduate Canadian Peace Professionals with formal accreditation based upon a values-based<sup>184</sup> assessment prior to competency-based training.<sup>185</sup></li> <li>• Foster a competency-based approach to building a roster of qualified Peace Professionals</li> <li>• focus on conflict <b>prevention</b>, as well as conflict resolution;</li> <li>• focus on core values and</li> </ul>	<b>Through a DOP, the Federal Government would:</b> <ul style="list-style-type: none"> <li>• enhance its delivery of current peace related programs;</li> <li>• be better equipped to make key and time sensitive decisions</li> <li>• be able to coordinate peace related work currently dispersed throughout government</li> <li>• The setting up of DOP would entail a detailed assessment of how best to co-ordinate peace related work currently undertaken by several Federal Departments, without losing department-specific requirements in the process.</li> </ul>

Issue	Department of Peace Canada (DOP)	Civilian Peace Service Canada (CPSC)	Government of Canada
<p><b>Specific Objectives Continued</b></p>	<p>civilian and military government personnel who administer post-conflict demobilization and reconstruction; Fund the development of curriculum materials for use at all educational levels and support university-level peace studies.<sup>183</sup></p>	<p>competencies to <b>sustain</b> peace over time;</p> <ul style="list-style-type: none"> <li>• foster CPSC competency-based Graduate Programs in Coexistence / Conflict Work (delivered in cooperation with existing training institutions and NGOs)</li> <li>• create CPSC template for use by managers and practitioners who wish to describe the work of particular jobs in terms of Key Competencies and mission- specific competencies.</li> <li>• Setting standards for peace professionals</li> <li>• Peace Professional Accreditation</li> <li>• Supplementary pre-assignment peace training</li> <li>• A focus on civilians (including former military).</li> <li>• Arms-length funding relationship to Government, perhaps through proposed Department of Peace</li> </ul>	
<p><b>Funding</b></p>	<ul style="list-style-type: none"> <li>• <b>DoP, as federal government department, will be fully funded by the government of Canada. It is anticipated that some funding currently allocated to other government departments will be reallocated to the new department.</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>CPSC will continue to work closely with DoP</b> to retain arms-length funding relationship as enjoyed by existing Canadian NGO's, NGI's.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
<p><b>Achievements to-date</b></p>	<ul style="list-style-type: none"> <li>• Citizens in 24 countries, including the USA, UK, Japan, and Australia</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• In 2005 the Liberal government: adopted an</li> </ul>

Issue	Department of Peace Canada (DOP)	Civilian Peace Service Canada (CPSC)	Government of Canada
	<p>are calling for departments of peace.</p> <ul style="list-style-type: none"> <li>• In Canada, chapters working for a Department for Peace are established in 8 cities across Canada. The proposal is supported by former Foreign Affairs Minister Lloyd Axworthy and Senator Douglas Roche, and endorsed by the Council of Canadians and other prominent national peace and justice organizations.</li> <li>• The initiative has begun to engage in a vigorous dialogue with all political parties to convince them of the importance and timeliness of this proposal.</li> </ul>		<p><u>Inter-national Policy Statement</u> calling for a greatly expanded initiative in human security and peacebuilding to develop the 3-D (defence-diplomacy-development) approach in conflict and post-conflict situations in which FAC, DND and CIDA would work together in “whole-of-government” strategies and work closely with CSOs (civil society organizations) dedicated to this work</p> <ul style="list-style-type: none"> <li>• a Stability &amp; Reconstruction Task Force (START) [establish-ed in 2005 in Foreign Affairs];</li> <li>• a \$100 million Global Peace and Security Fund to provide assistance to failing states, as well as resources for post-conflict stabilization and recovery (created in 2005)</li> </ul>

Issue	Department of Peace Canada (DOP)	Civilian Peace Service Canada (CPSC)	Government of Canada
			<ul style="list-style-type: none"> <li>• expansion of the work of Canada Corps in promoting human rights, democracy and good governance</li> <li>• support the to-be-established UN Peacebuilding Commission and a Peacebuilding Support Office to provide capacity for faster, more efficient peacebuilding operations (adopted by UN General Assembly in 2005)</li> <li>• Despite current engagement in counter-insurgency operations in Afghanistan, current Conservative government retains the stated objective as peacebuilding, reconstruction and assistance in the development of modern, durable democratic institutions.</li> </ul>

## Endnotes: White Paper Report

<sup>1</sup> <http://www.brainyquote.com>

<sup>2</sup> Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); (June 2002), more specifically: [www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf](http://www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf)

<sup>3</sup> Foreign Affairs and International Trade (DFAIT), Conflict Prevention <http://geo.international.gc.ca/cip-pic/cip-pic/conflict-prevention-en.aspx>, August 2007

<sup>4</sup> “Dr. Johan Galtung is Professor of Peace Studies at American, Ritsumeikan, Tromsø, Witten/Herdecke Universities and Director of TRANSCED: A Peace and Development Network. As founder of the International Peace Research Institute in 1959 and the Journal of Peace Research in 1964, Prof. Galtung is considered by many to be the key founding figure in the academic discipline of peace and conflict studies. He has published over 80 books and 1000 articles and taught at countless universities worldwide. He is recipient of 10 honorary doctorates and numerous other honours such as the Right Livelihood Award (a.k.a. the alternative Nobel Peace Prize), the Norwegian Humanist Prize, the Socrates Prize for Adult Education, the Bajaj International Award for Promoting Gandhian Values and the Alo’ha International Award. As Director of transcend he is engaged in consultative process in over 20 current inter- and intra-national conflicts.

<sup>5</sup> Galtung, Dr. Johan, Keynote, International Peace Research Association, Calgary 1/7/2006

<sup>6</sup> Galtung, Dr. Johan, Keynote, International Peace Research Association, Calgary 1/7/2006

<sup>7</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007

<sup>8</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007

<sup>9</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007

<sup>10</sup> European Parliament document: EP A4-0047/99,

<http://www.futureofeuropa.parlament.gv.at/sides/getDoc.do?type=REPORT&reference=A4-1999-0047&language=HU&mode=XML>, 28 January, 1999.

<sup>11</sup> European Parliament document: EP A4-0047/99,

<http://www.futureofeuropa.parlament.gv.at/sides/getDoc.do?type=REPORT&reference=A4-1999-0047&language=HU&mode=XML>, 28 January, 1999.

<sup>12</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007

<sup>13</sup> Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk);

<sup>14</sup> Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); more specifically: [www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf](http://www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf)), p.7 (June 2002)

<sup>15</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007. Author’s note: Again, the Catalonian example is drawn on, because its documentation benefits from and consequently incorporates fellow European CPS perspectives.

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<sup>16</sup>NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org \(http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS\)](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS) July 2007. Author’s note: Again, the Catalonian example is drawn on, because its documentation benefits from and consequently incorporates fellow European CPS perspectives.

<sup>17</sup>NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org \(http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS\)](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS) July 2007

<sup>18</sup>NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org \(http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS\)](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS) July 2007. Author’s note: Again, the Catalonian example is drawn on, because its documentation benefits from and consequently incorporates fellow European CPS perspectives.

<sup>19</sup>NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org \(http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS\)](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS) July 2007

<sup>20</sup>NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org \(http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS\)](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS) July 2007

<sup>21</sup>Quoted from EN-CPS home page at: <http://www.en-cps.org/>

<sup>22</sup>European Network of Civil Peace Services (EN-CPS ) web site: [http://www.en-cps.org/Network\\_Members](http://www.en-cps.org/Network_Members), (June 2007)]

<sup>23</sup>NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) (July 2007)

<sup>24</sup>Refugees International, United Nations Association of the USA, Citizens for Global Solutions

<sup>25</sup>John Mackinlay (ed), *A guide to Peace Support Operations*, The Thomas J. Watson Institute for International Relations, Brown University, 1996, p. 12. For a definition of modern conflicts see: Edward E. Azar, *The Management of Protracted Social Conflict: Theory and Cases*, Aldershot: Dartmouth, 1990. p. 12. quoted by Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); (June 2002), more specifically: [www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf](http://www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf)

<sup>26</sup>Saferworld and International Alert, “Strengthening Global Security Through Addressing root Causes of Conflict,” Saferworld, International Alert, February 2004, p 22.

<sup>27</sup>John Mackinlay (ed), *A guide to Peace Support Operations*, The Thomas J. Watson Institute for International Relations, Brown University, 1996, p. 12. For a definition of modern conflicts see: Edward E. Azar, *The Management of Protracted Social Conflict: Theory and Cases*, Aldershot: Dartmouth, 1990. p. 12. quoted by Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); (June 2002), more specifically: [www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf](http://www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf)

<sup>28</sup>John Mackinlay (ed), *A guide to Peace Support Operations*, The Thomas J. Watson Institute for International Relations, Brown University, 1996, p. 12. For a definition of modern conflicts see: Edward E. Azar, *The Management of Protracted Social Conflict: Theory and Cases*, Aldershot: Dartmouth, 1990. p. 12. quoted by Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); (June 2002), more specifically: [www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf](http://www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf)

<sup>29</sup>Galtung, Dr. Johan at CPSc Peace as a Profession in the 21<sup>st</sup> Century Conference, (April 2007)

<sup>30</sup>Galtung, Dr. Johan at CPSc Peace as a Profession in the 21<sup>st</sup> Century Conference, (April 2007)

- <sup>31</sup> McKenna, Paul, Golden Rule Poster, Scarboro Missions Interfaith Desk: [www.scarboromissions.ca](http://www.scarboromissions.ca), more specifically: [http://www.scarboromissions.ca/Golden\\_rule/index.php](http://www.scarboromissions.ca/Golden_rule/index.php). See also Figure M3
- <sup>32</sup> McKenna, Paul, Golden Rule Poster, Scarboro Missions Interfaith Desk: [www.scarboromissions.ca](http://www.scarboromissions.ca), more specifically: [http://www.scarboromissions.ca/Golden\\_rule/index.php](http://www.scarboromissions.ca/Golden_rule/index.php). See also Figure M3
- <sup>33</sup> Adam Roberts, “The Crisis in UN Peacekeeping”, in Chester A. Crocker, Fen Osler Hampson and Pamela Aall (eds), *Managing Global Chaos, Sources of and Responses to International Conflict*, Washington, United States Institute of Peace Press, 1996, p. 300-301. in Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); (June 2002), more specifically: [www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf](http://www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf)
- <sup>34</sup> OSCE home page: <http://www.osce.org/>. July 2007
- <sup>35</sup> Adam Roberts, “The Crisis in UN Peacekeeping”, in Chester A. Crocker, Fen Osler Hampson and Pamela Aall (eds), *Managing Global Chaos, Sources of and Responses to International Conflict*, Washington, United States Institute of Peace Press, 1996, p. 300-301; in Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); (June 2002), more specifically: [www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf](http://www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf)
- <sup>36</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007
- <sup>37</sup> Peaceworkers UK website, [Peaceworkers.org.uk](http://www.peaceworkers.org.uk), July 2007. (From 1st September 2006, the activities of Peaceworkers UK are being run under the auspices of International Alert.)
- <sup>38</sup> from Women for Peace, homepage: [www.womenforpeace.org](http://www.womenforpeace.org) Berkeley, California, U.S.A, July 2007
- <sup>39</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007
- <sup>40</sup> Organization for Economic Cooperation and Development (OECD) Issues Briefs, [http://www.oecd.org/document/53/0.3343.en\\_2649\\_34567\\_34538357\\_1\\_1\\_1\\_1.00.html](http://www.oecd.org/document/53/0,3343,en_2649_34567_34538357_1_1_1_1.00.html) (July 2007)
- <sup>41</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007
- <sup>42</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007
- <sup>43</sup> Citizens for Global Solutions, a US membership organization working to build political will in the United States to achieve a future in which nations work together to abolish war, protect our rights and freedoms, and solve the problems facing humanity that no nation can solve alone...by educating Americans about our global interdependence, communicating global concerns to public officials, and developing proposals to create, reform, and strengthen international institutions such as the United Nations. [http://www.globalsolutions.org/about/vision\\_and\\_mission](http://www.globalsolutions.org/about/vision_and_mission)
- <sup>44</sup> The White Helmets commission (Comisión Cascos Blancos) <sup>44</sup> is a “humanitarian aid and peacekeeping agency based on an initiative launched by Argentina in 1993” The White Helmets help in the case of “natural or man-made disasters and socio-economic crises, employing volunteer work and managing international financial support”. Comisión Cascos Blancos home page at: <http://www.cascosblancos.org.ar/> (June 2007)
- <sup>45</sup> UN Resolution 52/17, 1994 at: <http://www.un.org/ga/documents/gares52/res52171.htm> (June 2007)
- <sup>46</sup> UN Resolutions at: <http://www.un.org/ga/documents/gares52/res52171.htm> and Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk); (June 2002), more specifically: [www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf](http://www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf)
- <sup>47</sup> Conflict transformation is a term introduced by Dr. Johan Galtung, also father of peace research and founder of the first, on-line Peace University, <http://www.transcend.org/>, see: TRANSCEND, Conflict

Transformation: a TRANSCEND Code of Conduct guide for conflict workers in the field (for “conflict transformation that can apply to both micro, mesa and macro levels of conflict”).

<sup>48</sup> TRANSCEND description available at: <http://www.transcend.org/>,

<sup>49</sup> [Peaceworkers.org.uk](http://www.peaceworkers.org.uk)

<sup>50</sup> TRANSCEND, Conflict Transformation: a TRANSCEND Code of Conduct guide for conflict workers in the field, <http://www.transcend.org/>

<sup>51</sup> [Peaceworkers.org.uk](http://www.peaceworkers.org.uk)

<sup>52</sup> Martinelli, Marta: “Developing a Civilian Peace Corps: Does Italy Offer a Model for the EU?”, Peace, Conflict and Development: [www.peacestudiesjournal.org.uk](http://www.peacestudiesjournal.org.uk) (June 2002); more specifically: [www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf](http://www.peacestudiesjournal.org.uk/docs/DevelopingCivilianPeaceCorpsDevelopmentsinEurope.pdf) quoting Christian Haarlem, *Civilian Peacekeepers – A Future Challenge*, The Transnational Foundation for Peace and Future Research, 1998, p. 7-9. See also: *Enhancing UK Capacity for Handling Conflict: The Rational for a UK Civilian Peace Service*, Tim Wallis and Mareike Junge. Report available on [www.peaceworkers.fsnet.co.uk/report.htm](http://www.peaceworkers.fsnet.co.uk/report.htm).

<sup>53</sup> Galtung, Dr. Johan at CPSC “Peace as a Profession in the 21<sup>st</sup> Century Conference”, Sponsored by: Civilian Peace Service Canada (CPSc), in Cooperation with CICR – Canadian Institute for Conflict Resolution; Conflict Studies Program, Saint Paul University; CIAN – Canadian International Institute of Applied Negotiation; McMaster Centre for Peace Studies; TRANSCEND International Institute, held at St. Paul University, Ottawa, April 3-5, 2007.

<sup>54</sup> [Peaceworkers.org.uk](http://www.peaceworkers.org.uk)

<sup>55</sup> Galtung, Dr. Johan, Keynote Speaker, International Peace Research Association, Calgary 1/7/2006

<sup>56</sup> Galtung, Johan, dr. hc mult, Conflict Transformation by Peaceful Means (The Transcend Method) [galtung@transcend.org](mailto:galtung@transcend.org) for United Nations Disaster Management Training Programme, 2000.

<sup>57</sup> McNaughton, Ross D. CPSC Competency Paper, drafted with CPSC (May 2007)

<sup>58</sup> Breedyk, Gord: CPSC Concept Paper, drafted with CPSC, (2007)

<sup>59</sup> Galtung, Dr. Johan, Keynote Speaker, International Peace Research Association, Calgary 1/7/2006

<sup>60</sup> Galtung, Dr. Johan, Keynote Speaker, International Peace Research Association, Calgary 1/7/2006

<sup>61</sup> Galtung, Dr. Johan, Keynote Speaker and panellist at CPSC “Peace as a Profession in the 21<sup>st</sup> Century Conference”, Sponsored by: Civilian Peace Service Canada (CPSc), in Cooperation with CICR – Canadian Institute for Conflict Resolution; Conflict Studies Program, Saint Paul University; CIAN – Canadian International Institute of Applied Negotiation; McMaster Centre for Peace Studies; TRANSCEND International Institute, held at St. Paul University, Ottawa, April 3-5, 2007.

<sup>62</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007

<sup>63</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007

<sup>64</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS) ([http://www.en-cps.org/European\\_and\\_EU\\_advocacy/Campaigns\\_for\\_CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007

<sup>65</sup> See Annex 9 for detail re: EN-CPS membership.

<sup>66</sup> Larose-Edwards, Paul, Executive Director of CANADEM, from “Responsibility to Protect” discussion paper, September, 2003, [www.humansecurity.info](http://www.humansecurity.info)

<sup>67</sup> see Larose-Edwards, Paul, Executive Director of CANADEM, “Responsibility to Protect” discussion paper, September, 2003, [www.humansecurity.info](http://www.humansecurity.info)

<sup>68</sup> <http://www.operationsdepaix.org/web/la/en/pa/25D32889DA43494098B2BAA8F3D3F4FA/template.asp>

<sup>69</sup> <http://www.operationsdepaix.org/web/la/en/pa/25D32889DA43494098B2BAA8F3D3F4FA/template.asp>

<sup>70</sup> See Section 10.3 of this paper. Also, for a detailed exploration of the Peace Professional, refer to Evelyn Voigt, draft Conference Proceedings, for “Peace as a Profession in the 21<sup>st</sup> Century Conference”,

Sponsored by: Civilian Peace Service Canada (CPSC), in Cooperation with CICR – Canadian Institute for Conflict Resolution; Conflict Studies Program, Saint Paul University; CIAN – Canadian International Institute of Applied Negotiation; McMaster Centre for Peace Studies; TRANSCEND International Institute, held at St. Paul University, Ottawa, April 3-5, 2007.

<sup>71</sup> See section 10.3. Also, for a detailed exploration of the Peace Professional, refer to Evelyn Voigt, draft Conference Proceedings, for “Peace as a Profession in the 21<sup>st</sup> Century Conference”, Sponsored by: Civilian Peace Service Canada (CPSc), in Cooperation with CICR – Canadian Institute for Conflict Resolution; Conflict Studies Program, Saint Paul University; CIAN – Canadian International Institute of Applied Negotiation; McMaster Centre for Peace Studies; TRANSCEND International Institute, held at St. Paul University, Ottawa, April 3-5, 2007.

<sup>72</sup> McNaughton, Ross D, CPSc Competency Paper, drafted with CPSc in (May 2007)

<sup>73</sup> Breedyk, Gord, Civilian Peace Service Canada (CPSc), “Value Added, by Canadian Organization – with a focus on CPSc and Canadem”, working document drafted with CPSc (June 2007)

<sup>74</sup> See Annex 4 on Conscientious Objection, Annex 5 on Country/State Neutrality, and Annex 9 on European Network-Civil Peace Services Members.

<sup>75</sup> McNaughton, Ross D, CPSC Competency Paper, drafted with CPSC in (May 2007)

<sup>76</sup> Breedyk, Gord, Civilian Peace Service Canada (CPSC), “Value Added, by Canadian Organization – with a focus on CPSC and Canadem”, working document drafted with CPSC (June 2007)

<sup>77</sup> xxxx in Canada? Everywhere? Anything I can quote?

<sup>78</sup> See, for example, CPSC Summary of Proceedings, Peace as a Profession in the 21<sup>st</sup> Century Conference (third in a Series of Workshops and Consultations, held at Saint Paul University, 223 Main Street, Ottawa, Ontario, Sponsored by: Civilian Peace Service Canada (CPSc), in Cooperation with CICR – Canadian Institute for Conflict Resolution; Conflict Studies Program, Saint Paul University; CIAN – Canadian International Institute of Applied Negotiation; McMaster Centre for Peace Studies; TRANSCEND International Institute. (April 3 to 5, 2007);

<sup>79</sup> CANADEM, Canada’s Civilian Reserve, home page: <http://www.canadem.ca/>,

<sup>80</sup> Norwegian Resource Bank for Democracy and Human Rights (NORDEM) home page: [http://www.humanrights.uio.no/english/nordem/index\\_ny.html](http://www.humanrights.uio.no/english/nordem/index_ny.html)

<sup>81</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European and EU advocacy/Campaigns for CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007

<sup>82</sup> NOVA – Non-Violent Peace Force, Proposal for a Catalonian Civil Peace Service, at European Network for Civil Peace Service home page: [www.en-cps.org](http://www.en-cps.org) ([http://www.en-cps.org/European and EU advocacy/Campaigns for CPS](http://www.en-cps.org/European_and_EU_advocacy/Campaigns_for_CPS)) July 2007

<sup>83</sup> See CANADEM home page at: [www.canadem.ca/main](http://www.canadem.ca/main)

<sup>84</sup> European Parliament document: EP A4-0047/99, <http://www.futureofeuropa.parlament.gv.at/sides/getDoc.do?type=REPORT&reference=A4-1999-0047&language=HU&mode=XML>, (28 January, 1999)

<sup>85</sup> European Parliament document: EP A4-0047/99, <http://www.futureofeuropa.parlament.gv.at/sides/getDoc.do?type=REPORT&reference=A4-1999-0047&language=HU&mode=XML>, (28 January, 1999)

<sup>86</sup> European Parliament document: EP A4-0047/99, <http://www.futureofeuropa.parlament.gv.at/sides/getDoc.do?type=REPORT&reference=A4-1999-0047&language=HU&mode=XML>, 28 January, 1999.

<sup>87</sup> European Parliament document: EP A4-0047/99, <http://www.futureofeuropa.parlament.gv.at/sides/getDoc.do?type=REPORT&reference=A4-1999-0047&language=HU&mode=XML>, 28 January, 1999.

<sup>88</sup> European Parliament document: EP A4-0047/99, <http://www.futureofeuropa.parlament.gv.at/sides/getDoc.do?type=REPORT&reference=A4-1999-0047&language=HU&mode=XML>, 28 January, 1999.

<sup>89</sup> European Parliament document: EP A4-0047/99, <http://www.futureofeuropa.parlament.gv.at/sides/getDoc.do?type=REPORT&reference=A4-1999-0047&language=HU&mode=XML>, 28 January, 1999.

<sup>90</sup> European Parliament document: EP A4-0047/99, <http://www.futureofeuropa.parlament.gv.at/sides/getDoc.do?type=REPORT&reference=A4-1999-0047&language=HU&mode=XML>

<sup>91</sup> European Parliament document: EP A4-0047/99, <http://www.futureofeuropa.parlament.gv.at/sides/getDoc.do?type=REPORT&reference=A4-1999-0047&language=HU&mode=XML>, 28 January, 1999.

<sup>92</sup> Pierre Robert (Channel Research), Knud Vilby (Cowi), Luca Aiolfi (B&S Europe) Ralf Otto (Channel Research), Feasibility Study on the establishment of a European Civil Peace Corps (ECPC), Final Report, 29 November 2005 [www.channelresearch.com](http://www.channelresearch.com) [info@channelresearch.com](mailto:info@channelresearch.com), VAT No 864 560 703

<sup>93</sup> Breedyk, Gord, “Civilian Peace Service Canada (CPSC) – Vision of the Future (by 2017)” drafted with CPSC, July 2007.

<sup>94</sup> Pierre Robert (Channel Research), Knud Vilby (Cowi), Luca Aiolfi (B&S Europe) Ralf Otto (Channel Research), Feasibility Study on the establishment of a European Civil Peace Corps (ECPC), Final Report, [www.channelresearch.com](http://www.channelresearch.com), VAT No 864 560 703, Executive Summary, pp 1-4, 29 November 2005

<sup>95</sup> (Rt Hon Hilary Benn MP, Secretary of State for International Development, Preventing Violent Conflict, DFID Policy Release, 2006, <http://www.dfid.gov.uk/pubs/files/preventing-conflict.pdf>)

<sup>96</sup> Saferworld and International Alert, “Strengthening Global Security Through Addressing root Causes of Conflict,” Saferworld, International Alert, February 2004, p 22.

<sup>97</sup> Breedyk, Gord, Civilian Peace Service Canada (CPSc), “Value Added, by Canadian Organization – with a focus on CPSc and Canadem”, Working Document drafted with CPSC (June 2007), See also White Paper Annex on Certification / Accreditation – Annex 1

<sup>98</sup> Core values, critical for professional peace work, include empathy, humility, personal maturity, sound judgment, sincerity, strong desire for social justice and peace for all, willingness to learn. (from CPSC Competency Paper, drafted by D. Ross McNaughton, May 2007)

<sup>99</sup> Key competencies include: Communication, conciliation, conflict Analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking, teamwork. (from CPSC Competency Paper, drafted by D. Ross McNaughton, May 2007)

<sup>100</sup> Breedyk, Gord, Civilian Peace Service Canada (CPSc), “Value Added, by Canadian Organization – with a focus on CPSc and Canadem”, drafted with CPSc (June 2007)

<sup>101</sup> Breedyk, Gord, Civilian Peace Service Canada (CPSc), “Value Added, by Canadian Organization – with a focus on CPSc and Canadem”, drafted with CPSc (June 2007)

<sup>102</sup> Breedyk, Gordon, “Value Added, by Canadian Organization ( with a focus on CPSc and Canadem)”, CPSc Working Document, drafted with CPSC, June 2007

<sup>103</sup> *Key competencies, critical for effective peace work include: Communication, conciliation, conflict Analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking, teamwork, (from McNaughton, Ross D, CPSc Competency Paper, drafted with CPSc, (May 2007).)*

<sup>104</sup> *Core values, critical for effective peace work, include empathy, humility, personal maturity, sound judgment, sincerity, strong desire for social justice and peace for all, willingness to learn (from McNaughton, Ross D, CPSc Competency Paper, drafted with CPSc, (May 2007).)*

<sup>105</sup> **Vision:** The Civilian Peace Service of Canada consists of qualified individuals who are inspired to develop, foster and promote non-violent solutions to conflict. They reflect a set of Core Values shared by all stakeholders, and have met high standards of performance in a broad range of peace-related disciplines identified as Key Competencies. Canada’s Civilian Peace Service is dedicated to facilitating the recruitment, training and referring of peace professionals for field deployment. **Enabling activities:** In

pursuit of its vision, the Civilian Peace Service of Canada works toward the following enabling goals: establishment of professional standards and associated assessment and measurement tools for recruitment and on-going professional development; development of a core curriculum which would ensure that essential competencies have been learned before deployment; building of a national roster of qualified individuals who reflect the Core Values and have demonstrated the requisite Key Competencies. (from Breedyk, Gord: CPSc Concept Paper, drafted with CPSC, 2007)

<sup>106</sup> [http://www.canadem.ca/main/component/option,com\\_frontpage/Itemid,65/lang,en/](http://www.canadem.ca/main/component/option,com_frontpage/Itemid,65/lang,en/)

<sup>107</sup> For details of current Canadian training: Canadian Training Institutions, CANADEM official website (CANADEM), [www.canadem.ca/main](http://www.canadem.ca/main) and **ReliefWeb**

<http://www.reliefweb.int/rw/rwt.nsf/doc209?OpenForm&query=2&rc=2&cc=can>, a UN site, updated daily, to provide information for humanitarian relief organizations.

<sup>108</sup> unarmed civilians, professionally trained and accredited, based on shared Core Values and Key Competencies, who perform as a recognized, accepted and effective element in peace-making, peacekeeping and peace building (from Breedyk, Gord: CPSc Concept Paper, drafted with CPSC, 2007).

<sup>109</sup> adapted from CPSC concept paper

<sup>110</sup> David Last, Peace Magazine Jan-Feb 1999, page 16. <http://archive.peacemagazine.org/v15n1p16.htm>.

<sup>111</sup> See CPSC Competency Paper drafted by Ross McNaughton, 2006

<sup>112</sup> See CPSC Competency Paper drafted by Ross McNaughton, 2006

<sup>113</sup> *In addition to Peace Professional credentials, Specialized Peace Professionals would have additional credentials in particular fields: ,( e.g. health, law, engineering, theology, diplomacy, governance, strategic planning, etc. etc.)*

<sup>114</sup> <http://www.departmentofpeace.ca/> committed to establishing a Department of Peace within the Government of Canada. We are part of a growing movement now embracing 24 countries. Nepal, a nation that has been wracked by civil war for many years, was the most recent to form a Ministry of Peace and Reconstruction in March, 2007. The Solomon Islands was the first nation to declare and Costa Rica is expected to do so by the end of June 2007. In support of this initiative, there are now 8 chapters across Canada, 19 organizations representing about 120,000 Canadians, including such prominent peacebuilders as Senator Doug Roche and the Hon. Lloyd Axworthy.

<sup>115</sup> *Again, a CPS competency-based approach begins with the assessment of potential candidates against Core Values as an entry qualification. Competencies would include assessment of results achieved during volunteer or professional engagements in areas of conflict. CPSC would apply PEACE (Peace Equivalency Assessment and Certification) standards. These would build on methodologies applied, for example, by TRANSCEND University, whereby (in the words of Dr. Johann Galtung, at the third Civilian Peace Service Canada conference held from April 3 to 5, 2007): “ We experimented with the following: we expected people to be able to define and do research in 2 conflicts; to have mediated in 2 conflicts, be teaching about 2 conflicts, disseminated effectively to media about 2 conflicts... the action, teaching, dissemination and research of conflict. This is now raised to 3 conflicts. We certify when the person feels in command of those three cases.”*

<sup>116</sup> The Norwegian Resource Bank for Democracy and Human Rights, **NORDEM**, was established in order to respond to the need for qualified personnel available on short notice, for assignments which promote democracy and respect for human rights. **NORDEM** is a project at the Norwegian Centre for Human Rights. **NORDEM** is intended to cover a wide range of expertise in connection with democracy building and the promotion of human rights, including: good governance, human rights monitoring, human rights training and education, election monitoring and advice, election regulations and legislation, political analysis, investigation of serious breaches of human rights, development of democratic institutions, independent judiciary, legal reform, the promotion of free media, political pluralism, decentralisation/local

administration, minority rights, women's rights, general administration and financial management. NORDEM's main function is to recruit and train personnel for secondment to international organisations working to promote democracy and human rights.

[http://www.humanrights.uio.no/english/nordem/index\\_ny.html](http://www.humanrights.uio.no/english/nordem/index_ny.html)

<sup>117</sup> **Proposed Mandate for Minister, Department of Peace:** Reinvigorate Canada's role as a global peacemaker and peacebuilder; Provide leadership to halt the proliferation of nuclear weapons and conventional weapons arsenals; Create a Civilian Peace Service in Canada ... in cooperation with existing NGOs, training organizations and universities that will work in Canada and internationally; promote justice and democratic principles to expand human rights and the security of persons and their communities; Develop new approaches to non-violent intervention focussing on constructive dialogue; Address domestic and international peace related issues; Make annual reports to Cabinet and Parliament on the sale of arms by Canada; Encourage development of peace initiatives by local communities, faith groups & NGOs; Ensure better training for Canadian civilian and military government personnel who administer post-conflict demobilization and reconstruction; Fund the development of curriculum materials for use at all educational levels and support university-level peace studies; assuming the Department of Peace. (CPSC/DOP e-mail exchange). Proponents of DOP assume the DOP will have "a Deputy Minister, supported by ADMs responsible for six Branches of Operations: 1. Offices of Peace Education and Training; 2. Office of Domestic Activities; 3. Office of International Activities; 4. Office of Arms Control and Disarmament; 5. Office of Peaceful Coexistence and Nonviolent Conflict Resolution (with responsibility for such citizen participation program as **Canadian Civilian Peace Program**); 6. Office of Human Rights and Economic Rights," <http://www.departmentofpeace.ca/overview.php>.

<sup>118</sup> German CPS, „Ziviler Friedensdienst“ The German Civil Peace Service programme, in Tilman Evers' e-mail, June 19, 2007.

<sup>119</sup> [www/EN.CPS](http://www.EN.CPS)

<sup>120</sup> [www/EN.CPS](http://www.EN.CPS),

<sup>121</sup> (at the Hague Appeal for Peace in May 1999, as a loose network for sharing information, ideas & experiences; & discussing issues of common interest). [www/EN.CPS](http://www/EN.CPS)

<sup>122</sup> Ziviler Friedensdienst“ The German Civil Peace Service programme, in Tilman Evers' e-mail, June 19, 2007

<sup>123</sup> Tempel, Helga? "insert title of paper", presentation to the first CPSC Conference, St Paul's University, February 7, 2005

representing (ENCP? German CPS? Insert name of org and web)

<sup>124</sup> „Ziviler Friedensdienst“ The German Civil Peace Service programme, in Tilman Evers' e-mail, June 19, 2007

<sup>125</sup> [www/EN.CPS](http://www/EN.CPS)

<sup>126</sup> [www/EN.CPS](http://www/EN.CPS),

<sup>127</sup> [www/EN.CPS](http://www/EN.CPS)

<sup>128</sup> <http://www.international-alert.org/>,

<sup>129</sup> Tim Wallis, "Civilian Peace Service Consultation - The U.K. Experience", presentation to the first CPSC Conference, St Paul's University, February 7, 2005

representing Peaceworkers UK, <http://www.peaceworkers.org.uk/>

<sup>130</sup> <http://www.transcend.org/>, <http://www.transcend.org/tpu/index.shtml>

<sup>131</sup> <http://www.transcend.org/>, <http://www.transcend.org/tpu/index.shtml>

<sup>132</sup> Some possible areas of CPSC/TPU cooperation: CPSC participating in TPU courses (also with the possibility of being an official partner and receiving an additional discount), CPSC providing courses through TPU; Participation in TRANSCEND international training programs; TRANSCEND development of custom training programs for CPSC, with CPSC becoming one of TRANSCEND's primary partners for offering training in Canada; policy advice and support by TRANSCEND members for the work of CPSC. Perhaps, beginning with joint exploration of developing 'peace as a profession' in Canada, of what some of the necessary training for those 'peace professionals' would be (One way of lobbying / building up the campaign to create a peace service could be, in Gandhian fashion, to actively start the work of creating one.); and of

other lines of cooperation that could be jointly developed as ‘possibilities’ for CPSC. Kai Brandt e-mail exchange with G. Breedyk, July 2007

<sup>133</sup> To see the “Proposal for a Federal Department of Peace: Executive Summary”, prepared by Drs. Saul Arbess and Bill Bhaneja for the Working Group for a Federal Department of Peace in November 2005, see: [http://www.departmentofpeace.ca/executive\\_summary.php](http://www.departmentofpeace.ca/executive_summary.php)

<sup>134</sup> Proposal for a Federal Department of Peace, Executive Summary, [www.departmentofpeace.ca](http://www.departmentofpeace.ca)

<sup>135</sup> *ibid*

<sup>136</sup> [www.departmentofpeace.ca](http://www.departmentofpeace.ca).

<sup>137</sup> [www.departmentofpeace.ca](http://www.departmentofpeace.ca)

<sup>138</sup> Department of Peace chapters in Canada: Victoria, Vancouver, Calgary, Ottawa, Montreal, Toronto, Hamilton, and London.

<sup>139</sup> [www.cicr-icrc.ca](http://www.cicr-icrc.ca)

<sup>140</sup> [www.cicr-icrc.ca](http://www.cicr-icrc.ca)

<sup>141</sup> [www.cicr-icrc.ca/english/internationalprogrammes\\_e.htm](http://www.cicr-icrc.ca/english/internationalprogrammes_e.htm)

<sup>142</sup> [www.cicr-icrc.ca](http://www.cicr-icrc.ca)

<sup>143</sup> [www.cicr-icrc.ca](http://www.cicr-icrc.ca)

<sup>144</sup> <http://www.cicr-icrc.ca/>

<sup>145</sup> Stockdale, Dr. Peter, at Civilian Peace Service Canada (CPSC) “Peace as a Profession in the 21<sup>st</sup> Century”, Third in a Series of Workshops and Consultations, April 3 to 5, 2007, Sponsored by Civilian Peace Service Canada (CPSC), in Cooperation with CICR – Canadian Institute for Conflict Resolution; Conflict Studies Program, Saint Paul University; CIAN – Canadian International Institute of Applied Negotiation; McMaster Centre for Peace Studies; TRANSCEND International Institute), Saint Paul University, 223 Main Street, Ottawa, Ontario, [globalbridge@rogers.com](mailto:globalbridge@rogers.com)

<sup>146</sup> “We will know we are successful when: Ottawa is recognized as a Capital City of Peace that is inclusive, and where benefits from the resulting peace dividend are shared equitably. Robust civic institutions and programs are in place to enhance Ottawa as a City of Peace. Participation in a culture of peace feels like the norm among persons of all heritages, walks and stations of life and ages; and pride in contribution to the Capital City of Peace feels like the living culture of the city. When those who came to Canada with the vision of a peaceful place and a new life for their families, and the Anishnabe who have lived here since time immemorial, justifiably believe that they have the power to make a significant contribution to sustaining peace as a bequest to the next seven generations. More persons are able to apply peace-enhancing knowledge, skills and attitudes to resolve issues and concerns through dialogue strategies. Governments, community leaders and the grass-roots community members perceive themselves as active agents for peaceful neighbourhoods and communities and beneficiaries of a Capital City of Peace. When it is the norm for diverse ethnic, cultural and faith-based communities and organizations to be catalysts for peace. Where these catalysts can purposefully use their events, activities and innovations as timely and effective outreaches for inclusion and bridge-building across communities.

When Ottawa is perceived nationally and internationally as a model for a City of Peace; and advice is sought from other cities wishing to build their own Cities of Peace.” <sup>146</sup> Stockdale, Dr. Peter, at Civilian Peace Service Canada (CPSC) “Peace as a Profession in the 21<sup>st</sup> Century”, Third in a Series of Workshops and Consultations, April 3 to 5, 2007, Sponsored by Civilian Peace Service Canada (CPSC), in Cooperation with CICR – Canadian Institute for Conflict Resolution; Conflict Studies Program, Saint Paul University; CIAN – Canadian International Institute of Applied Negotiation; McMaster Centre for Peace Studies; TRANSCEND International Institute), Saint Paul University, 223 Main Street, Ottawa, Ontario, [globalbridge@rogers.com](mailto:globalbridge@rogers.com)

<sup>148</sup> Peace researchers also study concepts of justice and the ways in which people organize and wage conflict to achieve what they perceive as just ends.

By focusing attention on problems of conflict, particularly of a violent nature, researchers attempt to improve our methods of analyzing and dealing with these problems. Peace studies is an interdisciplinary field, encompassing subject areas from the Faculties of Science and Social Sciences as well as Humanities.

<sup>149</sup> Examples of peaceful behaviors resulting from systematic and long-term peace education include: (1) To avoid violent engagements on household, village, workplace, school and societal levels and to seek

creative peaceful solutions (2) To refuse to join armed groups or participate in violent conflicts (3) To become active in seeking non-violent solutions for conflicts in the community (4) To exercise their rights by taking part in community decision-making, make government, political groups, warring factions and NGOs accountable. <http://www.humanities.mcmaster.ca/%7Empeia/building.html>

<sup>150</sup> Objectives: (1) To develop a peace education curriculum for Afghan school children ages 10-15 (partner Swedish Committee for Afghanistan) (2) To develop eight storybooks for Afghan children with clear peace messages (partner: BBC, SIEAL, Care-Afghanistan) (3) To provide workshops on "peace journalism" to Afghan writers and journalists (partners: Transcend and Afghan University) (4) To strengthen capacities of the organizations involved to bring peace to Afghanistan (partners: TRANSCEND, Afghan University, CPAU, RACA and Afghanistan Council of Women) (5) To develop a psychosocial model of peace education and conflict transformation, to document its impact and to disseminate the results for further applications (partner: Transcend) , <http://www.humanities.mcmaster.ca/%7Empeia/building.html>

<sup>151</sup> <http://www.humanities.mcmaster.ca/%7Empeia/cultureofpeace.html>

<sup>152</sup> Peace-building and psychosocial approaches to peaceful living are transmitted ... encouraging participants to spread them through their workshops and apply them in their own work and day-to-day living. <http://www.humanities.mcmaster.ca/%7Empeia/projectoverview.htm>

<sup>153</sup> <http://www.humanities.mcmaster.ca/%7Empeia/ccapd.htm>

<sup>154</sup> <http://www.humanities.mcmaster.ca/%7Empeia/building.html>

<sup>155</sup> <http://www.humanities.mcmaster.ca/%7Empeia/ccapd.htm>

<sup>156</sup>

<sup>157</sup> Breedyk, Gord "CPSC in 10 Years" table, created with CPSC. July 2007

<sup>158</sup> Core values, critical for professional peace work, include empathy, humility, personal maturity, sound judgment, sincerity, strong desire for social justice and peace for all, willingness to learn. (from: McNaughton, Ross D., CPSC Competency Paper, drafted with CPSC (May 2007).

<sup>159</sup> Key competencies: Communication, conciliation, conflict Analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking, teamwork. (from: McNaughton, Ross D., CPSC Competency Paper, drafted with CPSC (May 2007). (ibid)

<sup>160</sup> Breedyk, Gord Civilian Peace Service, "Department Of Peace, Government of Canada Value Added" Table, created with CPSC, July 2007

<sup>161</sup> <http://www.npcanada.org/>

<sup>162</sup> <http://www.peacebrigades.org/>

<sup>163</sup> <http://www.peacebrigades.org/>

<sup>164</sup> The year was 1945. Hitler was ordering 16-year-olds into the military, and Hans Sinn of Hamburg was one of them. He found that one group in the induction centre was being sent to Denmark, where he knew there was enough food. Bad choice: it turned out to be an SS training camp, staffed by veteran sociopathic Nazis. Hans and his friends waited for their chance to escape. When they heard of Hitler's suicide, they made their move. Walking up - unarmed - to the guard at the gate, they told him: "You can stay here and die with them, or you can come with us and live." The guard threw down his gun and joined them. Over rivers, through bombed-out ruins, they made their way back to Hamburg. Disappointed with postwar Germany's lost chances for disarmament and peace, Hans left for Canada in 1952, "just for two years." In 1959, Hans returned to Germany to oppose rearmament and spoke about a form of "Peace Corps," getting it onto the party platform of a small party, the Gesamtdeutsche Union. Back in Canada, on a walk for peace

from Vancouver to Berlin, Hans stopped to speak in Montreal in January 1963. There he met a woman named Marian Bedoukian. She left her job and joined him on the march, and they were married in England. There Hans spoke at the Campaign for Nuclear Disarmament convention about forming a Peace Corps. Returning to Montreal afterward, he became co-editor of Sanity magazine, the publication of the Canadian Campaign for Nuclear Disarmament. In the 1960s, he was part of the Grindstone Island Training Institute in Nonviolence, including the famous "31 Hours" simulation of nonviolent resistance to an invasion. In 1970, after his sons Anthony and Nicholas were born, the family left for Brook Valley near Perth, Ontario. He joined a land co-operative where he built the house in which he and Marian have lived ever since. In 1981, on Grindstone Island near Portland, Ontario, a group gathered to found Peace Brigades International, or PBI. Hans was one of the 11 founders, along with Murray Thomson of Ottawa. Hans became an International Committee member of PBI International and later chair of PBI-Canada. In 1984, he spoke to a hearing of the German Green Party in Bonn about a Peace Corps. In the early 1990s, he spoke in Berlin, at the Evangelical Academy in Berlin, which had developed its own proposal for a CPS. By 1999, Ziviler Friedensdienst had become the first fully operational Civilian Peace Service in the world. In 2000, Hans again was a founder, this time of Nonviolent Peaceforce Canada (NPC), still keeping his active role in PBI. In the summer of 2004, NPC accepted Hans's plan to hold a Consultation on a Civilian Peace Service for Canada. And on February 10, 2005, he was speaking to Canadian parliamentarians about it. Stieren, Carl, "Hans Sinn, Civilian Peace Specialist", Peace Magazine, April/June 2005, p. 13, <http://archive.peacemagazine.org/v21n2p13.htm>

<sup>165</sup> <http://www.peacebrigades.org/>

<sup>166</sup> [info@peaceoperations.org](mailto:info@peaceoperations.org)

<sup>167</sup> [info@peaceoperations.org](mailto:info@peaceoperations.org)

<sup>168</sup> [info@peaceoperations.org](mailto:info@peaceoperations.org)

<sup>169</sup> St. Paul University (a Catholic and bilingual university, offering degrees in Philosophy Theology, Human Sciences and Canon Law.)

Events, programs, campus life, directories, library and research information available at <http://www.ustpaul.ca/>

<sup>170</sup> "Our Commitment: We believe that reducing violence, achieving stability and building sustainable peace can only be attained through the sound engagement of the people and institutions in conflict. We are committed to building relationships and partnerships with appropriate leaders and organizations as a route to real change. We use and develop state of the art, empirically tested methods of conflict prevention, resolution and peacebuilding. And we are committed to transferring knowledge and competencies to those with whom we work." <http://www.ciian.org/home.htm>

<sup>171</sup> CIIAN's International Program provides services in conflict prevention, conflict resolution as well as peacebuilding programming, often in long-term partnerships with local organizations. The Program also offers specific, clinical training workshops including a Certificate Program in Peacebuilding and Conflict Resolution. The Domestic Program provides three levels of training for those interested in learning dispute resolution competencies: Individual Courses, Certificate Programs, Professional Designations. In Canada, CIIAN confers two professional designations: Registered Practitioner in Dispute Resolution – Generalist; Registered Practitioner in Dispute Resolution - Workplace Specialist. CIIAN's Early Response Unit works in conflict situations to prevent potential violence and intervenes in cases of violence to stabilize and restore the situation. The ER Unit also develops and delivers training courses for other early responders, provides consultation on violence prevention, and continues to conduct research on this topic.

<sup>172</sup> <http://www.ciian.org/home.htm>

<sup>173</sup> <http://www.ciian.org/home.htm>

<sup>174</sup> <http://www.ciian.org/home.htm>

<sup>175</sup> <http://www.ciian.org/home.htm>

<sup>176</sup> Proposal for a Federal Department of Peace, Executive Summary, [www.departmentofpeace.ca](http://www.departmentofpeace.ca)

<sup>177</sup> adapted from CPSC concept paper

<sup>178</sup> adapted from CPSC concept paper

<sup>179</sup> *ibid*

<sup>180</sup> *ibid*

<sup>181</sup> Responsibility to Protect discussion paper, Paul Larose-Edwards. September, 2003

<sup>182</sup> Breedyk, Gordon “CPSC in 10 Years” Table, created with CPSC (July, 2007)

<sup>183</sup> (CPSC/DOP e-mail exchange).

<sup>184</sup> McNaughton, Ross D: “Core values, critical for professional peace work, include empathy, humility, personal maturity, sound judgment, sincerity, strong desire for social justice and peace for all, willingness to learn... Key competencies include: Communication, conciliation, conflict Analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking, teamwork.

McNaughton, Ross D., CPSc Competency Paper, drafted with CPSc (May 2007).

<sup>185</sup> Key competencies: Communication, conciliation, conflict Analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking, teamwork. (*ibid*)