

The Case for a Civilian Peace Service Canada (CPSC)

Executive Summary



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For the: Civilian Peace Service Canada (CPSC) Coordinating Committee
January 2008**

Abstract:

Canadians, and others throughout the world, are searching for viable alternatives to military response to conflict. Defining one such alternative has become the mission of the Civilian Peace Service Canada (CPSC) Development Committee. CPSC will work through existing organizations at home and abroad to assess, train and accredit qualified civilians as peace professionals and peace volunteers to facilitate non-violent resolution of conflict, as one step towards sustainable peace.

The CPSC Development Committee recommends that the Government of Canada:

1. 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
2. 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
 - development and refinement of an assessment, training and accreditation program for peace professionals
 - 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

Keywords:

1. Civilian Peace Service; 2. Peace Professional; 3. Non-Violence; 4. Conflict Transformation; 5. Peace Training; 6. Peace Competencies

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The Case for a Civilian Peace Service in Canada

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Executive Summary

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January 2008

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The Case for a Civilian Peace Service in Canada

Emerging Roles For Civilians In Peaceful Conflict Transformation

Introduction:

Increasingly Canadians are searching for viable alternatives to a military response to conflict. Implementing one such alternative has become the mission of the Civilian Peace Service Canada (CPSC)ⁱ. Active since 2004, the CPSC is working through existing organizations in Canada and abroad to design and deliver standardized, professional accreditation of peace workers. Fully accredited peace professionals and volunteers would form a qualified, stand-by civilian resource. On call through existing rosters they would facilitate non-violent resolution of conflict – as one step towards sustainable peace.

**Figure ES1
Civilian Peace Service Canada ... in brief**

<u>Assessment</u> (CPSC function)	<u>Training</u> (Delivered through existing organizations)	<u>Accreditation</u> (Either CPSC or existing org'n)	<u>Evaluation and Follow-up</u> (CPSC Function)	<u>Awareness Raising & Early Warning</u> (CPSC and existing organization function)
<p><u>Values</u></p> <ul style="list-style-type: none"> - Empathy - Humility - Personal maturity - Sound judgment - Sincerity - Strong desire for social justice and peace for all - Willingness to learn 	<p><u>Competencies</u></p> <ul style="list-style-type: none"> - Communication - Conciliation - Conflict Analysis - Facilitation - Mediation - Negotiation - Operational Planning - Peace Building - Personal Security - Strategic Thinking - Teamwork 	<p><u>Knowledge/ Skills / Experience</u></p> <p>Based upon successful completion of all required components of Peace Professional program</p>	<p><u>Accountability</u></p> <ul style="list-style-type: none"> - Facilitate deployment - Feedback re: training - Ongoing follow-up / assessment 	<p><u>Engagement</u></p> <ul style="list-style-type: none"> - Inform Canadian & Intntl Public - Early warning advice to gov't & others - General advice re: alternatives to violent resolution of conflict

At the global level, CPSC evokes repeated UN calls for ‘mainstreaming’ conflict prevention by cooperating with civil society, as well as recent and repeated acknowledgement that conflicts often cannot be resolved through military means alone.

Throughout Europe, from Sweden to Italy, civilian peace service initiatives of various kinds are taking root, embraced by a supportive European Network. Most notably, the German Civilian Peace Service (Ziviler Friedendienst) has been in operation since 1999 with sizeable funding from the European Union. Efforts to create a similar service are well underway in the UK, where significant training of civilians has already taken place. France and Spain either have legislative bills in their Parliaments or are proposing the creation of a civilian peace service and Italy’s government is preparing such a bill. In

fact, some countries have even created whole departments or commissions of peace, e.g., Nepal, Solomon Islands and Costa Rica.

Note: A separate, but related, initiative to establish a federal *Department of Peace (DoP)* in Canada is currently underway. The Canadian Department of Peace Initiative (CDPI) includes establishment of a Civilian Peace Service Canada as a key component (“pillar”). The other key components are:

- Peace education and training
- Nuclear disarmament and arms control
- Restorative justice and inter-faith dialogue, and
- Human and economic rights

Given its longstanding commitment to peacekeeping and peacebuilding, Canada can learn from, and build upon these initiatives, rather than continuing the unsettling trend towards increased use of Canadian military troops for non-military purposes – particularly in the face of recent and repeated acknowledgement that conflicts can seldom be resolved through military means alone. CPSC aims to draw upon Canada’s strong track record in peacekeeping and peacebuilding to create a program that will enhance the role, competencies and effectiveness of peace professionals globally. 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 CPSC’s unique contribution to this development.

Professionalizing Peace Work:

On April 2, 2007, Dr. Johan Galtung (one of the world’s leading authorities in peace studies and research), delivered a ringing endorsement of Canadian efforts to create a Civilian Peace Service Canada.ⁱⁱ The venue was the third CPSC sponsored conference, held in cooperation with the Canadian Institute for Conflict Resolution (CICR); Conflict Studies Program, Saint Paul University; the Canadian International Institute of Applied Negotiation (CIAN); McMaster Centre for Peace Studies; the Canadian Department of Peace Initiative; TRANSCEND International Institute. It was held at Saint Paul University, April 3-5, 2007. The focus of the conference 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. Although many national policies and strategies exist, it is recognized that only the people on the ground can ultimately solve their own conflict. 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.

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, 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 ensuring that the process of creating peace professionals does not diminish the role of peace volunteers, who can make a significant contribution and achieve extraordinary results. Their particular skills, often built on humanitarianism needs to be part and parcel of the way forward in tapping civilian peace resources.

One of the recommendations of the conference was the preparation of a CPSC White Paper, as a basis for discussion and policy action. This White Paper demonstrates the value added of the CPSC, which is proposing the first ever opportunity for accrediting peace professionals globally (in addition to

facilitating required training), as Canada’s unique contribution to the burgeoning work of civilian peace services around the world. In the process, the CPSC White Paper expands on why professionalizing peace work is a critical requirement for saving lives, increasing the effectiveness of peace interventions, and building on Canada’s reputation as a peacemaker and peace builder. It also provides in-depth information on emerging civilian peace services around the world, particularly in Europe. It touches on the history of peace movements – from the national perspective of countries opting for neutrality, to the individual perspective of conscientious objection. It demonstrates the range and depth to which civilians are already being drawn into peace prevention, mediation, and resolution activities in all sectors. It details, by way of demonstration, how conflict and peace increasingly pertain to the environment, to women, and to business. And it looks at military-civilian perspectives. Where possible, the information is presented in original and publicly available form, including some extremely useful charts to underscore the practical and operational applications of peacework in various sectors.

Conclusions/Key Principles:

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

- 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

Recommendations:

The CPSC Development Committee recommends that the Government of Canada:

1. 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
2. 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



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Figure ES2

Civilian Peace Service Canada (CPSC) - Vision of The Future (by 2017)ⁱⁱⁱ

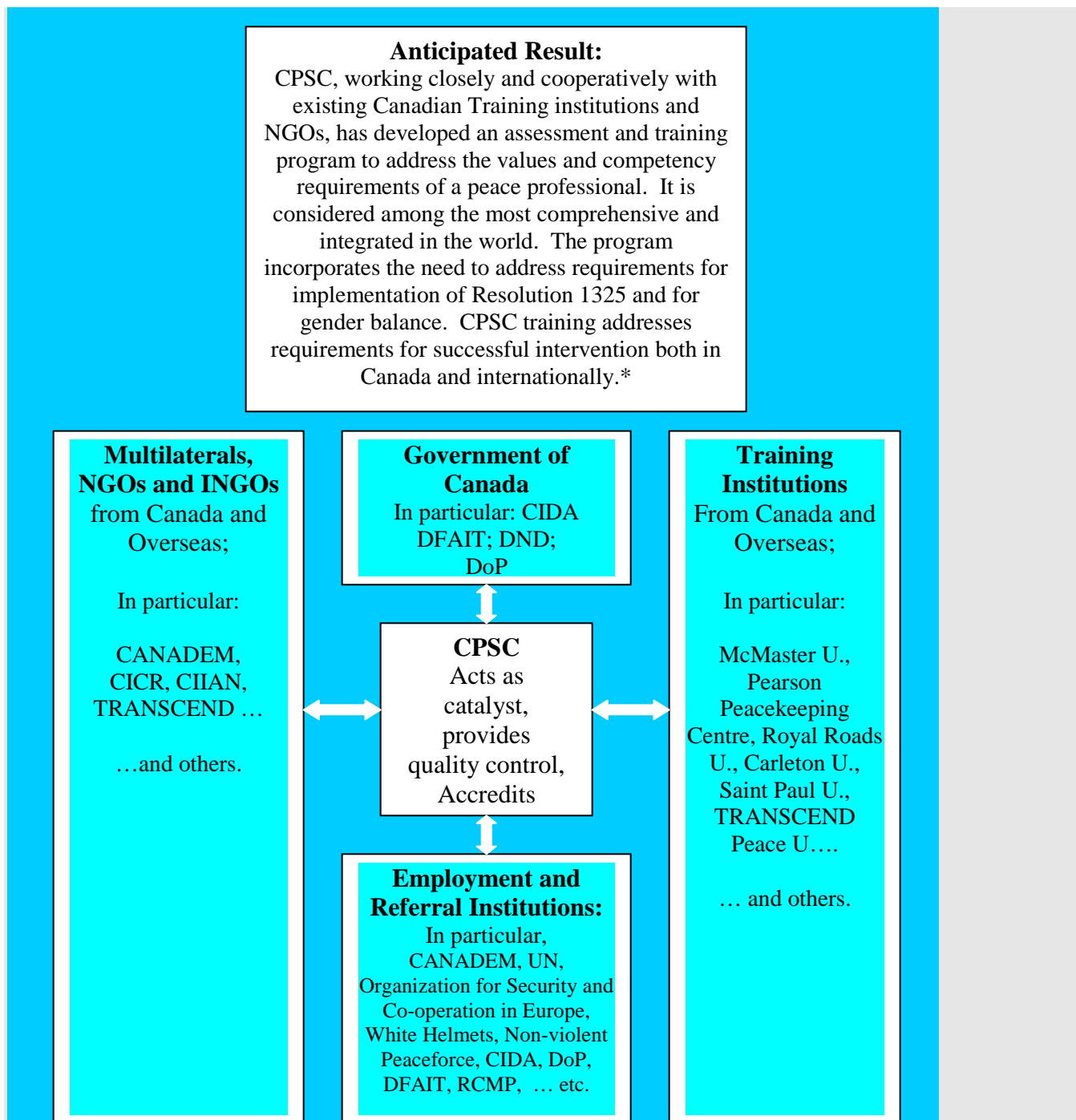
	CPSC Component	Vision Statement – 10 Years From Now	Supportive Explanation / Comment
A.	CPSC as an Entity	<p><i>Civilian Peace Service Canada (CPSC)</i> is firmly established as a key component of Canada’s international reputation for effective conflict prevention, peacemaking and peacebuilding expertise, in Canada and beyond.</p> <p>(Note: CPSC may be funded by a Department of Peace – DoP; however, establishing a civilian peace service for Canada is a critical development, regardless whether a DoP is established as a Government of Canada department)</p>	<p>CPSC is recognized and accepted as a significant component of a uniquely Canadian conflict transformation and peacemaking policy.</p> <p>CPSC works cooperatively with DFAIT, CIDA, IDRC, CANADEM, CIMIC, INAC and government organizations to respond to Canadian and foreign policy requirements regarding conflict prevention and resolution.</p>
		<p>CPSC works with, yet remains independent of, the Canadian government. CPSC is recognized internationally as a model of public, NGO and private sector cooperation.</p>	<p>The Government of Canada is celebrated for its leadership in supporting development of the CPSC. (Note: Such a relationship has functioned in Germany since 1999 between the German equivalent of a Civilian Peace Service, i.e., Ziviler Friedendienst and the German government). Another example might be that of an Agency relationship in the Canadian environment.</p>
B.	CPSC Training Curriculum and Program	<p>CPSC, working closely and cooperatively with existing Canadian Training institutions and NGOs, has developed an assessment and training program to address the values and competency requirements of a peace professional. It is considered among the most comprehensive and integrated in the world. The program incorporates the need to address requirements for implementation of Resolution 1325 and for gender balance. CPSC training addresses requirements for successful intervention both in Canada and internationally.</p>	<p>Values to be addressed are: empathy, humility, personal maturity, sound judgment, sincerity, strong desire for social justice and peace for all, and a willingness to learn; Key Competencies are: communication, conciliation, conflict analysis, facilitation, mediation, negotiation, operational planning, peace building, personal security, strategic thinking and teamwork. See the Values and Competencies paper produced for CPSC by Ross McNaughton for details</p>
		<p>CPSC, in conjunction with its public, non-governmental (NGO) and private sector partners, deliver a comprehensive training program to at least 200 individuals per year. This training program leads to the first Canadian certification / accreditation as a “Peace Professional”.</p>	<p>CPSC has certified national and international courses as qualified components of the integrated CPSC program. These courses are offered by a variety of CPSC partners, e.g., NGOs, universities, private companies, institutes, etc.</p>

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	CPSC Component	Vision Statement – 10 Years From Now	Supportive Explanation / Comment
		1,500 people have graduated from the CPSC program and have earned the designation “Peace Professional”.	Most graduates are actively employed, in a wide variety of settings, and using their CPSC training to influence non-violent resolution of conflict in Canada and around the world ... ultimately leading to increased chances of achieving sustainable peace.
		All Canadians, whatever their formal field of expertise, before being deployed for work in conflict settings, are required to take an appropriate degree of training to prepare them for the unique environment in which they will find themselves ^{iv} .	The nature and degree of training will vary depending upon the specific role being played by the candidate, the nature of the assignment and the environment into which the individual is being sent. It will vary from a brief introductory session (e.g., if the assignment is in a familiar setting in Canada) to full fledged peace professional training.
		National and international organizations (and individuals) continue to apply for training as a CPSC accredited Peace Professional	
		CPSC trainers and lecturers are sought after as guest lecturers and curriculum consultants / advisors	Information and staff are continuously exchanged with similar and complementary organizations world wide
C.	Deployment	Approximately 1,000 Canadian peace professionals are employed through national and international organizations, e.g., CANADEM, AFN, Unions, Department of Environment, World Bank, WTO, UN organizations, NGOs. The remainder are available for deployment as members of a “standing peace force” through the UN or the Canadian government.	CPSC peace professionals, where required, work with military personnel, yet independent of them. This relationship is recognized as a unique component of the success of the CPSC program.
		The role of civilians in conflict prevention and peace-building is recognized in national and international law.	
		CPSC is recognized as part of the Canadian contribution to the UN Rapid Response capacity requirement.	CPSC constitutes the unarmed component of the response.

	CPSC Component	Vision Statement – 10 Years From Now	Supportive Explanation / Comment
D.	Organization / Administration	<p>The CPSC is a non-governmental organization (NGO) funded by the federal government (or a civil society organization functioning in partnership with government – this is to be determined). Functions addressed by the CPSC central administration are:</p> <ul style="list-style-type: none"> • Assessment, training and accreditation of future civilian peace professionals (through partner agencies) • Deployment facilitation (through other agencies and at times directly) • Research, threat assessment / early warning • Evaluation, follow-up, continuous improvement • Communication, engagement (of Canadian public) 	<p>Note: If a DoP exists as a department of the government of Canada, CPSC will be funded by it and will report to Parliament via the Commissioner on Peace.</p> <p>CPSC conferences have become one vehicle through which the organization has become known and respected and through which it remains current and continues to renew itself. National and international experts attend CPSC conferences to share results of their cutting edge research.</p>
E.	Communications / Outreach	<p>Canadians of all ages, origins and social standing are aware and supportive of Canada’s role in conflict prevention and peacebuilding / peacemaking and how it contributes to economic prosperity and social cohesion.</p>	<p>This applies within Canada and internationally.</p>

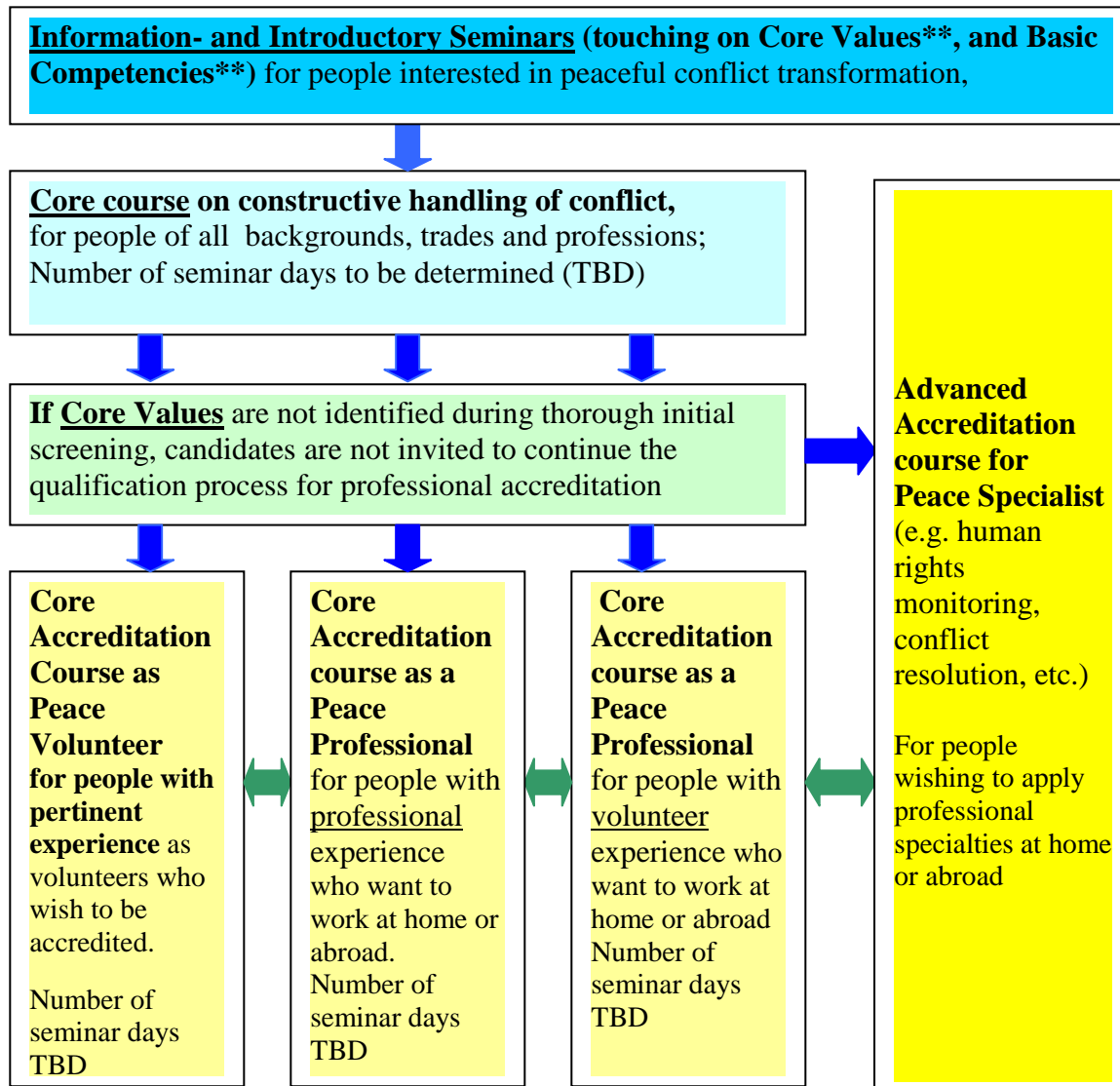
Figure ES3 CPSC Role in Training and Assessment Program Development



*From Breedyk, Gord (Presentation to Senator Fox) for CPS Coordinating Committee (June 2007)

* A “**peace professional**” is an unarmed civilian, professionally trained and accredited, based on shared Core Values and Key Competencies, who performs as a recognized, accepted and effective element in peace-making, peacekeeping and peace building.^v 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.^{vi}

Figure ES4 CPSC Training Components^{vii} *



* **Modified from the Figure copyrighted in 2006 by Aktionsgemeinschaft Dienst für den Frieden (AGDF)** for its home page, which provides an overview of German-language training courses on offer, Aktionsgemeinschaft Dienste für den Frieden e.V. | info@agdf.de | [Seitenanfang](#). (To see original Aktionsgemeinschaft Dienst table, go to end-note 1)

****Core Values** 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, and teamwork. 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. (from McNaughton, Ross D, CPSC Competency Paper, drafted with CPSC, (May 2007).)

Figure ES 5
Historical Development of Civilian Peace Structures
(and “What is Unique About CPSC?”)

<p>Civilian contribution to Development</p>	<p>White Helmets Commission (UN 1994) set important global milestone for valuing civilian services. Donor Agencies (government, NGO, INGO, multi-lateral) regularly place paid professionals and volunteers internationally for development co-operation; e.g. in Canada: <u>CUSO, CIDA, CESO</u>, etc. See Annex 9</p>
<p>Professional Placement in Peacekeeping/ building</p>	<p>e.g. UN: Placement of peace keepers; placement of varied professionals in conflict zones (after short term peace training) through NORDEM in Norway; (without peace training) through CANADEM in Canada); placement abroad of specialists (and also of young men opting for social placements as an alternative to compulsory national military service) by Austrian Services Abroad, etc. See Annex 9.</p>
<p>Peace-specific Training being provided</p>	<p>e.g. Germany: Academy for Conflict Transformation in the Forum Civil Peace Service; UK: Peaceworkers UK; France: Training for Civilian Peace Intervention; International: TRANSCEND Peace U.; Romania: Peace Action, Training & Research Inst. of Romania; etc Canada: no direct civilian peace service training. Wide range of peace training: CICR, Memorial & McMaster Universities, Pearson Peacekeeping Centre, etc. See Annex 2 Annex 9.</p>
<p>NGO Civilian Peace Service Organizations (International, regional, national)</p>	<p>e.g. <u>Nonviolent Peaceforce (NP)</u>, an INGO which forms an international, unarmed team of trained civilians by linking 93 peace orgs around the world, including NP Canada; European Network of Civil Peace Services (34 organizations and 22 countries represented) [Ref: www.en-cps.org and Annex 9</p>
<p>EUROPEAN UNION Civilian Peace Service Feasibility</p>	<p>Feasibility Study for EU Parliament on the establishment of a European Civil Peace Corps (ECPC) tabled 29/11/05. No decision yet, but EU financial aid for civilian activities in “crisis areas” retained for 2007-13</p>
<p>Civilian Peace Services, planned and operational; Involving Government support and/or funding Several already placing peace volunteers in areas of conflict, with Government support;</p> <p>The German Civil Peace Service also receives European Union funding</p>	<p>GERMANY: Civil Peace Service since 1999, Government/NGOs collaboration. Subsidized by central government (€14 m euro p.a.); managed by development services and peace organisations. SWITZERLAND: Peace Team Forum since 1994, with Foreign Office; 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. [Ref: NOVA Proposal for Catalonia at www.en-cps.org July '07]</p>
<p>Civilian Peace Service Canada (proposed) - WHAT’S UNIQUE?</p>	<p>Comprehensive, integrated training program proposed prior to placement, Core Values assessed, Competency-based accreditation of Peace professionals, Peace Specialists, and Peace Volunteers (working with and through existing training institutions/NGOs.) Methodology: public- Private- and Voluntary sector cooperation.</p>

Endnotes for Executive Summary Report:

- ⁱ Throughout this White Paper we refer to the Civilian Peace Service Canada (CPSC) as though it currently exists as an organization or a legal entity. It currently does not have legal status, but is an initiative which functions under the direction of a “Development Committee”. This committee is, however, currently taking steps to create a Non-Governmental Organization with this name to give CPSC legal status. Until now the development committee has been using the minimal funds it has for other purposes.
- ⁱⁱ Galtung, Dr. Johan, Keynote Speaker and panellist at CPSC “Peace as a Profession in the 21st 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.
- ⁱⁱⁱ Gord Breedyk for CPS Coordinating Committee (presentation to Senator Fox) June 2007
- ^{iv} It is recognized that individuals deployed to conflict settings can inadvertently make a conflict worse and / or endanger themselves and others, if not properly prepared. Conversely, if they are well prepared, they may have significant opportunities to make a positive contribution to sustainable peace and indirectly to Canada’s reputation. NORDEM, upon which Canada’s CANADEM is modelled, currently provides every professional being deployed to conflict settings with peacebuilding / conflict resolution training prior to deployment.
- ^v Breedyk, Gord: CPSC Concept Paper, drafted with CPSC, (2007)
- ^{vi} McNaughton, Ross D., CPSC Competency Paper, drafted with CPSC (May 2007).
- ^{vii} Modified from the Figure, copyrighted in 2006 by Aktionsgemeinschaft Dienst für den Frieden (AGDF) for its home page, which provides an overview of German-language training courses on offer, Aktionsgemeinschaft Dienste für den Frieden e.V. | info@agdf.de | [Seitenanfang](#)