

Development of the 19 Initiatives to Commemorate the 80th Anniversary of the Atomic Bombings

- To Fulfill the Role Expected of Hiroshima as a City Symbolizing World Peace -

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Hiroshima Peace Culture Foundation

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I. Fundamental Approach

Fiscal year 2025, which marks the 80th anniversary of the atomic bombings, represents a major milestone for reflecting on the path we have taken and envisioning the direction of the next ten years.

The key challenges that must be addressed in this context are, first, the stagnation of efforts toward nuclear disarmament amid increasingly tense international circumstances; and second, the rapid aging of *hibakusha* and war survivors across Japan, who have played a vital role to date.

The first challenge to be addressed is as follows:

Since around 2010, the concept of the “Humanitarian Initiative,” which aims for the abolition of nuclear weapons to ensure the survival of humanity, with a focus on their catastrophic inhumanity, has gained the support of many countries and has come to be widely advocated internationally. Following discussions and examinations held at three Conferences on the Humanitarian Impact of Nuclear Weapons starting in 2013, efforts were made to incorporate the Humanitarian Initiative broadly into the final report of the Review Conference of the Treaty on the Non-Proliferation of Nuclear Weapons (NPT) in 2015, the year marking the 70th anniversary of the atomic bombings; however, no consensus was reached. Nevertheless, this shift in the framework of discussions led to the establishment of the Treaty on the Prohibition of Nuclear Weapons (TPNW) in 2021, which is grounded in the recognition of the inhumanity of nuclear weapons. The contributions of *hibakusha* to this significant movement have been highly recognized with the awarding of the Nobel Peace Prize to the Japan Confederation of A- and H-Bomb Sufferers Organizations (Nihon Hidankyo) in 2024.

In contrast, the risk of nuclear weapons being used is higher than ever before due to the protracted invasion of Ukraine by Russia and the worsening situation in the Middle East. It is precisely under these circumstances that the international community must return to the principles of the Humanitarian Initiative and place the inhumanity of nuclear weapons at the core of discussions as a clear basis for all forms of nuclear disarmament, including not only the TPNW but also the NPT.

In this regard, the experiences of the atomic bombings of Hiroshima and Nagasaki serve as a testament to the devastating inhumanity of nuclear weapons, including the area-wide destruction caused by heat rays, blast waves, and radiation, as well as the long-term aftereffects of radiation exposure. As such, the need for citizens around the world to be made aware of these facts is becoming increasingly urgent. This is because the awareness of these realities will, in turn, further strengthen international public opinion, providing a powerful foundation for urging world leaders to recognize the pressing need to abolish nuclear weapons.

The second challenge to be addressed is as follows:

As *hibakusha* and war survivors across the country become increasingly elderly, a common and urgent challenge has emerged: the need for civil society to continue upholding the ideal of pursuing peace and, as a foundation for promoting peace culture, to raise awareness of peace among younger generations. The reason for this is that while peace culture in civil society is enhanced as public awareness grows, the aging of the generations that have consistently and strongly advocated for peace creates a negative cycle, which may make it difficult to maintain this peace culture itself.

Against this backdrop, municipalities throughout the country agreed to promote “peace education for younger generations” at the Mayors for Peace Japanese Member Cities Meeting in January, and, prior to that, at a meeting of the Japan Designated Cities Mayors Association in November of the previous year. This marks a shift from previous individual efforts to a more coordinated approach. With the active participation of municipalities and the establishment of a grant program supported by national subsidies, a nationwide structure and framework have now been put in place to promote peace education. The creation of such a framework will serve as the starting point for advancing peace education for younger generations as an initiative that municipalities nationwide should address as part of their administrative responsibilities, and can also be positioned as an important endeavor to be passed down on the occasion of the 80th anniversary of the atomic bombings and the end of World War II.

Within this context, it has become clear that engaging in peace education, particularly in atomic-bombed areas or at former battlefields, allows participants to experience the reality of the devastation caused by the atomic bomb and war, both of which stand in stark contrast to peace. Such experiences can lead to a shift in awareness, helping people realize that a peaceful life is not something to be taken for granted, but actually something precious. These realizations often serve as major turning points, fostering stronger peace awareness and encouraging action.

Furthermore, the importance of passing this knowledge on to the next generation is internationally acknowledged, as highlighted in the reason for awarding the Nobel Peace Prize mentioned earlier, and it is also widely supported by the overseas member cities of Mayors for Peace.

The reason why local governments, both in Japan and abroad, proactively engage in peace activities is that, as the closest entities to citizens, they bear the primary responsibility for ensuring the safety of their citizens. Additionally, it is civil society that directly suffers from the human and material damage caused by war, and it is civil society that passes down those memories and the deep regard for peace. In particular, as the international situation becomes more challenging, the international community’s expectations for local governments to approach peace from a citizen's perspective in terms of human security are growing.

To address these challenges, commemorating the 80th anniversary of the atomic bombings, the Hiroshima Peace Culture Foundation (HPCF) will vigorously promote the following initiatives to raise international public opinion in favor of the abolition of nuclear weapons and to advance peace education for younger generations both domestically and internationally.

Through these practices, we will convey the “spirit of Hiroshima,” which embodies a desire for peace, and help fulfill Hiroshima’s role as a city that symbolizes the necessity of world peace through its experience of the atomic bombing.

In addition, to strengthen its operational capabilities and enhance the sustainability of its initiatives, the HPCF will expand support for municipalities nationwide, while also improving its budget framework and implementation system and working to cultivate independent financial resources rooted in a commitment to peace.

Specifically, in fiscal year 2025, the HPCF will promote the following 19 key initiatives across six areas, setting the stage for further development in fiscal year 2026 and beyond.

II. Promotion of 19 Initiatives Across Six Areas

1. Communicating the inhumanity of nuclear weapons and raising international public opinion

Initiative 1 Advocacy through the TPNW, NPT, and other frameworks

As a registered NGO with the United Nations Economic and Social Council, Mayors for Peace will, in addition to delivering speeches at relevant meetings, engage in dialogue with the United Nations, the Japanese government, nuclear-armed states, countries promoting the TPNW, and international NGOs. Through these efforts, the organization will strongly advocate for the abolition of nuclear weapons and emphasize their inhumanity, which forms the foundation of this advocacy. Moreover, Mayors for Peace will call for the further expansion of its membership and encourage cooperation in organizing events worldwide, such as the Atomic Bomb Photo Poster Exhibition and Children's Art Competition "Peaceful Towns."

Additionally, at side events, Mayors for Peace will collaborate with international NGOs, universities, and other organizations to convey the voices of younger generations calling for peace and to share the views of cities promoting peace from the standpoint of civil society, thereby contributing to conference advocacy efforts. The organization will also present to conference participants the realities of the atomic bombings and the desire for peace in an easy-to-understand manner through art exhibitions and VR videos that express children's wishes for peace.

Furthermore, Mayors for Peace will dispatch its youth representatives, who represent the next generation, to the NPT Review Conference to engage with the United Nations and other stakeholders and to participate in discussions with young people from around the world, with the aim of developing future peace leaders.

Initiative 2 Exhibition on the inhumanity of nuclear weapons and efforts toward their abolition at the Hiroshima Peace Memorial Museum

Given that nuclear-armed states and others continue to justify nuclear deterrence despite the establishment of the TPNW, it is necessary to further raise awareness, both domestically and internationally, of the inhumanity of nuclear weapons, which is clearly demonstrated by the realities of the atomic bombings, as a basis for advancing all forms of nuclear disarmament. Accordingly, we plan to renovate the first floor of the East Building by around February next year and develop an exhibition on the inhumanity of nuclear weapons and efforts toward their abolition.

Specifically, to complement and summarize the museum's permanent exhibitions, the final section of the museum's exhibitions will feature video testimonies from *hibakusha* and symbolic photographs to present 1) the fact that the use of nuclear weapons could lead to the destruction of humanity; 2) the process from the formation of the Humanitarian Initiative to the establishment of the TPNW and the contributions made by *hibakusha* throughout that process, as well as recent developments following the treaty's establishment; and 3) the latest information on efforts for nuclear abolition, including recent peace-promoting actions by Mayors for Peace.

We hope that this exhibition will encourage many visitors from Japan and abroad to leave the museum with a sense of empathy for the "spirit of Hiroshima," which embodies the aspiration for nuclear abolition and the realization of peace.

Initiative 3 International awareness-raising in collaboration with UN agencies and other organizations

To raise international public opinion in favor of peace, we believe it is effective to strengthen awareness-raising efforts in collaboration with UN agencies and other organizations.

In January of this year, we held the Children's Art Competition "Peaceful Towns" at the United Nations Headquarters in New York. Building on this, we plan to hold another art exhibition open to the general public at the UN Headquarters in July and August. Additionally, a Hiroshima-Nagasaki Atomic Bomb Photo Poster Exhibition will be held at the United Nations University in Shibuya, Tokyo.

In May, in collaboration with the Hiroshima Platform for Peace Studies and Education, we will also host a research exchange event featuring the Director of the United Nations Institute for Disarmament Research (UNIDIR).

Furthermore, we will organize atomic bomb exhibitions in Perth, Australia, and Honolulu, United States, while working to further expand poster and art exhibitions.

Based on these collaborations, we will actively promote international awareness-raising efforts and seek to develop further cooperative relationships with UN agencies and other international partners.

Initiative 4 Special international symposium commemorating the 80th anniversary of the atomic bombings / Hiroshima Peace Booklet

Since the TPNW was established, there have been concerns that discussions on the humanitarian consequences of the use of nuclear weapons have somewhat diminished, making it easier for nuclear-armed states and others not party to the TPNW to avoid humanitarian arguments, which had previously been difficult to refute. In response, and given that humanitarian discourse has had a strong persuasive influence in the international community, it is now considered necessary to once again refocus on these arguments in order to advance nuclear disarmament.

In this context, on August 6, following the Hiroshima Peace Memorial Ceremony, a special international symposium commemorating the 80th anniversary of the atomic bombings will be held at the Peace Memorial Hall of the Hiroshima Peace Memorial Museum, under the

theme of the Humanitarian Initiative. The symposium will also be streamed online to deliver a powerful message to both domestic and international audiences.

The program will feature a session with *hibakusha* to highlight the devastating inhumanity of the atomic bombing, followed by a discussion on such topics as the role that Hiroshima should play in advancing the Humanitarian Initiative within the international community.

To deepen understanding of the Humanitarian Initiative among a wide audience in Japan and abroad, a Hiroshima Peace Booklet will also be compiled, drawing on the content of the symposium as a reference (3,000 copies in Japanese and 2,000 copies in English).

<Outline of the special international symposium commemorating the 80th anniversary of the atomic bombings>

○ Session with *hibakusha*

Coordinator: Dr. Luli van der Does (Associate Professor, the Center for Peace, Hiroshima University)

Testifying *hibakusha*: To be determined

○ Panel discussion

Coordinator: Keiko Nakamura Associate Professor, Research Center for Nuclear Weapons Abolition (RECNA), Nagasaki University

Panelists: Izumi Nakamitsu United Nations Under-Secretary-General of Disarmament Affairs and High Representative for Disarmament Affairs

Alexander Kmentt Director of the Disarmament, Arms Control and Non-Proliferation Department, Austrian Ministry of Foreign Affairs

Melissa Parke Executive Director, International Campaign to Abolish Nuclear Weapons (ICAN)

Mitsuru Kurosawa Professor Emeritus, Osaka University

Kasit Pyromia Special Advisor of Mayors for Peace, Former Foreign Minister of Thailand

Shiro Tani Vice-Chairperson, Hiroshima Peace Culture Foundation. Mayors for Peace Secretariat

2. Expansion of peace education for younger generations in Japan and abroad

Initiative 5 Hiroshima Peace Study Promotion Program / The 1st National Peace Study Gatherings

This program is designed to foster young peace leaders in Japan and to help build the foundations for peace culture in local municipalities. It offers peace education opportunities for junior high school students and others who will be dispatched to attend the ceremony on August 6. The program is expected to be held on a significantly larger scale, with a total of 1,751 participants (1,302 children and 449 staff and others) from 100 municipalities in 26 prefectures across Japan.

As part of the program, the “Peace Study Gathering” has received applications from 70 municipalities, with a total of 1,188 participants (891 children and 297 staff and others), which is more than five times the number from the previous year (as of February 2025). The event will be held over three days, from August 5 to 7, and will be expanded to seven venues.

The program includes a testimony by a *hibakusha*, followed by extended group discussions. These sessions offer a valuable opportunity for students of the same generation from different regions to exchange views and gain insight into each other's perspectives.

In addition, one-third of the costs incurred by municipalities across the country in sending young participants to this program will be subsidized with financial support from the national government. Support will also be provided for securing accommodations.

Furthermore, support will be given to the activities of the Tama Region Peace Youth, who are scheduled to be dispatched to Hiroshima in late August by the Tokyo Tama Regional Peace Network of the Mayors for Peace.

Initiative 6 The 1st National Children's Peace Summit / The 1st Hiroshima Children's Peace Summit

The 1st National Children's Peace Summit, part of the Hiroshima Peace Study Promotion Program, aims to provide children from across Japan with an opportunity to share their hopes for peace and bring those hopes back to their communities as “seeds of peace.” Taking advantage of the occasion of the 80th anniversary of the atomic bombing, the summit will be enhanced in terms of content and renamed. It will be held at the Phoenix Hall of the International Conference Center Hiroshima after the ceremony on August 6.

The summit will center around presentations by children about their own peace initiatives. In addition, it will feature rich shared experiences for all participants, such as testimony by a *hibakusha*, recitations of atomic bomb poetry, and a VR video viewed on a large screen, with the aim of encouraging children to take action. As of February 2025, applications have been received from 59 municipalities, with a total of 989 participants (723 children and 266 staff and others).

The 1st Hiroshima Children's Peace Summit, one of the main events of the city's Month for a Culture of Peace, will also be held at the Phoenix Hall of the International Conference Center Hiroshima. With participation from elementary, junior high, and high schools across the city, the summit aims to have children bring “seeds of peace” back to their schools and encourage them to take action for peace. Similar to the national summit, the program will feature children’s presentations on their own initiatives and shared experiences.

Initiative 7 Consistent development of youth volunteers (Youth Peace Volunteers)

By welcoming young people from both Japan and abroad and sharing messages of peace themselves, children in Hiroshima gain valuable peace education experiences. To this end, in collaboration with the Hiroshima City Board of Education, efforts will be made to enhance both the quality and quantity of such youth volunteer activities. Through these efforts, it is hoped that children in Hiroshima will remain interested in peace even as they grow into adulthood, and that some of them will go on to become peace-minded leaders active in fields such as international relations, national and local government, the media, and education.

Specifically, the objectives and training content of the activities will be organized to enable continuous involvement in youth volunteer activities, from junior high school through high school and university, and into adulthood. All youth volunteers will then be integrated into “Youth Peace Volunteers” to ensure consistency in their activities.

First, approximately 380 junior high and high school students will be recruited through the Hiroshima City Board of Education and their respective schools, in line with the expansion of the Peace Study Gathering. These volunteers will receive training on the realities of the atomic bombing and methods for facilitating discussion.

Additionally, about 100 high school and university students will be assigned to activities such as engaging in discussions with and guiding foreign groups visiting Hiroshima for various programs, as well as guiding foreign visitors at the Hiroshima Peace Memorial Park. High-quality English conversation training will also be piloted to help these volunteers improve their English communication skills.

Furthermore, for university students, specialized courses will be offered to help them acquire expertise in areas such as nuclear disarmament and international relations, enabling them to engage in discussions with highly specialized domestic and international groups. These university students are also expected to serve as role models for children in Hiroshima who value peace.

Initiative 8 Peace education materials for international use

Many overseas Lead Cities of Mayors for Peace place great importance on engaging younger generations and have expressed the view that it would be beneficial for Mayors for Peace as a whole to promote peace education.

In line with this international initiative, and in response to strong calls for content that is easily accessible and captivating for younger generations, such as videos and animation, we will begin the trial development of multilingual peace education materials using videos and other media as a new approach that can be utilized by overseas member cities.

The content will be carefully reviewed by a peace education project team, composed of educators and established within the HPCF, and the materials will be enhanced with the cooperation of overseas Lead Cities and others.

3. Promotion of comprehensive peace education and school excursions to Hiroshima

Initiative 9 Peace education exhibition for children at the Hiroshima Peace Memorial Museum

To enhance the effectiveness of peace education by taking into account children's developmental stages, a new exhibition and learning space will be developed on the first basement floor of the East Building by around fiscal year 2028.

The specific content of the exhibition will be discussed by the Exhibition Review Committee. The exhibition will be designed with a focus on children and their families, following a chronological flow, from daily life during wartime, to the experience of the atomic bombing, and then to postwar recovery and the aftereffects of radiation exposure. Symbolic replica artifacts will also be used, with the aim of creating exhibits that children of the same age can empathize with, that are easy to understand, and that take into consideration children's sensitivities. Consideration will also be given to improving and networking the exhibits at Honkawa Elementary School and Fukuromachi Elementary School Peace Museums.

These improvements will also be designed to help alleviate congestion at the Hiroshima

Peace Memorial Museum, which has been an ongoing issue.

Initiative 10 Teachers' Meeting on Peace Studies

School excursions to Hiroshima, with participation from all students at each school, serve as one of the two main pillars of peace education for younger generations, alongside the Hiroshima Peace Study Promotion Program aimed at fostering peace leaders.

These school excursions represent the culmination of diverse, everyday learning at school that encompasses themes such as life, human rights, the environment, and peace. Their overall goal is to cultivate children's "zest for living" and autonomy. In other words, they provide essential learning opportunities for each child to develop the thinking skills necessary to reach their own conclusions, rather than relying on pre-prepared answers, as they navigate an increasingly uncertain future.

This form of peace education, with school excursions to Hiroshima as an objective, has become widely established in western Japan, including pre- and post-trip learning at individual schools, and has produced significant positive results. Some teachers at schools that have implemented such excursions have expressed the hope that "every child in Japan should have the opportunity to visit an atomic-bombed area at least once before the end of their teenage years and experience something that deeply moves their heart."

Teachers play a leading role in initiating peace education at each school. Therefore, to share perspectives with teachers from regions where the rate of school excursions to Hiroshima remains relatively low and to promote peace education efforts nationwide, two sessions of "Teachers' Meeting on Peace Studies" will be held in Hiroshima. Each session will involve approximately 50 public junior high school teachers and others from Tokyo and five prefectures in the Kanto region (Ibaraki, Tochigi, Gunma, Saitama, and Chiba). To support peace education in each region, the HPCF will cover the costs of travel to Hiroshima and accommodation for the participating teachers.

The gathering will feature presentations and discussions among teachers on comprehensive peace education practices with school excursions to Hiroshima as an objective, as well as hands-on experience in various peace education programs in Hiroshima. The goal is to make the meeting an opportunity to support the future development of peace education in each participating school.

Initiative 11 Peace education monitor school designation system

This designation system serves three main purposes: 1) to support the implementation of comprehensive peace education and, as its culmination, to encourage schools to change their school trip destination to Hiroshima; 2) to promote the wide dissemination and sharing of the effects of peace education in local communities; and 3) to improve peace education programs in Hiroshima based on evaluations from the monitor schools.

Taking into consideration such factors as the current implementation rate of school trips to Hiroshima, this system will target public junior high schools in Tokyo and the five prefectures of the Kanto region, as with the "Gathering of Teachers to Consider Peace Education." Approximately 20 schools will be designated annually, with a total target of around 100 schools over five years. Through the implementation of the designation system, efforts will

be made to accumulate knowledge and insights related to peace education.

To be designated as a monitor school, it must be the school's first time organizing a trip to Hiroshima. Designated schools are also required to conduct pre- and post-trip learning activities, and cooperate in surveys for evaluation and other purposes and in disseminating the results of peace education in their local communities. For this reason, the designation period will, in principle, be three years. However, in fiscal year 2025, the first year of the program, junior high schools that have already conducted substantial peace education by the previous fiscal year and are visiting Hiroshima for the first time may also be eligible for designation, in order to facilitate the early accumulation of expert insights.

Support for monitor schools will include "assistance for pre-trip learning," such as providing examples of prior initiatives at other schools and dispatching atomic bomb legacy successors, as well as "assistance for peace education in Hiroshima," such as coordinating inter-school exchanges and facilitating VR experiences at the Hiroshima Peace Memorial Park. Additionally, as an incentive, a subsidy of 3,000 yen per student will be granted.

4. Support for municipalities in Japan

Initiative 12 Provision of knowledge on peace-related municipal initiatives

Many municipalities in Japan identify "insufficient knowledge" and "limited financial resources" as challenges in promoting peace-related municipal initiatives.

To address the issue of insufficient knowledge, an online training session was held for the first time last year, with 229 participants from 209 municipalities (representing 12% of all municipalities). Participants shared feedback such as "It was a very meaningful training session that strongly conveyed the horrors of war and the importance of peace through the stories of *hibakusha*," "The content was rich and provided many hints for future project development," "The initiatives from other cities were particularly informative," and "The online format made participation easy and allowed multiple staff members to learn at the same time."

Building on such feedback, the HPCF will strengthen its efforts to provide municipalities with knowledge that supports the promotion of peace-related municipal initiatives. This will involve issuing status reports on the projects the HPCF is working on and facilitating exchanges of views among municipalities on shared challenges.

Initiative 13 Subsidies for the cost of dispatching younger generations to Hiroshima

Regarding the issue of limited financial resources, many municipalities in Japan have expressed that "while learning in the atomic-bombed area is highly effective, securing the necessary budget is difficult, so we would like to request financial support for dispatch costs."

Therefore, as mentioned above, with the aim of enabling municipalities nationwide to send young peace leaders to the ceremony and have them participate in the "Peace Study Gathering," thereby promoting the transmission of atomic bomb experiences to future generations and raising awareness of peace (building the foundation for peace culture), Hiroshima City will establish a subsidy system for municipalities' dispatch costs, with financial support from the national government.

Specifically, the system will subsidize one-third of the costs of travel to Hiroshima and

accommodation, with a maximum of 10 eligible elementary, junior high, and high school students and one chaperone per municipality (two chaperones if one is a teacher).

Initiative 14 System for dispatching atomic bomb legacy successors and others outside Hiroshima City

The *hibakusha* and war survivors who have given testimonies and carried out related activities in various municipalities are aging, making it difficult to sustain such efforts. Additionally, while the dispatch of younger generations and school trips to atomic-bombed areas are being actively promoted, the implementation of pre-visit learning remains a challenge.

The system for dispatching atomic bomb legacy successors and other individuals outside Hiroshima City, which can help address these challenges, had not been widely recognized until recently. However, after the HPCF promoted the fact that these individuals are officially trained and that all dispatch costs are fully funded by the national government, interest in utilizing the system has grown significantly, and its actual use is rapidly increasing.

Going forward, we will continue to promote the system and improve the environment to ensure that municipalities and schools can actively utilize it, while also working to secure the necessary national funding.

5. Cultivation of independent financial resources rooted in a commitment to peace

Initiative 15 Audio guide and museum shop

Both the audio guide and the museum shop are designed to deepen visitors' commitment to peace. Accordingly, efforts are being made to enhance this commitment while also cultivating independent financial resources.

The audio guide provides detailed explanations of the exhibits, helping visitors gain a deeper understanding of the realities of the atomic bombing. By around February next year, it will be made available as a smartphone app to improve convenience and enhance the content of the explanations. At that time, the usage fee will be revised from the current 400 yen to 500 yen to recover development and operating costs and to secure funds for peace-related initiatives.

The museum shop is a place where visitors can, after viewing the exhibits, purchase books and photographs related to the exhibits as well as various peace-themed items while reflecting on peace. These purchases serve as reminders of peace even after the visitors return to their daily lives and, together with the museum exhibits, play an important role in establishing and increasing interest in peace. Accordingly, further expansion of the museum shop will be considered to ensure that it can fully fulfill its intended function.

Initiative 16 Donations from citizens and companies

Donations to the HPCF are a valuable financial resource that embodies the wishes for peace shared by citizens and companies both in Japan and abroad. We strive to honor those wishes by using the funds effectively for our peace-related initiatives.

This year, we will newly establish the “80th Anniversary of the Atomic Bombing Peace

Culture Promotion Fund.” In addition to previously received donations, we will seek further contributions from a broad range of peace-minded citizens and companies, after explaining the details of the HPCF’s initiatives. By accumulating these donations, we aim to ensure the sustainability of future projects.

As part of this effort, a donation box will be placed near the exit of the museum's new exhibition on the inhumanity of nuclear weapons and efforts toward their abolition. The box will clearly state how the donations will be used and will solicit contributions from visitors who support the HPCF’s initiatives to promote and raise awareness of peace culture and peace education.

6. Establishment of a budget framework and execution system for strengthening project management at the HPCF

Initiative 17 Flexible and autonomous budget planning

We will promote highly autonomous budget planning that allows for flexible responses to necessary peace-related initiatives while making maximum efforts to secure independent financial resources.

In other words, the HPCF’s peace-related initiatives will, in principle, be treated as its own projects, over which it has planning and execution authority, and which are funded by its independent financial resources. Accordingly, the projects commissioned by Hiroshima City will be categorized as specific commissioned projects,* for which Hiroshima City serves as the primary implementing entity and in which the HPCF is closely involved.

* Types of specific commissioned projects:

- (1) Projects implemented by Hiroshima City with national subsidies or similar funding (e.g., *hibakusha* testimony sessions, subsidies for dispatching younger generations)
- (2) Projects jointly implemented by Hiroshima City and Nagasaki City (e.g., Atomic Bomb Exhibitions, operation of Mayors for Peace)
- (3) Projects operated through Hiroshima City’s designated management system (e.g., measures to alleviate congestion and exhibition improvements at the Hiroshima Peace Memorial Museum)

Initiative 18 Establishment of the Peace Culture Promotion Department and the creation/expansion of divisions

To ensure the effective implementation of the aforementioned initiatives, the responsibility for each initiative will be clearly allocated to the relevant organizational units. Furthermore, in order to fully leverage the collective strength of the HPCF in achieving its overall goals, comprehensive authority to coordinate and integrate various initiatives will be granted to the supervisory body. This is intended to deepen the HPCF’s policy planning capacity and strengthen its execution and management capabilities.

Specifically, the number of staff members will be increased to 140 (an increase of eight from the previous fiscal year), and the Peace Culture Promotion Department will be established. In addition, as outlined below, three new divisions will be created, and three existing divisions will be expanded.

<Newly created>

Organization	Main issues, etc.
Peace Culture Planning Division, Peace Culture Promotion Department	Overall planning and coordination (supervisory function), consistent development of youth volunteers, promotion of peace culture, support for municipalities in Japan
Peace Studies Division, Peace Culture Promotion Department	Hiroshima Peace Study Acceptance Program, school trips to Hiroshima, peace education materials for international use
Planning and Administration Division, Hiroshima Peace Memorial Museum	Measures to alleviate congestion at the museum, cultivation of independent financial resources

<Expansion>

Organization	Main issues, etc.
Administrative Management Division, Administrative Management Department	Strengthening the HPCF's overall autonomous management capacity (supervisory function)
Mayors for Peace and International Policy Division, International Affairs Department	Overseas atomic bomb poster exhibitions, acceptance of international trainees, etc.
Curatorial and Exhibition Division, Hiroshima Peace Memorial Museum	Exhibition on the inhumanity of nuclear weapons, peace education exhibition for children

Initiative 19 Development of HPCF staff as human resources

To enhance the organization's collective strength, it is essential to establish a system in which overall goals are defined and each staff member is assigned and performs their respective duties.

Line management positions in the organization, such as department and division managers, assistant division managers, and section chiefs, are responsible for overseeing organizational operations, including setting goals, allocating duties, and managing progress. They play a vital role in running the system. When these key positions function effectively, the overall capability of the organization is greatly enhanced.

To this end, we will enhance career management and support the development of staff members who support the HPCF as valuable human resources to ensure that they are smoothly promoted to line management positions within the organization and are able to fulfill their roles effectively.

As part of this effort, we will strengthen workplace training, such as through advice and guidance from senior staff, and encourage staff members to actively participate in training programs offered by Hiroshima City, including those aimed at improving organizational management capabilities. Furthermore, we will establish a "Support Program for English Conversation Training," under which the HPCF will partially subsidize course fees to help staff members improve their English conversation skills necessary for their duties.