

# **MAIN ACTIVITIES OF UNAFEI**

## **(1 January 2013 - 31 December 2013)**

### **I. ROLE AND MANDATE**

The Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders (UNAFEI) was established in Tokyo, Japan in 1962 pursuant to an agreement between the United Nations and the Government of Japan. Its goal is to contribute to sound social development in Asia and the Pacific region by promoting regional cooperation in the field of crime prevention and criminal justice, through training and research.

UNAFEI has paid utmost attention to the priority themes identified by the Commission on Crime Prevention and Criminal Justice. Moreover, UNAFEI has been taking up urgent, contemporary problems in the administration of criminal justice in the region, especially problems generated by rapid socio-economic change (e.g., transnational organized crime, corruption, economic and computer crime and the reintegration of prisoners into society) as the main themes and topics for its training courses, seminars and research projects.

### **II. TRAINING**

Training is the principal area and priority of the Institute's work programmes. In the international training courses and seminars, participants from different areas of the criminal justice field discuss and study pressing problems of criminal justice administration from various perspectives. They deepen their understanding, with the help of lectures and advice by the UNAFEI faculty, visiting experts and ad hoc lecturers. This so-called "problem-solving through an integrated approach" is one of the chief characteristics of UNAFEI programmes.

Each year, UNAFEI conducts two international training courses (six weeks' duration) and one international seminar (five weeks' duration). Approximately one hundred government officials from various overseas countries receive fellowships from the Japan International Cooperation Agency (JICA is an independent administrative institution for ODA programmes) each year to participate in all UNAFEI training programmes.

Training courses and seminars are attended by both overseas and Japanese participants. Overseas participants come not only from the Asia-Pacific region but also from the Middle and Near East, Latin America and Africa. These participants are experienced practitioners and administrators holding relatively senior positions in criminal justice fields.

By the end of 2013, UNAFEI had conducted a total of 155 international training courses and seminars. Approximately 4,900 criminal justice personnel representing 131 different countries have participated in these seminars. UNAFEI also conducts a number of other specialized courses, both country and subject focused, in which hundreds of other participants from many countries have been involved. In their respective countries, UNAFEI alumni have been playing leading roles and hold important posts in the fields of crime prevention and the treatment of offenders, and in related organizations.

#### **A. The 153rd International Senior Seminar**

##### **1. Introduction**

The 153rd International Senior Seminar was held from 9 January to 8 February 2013. The main theme was "Treatment of Female Offenders". Fifteen overseas participants (including one course counsellor) and seven Japanese participants attended the Seminar.

##### **2. Methodology**

Firstly, the Seminar participants introduced the roles and functions of criminal justice agencies in their countries in regard to the main theme. After receiving lectures from UNAFEI Professors and

visiting experts, the participants were then divided into two group workshops as follows:

Group 1: Implementing the “Bangkok Rules”—Focusing on Protecting Human Rights by Improving the Living Environment of Female Offenders

Group 2: Rehabilitation Programmes for Female Offenders—Focusing on Reducing Reoffending of Female Offenders

Each Group elected a chairperson, co-chairperson(s), a rapporteur and co-rapporteur(s) in order to facilitate the discussions. During group discussion, the group members studied the designated topics and exchanged views based on information obtained through personal experiences, the Individual Presentations, lectures and so forth. The Groups presented their reports during the Report-Back Session, where they were endorsed as the Reports of the Seminar. The full texts of these Reports were published in UNAFEI Resource Material Series No. 90.

### 3. Outcome Summary

#### (i) *Implementing the “Bangkok Rules”—Focusing on Protecting Human Rights by Improving the Living Environment of Female Offenders*

The group considered the treatment of female offenders from the following perspectives: 1) Gender Sensitivity; Protecting the Human Rights of Female Offenders; 2) Dependent Children; 3) Health Care; 4) Juvenile Care; 5) Minorities; 6) Personnel; 7) Research and Study; 8) Safety; and 9) Social Relations.

After a lengthy discussion, the Group reported its recommendations for implementing the Bangkok Rules and focused on the protection of human rights of female offenders. Based on their discussions of all agenda items, Group 1 concluded that gender sensitivity is not a priority in most countries; prisons are not designed for female offenders; overcrowding must be addressed by diversion and alternative treatment for women that avoids imprisonment; and treatment must focus on providing women with educational or vocational skills, making them self-reliant upon the conclusion of their treatment.

The Group advocated the following recommendations to improve the treatment of female offenders: A. extensive research to address female offenders’ specific needs; B. providing gender-specific training to correctional staff; C. using inter-agency cooperation (police, prosecution, courts, and corrections) to address overcrowding by the improvement of diversion programmes; D. judicial and human-rights-organization inspection of the condition of female inmates; E. sensitization of the public through “Restorative Justice” public awareness campaigns; F. the construction of women’s prisons and smaller, more community-based institutions; G. empowering correctional facilities to provide special medical care for female offenders, especially for gynaecology and mental health care; H. employment of experienced female staff by relevant governmental agencies in order to influence the decision-making process on issues that affect female offenders; I. separation of juvenile and adult female offenders; J. optimizing mental health care, drug treatment programmes, and educational/vocational programmes through public- and private-sector partnerships.

#### (ii) *Rehabilitation Programmes for Female Offenders—Focusing on Reducing Reoffending of Female Offenders*

The group conducted its discussions according to the following agenda: (1) characteristics of female-committed offences; (2) effective assessment/classification methods for female offenders; (3) necessary rehabilitation programmes for female offenders; and (4) surrounding issues of rehabilitation programmes of female offenders.

After in-depth discussions on these sub-topics, the group concluded that the treatment of female offenders has not received sufficient attention due to their small (but increasing) population in comparison with male offenders. The Group recognized that offences committed by females differ from those of males in terms of the types of offences or the motives for the offences. Consequently, female offenders require special consideration of treatment that meets their needs—both in the institution and in the community.

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Based on the input from the visiting experts, Group 2 identified risks and needs specific to female offenders: mental health history, depression/anxiety, psychosis/suicidal [tendencies], child abuse, adult victimization, relationships, parental stress, and housing safety. Treatment must be tailored to address each offender's risks and needs; thus, effective risk-needs assessment is vital. Successful rehabilitation programmes must be gender-specific and must target criminogenic factors; they must use established methodologies, such as Cognitive Behavioural Treatment, and gender-sensitive methodologies, such as trauma care; finally, a holistic approach is necessary.

In addition, the following recommendations were advocated: *first*, actuarial assessment (i.e. statistical research) must be conducted to further identify and analyze gender-specific risks and needs; *second*, custodial and non-custodial treatment programmes must focus on gender-specific and criminogenic risk factors, and treatment requires more community-based measures for low-risk female offenders; and *third*, the treatment of female offenders must be viewed in a wider context that (1) increases the capacity of correctional officers to treat female offenders; (2) expands the knowledge base through statistical research and sharing of best practices; (3) strengthens cooperation between local and international agencies in terms of knowledge sharing and human rights monitoring; and (4) raises public awareness of the situation of female offenders.

### **B. The 154th International Training Course**

#### **1. Introduction**

The 154th International Training Course was held from 15 May to 28 June 2013. The main theme was "Stress Management of Correctional Personnel—Enhancing the Capacity of Mid-Level Staff". Twelve overseas participants, including two international observers, and seven Japanese participants attended this Course.

#### **2. Methodology**

The objectives of the Course were primarily realized through the Individual Presentations, lectures by visiting experts and Group Workshop sessions. In the former, each participant presented the actual situation, problems and future prospects of his or her country with respect to the main theme of the Course. The Group Workshops further examined the subtopics of the main theme. To facilitate discussion, the participants were divided into two groups to discuss the following topics under the guidance of faculty advisers:

Group 1: Causes of Stress for Correctional Personnel and Necessary Abilities for Mid-Level Staff to Solve the Problems

Group 2: What Mid-Level Staff Can Do for Correctional Personnel in Terms of Stress Management

The two groups each elected a chairperson, co-chairperson(s), a rapporteur and co-rapporteur(s) to organize the discussions. The group members studied the designated subtopics and exchanged their views based on information obtained through personal experience, the Individual Presentations, lectures and so forth. The Groups presented their reports during the Report-Back Session, where they were endorsed as the reports of the Course. The full texts of the reports were published in full in Resource Material Series No. 91.

#### **3. Outcome Summary**

##### *(i) Causes of Stress for Correctional Personnel and Necessary Abilities for Mid-Level Staff to Solve the Problems*

Group 1 reported on the causes of stress, stress management solutions, and the abilities required for mid-level correctional staff to solve the problem of work-related stress. Although there are many causes of stress, the group focused on the five main issues that cause stress: (1) limited corrections budgets; (2) the nature of corrections work; (3) prison overcrowding; (4) lack of leadership and management; and (5) lack of adequate training.

*Limited corrections budgets* affect both inmates and officers: inmates suffer from inadequate care and facilities, and officers are understaffed, overworked and underpaid. Solving this problem requires improved advocacy for budget allocations and effective management of limited resources. Mid-level

staff must link budget proposals with organizational goals. Further, they must improve managerial skills and motivate their staffs.

*The nature of corrections work* is inherently stressful because officers deal with threats, inmates' demands, and the diversity and seriousness of criminal problems. Solutions include maintaining law and order, improved teamwork, and instituting effective treatment programmes. *Overcrowding* causes significant stress; the group emphasized the importance of alternative sentencing and diversion programmes to solve this problem. Mid-level staff must lead by example, use teamwork and communicate effectively.

*Lack of leadership and management* is caused by the lack of skills and poor strategic planning. Managers must develop sound administrative and human-resource policies to solve this problem. Mid-level staff must learn to engage in strategic planning, recruit and develop human resources, and motivate subordinates.

*Lack of adequate training* causes stress for employees who do not feel they have adequate knowledge to perform their jobs. Solutions include training all levels of employees and actively encouraging staff participation in the programmes. Mid-level staff must have the ability to plan and execute training programmes and manage human resources effectively.

Sometimes, despite our best efforts, problems cannot be solved. In these cases, mid-level staff must engage in stress management to reduce stress. The group reported numerous techniques to manage stress that were drawn from the Individual Presentations (i.e. leading balanced lives and religious/spiritual pursuits) and the Visiting Experts (i.e. the Golden Ratio).

Mid-level staff can improve their abilities by (1) using reliable assessment programmes to evaluate the strengths and weaknesses of their subordinates; (2) designing tailor-made training programmes in response; (3) broadening professional exposure by attending senior officer meetings, gaining experience in different departments, and attending overseas training seminars; (4) knowledge sharing of rules and regulations, case studies, staff welfare issues, etc. using Hong Kong's "Knowledge Management System" (KMS) database as a model; and (5) "horizontal" development by performing tasks outside of their core duties.

*(ii) What Mid-Level Staff Can Do for Correctional Personnel in Terms of Stress Management*

Group 2 reported on measures that can be taken by mid-level staff to address work-related stress in correctional settings. The group discussed (1) the current situation and countermeasures in the country of each participant in the group, (2) common problems and countermeasures faced by all countries; and (3) enhancing leadership of mid-level staff. Overcrowding, the nature of corrections work, lack of budget and staff, lack of facilities and equipment, lack of communication, and lack of training and leadership skills were all identified as factors that cause work-related stress. Recognizing that budgets are almost always limited, the group focused on using the limited resources available in the best way to achieve desired targets.

The group began by identifying the current situation of stress faced by correctional officers in each country participating in the group, as well as countermeasures against it. Next, the following common problems were identified: (1) lack of communication; (2) insufficient training, and (3) lack of leadership. First, the group recommended implementing feedback systems, including the Plan, Do, Check, Act (PDCA) Cycle as the primary method for improving communication within the workplace. Additionally, mid-level staff are encouraged to take action that will increase communication and improve the work environment, such as encouraging open communication, scheduling regular meetings, and considering use of the "large room" system, which is currently being evaluated by the Japanese Public Prosecutor's Office. Next, frequent mistakes, low morale, and feelings of incompetency were identified as problems caused by insufficient staff training; emphasis on basic, follow-up, specialized and on-the-job training was proposed as a countermeasure. Finally, the group proposed using Performance and Maintenance (PM) Theory to address lack of leadership by focusing on providing support and feedback to subordinates.

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The group reported that enhancing leadership of mid-level staff was vital to reducing work-related stress. Mid-level staff should (1) evaluate the performance of their subordinates; (2) delegate authority; (3) increase employee autonomy and accountability; (4) improve decision-making skills; (5) practice “transformational leadership”; and (6) receive systematic and organized training.

To achieve effective stress management, the group made the following recommendations: that all correctional institutions (A) adopt stress management programmes; (B) establish a communications network in order to share important information timely, accurately, and objectively; and (C) provide employees with appropriate and continuous education and training, and train mid-level staff to properly delegate authority.

### **C. The 155th International Training Course**

#### **1. Introduction**

The 155th International Training Course was held from 21 August to 27 September 2013. The main theme was “Effective Collection and Utilization of Evidence in Criminal Cases”. Seventeen overseas participants and seven Japanese participants attended.

#### **2. Methodology**

The participants of the 155th Course endeavoured to explore the theme primarily through a comparative analysis of the current situation and the problems encountered. The participants’ in-depth discussions enabled them to put forth effective and practical solutions.

The objectives were primarily realized through the Individual Presentations, lectures by visiting experts and the Group Workshop sessions. In the former, each participant presented the actual situation, problems and future prospects of his or her country with respect to the main theme of the Course. To facilitate discussions, the participants were divided into two groups.

Each Group elected a chairperson, co-chairperson, rapporteur and co-rapporteur(s) to organize the discussions. The group members studied the situation in each of their countries and exchanged their views based on information obtained through personal experience, the Individual Presentations, lectures and so forth. Both groups examined the course theme. The Groups presented their reports in the Report-Back Sessions, where they were endorsed as the reports of the Course. The reports were published in full in UNAFEI Resource Material Series No. 92.

#### **3. Outcome Summary**

##### *(i) Effective Collection and Utilization of Evidence*

Group 1 conducted its discussions based on the following agenda: (1) effective collection and utilization of oral statements; (2) collection of objective evidence; and (3) necessary measures to improve/develop investigation in each country. All group members emphasized the importance of the statements of witnesses, victims and suspects for the completion of a successful criminal investigation and for bringing criminal offenders to justice. While affirming the importance of the right of criminal defendants to remain silent during criminal investigations, the group found that respect for that right by criminal justice professionals creates challenges that require the use of improved investigation and interrogation techniques and reliance on objective evidence.

On oral statements, the group reported that aspects of the PEACE model and Reid technique are being used in most countries. Although the countries participating in the group reported differing views on the necessity of obtaining confessions, the PEACE model and Reid techniques of investigation and interrogation are useful in the criminal investigation process. Moreover, the group discussed the use of plea bargaining in the participating countries and reported that such systems are used—either by law or in practice—in the Ukraine, Guinea, Nepal, and Vanuatu. Plea bargaining is not used, but is under consideration, in Japan and Thailand. The group reported that it found plea bargaining to be a useful tool in obtaining oral testimony from suspects or accomplices. However, regarding plea bargaining and use of the PEACE model and Reid technique, the group felt that each country must find its own solution.

On objective evidence, the group reported that the main aim for collection of such evidence is to

establish the objective truth. All participating countries reported the use of some form of objective evidence, but techniques and resources vary from country to country

The group concluded that each country requires its own solutions to challenges faced during the investigation process, and detailed measures for each participating country are stated in the group's final report. The following recommendations are applicable to all countries: (1) every possible measure should be taken in all countries to follow the rule of law; (2) all countries should enhance the effectiveness of criminal investigations by adoption of legislation for appropriate interrogation methods; (3) all countries should share best practices and deepen international cooperation in the field of criminal justice.

*(ii) Effective Collection and Utilization of Evidence*

Group 2 conducted its discussions based on the following agenda: (1) effective collection and utilization of oral statements; (2) collection of objective evidence; and (3) necessary measures to improve/develop investigation in each country. Regarding the collection of oral statements, the group reported that although there are differing attitudes on the extent of the right to remain silent in criminal investigations, all group members agreed that the right is a human right. However, the group agreed that the oral statements and testimony of suspects, accomplices, witnesses, and victims are all significant in conducting a thorough investigation and achieving a successful prosecution. Thus, improved techniques are needed.

The group adopted a number of recommendations designed to improve the collection of oral evidence in all countries. The group identified the need to improve research of interviewing and interrogation techniques by the development of a system for the exchange of information on investigation, prosecution, and adjudication experiences between countries; this research can be applied by the development of training manuals to standardize the use of such techniques. As a practical matter, the group suggested concrete measures for improving investigations by (1) establishing separate, well-equipped interviewing rooms at police stations, (2) relying on the guidance of psychologists or experienced investigators, and (3) utilizing assistants to investigators.

Additional measures proposed by the group include: (1) considering the adoption or development of interviewing and interrogation techniques, such as the PEACE model and Reid technique; (2) the development or expansion of witness, victim, and accomplice protection programmes in order to obtain crucial testimony; (3) adoption of a discretionary model of prosecution that would allow prosecutors to focus their attention on the most serious crimes; and (4) adoption of a plea-bargaining system, based on the advantages and the success of such systems in the fight against organized crime and corruption.

Regarding the collection of objective evidence, the group agreed that such evidence is the most important aspect of criminal investigation—solid objective evidence can render a confession unnecessary. However, most countries report a lack of experience, training, and resources to collect objective evidence. In response, all countries should develop national DNA and fingerprint databases; formulate rules for dealing with electronic and internet-based evidence; cooperate with the private sector to develop digital forensics analysis tools; utilize security camera analysis; and provide training and funds for scientific analysis.

**D. Special Seminars and Courses**

1. The 16th UNAFEI UNCAC Training Programme

The 16th UNAFEI UNCAC Training Programme was held from 9 October to 13 November 2013. This Programme dealt with the United Nations Convention against Corruption and examined counter-measures against corruption. The theme of the Programme was *Effective Measures to Prevent and Combat Corruption and to Encourage Cooperation between the Public and Private Sectors*. Eighteen overseas participants and seven Japanese participants attended.

2. The Seventh Regional Seminar on Good Governance for Southeast Asian Countries

UNAFEI hosted the Seventh Regional Seminar on Good Governance for Southeast Asian Countries from 3 to 5 December 2013 at the Malaysia Anti-Corruption Academy in Kuala Lumpur, Malaysia. The

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Seminar was co-hosted by the Malaysian Anti-Corruption Commission. The main theme of the Seminar was “Enhancing Investigative Ability in Corruption Cases”. Thirteen participants from eight Southeast Asian countries attended. The Seminar featured the following visiting experts: Mr. Tony Kwok, former Deputy Commissioner of Hong Kong’s Independent Commission against Corruption; Mr. Ang Seow Lian, Deputy Director of Singapore’s Corrupt Practices Investigation Bureau; and Mr. Kenneth C. Kohl, Resident Legal Advisor at the U.S. Embassy in Malaysia.

### 3. The Thirteenth Training Course on the Juvenile Delinquent Treatment System for Kenya

The Thirteenth Training Course on the Juvenile Delinquent Treatment System for Kenya was held from 30 January to 22 February 2013. Eleven participants from juvenile justice agencies were exposed to theories and practices with regard to “through-care” and what is required to treat juveniles in the juvenile justice system. The course curriculum was based on lectures, visits to relevant organizations and group work discussions. At the end of the course, the participants prepared training materials on through-care for childcare and protection officers in Kenya.

### 4. The Ninth Seminar on Criminal Justice for Central Asia

The Ninth Seminar on Criminal Justice for Central Asia was held from 27 February to 14 March 2013. The main theme of the Seminar was “Addressing Corruption which Hinders Countermeasures for Drug Offences and Other Crimes: Especially, Ethics and Codes of Conduct for Judges, Prosecutors and Other Law Enforcement Officials”. Eleven participants from four Central Asian countries, Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan, attended.

## III. TECHNICAL ASSISTANCE

### A. Regional Training Programmes

#### 1. Short-Term Experts in Kenya

From 22 July to 23 August, UNAFEI dispatched a professor to provide technical assistance to Kenya on its juvenile justice system, in coordination with Kenya’s national project for capacity-building of childcare and protection officers (CCPOs). The professor participated in the terminal evaluation of the project, made a presentation on the twenty-year history of UNAFEI’s support to Kenya’s juvenile justice system, delivered a lecture on information sharing in the Japanese juvenile justice system and assisted in the preparation of guidelines on through-care and aftercare for the children in statutory institutions. These guidelines were approved by the Director of Children’s Services, the Director of Probation and Aftercare Services and the Commissioner General of Prison Service, and were shared with senior CCPOs through a symposium on through-care and aftercare for the children in the juvenile justice system.

## IV. INFORMATION AND DOCUMENTATION SERVICES

The Institute continues to collect data and other resource materials on crime trends, crime prevention strategies and the treatment of offenders from Asia, the Pacific, Africa, Europe and the Americas, and makes use of this information in its training courses and seminars. The Information and Library Service of the Institute has been providing, upon request, materials and information to United Nations agencies, governmental organizations, research institutes and researchers, both domestic and foreign.

## V. PUBLICATIONS

Reports on training courses and seminars are published regularly by the Institute. Since 1971, the Institute has issued the Resource Material Series, which contains contributions by the faculty members, visiting experts and participants of UNAFEI courses and seminars. In 2013, the 89th, 90th and 91st editions of the Resource Material Series were published. Additionally, issues 140 to 142 (from the 153rd Seminar to the 155th Training Course, respectively) of the UNAFEI Newsletter were published, which included a brief report on each course and seminar and other timely information. These publications are also available on UNAFEI’s web site at <http://www.unafei.or.jp/english>.

## VI. OTHER ACTIVITIES

### A. Public Lecture Programme

On 24 January 2013, the Public Lecture Programme was conducted in the Grand Conference Hall of the Ministry of Justice. In attendance were many distinguished guests, UNAFEI alumni and the participants of the 153rd International Senior Seminar. This Programme was jointly sponsored by the Asia Crime Prevention Foundation (ACPF), the Japan Criminal Policy Society (JCPS) and UNAFEI.

Public Lecture Programmes increase the public's awareness of criminal justice issues, through comparative international study, by inviting distinguished speakers from abroad. In 2013, Dr. Patricia Van Voorhis, Professor Emerita, School of Criminal Justice at the University of Cincinnati, and Dr. Nathee Chitsawang, Deputy Director, Office of the Attorney General of Thailand, were invited as speakers. They presented papers entitled "Policy Developments Regarding the Treatment of Women Offenders in the US: the Slow Process of Change" and "Key Issues of Women Prisoners: Lessons Learned from Thai Prisons," respectively.

### B. Assisting UNAFEI Alumni Activities

Various UNAFEI alumni associations in several countries have commenced, or are about to commence, research activities in their respective criminal justice fields. It is, therefore, one of the important tasks of UNAFEI to support these contributions to improve the crime situation internationally.

### C. Overseas Missions

Professor Akiko Tashiro visited Bangkok, Thailand from 19 to 21 February 2013 to attend the East Asia-Pacific Regional Meeting on the Implementation of the United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders (the Bangkok Rules).

Professor Akiko Tashiro visited Bangkok, Thailand and Manila, the Philippines, from 1 to 10 April 2013 to attend the 2013 ASEAN Plus Three Conference on Probation and Non-custodial Measures.

Deputy Director Kenichi Kiyono visited Vienna, Austria from 21 to 25 April to attend the 22nd session of the Commission on Crime Prevention and Criminal Justice, held in the United Nations Office in Vienna.

Deputy Director Kenichi Kiyono visited Ulaanbaatar, Mongolia from 22 to 25 May 2013 for a conference on the Implementation and Tendency of State Policy on Combating Crime, hosted by the Law Enforcement University of Mongolia.

Director Tomoko Akane visited Beijing, China from 16 to 19 August 2013 to attend the Fifth International Forum of Contemporary Criminal Law.

Deputy Director Kenichi Kiyono visited Delhi, India from 9 to 12 September 2013 to attend the Fifty-Second Annual Session of the Asian-African Legal Consultative Organization.

Professor Koji Yoshimura and Officer Masato Honda visited India Delhi from 22 to 27 September 2013 to attend the 33rd Asian and Pacific Conference of Correctional Administrators (APCCA). Professor Yoshimura made a presentation entitled "Mission and Future Challenges of UNAFEI" as a Specialist Presentation.

Professor Akiko Tashiro visited the United Kingdom from 7 to 15 October 2013 to attend the 1st World Congress on Probation and to conduct research on the criminal justice system in the UK.

Professor Toru Nagai visited Colorado Springs, U.S.A from 26 October to 3 November 2013 to attend the 15th Annual Conference of the International Corrections and Prisons Association (ICPA).

Director Tomoko Akane visited Bangkok, Thailand from 14 to 15 November 2013 to attend the Bangkok Dialogue on the Rule of Law.



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Deputy Director Kenichi Kiyono visited Panama City, Panama from 25 to 27 November 2013 to attend The Fifth Conference of the States Parties to the United Nations Convention against Corruption.

Director Tomoko Akane visited Courmayeur, Italy from 11 to 15 December 2013 to attend the Co-ordination Meeting of the United Nations Crime Prevention and Criminal Justice Programme Network and the ISPAC International Conference.

### **D. Assisting ACPF Activities**

UNAFEI cooperates and collaborates with the Asia Crime Prevention Foundation (ACPF) to improve crime prevention and criminal justice administration in the region. Since UNAFEI and the ACPF have many similar goals, and a large part of the ACPF's membership consists of UNAFEI alumni, the relationship between the two is very strong.

## VII. HUMAN RESOURCES

### **A. Staff**

In 1970, the Government of Japan assumed full financial and administrative responsibility for running the Institute. The Director, Deputy Director and approximately nine professors are selected from among public prosecutors, the judiciary, corrections, probation and the police. UNAFEI also has approximately 15 administrative staff members, who are appointed from among officials of the Government of Japan, and a linguistic adviser. Moreover, the Ministry of Justice invites visiting experts from abroad to each training course and seminar. The Institute has also received valuable assistance from various experts, volunteers and related agencies in conducting its training programmes.

### **B. Faculty and Staff Changes**

Mr. Yuichi Tada, formerly a professor of UNAFEI, was transferred to the Yokohama District Court on 1 April 2013.

Ms. Kumiko Izumi, formerly a professor of UNAFEI, was transferred to the Saitama District Public Prosecutors Office on 1 April 2013.

Mr. Fumihiko Yanaka, formerly a professor of UNAFEI, was transferred to the International Bureau on 1 April 2013.

Ms. Mayu Yoshida, formerly a professor of UNAFEI, was transferred to Tochigi Prison on 1 April 2013.

Ms. Yukako Mio, formerly a public prosecutor of the Okayama District Public Prosecutors Office, was appointed a professor of UNAFEI on 1 April 2013.

Mr. Kazuhiko Moriya, formerly a public prosecutor of the Fukuoka District Public Prosecutors Office, was appointed a professor of UNAFEI on 1 April 2013.

Mr. Toru Nagai, formerly the chief of the financial affairs section at Kanazawa Prison, was appointed a professor of UNAFEI on 1 April 2013.

Mr. Yusuke Hirose, formerly a Judge of the Kushiro District Court, was appointed a professor of UNAFEI on 1 April 2013.

Mr. Tatsuya Sakuma, formerly the Director of UNAFEI was transferred to the Maebashi District Public Prosecutors Office on 5 July 2013.

Ms. Tomoko Akane, formerly a public prosecutor at the Supreme Public Prosecutors Office, was appointed as the new Director of UNAFEI on 5 July 2013.

Ms. Sae Sakai left her position as a kitchen chef at UNAFEI on 1 November 2013 and was replaced

by Ms. Maki Odagiri.

### **VIII. FINANCES**

The Ministry of Justice primarily provides the Institute's budget. UNAFEI's total budget for its programmes is approximately ¥70 million per year. Additionally, JICA and the ACPF provide assistance for the Institute's international training courses and seminars.