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2007-029

**The 2006 Activities and the Workshop of  
the Human Resources Development Project in FNCA  
(Contract Research)**

Nuclear Technology and Education Center

**JAEA-  
Review**

September 2007

Japan Atomic Energy Agency

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**The 2006 Activities and the Workshop of  
the Human Resources Development Project in FNCA  
(Contract Research)**

**Nuclear Technology and Education Center**

**Japan Atomic Energy Agency  
Tokai-mura, Naka-gun, Ibaraki-ken**

**(Received July 9, 2007)**

In 1999, the Project for Human Resources Development (HRD Project) was initiated as defined in the framework of the Forum for Nuclear Cooperation in Asia (FNCA), organized by the Atomic Energy Commission of Japan. The objective of the HRD Project is to solidify the foundation of technologies for nuclear development and utilization in Asia by promoting human resources development in Asian countries. In the Project there are two kinds of activity; In-workshop activity and Outside-workshop activity.

The FNCA 2006 Workshop on HRD Project was held on July 31- August 4, 2006, in Shenzhen, China. The Workshop was sponsored by the China Atomic Energy Authority (CAEA) and the Ministry of Education, Culture, Sports, Science and Technology (MEXT) of Japan. The China Atomic Energy Authority(CAEA) and the Japan Atomic Energy Agency (JAEA) acted as the hosts. Participating countries were China, Indonesia, Republic of Korea, Japan, Malaysia, the Philippines, Thailand, and Vietnam. The activities of HRD Project was presented in the Eighth Coordinators Meeting of FNCA held on February 7<sup>th</sup> – 9<sup>th</sup>, 2007, in Tokyo, Japan.

This report consists of presentation papers and materials at the FNCA 2006 Workshop, a review document of HRD Project for the Coordinators Meeting of FNCA as Outside-Workshop Activity.

**Keywords : Human Resources Development, Nuclear Field, International Cooperation, Asian Countries,  
Workshop, Training, Education, FNCA**

FNCA人材養成プロジェクトにおける2006年度活動及び  
FNCA2006原子力人材養成ワークショップの開催  
(受託研究)

日本原子力研究開発機構  
原子力研修センター

(2007年7月9日受理)

人材養成プロジェクトの活動は、1999年8月に原子力委員会によって組織された「アジア原子力協力フォーラム (FNCA)」の枠組みの中で実施している。本プロジェクトは、アジア諸国における人材養成を推進させることによって、アジア地域の原子力開発利用技術の基盤を整備することを目的とする。本プロジェクトは、ワークショップ内活動とワークショップ外活動の2つに分けられる。

ワークショップ内活動として、「FNCA2006原子力人材養成ワークショップ」を2006年7月31日から8月4日の5日間、中国の深圳で開催された。本ワークショップの主催は、中国国家原子能機構と日本の文部科学省で、参加国は、中国、インドネシア、韓国、日本、マレーシア、フィリピン、タイ及びベトナムである。また、ワークショップ外活動として、第8回FNCAコーディネーター会合（東京、2007年2月7日～2月9日）において人材養成に関する発表を行った。

本報告書は、ワークショップでの発表論文等の配布資料、コーディネーター会合における人材養成プロジェクト活動の概要等を収録したものである。

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本報告書は、文部科学省からの受託研究「平成18年度近隣アジア諸国における原子力安全確保水準調査」の成果である。

原子力科学研究所（駐在）：〒319-1195 茨城県那珂郡東海村白方白根2-4

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## **1. FNCA 2006 Workshop on Human Resources Development**

### **1.1 Agenda**

#### **1.1.1 Agenda of “FNCA 2006 Workshop on Human Resources Development”**

#### **1.1.2 List of Participants**

#### **1.1.3 Pictures**

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### 1.1.1 Agenda of “FNCA 2006 Workshop on Human Resources Development”

**Organizers:** China Atomic Energy Authority (CAEA)  
Ministry of Education, Culture, Sports, Science and Technology of Japan (MEXT)

**Executing Institutions:** China Guandong Nuclear Power Holding Co., Ltd. (CGNPC)  
Japan Atomic Energy Agency (JAEA)

**Date:** Monday, July 31 – Friday, August 4, 2006

**Venue:** Shenzhen Kylin villa, Shenzhen city, China

#### **Monday, July 31**

8:30-9:00 Registration

**9:00-11:00 Opening Session**  
*MC: China*

9:00-9:10 **Welcoming Address**  
Mr. Chen Gang  
Project Leader (PL) of China  
China Guandong Nuclear Power Holding Co., Ltd. (CGNPC)

9:10-9:20 **Opening Remarks**  
Mr. Kenichi Fujita  
Director for International Nuclear Cooperation, Atomic Energy Division,  
Research and Development Bureau, Ministry of Education, Culture, Sports,  
Science and Technology of Japan (MEXT)

9:20-9:30 **Opening Address**  
Mr. Rong Jian  
Branch Head, China Atomic Energy Authority (CAEA)

9:30-9:40 Introduction of Participants

*Chairperson: Ms. Rapieh Aminuddin*

9:40-10:10 Scope of the 2006 HRD Workshop and Review of the Seventh  
Coordinators Meeting (including discussion)  
Mr. Hideo Matsuzuru, PL of Japan

10:10-  
-10:30 Commemorative Photograph  
<Coffee Break>

**10:30-17:55 Presentation Session 1 - Country Report “Recent topics of HRD and  
Needs & Program for the 2<sup>nd</sup> ANTEP Questionnaire”**  
*Chairperson: Ms. Rapieh Aminuddin*

10:30-11:00 Overview of Training Systems For CGNPC  
Mr. Chen Gang, PL of China

11:00-11:30 Overview of Human Resource Management For CGNPC  
Mr. Li Tiqiang, Director, Human Resources Department, CGNPC

11:30-12:10 Country Report of Indonesia  
Mr. Karsono, PL of Indonesia

12:10-13:30 <Lunch>

- Chairperson: Mr. VU Dang Ninh**  
13:30-14:10 Human Resources Development in the Nuclear Field in Korea  
Mr. Eui-Ji Lee, PL of Korea  
14:10-14:50 Ms. Rapieh Aminuddin, PL of Malaysia  
14:50-15:30 Dr. Sompron Chongkum, PL of Thailand  
15:30-15:50 <Coffee Break>
- Chairperson: Dr. Somporn Chongkum**  
15:50-16:30 Status of Available Human Resources, Recent HRD Topics in the Nuclear  
Field, Needs and Programs for ANTEP  
Dr. Corazon C. Bernido, PL of Philippines  
16:30-17:10 report of Vietnam  
Mr. VU Dang Ninh, PL of Vietnam
- 18:00- Reception hosted by CGNPC and MEXT

## **Tuesday, August 1**

- 9:00-14:45 Presentation Session 1 - Country Report (Cont'd)**  
**Chairperson: Mr. Karsono**  
9:00-9:20 Programs proposed from Japan  
Dr. Yuko Ikuta, JAEA  
9:20-9:40 R&D Activities of the Japan Atomic Energy Agency  
Dr. Hiroshi Takeuchi, JAEA  
9:40-10:00 JAEA's contribution to MEXT Nuclear Researchers Exchange Program in  
JFY 2005  
Dr. Shozo Hamada, JAEA
- 10:00-11:00 Presentation Session 2 - International Fellowship programs**  
**Chairperson: Mr. Karsono**  
10:00-10:30 Methods of covering the fee for sending personnel to attend the ANTEP  
Programs by international scholarship/international fellowship systems  
Ms. Rapieh Amiunddin  
10:30-11:00 Support Systems for Earning Doctoral degree in Japanese Universities  
Prof. Masanori Aritomi, Tokyo Institute of Technology  
11:00-11:20 <Coffee Break>
- 11:20-12:00 Presentation Session 3 - Result of the 2<sup>nd</sup> ANTEP Questionnaire"**  
**Chairperson: Dr. Somporn Chongkum**  
11:20-12:00 Summary and Possible matching of Needs & Programs in the 2<sup>nd</sup>  
Questionnaire (including Q&A)  
Dr. Yuko Ikuta  
12:00-13:30 <Lunch>
- 13:30-17:20 Discussion Session 1 - Group Discussion for Coordination of ANTEP  
Matching**

**Chairperson: Mr. Hideo Matsuzuru**

**<Grouping>**

**A: Thailand & Malaysia      B: Vietnam & Japan**

**C: Philippines & Indonesia      D: China & Korea**

- 13:30-14:20 (1) A-B, C-D (50min.)  
14:20-14:30 Interim Report of the group A-B  
14:30-14:40 Interim Report of the group C-D  
14:40-15:30 (2) A-C, B-D (50min.)  
15:30-15:40 Interim Report of the group A-C  
15:40-15:50 Interim Report of the group C-D  
15:50-16:10 <Coffee Break>  
16:10-17:00 (3) A-D, B-C  
17:00-17:10 Interim Report of the group A-D  
17:10-17:20 Interim Report of the group B-C

### **Wednesday, August 2**

- 9:00-10:15 Presentation Session 4**  
**Chairperson: Dr. Corazon C. Bernido**  
9:00-9:15 Briefing of the Discussion  
Mr. Hideo Matsuzuru  
9:15-10:15 Progress and Prospective of FNCA  
Dr. Sueo Machi, FNCA Coordinator of Japan  
Commissioner, Atomic Energy Commission of Japan  
10:15-10:35 <Coffee Break>
- 10:35-12:00 Disucion Session 2 – Study on Possible Match of Needs & Programs**  
**Chairperson: Dr. Corazon C. Bernido**  
10:35-12:00 Coordination and Matching of Needs & Programs  
12:00-13:30 <Lunch>
- 13:30-17:30 Discussion Session 2 (Cont'd)**  
**Chairperson: Mr. Eui-Jin Lee**  
13:30-17:30 General Discussion  
<20 min. Coffee Break>

### **Thursday, August 3**

- 9:00-12:00 Discussion Session 2 (Cont'd)**  
**Chairperson: Mr. Chen Gang**  
9:00-12:00 General Discussion  
<20 min. Coffee Break>
- 12:00-13:30 <Lunch>

- 13:30-14:30 Discussion Session 3 – Future Action Plan of ANTEP**  
*Chairperson: Mr. Karsono*
- 13:30-14:30 General Discussion  
14:30-14:50 <Coffee Break>
- 14:50-16:30 Discussion Session 4 – Summary of WS & Drafting of Future Action Plans of ANTEP**  
*Chairperson: Mr. Chen Gang*
- 14:50-16:30 General Discussion
- 16:30-17:30 Conclusion Session – Summary of WS and Future Plan**  
*Chairperson: Mr. Chen Gang*
- 16:30-17:30 Drafting and Adoption of Minutes

**Friday, August 4**

- 10:00-10:30 Closing Session**  
*MC: China*
- 10:00-10:15 Mr. Chen Gang  
10:15-10:30 Mr. Hideo Matsuzuru  
<Lunch hosted by CGNPC>
- 13:30- Technical Tour**  
Dayabay Nuclear Power Plant  
Lingao Nuclear Power Plant

### 1.1.2 List of Participants

For FNCA 2006 Workshop on Human Resources Development  
July 31<sup>st</sup> -August 4<sup>th</sup>, 2006, Shengzhen, China

#### «CHINA»

**Mr. CHEN Gang**

(Project Leader) Manager, Management Training Center/Human Resources Department China  
Guangdong Nuclear Power Holding Co., Ltd (CGNPC)

**Mr. Li Tiqiang**

Director, Human Resources Department  
China Guangdong Nuclear Power Holding Co., Ltd (CGNPC)

**Ms. Liu Yingxue**

CGNPC

**Mr. Cheng Kui**

CGNPC

**Ms. Tang Lina**

CGNPC

**Ms. Ding hui**

CGNPC

#### «INDONESIA»

**Mr. KARSONO**

(Project Leader)  
Director, Education and Training Center  
National Nuclear Energy Agency of Indonesia (BATAN)

#### «KOREA»

**Mr. Eui-Jin LEE**

(Project Leader)  
Head, International Training Programs, Nuclear Training Center  
Korea Atomic Energy Research Institute (KAERI)

《MALAYSIA》

**Ms. Rapieh Binti AMINUDDIN**

(Project Leader)

Director, Human Resources Development & Training

Malaysian Institute for Nuclear Technology Research (MINT)

《THE PHILIPPINES》

**Dr. (Ms.) Corazon Casenas BERNIDO**

(Project Leader)

Deputy Director,

Philippine Nuclear Research Institute (PNRI)

《THAILAND》

**Dr. (Mr.) Somporn CHONGKUM**

(Project Leader)

Deputy Secretary General

Office of Atoms for Peace (OAP)

《VIET NAM》

**Mr. VU Dang Ninh**

(Project Leader)

Director, Administration Department

Vietnam Atomic Energy Commission (VAEC)

《JAPAN》

**Dr. (Mr.) Sueo MACHI**

(The FNCA Coordinator of Japan)

Commissioner

Atomic Energy Commission of Japan (AEC)

**Mr. Kenichi FUJITA**

Director for International Nuclear Cooperation

Atomic Energy Division, Research and Development Bureau

Ministry of Education, Culture, Sports, Science and Technology



**Mr. Kenichi MIYAZAWA**

Special Staff, Atomic Energy Division, Research and Development Bureau  
Ministry of Education, Culture, Sports, Science and Technology (MEXT)

**Mr. Hideo MATSUZURU**

(Project Leader)

Director, Nuclear Technology and Education Center (NuTEC)  
Japan Atomic Energy Agency (JAEA)

**Prof. (Mr.) Masanori ARITOMI**

Professor, Research Laboratory for Nuclear Reactors  
Tokyo Institute of Technology

**Dr. (Mr.) Shozo HAMADA**

General Manager, International Fellowship Section  
International Affairs Department  
Japan Atomic Energy Agency (JAEA)

**Dr. (Ms.) Yuko IKUTA**

Chief

Nuclear Technology and Education Center (NuTEC)  
Japan Atomic Energy Agency (JAEA)

« **Observer** »

**Mr. AI Desheng**, Ph.D, Associate Professor

Director of Graduate Education and Training Center

**Dr. (Mr.) Takatoshi TAKEMOTO**

Visiting Associate Professor  
Research Laboratory for Nuclear Reactors  
Tokyo Institute of Technology

**Dr. (Mr.) Hiroshi TAKEUCHI**

Director, International Affairs Department  
Japan Atomic Energy Agency (JAEA)

《Secretariat》

**Ms. Takiko FUKUMOTO**

Deputy Manager, Asia Cooperation Center

Department of International Cooperation & Industrial Infrastructure Development

Japan Atomic Industrial Forum (JAIF)

**Mr. Akitoshi OTOMO**

Head, International Training and Cooperation Group

Nuclear Technology and Education Center (NuTEC)

Japan Atomic Energy Agency (JAEA)

**Ms. Rei OUCHI**

International Training and Cooperation Group

Nuclear Technology and Education Center (NuTEC)

Japan Atomic Energy Agency (JAEA)

### 1.1.3 Pictures







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## **1.2 Opening Session**

### **1.2.1 Welcoming Address**

### **1.2.2 Opening Remarks**

### **1.2.3 Scope of the 2006 HRD Workshop and Review of 7<sup>th</sup> Coordinators Meeting**

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### 1.2.1 Welcoming Address

#### THE FNCA 2006 WORKSHOP ON HUMAN RESOURCES DEVELOPMENT

July 31<sup>st</sup> – August 4<sup>th</sup>, 2006, Shenzhen – China

*BY MR. HE YU  
PRESIDENT*

**CHINA GUANGDONG NUCLEAR POWER HOLDING CO., LTD.**

Dear:

Mr. Rong Jian, Officer of China Atomic Energy Authority (CAEA)

Mr. Kenichi Fujita, Director for International Nuclear Cooperation, Atomic Energy Division, Research and Development Bureau, Ministry of Education, Culture, Sports, Science and Technology of Japan (MEXT)

Distinguished Guests, Ladies and Gentlemen

Good Morning .

It is a great pleasure for me representing our honorable president Mr. He Yu to welcome you to the Forum for Nuclear Cooperation in Asia (FNCA) workshop to review the priority issues facing human resources development in China. First of all, I would like to express my gratitude and appreciation to Mr. Rong Jian, officer of CAEA who is here with us this morning representing CAEA for the Opening Ceremony of the forum organized by the China Guangdong

Nuclear Power Group (CGNPG) with the warm cooperation of MEXT and CAEA. I would also like to take this opportunity to thank MEXT and CAEA for collaborating with CGNPG in organizing this event. On behalf of the organizing committee, let me, again, extend a warm welcome to all the participants in this workshop.

Ladies and Gentlemen

I would now like to brief you over the situation of CGNPG. One of the largest business groups as the core enterprise of nuclear power, CGNPG currently owns the Guangdong Daya Bay Nuclear Power Station (GNPS) and the Ling Ao Nuclear Power Station (LNPS) Phase I with approximately 4000 MWe of installed generating capacity. The LNPS Phase II, the Yangjinag Nuclear Power (YNPS) Phase I and the Liaoning Hongyanhe Nuclear Power Phase I, involving over 6000 MWe of installed generating capacity are currently under construction.

Regarding operating nuclear power stations, CGNPG is now rated as one of the international top performers in the areas of nuclear plant operations, maintenance, technical support, safety supervision and quality management. CGNPG has consistently complied with the guideline of “Safety First, Quality First”. CGNPG has already trained up a large contingent of professionals experienced in the areas of nuclear projects designs, construction and operations

management, and has established extremely effective and efficient project construction and operations management systems through the introduction, digestion and absorption of internationally advanced management expertise .

Ladies and Gentlemen,

Against the backdrop of active development of nuclear power in China, at present, CGNPG is confronted with a dire shortage of human resources in the areas of nuclear power design, project management and business administration. We are also facing a very serious shortage of middle and senior management talents. In terms of recruiting new hires, although we are equally experiencing major difficulties, we successfully achieve a significant breakthrough. In 2006, CGNPG has recruited more than 700 fresh college graduates, which is by far the largest number recruited in a year in the history of CGNPG.

Ladies and Gentlemen,

In order to fit the rapid growth of human resources on nuclear power in China, on 10<sup>th</sup> September, 2005, the Nuclear Power College of CGNPG was established and put into operation. On this basis, CGNPG lost no time in entering into agreements with the universities in a joint effort to groom talents in the nuclear power realm. Recently, around 70 seniors from the universities are studying at the Nuclear Power College.

Ladies and Gentleman,

Attracting and keeping top talents has become a headache for many companies today. In the technology-intensive nuclear power industry, talent is becoming a rare species. In conclusion, I am of the opinion that the primary factor that will determine the sustainability of any institution is the human capital. Therefore, there is a synergistic and strategic linkage between HRD and sustainability of an organization.

With the sub-tropical maritime climate, Shenzhen is a beautiful and impressive modern city. I am confident that all participants would have fruitful discussions and spend an unforgettable time in Shenzhen over the coming 5 days.

Finally, I thank to all members of the secretariat for making this event a success.

Thank you.

### 1.2.2 Opening Remarks

Remarks at  
The 2006 FNCA Workshop on Human Resources Development (HRD)  
In the Nuclear Field

Research and Development Bureau  
Ministry of Education, Culture, Sports, Science and Technology (MEXT), Japan

July 31, 2006

Fellow Delegates,  
Ladies and Gentlemen.

It is my great pleasure to have this opportunity of saying some words on the occasion of The 2006 FNCA Workshop on Human Resources Development (HRD) in the Nuclear Field.

First, on behalf of MEXT of Japan, I would like to extend my sincere gratitude to the Government of People's Republic of China, especially to China Atomic Energy Authority (CAEA). Also, I would like to appreciate the contribution to this Workshop on Japanese partners, Japan Atomic Energy Agency (JAEA) and Japan Atomic Industrial Forum, Inc. (JAIF).

I recognize it is a very important and urgent issue for each of us FNCA countries to develop Human Resources in the field. MEXT hopes this workshop would contribute to promote human resources development (HRD) in Asian countries to solidify the foundation of nuclear technologies. From this viewpoint, we have been promoting new system named Asian Nuclear Training and Education Program (ANTEP). I believe we are going to start structuring the HRD Strategy by using this ANTEP. And I hope we use ANTEP as efficiently as possible through this workshop.

Finally I expect that all the discussions and information exchange among the participants in this workshop will contribute to the HRD activities in respective member countries.

Thank you very much for your attention.

### 1.2.3 Scope of the 2006 HRD Workshop and Review of 7<sup>th</sup> Coordinators Meeting

MATSUZURU Hideo  
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### Summary of Discussions on ANTEP in the 7<sup>th</sup> Coordinators Meeting

#### The survey on programs and needs

- ◆ Data collected were limited, need to be nation-wide
- ◆ Questionnaire needs to be revised to collect precise data
- ◆ Feasibility of matching was observed between needs and programs, but limited
- ◆ Accurate information to enhance matching
  - Specification of the Needs
  - Specification of the Target Group
  - Description of the Goal

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#### Iterative procedure to refine data on needs and programs

- Correct insufficiencies in the data provided by the member countries
- Offer the data thus corrected to the member countries for review and revision of the data
- Request the member countries to submit the revised data to ANTEP

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#### Financial contribution

- Intention of self-support of the need side
- Expectation for international scholarship
- Logistic contributions from the program side are subtle

#### Problems to be solved

- Operation of ANTEP
  - Tentative role of HRD Project
  - Financial problems in logistics
- Cooperation with IAEA/RCA, ANENT

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## Instructions from the 7th Coordinators Meeting

### Phase I: Mandate to 2006 HRD WS (1/2)

- ◆ Coordination of the training and education activities of the member countries to collect extensive and reliable data of needs and programs
- ◆ Analysis of HRD needs and programs to extract feasible pilot cooperation cases
- ◆ Feedback of the data thus analyzed to examine feasibility of matching between needs and programs

### Phase I: Mandate to 2006 HRD WS (2/2)

- ◆ Extraction of problems with operation of ANTEP and their solutions
- ◆ Networking among national institutions, universities and relevant organizations
- ◆ Cooperation with IAEA/RCA, ANENT
- ◆ Report to SOM and feedback from SOM

### Phase II: Step for Operation of ANTEP

- ◆ Concrete formulation of ANTEP activities and coordination
  - Specify conditions of cooperation, country/institutions, term and date, type of training, fund, number trainee
  - Method of selecting trainees
- ◆ Definition of roles of relevant organizations contributing to ANTEP
- ◆ Evaluation of HRD Project
- ◆ Report to SOM and feedback from SOM

## Scope of Workshop

- ◆ Presentation Session 1 : Country Report
  - Topics of National HRD Issues
  - Details of Programs and Needs
  - You Have Answered to the 2<sup>nd</sup> Questionnaire
- ◆ Presentation Session 2 :  
International Fellowship Program
  - International Scholarship/Fellowship
  - Support System in Japanese Universities for Conferment of Doctoral Degree

◆ **Presentation Session 3 :**  
**Results of the 2<sup>nd</sup> ANTEP Questionnaire**  
 > Summary of Possible Matching of Needs and Programs in the 2<sup>nd</sup> Questionnaire

◆ **Discussion Session 1 :**  
 > **Group Discussion for Coordination of ANTEP Matching {Grouping}**  
 A: Thailand & Malaysia  
 B: Vietnam & Japan  
 C: Philippines & Indonesia  
 D: China & Korea

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◆ **Presentation Session 4 :**  
 > Briefing of Discussions Undertaken  
 > Progress and Prospective of FNCA

◆ **Discussion Session 2 - 4:**  
 > Coordination and Matching of Needs and Programs  
 > Future Action Plan of ANTEP  
 > Summary of WS

◆ **Concluding Session :**

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**Results of the 1<sup>st</sup> Questionnaire**  
 Submitted Number of Needs and Programs

Country	Needs	Programs	Total
Indonesia	3	4	7
Philippines	7	4	11
Vietnam	4	3	7
Korea	2	3	5
China	4	2	6
Thailand	4	-	4
Australia	3	3	6
Malaysia	1	1	2
Japan	-	12	12
<b>Total</b>	<b>28</b>	<b>32</b>	<b>60</b>

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**Financial Problems for Logistics**

NEEDS Self-support		PROGRAMS Contribution	
	Total (28)		Total (32)
Air fare	7	Air fare	12
Daily allowance	7	Daily allowance	12
Training fee	0	Training fee	29
Accommodation	3	Accommodation	17
Others*	7	Accommodation fee	14
		Fellow-/Scholarship	0
			%
	%		
	25		37.5
	25		37.5
	0		90.6
	10.7		53.1
	25		43.8
			0

\*requesting scholarship programs

The most part of the contributions consists of Japanese contributions.

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## Towards the Realization of Pilot Match-Up (1)

Accurate information on...

- **Specification of the Needs**
  - Exact technical description of the themes and instrument/facility to be used
- **Specification of the Target Group**
  - Background, level of knowledge
- **Description of the Goal**
  - What is expected from the program

Points that can be easily adjusted

- **Term of the Needs/Program**

Points that need to compromise

- **Type of training or education needed (OJT, computer code exercise, experiment, dispatching of experts, etc.)**

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## Towards the Realization of Pilot Match-Up (2)

Financial problems to overcome

- **Self-support of the country which have the Needs (air fare, daily allowance, apply for international scholarship programs, etc.)**

- **Support of logistics from the country which offer the Program**

But, Most of all

**Filling out the questionnaire *precisely* is the Key to a good match-up**

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