

added a modern royalist versus republican divide (reflected now in the rivalry between FUNCINPEC and CPP). Factionalism penetrates into most institutions, reinforced by the strange dual system of government that resulted from the 1993 elections. The tendency towards factionalism contributes to the prevalence of a view that "if you are not with us, you must be against us:" the idea that there may be a middle ground is not well-established. These attitudes are seen in the diatribes of much of the local media.

Compounding the problem is the damage done to the country's human resources by the Khmer Rouge and other state-sponsored violence and oppression. Much of the educated class and Buddhist leaders and monks were killed or forced to flee. More recently, there has been an important recovery (Buddhism appears to be flourishing), but the losses will take, according to some, a generation to overcome.

The prevalence of violence, and the absence of other models of handling problems, is not restricted to politics: domestic violence in all forms - physical abuse to selling children - is common, a symptom of the trauma the country has suffered.

Teaching conflict resolution techniques to build up habits of approaching problems peacefully is therefore an urgent need, although its success, given the obstacles, will require long-term commitment.

2. Support for Conflict Resolution

a) Cambodian Ngos

The Cambodian Development Resource Centre (CDRI) was established by a 1990 order of the Council of Ministers authorizing an American, Eva Mysliwec, to work closely with Cambodian ministries in establishing priorities aimed at developing human resources. Although an ngo, CDRI and its director, Ms. Mysliwec, retain close ties with the current government. It has an established track record in providing training programs in a number of fields.

In November 1995, CDRI, in collaboration with the **University of Victoria's Institute for Dispute Resolution (IDR)**, organized a three-day conference on dispute resolution in Cambodia. To follow-up on the conference, in June 1996, CDRI instituted a program on Conflict Resolution, and the **Cambodian Centre for Conflict Resolution (CCCR)** was officially launched in 1997. Its steering committee of 16 and executive working group include government and ngo representatives; it has a secretariat of five employees. Its mission statement reads:

"The CCCR is an independent centre supporting a community of conflict resolution practitioners with skills training and resources to enhance the capacity of Cambodians and Cambodian institutions to peacefully resolve, manage and prevent conflict."

Last year, CCCR began to develop four program areas: