



CENTRE FOR SECURITY COOPERATION

# NEWSLETTER

**Newly appointed RACVIAC Director  
assumes duty**

**40<sup>th</sup> MAG Meeting**

**Vienna Document Course**

**6<sup>th</sup> Conference on  
Security Challenges for Europe**

**FOREIGN TERRORIST FIGHTERS WORKSHOP**





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CENTRE FOR SECURITY COOPERATION

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# 40<sup>th</sup> MAG Meeting

*held in RACVIAC*

The 40th MAG Meeting, the semi-annual summit of RACVIAC steering body the Multinational Advisory Group (MAG), took place in Rakitje on 18 October 2018. The Meeting, which gathers MAG Members, invited Associate Members, Observers and other participants, was organized under the MAG Chairmanship of the Republic of Croatia.

The Meeting was officially opened by the ad hoc MAG Chairperson, Ambassador Mario Horvatić, Assistant Minister for Multilateral and Global Affairs from the Ministry of Foreign and European Affairs of the Republic of Croatia.

Addressing the MAG RACVIAC Director Ambassador Haydar Berk recalled the Director's Interim Report highlighting the most significant developments in RACVIAC work in the first eight months of 2018.

The Director reminded all Members about the undertaken political commitment from the ratified RACVIAC Agreement and underlined that high-level execution of the activities and future-oriented development at an international level can only be achieved with a sufficient number of qualified members of personnel being sent to RACVIAC and adequate financial contributions.

Furthermore, Ambassador Berk thanked all MAG countries, international organizations, other participants and partners for outstanding and constant support and cooperation during his

Directorship in the last three years and invited them all to continue to support his successor and RACVIAC in its work and mission. He expressed special thanks to Austria, Germany, Hungary, Slovenia and the United States for their continued support. He particularly emphasized the need to strengthen the ownership of the organization.

Pursuant to the Agenda Brigadier General Gordana Garašić, RACVIAC Deputy Director, informed the MAG representatives about the current personnel structure in the Centre. Deputy Director took the opportunity to remind the Members to fulfill their obligations under the Agreement on RACVIAC because missing personnel contributions can impact RACVIAC overall aims and capabilities.

In addition, Maj Jasminka Šoić, Chief of Administration and Finance Cell, briefed the MAG participants on the RACVIAC Budget for 2018 and projections for the future period.

A presentation on budgetary issues was followed by presentations by RACVIAC Programme Managers and Network Leaders, LtCol Servet Aya, Ms Ivana Barbara Blažević, Ms Ana Ezhova Krzhaloska, and Mr Boško Rotim with regard to the respective Programme achievements and activities conducted in 2018 and plans for 2019.

Later on, in accordance with the Agenda, the MAG adopted the Programme and budget for 2019 and elected Ambassador a.h. Eleftherios Anghelopoulos from Greece as the new MAG Chairperson 2018/2019.

The Meeting drew to a close in a ceremonial atmosphere with the RACVIAC Director Handover & Takeover Ceremony. After three years of tireless service Ambassador Haydar Berk handed over his duty to the new RACVIAC Director, Major General (ret.) Jeronim Bazo, leaving RACVIAC in good shape and with a stabilized budget, strategic Programme and a promising future to further strengthen security cooperation, trust and confidence in SEE region.

Addressing MAG representatives the new Director of RACVIAC, Major General (ret.) Jeronim Bazo, thanked Ambassador Berk for the achievements gained and efforts he put into the last three years that have enabled RACVIAC to operate smoothly. He added that he is looking forward to continue on the way paved so far by Ambassador Berk and his predecessors in order to enhance the level of cooperation and confidence in the SEE region.

Subsequently, the elected RACVIAC Director, General



Bazo, presented a plaque of appreciation to the outgoing Director, Ambassador Haydar Berk, for his outstanding performance of duty as Director of RACVIAC.

The MAG representatives complimented RACVIAC outgoing Director and his staff on the continued efforts and expressed their appreciation to Ambassador Haydar Berk for his outstanding contribution and wished him all the best in future life. Furthermore, all MAG representatives conveyed their support to the elected RACVIAC Director, Major General (ret.) Jeronim Bazo, and wished him success while performing his duty in RACVIAC. ●

*After three years of tireless service Ambassador Haydar Berk handed over his duty to the new RACVIAC Director, Major General (ret.) Jeronim Bazo, leaving RACVIAC in good shape and with a stabilized budget, strategic Programme and a promising future to further strengthen security cooperation, trust and confidence in SEE region.*

# Newly appointed RACVIAC Director assumes duty



Major General (ret.) Jeronim Bazo assumed duty as RACVIAC Director on 1 November 2018, succeeding Ambassador Haydar Berk who led the Centre from 2015 to 2018. Director acts as the official representative of RACVIAC. He is responsible for the overall management of the Organization and implements the general guideline decisions to facilitate smooth operation as given by the Multinational Advisory Group (MAG), its steering committee. Director is also responsible for the budget as well as proposals on the Programme of activities of the Organization.

*MG Bazo graduated from the Albanian Military Academy “Skënderbej” in Tirana, Republic of Albania in 1985 and was commissioned as an active duty officer in the Albanian Armed Forces. During the first years of his career he served as Platoon Leader, Infantry Company Commander, Battalion executive officer and as an Instructor in Branch/Troop School.*

*MG Bazo served as the Head of Section in the Personnel Department, Albanian MoD, from 1993 to 1995. In 1996 he graduated from the George C. Marshall European Centre for*



*Security Studies - College for Security Studies and Defence Economics. He then served as the Head of the newly established Department for National Security at the Albanian Defence Academy.*

*From 1997 to 2000 he served as NATO Liaison Officer in the Albanian MoD. Later that year he was assigned as the Commandant of the Albanian NCO-s Academy where he served until October 2002.*

*In 2003 MG Bazo commanded the Albanian Military Academy, leading the efforts to transform the military commissioning undergraduate school to a Military University. He served as the Commandant of the Albanian Military University until June 2005.*

*In 2007 MG Bazo was assigned to plan and initiate a Regional Senior Course on Security and Defence Studies. International participation in this Course supported the Albanian efforts and those of other countries in the region to become full NATO members by 2009.*

*During the period 2010-2012 MG Bazo led the Defence Planning and Monitoring Division (J5) at the Albanian General Staff. This was an important period of the Albanian Armed Forces as a new NATO member. During his leadership in the J5 there were a number of important duties and tasks accomplished which were the fundamental milestones for a full integration into NATO. Some of the main ones are the implementation of the new AAF Structure, Albanian-NATO integration Conferences, Submission of the*

*Defence Planning Capability Survey and NATO-Albania bilateral and multilateral meetings / consultation, NATO Transformation Conferences and NATO Military Committee Meetings in CHOD format.*

*MG Bazo graduated from the Albanian Command and General Staff College and is a graduate of the United States Army War College, class of 2006, where he earned a Master's degree in Strategic Studies.*

*He has also participated, contributed and lectured in many conferences and working groups mainly on defence, security and education issues.*

*MG Bazo has published articles in a variety of specialized papers and magazines and is the author & co-author of many research papers and articles.*

*He was promoted to the rank of Brigadier General in 2012 and served as the Defence and Security Adviser to the President of the Republic of Albania.*

*By the decree of the President of the Republic of Albania Nr.8372 he was appointed as the Chief of General Staff of AAF in the period 2013-2016, and was promoted to the rank of Major General.*

*During his career MG Bazo has been awarded several decorations including the Military Merit Medal for distinguished work and contributions.*

*MG Bazo is married and has 2 children. ●*

# RACVIAC participates in the SEDM Ministerial Meeting



The Planning and Liaison Officer for SEE, Ms Kloalda Kamberi, represented RACVIAC in the South-Eastern Europe Defence Ministerial (SEDM) Meeting held in Belgrade on 11 October 2018.

The Ministers and representatives from SEDM Nations, the SEEBRIG Commander and observers from NATO HQ, UN Office in Belgrade, UNDP/SEESAC, RACVIAC and RCC participated in the Meeting chaired by H.E. Ambassador Eleftherios Anghelopoulos. The meeting focused on promoting enduring peace, stability and security in the region of South-Eastern Europe (SEE) as well as the achievements obtained within the SEDM process.

The Ministers and representatives of SEDM Nations in their Joint Statement\* stated:

**“We appreciate the efforts of RACVIAC - Center for Security Cooperation as an important international organization in SEE dealing with security issues, playing a leading role in the areas of confidence and security building measures, security cooperation, Counter Weapons of Mass Destruction (C-WMD), Counter-Terrorism including Foreign Terrorist Fighters and contributing to the Euro-Atlantic processes. We will further promote and support the activities organized by RACVIAC with the aim to enhance the security dialogue and cooperation in SEE.” ●**

\* The Joint Statement is available on RACVIAC website: <https://bit.ly/2A0naPC>

On Tuesday, 16 October 2018, Mr Florian Feyerabend, Desk Officer for Western Balkans and SEE at the Konrad Adenauer Stiftung (KAS) HQ in Berlin, visited RACVIAC - Centre for Security Cooperation. Mr Feyerabend was accompanied by Dr Michael Lange, Head of the KAS Office in Croatia, Mr Holger Haibach, incoming Head of the KAS Office in Croatia and Mr Ivan Matanović, KAS Project Assistant.

The guests were welcomed by RACVIAC Director, Ambassador Haydar Berk, Deputy Director Brigadier General Gordana Garašić and RACVIAC staff members.

Following a brief introduction to the staff and presentation on the history, mission, and RACVIAC annual Programme of activities, Ambassador Berk took the opportunity to describe the process of Programme development within the



# KAS delegation visits RACVIAC

Centre, a process that takes into account the needs of the countries in the region and is being constantly refined in accordance with the NATO and EU agendas.

He emphasized that the Centre serves as an excellent platform for networking and building of trust and confidence among the SEE countries which is directly connected to stability and security in Europe.

Ambassador Berk also noted that RACVIAC, in cooperation with the KAS Office in Croatia, continues to address emerging security challenges for Europe and South East European countries in particular by conducting the annual “Conference on Security Challenges for Europe”. The Conference is a RACVIAC flagship event aimed towards enabling open and comprehensive discussions on the

impact of Euro-Atlantic integration processes on security and stability of SEE and a comprehensive approach to migration challenges and current trends in extremism and violence.

In continuation the KAS delegation presented their Organization's mission and activities, underlining that they also recognize the increasing importance of tackling traditional and non-traditional security threats.

During the discussion that followed matters of common interest related to security and stability in SEE as well as further cooperation were addressed. ●





# Minister Berisha visits RACVIAC

On the margins of the bilateral visit to the Croatian Ministry of Defence Mr Rrustem Berisha, Minister of the Kosovo\* Security Force, paid a courtesy visit to RACVIAC - Centre for Security Cooperation on 07 November 2018.

The Minister was received by Major General (ret.) Jeronim Bazo, RACVIAC Director, and Brigadier General Gordana Garašić, RACVIAC Deputy Director.

RACVIAC Director and Deputy Director presented the

history, mission, and RACVIAC Programme of activities. They underlined that a process of Programme development takes into account the needs of the SEE countries and that it is constantly being refined in accordance with the current NATO and EU agendas. She emphasized that most of RACVIAC activities are interconnected, dealing with emerging security challenges such as cyber security, migrations, border security, countering terrorism, etc.

Minister Berisha said that RACVIAC serves as a good example of a regional initiative that is focused on networking, security dialogue and confidence building in SEE and expressed his assurances regarding continued cooperation between Kosovo\* and RACVIAC.

During the discussion that followed topics of common interest as well as further cooperation were also addressed. ●

## Courtesy visit to the Albanian Ministry of Defence

On Monday, 12 November 2018, Director of RACVIAC, Major General (ret.) Jeronim Bazo, paid a courtesy visit to the Ministry of Defence of the Republic of Albania.

RACVIAC Director was received by Mr Petro Koci, the Albanian Deputy Minister of Defence.

During the office call MG (ret.) Bazo expounded on the mission of RACVIAC as well as its Programme of activities underlining that the broad scope of the Centre's activities is in line with the current needs of the RACVIAC Members towards fulfilling the EU and NATO agendas. He also emphasized his appreciation to the Republic of Albania for the overall support it is providing to RACVIAC and fulfilling the obligations towards this international organization such as timely financial contribution, permanent secondment of personnel, hosting of activities and participation in all activities with the participants, lecturers and speakers.

Deputy Minister Koci expressed the strong commitment for further support of RACVIAC and its mission as a good example of regional cooperation on emerging security issues. He said that RACVIAC serves as an excellent platform for building of confidence and security among the countries and developing synergy among the activity participants. ●



\* This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence. (In accordance with Arrangements regarding regional representation and cooperation.)



# RACVIAC DONATION TO "SLAVUJ" KINDERGARTEN



On the occasion of the upcoming Christmas and New Year holidays Major General (ret.) Jeronim Bazo, Director of RACVIAC - Centre for Security Cooperation, on behalf of RACVIAC, made on 12 December 2018 a donation to "Slavuj" kindergarten in Sveta Nedelja in the presence of the Mayor of the City of Sveta Nedelja, Mr Dario Zurovec.

While submitting this donation RACVIAC Director General Bazo said that it represents a symbolic act of thanking the local community for the hospitality it has been providing to the Centre since its inception in 2000.

The donation was received by the kindergarten headmistress Mrs Gordana Supanc who expressed gratitude for receiving the donation saying that the toys will not only cheer the children up during pre-Christmas time but also encourage their personal development.

With this donation of didactic toys for infant nursery and kindergarten children of different ages RACVIAC not only wanted to make the children happy by giving them presents but also confirm its connection and affiliation with the local community in which it has been operating for almost two decades.

This is not the first time that RACVIAC expresses its social responsibility towards the local community and helps the needy. On previous occasions the Centre provided donations to the Caritas' shelter for homeless people in Rakitje.



# Vienna Document Course

2-5 October 2018

RACVIAC, Ljubljana/Postojna-SI

The key document on Confidence- and Security-Building Measures is the Vienna Document. It promotes trust and predictability through transparency and verification measures covering the armed forces and major equipment systems. In order to facilitate the implementation of the provisions of the Vienna Document as well as to increase confidence and security in the South East European region, RACVIAC has been organizing Vienna Document courses since 2001.



The “Vienna Document 2011 Compliance and Verification Course”, organized by RACVIAC - Centre for Security Cooperation, in cooperation with the Republic of Slovenia with Federal Republic of Germany's support, was conducted on 02-05 October 2018.

The purpose of the Course was to introduce the participants to the content of the Vienna Document 2011 giving a comprehensive, theoretical and practical analysis of the implementation of these activities as well as to provide some insight into the historical background and present situation in the Arms Control area.

The Course objectives were:

- To overview the specified elements of the VD '11 highlighting the most comprehensive and commonly followed rules and procedures of its execution;
- To focus on the duties and responsibilities of the

personnel to be engaged in the implementation of the aforementioned Arms Control document thus demonstrating the real spirit of the confidence- and security-building measures;

- To train the participants employed as visitors/evaluators or escort team members in the subjects related to the planning and conducting of such activities based on best practices;
- To deepen contacts between the representatives of national organizations, agencies engaged in the accomplishment of Arms Control and/or security- and confidence-building measures;
- To provide the participants, especially during the practical part of the Course, with an opportunity to exercise or “observe” the real events thus showing the fields and ways of working in this form of cooperation in the future on the national, regional and international level.

The Course was opened by RACVIAC Deputy Director, Brigadier General Gordana Garašić, who said that this event, which gathers participants and lecturers from all over Europe, reflects the true spirit of the Confidence- and Security-Building Measures thus serving as an excellent tool for further fostering openness and transparency among the countries.

The Course gathered military and civilian personnel assigned to national Arms Control agencies and verification centres as well as staff from other ministries with Arms Control responsibilities ranging from Albania, Bosnia and Herzegovina, Croatia, Greece, the former Yugoslav Republic of Macedonia\*, Montenegro, Serbia, Kosovo\*\* and one participant from South Korea.





The Course was designed as a combination of theoretical lectures that were conducted on RACVIAC premises and practical activities carried out in a Slovenian military unit. The Course was conducted with the assistance of seven lecturers: Col Hans Lüber (OSCE Swiss Delegation, FSC Chairs Coordinator for the Vienna Document), LtC Srečko Matovič (Slovenian Armed Forces General Staff - SAF VC - Deputy Commander), LtC Dietmar Koeppen (Arms Control Officer, Bundeswehr Verification Centre), LtC Marijan Jožić (Arms Control Officer, Arms Control Division, MoD of HR), Maj Drago Kovačec (Arms Control Officer, Verification Centre, SAF VC), LtC Goran Todorović (Arms

Control Inspector, Verification Centre, MoD of RS), and Cpt Mihail Várdai (Arms Control Officer, Arms Control Unit, Defence Policy Department, MoD of HU).

After a very successful and interactive theoretical part the practical part of the Course was very well-organized too thanks to the professionalism and preparedness of the Slovenian hosts as well as the close cooperation between RACVIAC and the Slovenian organisers/national authorities.

During the practical part of the Course the participants carried out a training evaluation visit at the 1st Brigade of the Slovenian Armed Forces in Ljubljana thus exercising the verification of major weapon and equipment systems. The training evaluation visit was continued in the sub-unit (Slovenian Armed Forces 1st Brigade, fire Support Battery) in Postojna.

*Training evaluation visit was conducted in Slovenian Armed Forces' units in Ljubljana and Postojna.*

This Course provided participants with the opportunity to gain both theoretical and practical knowledge of the Vienna Document 2011 and to exercise an evaluation visit thus adding special value to the Course. ●



\* Turkey recognizes the Republic of Macedonia with its constitutional name.

\*\* This Designation is without prejudice to positions on status and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence.

09-12 October 2018, RACVIAC, HR

# The 4<sup>th</sup> NSDA Workshop

*Nuclear terrorism and the illicit trafficking of nuclear and other radioactive material represents a threat to the security of all states. There are large quantities of diverse nuclear and radioactive material being used in the health, environmental, agricultural and industrial domains that may be used to perform terrorist acts. Through its nuclear security programme the IAEA supports states to establish, maintain and sustain an effective nuclear security regime.*

The Nuclear Security Detection Architecture Awareness Workshop, titled "Planning, Implementing, and Evaluating Detection Operations", organized by RACVIAC - Centre for Security Cooperation and the International Atomic Energy Agency, was conducted on 09-12 October 2018.

This was the fourth NSDA Workshop organized as a part of RACVIAC C-WMD Network project for a series of five workshops promoting nuclear security detection architecture principles and concepts aimed at raising awareness and providing partner nations with the knowledge and tools to develop, implement, and sustain indigenous national level detection capabilities.

The purpose of this NSDA Workshop was to enable participants to convert NSDA strategic goals into operational objectives.

Opening the Workshop Ambassador Haydar Berk, Director of RACVIAC, said: "With this Project our aim was to create and maintain a secure, active, and constant network of people advocating and propagating the objectives of this Workshop. At the end of the cycle we expect that the countries will be well equipped to develop, implement and sustain their own detection capabilities. Furthermore, this event is closely tied to our C-WMD National Strategy development workshops and the intention is that both series of activities in the end receive all the information,

support and assistance for the South-Eastern European countries to counter WMD threats", concluded Ambassador Berk.



On behalf of the International Atomic Energy Agency Ms Anne McQuaid extended a warm welcome to all participants and expressed her gratitude to RACVIAC for hosting the NSDA workshops.

The Workshop gathered participants from the previously identified national drafting team of the countries participating in the process of C-WMD Strategy Development and senior-level personnel directly responsible for national policy, strategy, planning and implementation of nuclear security measures as well as senior-level personnel responsible for detection operations.



The Workshop lecturers were Ms Anne McQuaid from the IAEA, Mr David Makharadze from the State Security Service of Georgia, Mr Brian Parker from the Pacific Northwest National Laboratory and Mr Ben Briesse from the US Department of Energy.

The Workshop lasted four working days and consisted of lectures, case studies and table top exercises used to facilitate a practical application of the concepts discussed.

It was divided into several modules and the lecturers focused on Detection Operations Planning, Equipment, Concept of Operations and Design, Information Alert, and Implementation and Evaluation of Detection Operations. The participants had an opportunity to exercise Border Seizure, Evaluation of Detection Operations and Concept of Operations through different Case Studies.

During the lectures it was emphasized that a key element



*The IAEA is the world's centre for cooperation in the nuclear field and seeks to promote the safe, secure and peaceful use of nuclear technologies.*



nuclear security detection architecture is to eliminate or mitigate the risk from radioactive or nuclear materials out of regulatory control.

This Workshop served as an excellent forum that provided guidance on the development of or improvement of an existing nuclear security detection architecture for the detection of criminal or unauthorized acts with nuclear security implications involving

of an effective nuclear security strategy is the national threat assessment and the implementation of a risk-informed approach. An NSDA strategy and design plan should be based on the broader national security context while national level detection strategy should be based on the State's overarching national security strategy and should identify all competent authorities that have a role in nuclear security infrastructure. It should also develop and maintain a coordination mechanism among competent authorities and establish the policy for bilateral, regional and international cooperation and assistance.

The main goal of the Detection Operations within the

nuclear and other radioactive material out of regulatory control. ●

*NSDA workshops conducted by RACVIAC and IAEA are closely tied to RACVIAC C-WMD Network project - National Strategy development activities. The intention is that both series of activities in the end receive all the information, support and assistance for the South-Eastern European countries to counter WMD threats*



# Floods Prevention and

23 October 2018, RACVIAC, HR

THE NECESSITY OF CLOSER AND MORE EFFECTIVE REGIONAL COLLABORATION IN CONTROLLING AND PROTECTING AGAINST FLOODS IN THE LIGHT OF THE EU FLOODS DIRECTIVE EMPHASIZED BY THE COUNTRIES HAS PROMPTED RACVIAC TO ORGANIZE THE WORKSHOPS ON FLOODS PREVENTION WITH THE AIM TO INTRODUCE CONCRETE SOLUTIONS AND MEASURES TO MINIMIZE THE THREATS CAUSED BY THIS NATURAL DISASTER

The one-day Workshop “Floods Protection and Prevention Project”, coorganized by RACVIAC - Centre for Security Cooperation and the Regional Government of Lower Austria, took place on RACVIAC premises on 23 October 2018.

The event was organized taking into consideration the necessity of closer and more effective regional collaboration in controlling and protecting against floods in the light of the EU Floods Directive emphasized by the countries of South East Europe.

The purpose of the 2018 Workshop was to present national subject matter experts and decision-making officials with examples of highly successful real life floods prevention and protection systems, and to introduce the emergency response and disaster relief system in the Republic of Austria.

The Workshop was opened by Ambassador Haydar Berk, RACVIAC Director, who said: “RACVIAC has recognized the importance of efficient floods prevention structures,

national and regional alike, and treated this topic as a security issue that should be further discussed and explored.” He added that this Workshop was an excellent opportunity for the further development of regional cooperation in the area of natural disasters management through the exchange of information, lessons learned and best practices, leading to building of confidence and security among the countries and development of synergy among the activity participants.

H.E. Dr Andreas Wiedenhoff, Ambassador of Austria to the Republic of Croatia, in his Welcome address said that RACVIAC has proved itself as a relevant factor of stability and security in SEE in the last two decades and in its work succeeded to continuously adapt to new security challenges representing the regional spirit on a daily basis. He underlined that challenges are large and transnational and that floods are a truly international challenge that requires strong regional cooperation as the way forward.



The Workshop gathered more than twenty civilian and military officials at a decision-making level and experts representing relevant national institutions dealing with flood-protection related issues from Albania, Bosnia and Herzegovina, Croatia, the former Yugoslav Republic of Macedonia\*, Montenegro, Slovenia and the OSCE Mission to BA.

Through lectures, presentations and discussions Austrian experts Mr Ludwig Lutz, Mr Martin Angelmaier, Mr Franz-Walter Froschauer, Hans Peter Hasenbichler, Mr Stefan Scheuringer, Mr Georg Schicker, and Mr Alfonso Weiss,

\* Turkey recognizes the Republic of Macedonia with its constitutional name

# Protection Workshop



introduced the floods management system in the province of Lower Austria, best practices and lessons learned in the finalized Interreg projects with a focus on flood protection, as well as examples and problems in cross-border water management.

Austrian representatives also provided a very comprehensive overview of the mechanisms of transnational cooperation/water management, participating options for non-EU members, best practice projects such as CEFROME - Central European Flood Risk Assessment and Management in CENTROPE and Polder Soutok - Ecological flood protection in the confluence of Morava and Dyje/Thaya rivers. Presenters underlined that

there are various challenges and problems that need to be overcome in transnational cooperation: administrative issues, certification of costs, language barriers, different legislative background and terminology, etc.

They also provided a short look at the future prospects, Project Idea TEmPO - Transnational Emergency Planning and Operation, whose main goal is the establishment and strengthening of interoperability of all participating organizations for coping with disaster scenarios on a transnational level. The TEmPO will focus on creating harmonized alert systems among the countries, establishment of a transnational communication centre, and creation of a digitized (online) base-map for operational command centers.

At the end the information on the floods services of the voluntary fire brigades in Lower Austria was presented.

This event was an excellent example of sharing of best practices and lessons learned and introduced concrete solutions and measures aimed to minimize the threats caused by floods. ●

*Challenges are large and transnational and floods are a truly international challenge that requires strong regional cooperation as the way forward, underlined Ambassador Wiedenhoff.*



# Workshop on Foreign Terrorist Fighters



13-14 November 2018, Tirana, AL

This Workshop was a fourth event in a series of activities organized previously by RACVIAC concerning the implementation of UNSCR 2178 and related resolutions taking into consideration the recommendations of the Annual OSCE-wide Counter-Terrorism Conference held in Rome in May 2018 whose specific focus was the subject of return/displacement of foreign terrorist fighters.



The “Workshop on Developing Strategies on Rehabilitation and Reintegration of FTF” was held in Tirana, Albania on 12-14 November 2018 and organized in cooperation with the Ministry of Defence of the Republic Albania and the OSCE Mission to Bosnia and Herzegovina.

The purpose of the Workshop was to assess existing policies, programs and actors on the national, regional and international level as well as to discuss the challenges in relation to the role of civil society organizations, religious community, youth and education system in the rehabilitation and reintegration of foreign terrorist fighters and their family members, especially children, who followed them to/from war zones.

The objectives of this Workshop were to assess the level of implementation of the UN system on border security and data exchange, including the Advanced Passenger



Information System (API), to encourage the improvement of international, regional and sub-regional cooperation to prevent the movement of foreign terrorist fighters from their country, in particular the return and relocation of foreign terrorist fighters, to analyse the specific needs of the countries in developing a national program for engaging civil society organizations in the rehabilitation and reintegration process of family members of FTF, to discuss perspectives in preventing further radicalization and employment of violent extremism and in ensuring the effective rehabilitation and reintegration of returning FTFs, and to discuss and get proposals for drawing up an Action plan with concrete ideas and activities that need to be implemented.

The Workshop was attended by forty participants and speakers from Albania, Bosnia and Herzegovina, the former Yugoslav Republic of Macedonia\*, Montenegro, Serbia, and Kosovo\*\* as well as representatives of the OSCE Presence in Albania, OSCE Mission to BA, European Delegation to Bosnia and Herzegovina, Albanian Helsinki Committee, UNODC, RCC and European University of Tirana.

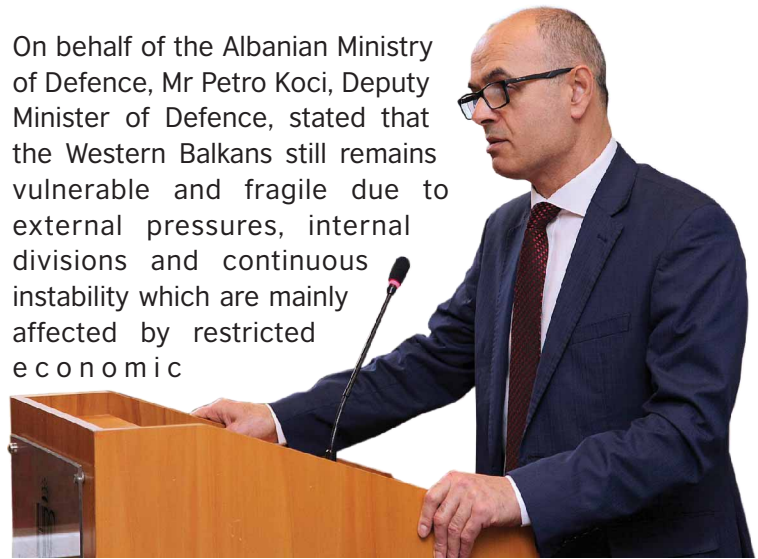


Opening the Workshop Director of RACVIAC, Major General (ret.) Jeronim Bazo, welcomed all speakers and participants and showed his appreciation to the co-organizers of this Conference. In his Opening address he said: *“As the civil society as well as the entire international community are largely engaged in the different aspects of this specific security phenomenon there is a strong need to further intensify cooperation and collaboration in order to better coordinate efforts towards a sustainable solution because the close regional and wider cooperation is the best response to today’s security challenges.”*

\* Turkey recognizes the Republic of Macedonia with its constitutional name.

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On behalf of the Albanian Ministry of Defence, Mr Petro Koci, Deputy Minister of Defence, stated that the Western Balkans still remains vulnerable and fragile due to external pressures, internal divisions and continuous instability which are mainly affected by restricted economic



opportunities, unemployment, organized crime and terrorist/extremist activities, in particular the foreign terrorist fighters phenomenon, which Albania is vocal and committed to deal with consistently not only in political and legal terms but in practice too. He added that the rehabilitation and reintegration of returnees is a complex issue and that it requires the synergy and commitment of many institutions that need to intervene in due time to draw the right path and achieve goals.

Ms Selma Zekovic, OSCE Mission to BA, gave an overview of OSCE’s engagement in BA on Preventing/Countering Violent Extremism and Radicalisation that Leads to Terrorism (P/C VERLT). She also pointed out the main areas OSCE Mission to BA is dealing with such as multi/stakeholder co-operation, education, religious communities, criminal justice, and youth.

MG (ret.) Jeronim Bazo:

*“As the civil society as well as the entire international community are largely engaged in the different aspects of this specific security phenomenon there is a strong need to further intensify cooperation and collaboration in order to better coordinate efforts towards a sustainable solution because the close regional and wider cooperation is the best response to today’s security challenges.”*

The Albanian Ministry of Foreign Affairs representative, Ms Kejda Hysenbegasi, introduced the concrete measures Albania is taking in line with the CVE National Strategy and

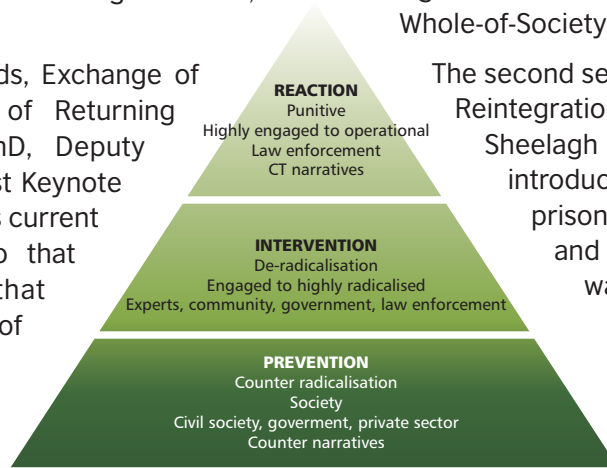
National plan. She emphasized that the end of major fighting operations does not mean that the enduring defeat of ISIS has been achieved. Rather, she added, there is still a role for every country and tailor-made hard and soft measures in degrading and defeating terrorism, i.e. much more has to be done.

The first Panel topic was “Trends, Exchange of Information and Experiences of Returning FTFs”. Mr Bekim Maksuti, PhD, Deputy Minister of Defence, MK, and first Keynote speaker, introduced his country’s current situation and the approach to that phenomenon. He stressed that “common cooperation, sharing of information and learning from each other even for developing or reaching the best strategies is the key answer to those challenges”.

Mr Joaquin Zuckerberg presented the UNODC's mandate and role in countering terrorism. He introduced UNODC's provided multilateral response in offering technical legal assistance, research and analysis and normative services. Finally, he pointed out the elaborated 19 international legal instruments to prevent terrorist acts which are open to participation by all UN Member States.

He also presented RCC's main recommendations for regional action on cyber security, f. e. to establish a regional centre of excellence in cyber security. At the end he introduced RCC's Reintegration and Rehabilitation Programmes as well as RCC's Multi-Stakeholder and Whole-of-Society approach for P-CVE.

The second session topic was “Rehabilitation and Reintegration of Returning FTFs in SEE”. Ms Sheelagh O’Brady (EU Delegation to BA) introduced a study she conducted in a prison in Zenica, BA. Talking to terrorists and having direct access to prisoners was a unique opportunity and a different approach to gain new insights through, she said. Although the result of this study doesn’t reflect the situation in other prisons, her general recommendations can be seen as an added value.



CVE Pyramid (Ali, Balbi and Jacques, 2015)

The afternoon was devoted to national views where RACVIAC Members presented their countries’ perspectives on best practices and current challenges thus providing information on national FTF strategies and policies as well as successful preventive actions.

This was followed by speeches delivered by Ms Rozana Baci (Albanian Coordination Centre for CVE), Mr Enri Hide (European University of Tirana) and Ms Mirian Angoni (Albanian Helsinki Committee) who focused on Albanian inter-institutional draft-plan for FTF that shares, divides and coordinates the responsibilities in order to be implemented by national institutions.

During the Workshop it was determined that there isn't just one reason for radicalization, and, furthermore, that it can be caused by ideology, money reasons, private and family problems, vulnerability and other issues. Since there isn't a distinct pattern, possible answers can only be found through regional and international cooperation in order to tackle this threat with nationally developed strategies and Action plans. The keywords in facing this threat are “Partnership for success” and “Prevention is better than cure”. It was concluded that further focus should be put on rehabilitation and reintegration of former fighters, their families and children as well as on developing prevention measures. ●

Due to the fact that the internet has become one of the main weapons of contemporary terrorist organizations, cyber security and online radicalization have to be considered more intensely, stated Mr Zoran Popov, RCC.



# Conference on Security Challenges for Europe

22-23 November 2018, Zagreb, HR

*The 6<sup>th</sup> Annual RACVIAC/KAS "Conference on Security Challenges for Europe" highlighted the importance of the Euro-Atlantic integration processes on security and stability of South-Eastern Europe as well as the dedication of aspiring countries to continue on their path to full membership into NATO and the EU. The Conference also focused on migration issues, extremism and violence as the most notable security challenges in Europe. In South-Eastern Europe these security threats are additionally augmented by some unresolved political issues and ongoing transitional processes.*



The 6th Annual RACVIAC/KAS "Conference on Security Challenges for Europe" was held in Zagreb on 22nd-23rd November 2018. The Conference was a continuation of an established series of activities aimed towards enabling open and comprehensive discussions on emerging security challenges for the European countries. It was the sixth annual activity conducted as a result of fruitful cooperation between RACVIAC - Centre for Security Cooperation and the Konrad Adenauer Foundation (KAS) Office in Croatia. In order to increase the quality of this event by strengthening its academic dimension this year's Conference was supported by the Institute for Development and International Relations based in Zagreb as the principal academic partner.

The purpose of the event was to continue to provide a platform for open expert and academic debates on common security challenges for Europe in general and South-Eastern Europe (SEE) in particular, to review the impact of geopolitical shifts on national security developments, and to share national considerations on the perceived challenges.

The two-day Conference was attended by 120 participants, speakers, VIP guests, the 21st class of students at the War School "Ban Josip Jelačić" at the Croatian Defence Academy "Dr Franjo Tuđman" and media representatives.

The Conference was opened with a Welcome address by RACVIAC Director Major General (ret.) Jeronim Bazo, who said: "Over the past few years Europe and South-Eastern Europe have struggled with how to address the changing security paradigm. Challenges and threats such as terrorism, violent extremism, radicalism, illegal migration, as well as unresolved political issues from the past make the security situation in the area complex."



In his Welcome address the Head of the KAS Office in Croatia Dr Michael A. Lange spoke about the recent developments in the transatlantic relationship and the urgent need for a more intense security cooperation that will enable the EU countries to deal with changes in the security environment in Europe and surrounding areas. He pointed out that many EU Member States realize the need to develop more comprehensive common strategic objectives as well as enhanced military capabilities to respond to threats which have been intensifying considerably lately.

H.E. Dr Robert Richard Klinke, Ambassador of the Federal Republic of Germany to the Republic of Croatia, pointed out that this Conference is one of RACVIAC continued efforts aimed at fostering peace, security, democracy, confidence and prosperity in the SEE region. He continued by saying that contribution to regional security and stability has been a proof of RACVIAC relevance for almost two decades.

***“This Conference is one of RACVIAC continued efforts aimed at fostering peace, security, democracy, confidence and prosperity in the SEE region. The contribution to regional security and stability has been a proof of RACVIAC relevance for almost two decades”,***  
said Ambassador Klinke.

Mr Zdravko Jakop, State Secretary at the Ministry of Defence of the Republic of Croatia, in his Opening remarks



spoke about the changed security environment in and around Europe caused by rising nationalism, territorial claims, corruption, fragile institutions, political divisions, economic underdevelopment, violent extremism and radicalism, irregular migrations, etc. He emphasized that these challenges and threats can only be countered by joint actions.

The Conference Keynote speech was delivered by Mr Vlado Galić, Advisor for Defence and National Security to the President of the Republic of Croatia. Addressing the audience Mr Galić said: *“Global security challenges, such as terrorism and illegal migrations, are common to many states. This is why each state, as a responsible member of the international community, must contribute to eradicate this phenomenon. The most effective way to deal with the complex and challenging issue of illegal migrations is a joint approach based on mutual cooperation among SEE states.”* He concluded by saying that RACVIAC represents one of those initiatives that have played a significant role in seeking solutions for crises and responses to various global challenges and threats to security and stability of South-Eastern Europe.

The first day of the Conference consisted of two Panels: “Impact of Euro-Atlantic Integration Processes on Security and Stability of SEE” and “Comprehensive Approach to Migration Challenges”.

In the first Panel senior level national security policy makers Mr Zoran Šajinović, Assistant Minister for International Cooperation of the Ministry of Defence of Bosnia and Herzegovina, Ambassador Mario Horvatić, Assistant Minister for Multilateral and Global Affairs of the Croatian Ministry of European and Foreign Affairs, Mr Dragan Nikolić, State Secretary of the Ministry of Defence of the former Yugoslav Republic of Macedonia\*, Mr Aleš Mišmaš, MSc, Director General of the Directorate for Defence Policy of the Slovenian Ministry of Defence and Brigadier General (ret.) Rainer Meyer zum Felde, Senior Fellow at the Institute for Security Policy Kiel, presented their national considerations on the impact of Euro-Atlantic integration processes on security and stability of SEE.

\* Turkey recognizes the Republic of Macedonia with its constitutional name.



The panellists highlighted the tectonic shifts in Europe and rising importance of geopolitics prompted by the changes in transatlantic relations, strategic influence of China, as well as of Russia, and the lack of cohesion within the European Union. They also mentioned terrorism, radicalism, illegal migrations and hybrid threats as the most important security challenges today. The Euro-Atlantic integrations are still needed and represent an important tool for greater resilience and investment in security and stability of SEE which is still burdened by history and has considerable potential for crisis.

***The Euro-Atlantic integrations are still needed and represent an important tool for greater resilience and investment in security and stability of SEE which is still burdened by history and has considerable potential for crisis, was the main conclusion of the first Panel.***

The Second Panel was dedicated to the topic of a comprehensive approach to migration challenges.

The Panellists were Dr Senada Šelo Šabić, Senior Research Associate at the Institute for Development and International Relations in Zagreb, Ms Alexandra Stigl Mayer, Senior Analyst at the European Stability Initiative, Dr Murat Erdogan, Professor at the Turkish German University in Istanbul and Dr Filip Dragović, Senior Consultant & Advisor at UNDP in Istanbul.

They emphasized the lack of common migration and asylum policies, absence of coordination among the involved countries, and also a symbiosis of negative factors such as radicalisation of migrants, failed integration process and the rise of right-wing parties. The key factor for success is social inclusion of migrants within the host countries, they concluded. In order to efficiently deal with migration challenges national authorities and international organizations should more accurately define the problem, re-consider migration policies, introduce the new asylum model, adjust national legislations and work towards more equal burden sharing, they stressed.

The second day of the Conference was marked by an Academic Forum on the topic of extremism and violence.

The Panellists were Dr Senada Šelo Šabić, Dr Valery Perry, Project Coordinator at OSCE Mission to Serbia, Ms Ariane Wolf of the Violence Prevention Network (Federal Republic of Germany), Mr Igor Tabak, analyst at the Croatian website OBRIS, Ms Tijana Rečević, Junior Researcher at the Faculty of Political Sciences in Belgrade, Dr Zoltan Gyorgy Bacs of the National University of Public Services in Budapest and Dr Marta Zorko, Associate Professor at the Faculty of Political Sciences in Zagreb.



The key highlights of this Panel were the lack of cooperation between the practical sphere, academics and policy making, the importance of addressing reciprocal radicalization (the rise of right-wing extremism connected to the rise of ISIL), the significance of building resilient



communities, coherence of strategies and action plans, creating a foundation of values, strengthening education and awareness about the risk of over-securitization of societies and social activities. The Panellists pointed out the role of media in security and their influence on the creation of public perceptions regarding the challenges, risks and threats, and, consequently, policy responses. The media also represents the virtual platform for various activities leading to extremism and violence, they added.

migrants has influenced the European security and political situation and posed societal and security challenges to the European countries. The unified EU response to migration challenges in terms of solidarity, asylum and migration policy is required. In order to increase the resilience of societies, the institutional capacity for dealing with migration issues, extremism and violence should be strengthened, it was stressed. ●

***In South-Eastern Europe the current security threats are additionally augmented by some unresolved political issues and ongoing transitional processes.***

Highlighting the importance of the Euro-Atlantic integration processes on security and stability of South-Eastern Europe as well as the dedication of aspiring countries to continue on their path to full membership into NATO and the EU the main Conference conclusion was that security challenges are very complex. International and regional cooperation is necessary more than ever before in meeting the contemporary security challenges such as migration, violent extremism, radicalization, etc. In South-Eastern Europe the current security threats are additionally augmented by some unresolved political issues and ongoing transitional processes. The influx of



6-7 December 2018, RACVIAC, HR

# Human Resources Management Workshop

In the past the role of the Human Resources (HR) function was largely reactive waiting for inputs from the organization and supporting it through mostly transactional everyday activities. Although these activities are still very important and needed, times are changing and HR is becoming more and more relevant as a strategic partner for the future of the organization. Today HR contributes as a partner and as a strong change agent in many processes such as strategic planning, establishing a strong Employer Brand, and development and retention of the key talent needed for the future.

The “Strategic Human Resources Management” Workshop was conducted by RACVIAC - Centre for Security Cooperation in partnership with the FLAME Consulting Company on RACVIAC premises on 6-7 December 2018.

The purpose of the Workshop was to increase the

awareness of the importance of Human Resources Management (HRM) and understanding of the key concepts and tools that can be applied to improve this important function.

The objectives of this Workshop were: to understand the role of HRM today moving from transactional to strategic HRM, to analyse the inner and outer context of the organization and implications for HRM, to understand the key elements needed to develop employer value proposition to attract and retain key talent, to start considering key HRM challenges the organizations are facing and possible first steps to start addressing them.

The two-day Workshop was attended by eighteen participants from Albania, Bosnia and Herzegovina, Croatia, Greece, the former Yugoslav Republic of Macedonia\* Montenegro and Kosovo\*\*.

The Workshop was opened with a Welcome address by RACVIAC Director Major General (ret.) Jeronim Bazo, who said: “In today’s world where industrial economy is shifting



\* Turkey recognizes the Republic of Macedonia with its constitutional name.

\*\* This Designation is without prejudice to positions on status and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence.

*towards the knowledge economy, global competition is the basic element needed to define the strategies of each organization. At an age where total quality is of primary importance, efficiency can only be achieved by a successful utilization of human resources. Therefore, HRM is a necessity of today's business and government administrations which should be addressed at the highest level in the organization.*

*There is also an increase in importance of HRM Departments which have a fundamental role in recruiting, taking on board, and retaining employees, as well as supporting the development and performance of the people in the organization. Today and in the future this will constitute one of the key strategic priorities for various organizations”, underlined General Bazo.*



The Workshop was conducted by Ms Kristina Priseker, human resources expert and owner of the FLAME Consulting Company which is dedicated to supporting the development of individuals, teams, and organizations through training, coaching and Human Resources Development Consulting services.

The first day of the Workshop focused on the introduction and understanding the key concepts and tools by using presentations, videos, case studies and interactive group activities to support the training process. During this part the issues of evolution of the HR function, roles and responsibilities of HR experts, HRM strategic planning, HR strategic priorities, key performance indicators, strategic workforce planning, employer branding, developing Employee Value Proposition, diversity and inclusion and influence of HR in an organization were tackled.

Participants also performed a SWOT analysis of an organization as a tool for strategic HR planning.

The Second day was conducted through participatory approach and methods (*Open Space and World Café methods*) with the aim to address the key strategic HRM challenges of participants' respective organizations where various possibilities and courses of action were discussed.

The goal of an “Open Space” meeting was to create time

and space for people to engage themselves deeply and creatively in issues of concern to them. The participants nominated topics and the rest of the participants could choose which discussions they would participate in.

The key findings from the Open Space interactions were used in The World café discussions, focusing on what actions can be taken to move forward.

The most important issues of participants' concern were merit based recruitment, retention, especially of critical personnel, downsizing, career development, education and innovations.

The Strategic Human Resources Management Workshop contributed to better understanding of the role of the HR function today and highlighted the relevance of HR within the organizations' structure as well as its equal importance in overall administration and business practices.

The Workshop raised the awareness about the different methods and tools that are aimed at obtaining capable people for achieving the objectives of the organization and ensuring overall business success.

At the end the participants expressed a strong interest to continue discussing this topic in the future as well. ●



*“At an age where total quality is of primary importance, efficiency can only be achieved by a successful utilization of human resources. Therefore, HRM is a necessity of today's business and government administrations which should be addressed at the highest level in the organization”, said MG (ret.) Jeronim Bazo .*





**H.E. Ambassador Haydar Berk** completed his mandate as the Director of RACVIAC - Centre for Security Cooperation at the end of October 2018. We

would like to thank Ambassador Berk for his professionalism and substantial contribution to promotion of RACVIAC and its activities. He was not only a remarkable Director but also a good colleague and a friend. We

would like to thank him for creating a friendly and inspiring work environment and for supporting and challenging us. It has been a great pleasure working with him during his three-year tour of duty in RACVIAC.

We wish him and his family all the best in the future.

## RACVIAC 2018 HIGHLIGHTS

Supported by its Members and partners, RACVIAC is proud of its achievements in 2018 that include the following:

- a total of 22 different activities were conducted, comprising courses, seminars, conferences, workshops and meetings;
- almost 900 participants as well as eminent lecturers and experts took part in these activities;
- the most challenging topics related to migrations, terrorism, cyber security, Arms Control, border management, civil-military relations, human rights and gender, natural disasters, etc. were discussed. RACVIAC thus continued its efforts to foster peace, security, dialogue and confidence in the SEE region.

No.	Topic/Title	Date
1	C-WMD National Strategies - The Mechanics of Regional Cooperation	05-07 February
2	Chemical Weapons Convention Workshop	11-14 February
3	Agreement on Sub-Regional Arms Control (Dayton Article IV) - Orientation Course	25-30 March
4	Building Integrity and Preventing Corruption Workshop	05-10 May
5	Cyber Security/Training on WMD Cyber Crimes Investigations	26 May - 1 June
6	Annual Meeting of the Representatives from Defense and Security Committees from SEE Parliaments	10-14 June
7	Energy Security Workshop	16-21 June
8	Arms Control Symposium	01-03 July
9	Gender Training of the Trainers Course	08-20 September
10	Vienna Document - Verification and Compliance Course	9-13 September
11	C-WMD - Proliferation Security Initiative	16-17 October
12	Crisis/Disaster Management	20-25 October
13	Nuclear Security Detection Architecture - Workshop 5	October/November TBD
14	Workshop on Developing Strategies on Rehabilitation and Reintegration of Foreign Terrorist Fighters	11-15 November
15	Conference on Security Challenges for Europe	24-29 November
<b>MAG Meetings</b>		
16	41 <sup>st</sup> MAG Meeting	8-12 April
17	MAG POC Meeting	25-27 September
18	42 <sup>nd</sup> MAG Meeting	9-11 October

***We look forward to meeting you at one of our events!***





**CENTRE FOR SECURITY COOPERATION**

**„...fostering dialogue and cooperation on  
security matters in South East Europe...“**

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