20th MULTINATIONAL ADVISORY GROUP MEETING
Chaired by Republic of Moldova

The 20th Multinational Advisory Group meeting was held on 31st October 2008 in Rakitje, Croatia. The Director of RACVIAC Ambassador Nedžad Hadžimusić presented RACVIAC's activities in the period between 7th March 2008 and 30th September 2008. In his report the Director highlighted some of the most important achievements during this period.

MAG authorized the Director of RACVIAC to sign the cooperation agreements with the following organizations: SEESAC, CESS, NATO School and CCMR.

MAG confirmed Mr Pjer Šimunović, State Secretary in the Ministry of Defence of the Republic of Croatia, as the new MAG Chairperson. The MAG decided that the next venue of Budgetary and the 21st MAG Meeting is RACVIAC – Centre for Security Cooperation, Rakitje (Zagreb), Croatia, during the period of 19th – 20th March 2009.

From October 2008 to February 2009 Working Group on RACVIAC Legal Status held three sessions in RACVIAC Centre. 2nd WG session was held on 28th October 2008, 3rd WG session on 15th and 16th December 2008, and the 4th WG session on 5th and 6th February 2009. Following the MAG decisions on the change of the RACVIAC mission and Strategy Paper, and based on the previous three meetings, the WG on RACVIAC Legal Status convened with the purpose of reviewing and refining the draft agreement on legal status of RACVIAC.

Working Group on RACVIAC New Organization
Chaired by the Republic of Turkey

On 29/30 October 2008 and on 4th February 2009 RACVIAC Centre held 3rd and 4th Meeting of the WG on RACVIAC New Organisation, led by Chairman Mr. Ömer Burhan Tüzel.

The meeting gathered participants from MAG countries representing relevant governmental institutions, organizations and ministries involved, as well as leading RACVIAC representatives, all of them ready to share their observations and actively engage in discussions.

The Working Group Chair will report on the outcome of the fourth and final WG meeting and the draft decision proposed for adoption, on the 21st MAG Meeting to be held on 19-20 March 2009 in Croatia. These recommendations on a new organizational structure for RACVIAC would enable to respond more effectively to new tasks entrusted to it by the Strategy Paper adopted at the 18th meeting of the MAG in 2007.

RACVIAC Deputy Director Colonel Tomislav Vibocev presented the Annual Programme for 2009, which was adopted by the MAG. MAG also adopted a preliminary budget for the year 2009 and decided to refer the organizational structure issue to the Working Group. The WG is to conduct the fourth and final meeting before the 21st MAG Meeting (January 2009). The Draft Decision proposed by the WG serve as the basis for further discussions and the WG report on its recommendations in due time. MAG will make the final decision at the 21st MAG Meeting.

MAG also took note of the present personnel situation. Countries announcing further support should provide an official note following the 21st MAG Meeting. MAG also acknowledged the progress of the Working Group on Legal Status and recommended it to report the final results at the 21st MAG Meeting. The WG Co-Chairperson confirmed readiness to finalize the Draft Agreement before the 21st MAG Meeting.

After an intense and fruitful discussion the representatives agreed on the specific changes to be introduced into the Draft Agreement. It was the impression of the Chairmanship that the representatives reached a common view on the definition of RACVIAC, its mission, scope of activities, as well as on keeping the “brand name” RACVIAC. Great consideration was given to defining the status of Core and Associate members.

In order to finalize the Draft Agreement before the 21st MAG Meeting, the Chairmanship proposed to hold the 5th meeting of the WG on Legal Status on 12th and 13th March 2009, with the discussion on Articles under the following titles: Organizational Structure of RACVIAC, Financial Management and Final Provisions.
RACVIAC signed MoU with CESS

On 13th November 2008 Ambassador Nedžad Hadžimusić, RACVIAC Director, and Dr. Willem Frederic van Eekelen, Chairman of the Board of the Centre for European Security Studies, Groningen, signed Memorandum of Understanding between RACVIAC and CESS. Netherlands Ambassador H.E. Mrs Catharina Maria Trooster and Netherlands Defense Attaché Lieutenant Colonel F. J. Besselink were also present at the signing of MoU.

The ceremony was held during the RACVIAC Seminar on “Parliamentary Oversight of the Security Sector”, which took place from 12th - 14th November 2008. Director of RACVIAC, Ambassador Nedžad Hadžimusić expressed his gratitude to the representatives of CESS for enhancing an already fruitful cooperation with CESS by signing this MOU, thus improving the assistance to the security sector and defense reform (SSR) as well as to defense institution building (DIB) of South-East European countries.

Dr. Willem Frederic van Eekelen, Chairman of the Board, CESS, confirmed the readiness of the Centre to further support RACVIAC as an indispensable contributor to cooperative security efforts in the ever-greater process of a genuine regional ownership.

MoU signed with CCMR and with SEESAC

Ambassador Nedžad Hadžimusić, the Director of RACVIAC - Centre for Security Cooperation, accompanied by LtCol Thomas MERGEL, Planning and Liaison Officer, paid an official working visit to Belgrade on 21st November 2008.

The purpose of the visit was to sign the Memorandum of Understanding (MOU) with the Centre for Civil-Military Relations (CCMR) and with the South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC). In the bases of CCMR Belgrade, where the MOU was signed, Ambassador Nedžad Hadžimusić expressed, in a brief statement, his gratitude for the deepening of the established cooperation with CCMR in exchanging experience and expertise in the field of security sector reform and Euro-Atlantic integration, by developing joint initiatives, research, educational and advocacy projects in the South-East European region.

RACVIAC signed MoU with UNICRI

RACVIAC – Centre for Security Cooperation and UNICRI - United Nations Interregional Crime and Justice Research Institute signed the Memorandum of Understanding.

Ambassador Nedžad Hadžimusić, Director of RACVIAC - Centre for Security Cooperation, and Mr. Alessandro Calvani, Director of the United Nations Interregional Crime and Justice Research Institute, signed the document on 17th December 2008 in Turin, Italy.

Mr Calvani and Ambassador Hadžimusić expressed their great expectations regarding future cooperation between the two organizations.
RACVIAC Conflict Prevention Seminar took place from 12th – 14th October 2008 in Ratakje, Croatia. During the two-day seminar international experts shared their experience, knowledge and expertise, evoking lively interest among participants.

The seminar objectives were as follows: to discuss different definitions of conflict prevention; to provide the participants with a toolbox for critical examination of different conflicts and with the possible application of different approaches on how to handle conflicts; to examine how the international bodies approach the CP issue; to analyze the importance of preventive policies; to present lessons learned about preventing conflict in the SEE; to discuss the role of media in the CP cycle.

Thirty five participants from the ministries and institutions of 7 countries participated in the Seminar. The Seminar was also open to participation of scholars, research fellows, graduate students of Political Science and International Relations.

Professor Stefan Wolff illustrated the relationship between the why (aims) and the when (timing) of any intervention, the options available to the intervening party, and their likelihood to succeed. He also mentioned how security threats presented by conflict within (and between) states, as well as widespread public demand to ‘do something’ about this, pose a continuing challenge for regional and international organisations and their member states.

Mr Gerd Hagmeyer-Gaverus illustrated SIPRI project “An Internet-Based Early Warning Indicators System for Preventive Policy” and the ideas to build an Internet based Early Warning System in order to achieve accurate short-term early warning on conflicts and humanitarian crises, including ethnic-political conflicts, genocides, inter- and intrastate conflicts.

Mr Zachary Taylor displayed the role of UNDP in promoting peace and building, as well as reducing and averting conflict. He stressed that development of skills among key stakeholders enabled them to convene problem-solving discussions as an alternative to violence.

Mr Loda explained the OSCE conflict prevention tools, which include regular political dialogue and exchange of views among OSCE participating States in the Permanent Council, the network of OSCE field missions and other field activities (currently 20 different operations) and permanent Institutions.

Prof. Friendler described the mechanisms of NATO crisis management and conflict management, highlighting in his conclusion some of the key challenges. During this seminar the cooperation with the international community was further strengthened.

Desk-to-desk meetings, staff-to-staff consultations between different partners, and cooperation with regional organizations in the field were evoked, stressed and requested by all participants during the final discussion.

RACVIAC – Centre for Security Co-operation in close collaboration with the Croatian Customs Directorate and Ministry of Interior of the former Yugoslavia Republic of Macedonia1 conducted the seminar on Marking and Tracing as Control Measures to Prevent and Combat Trafficking in Small Arms and Light Weapons (SALW) in Zagreb, Croatia from 15th - 17th October 2008.

This seminar served as a training forum directed mainly towards sharing experiences and lessons learned, new methods, techniques and ideas by those involved in preventing and combating the illicit manufacturing and trafficking in firearms and ammunition in the Southeast European countries, as well as towards identifying means and ways on how to improve and harmonize the processes of curbing the smuggling of the SALW in each country, and encouraging regional cooperation.

The seminar gathered thirty-four participants with knowledge and experience in the field of SALW from fifteen countries, representing relevant ministries, agencies and institutions directly involved in the process of the prevention and combat of the trafficking in SALW. During the two-day seminar the multinationals participated and experts provided insight into the regional problem of SALW trafficking, regional and international techniques methods, approaches, practices, norms and standards implemented and used in prevent-

VISITS TO RACVIAC

German Army Chief Lieutenant General Hans-Otto Budde visited RACVIAC – Centre for Security Cooperation on 7th November 2008. Lieutenant Colonel Burkhard Kuhnappfel, German Defence Attaché in Croatia, accompanied Lt Gen Budde in this visit.

On 10th November 2008 the delegation from Croatian Regional Centre for Assistance and Disaster Relief visited RACVIAC – Centre for Security Cooperation. The delegation consisted of Mr Ranko Britvic, Director of the Centre, and Mr Steven Vladislavic, Head of the Department of Planning, Operative, Logistic and Analysis Activities.

They were welcomed by the Director of RACVIAC Ambassador Nedzad Hadzimusic and Deputy Director Colonel Tomislav Vibovec. RACVIAC PR Officer 1st Lieutenant Igor Skenderovic held a presentation on RACVIAC’s mission and activities, while Croatian Regional Centre for Assistance and Disaster Relief delegation presented their objectives and activities to RACVIAC Staff.

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1. Turkey recognizes the Republic of Macedonia with its constitutional name.
VISITS TO RACVIAC

On 11th December 2008 the representatives of Croatian Ministry of Defence and Ministry of Foreign Affairs and European Integration visited RACVIAC – Centre for Security Cooperation.

Delegation of the Croatian Ministry of Defense and Foreign Affairs consisted of: Mr Pjer Šimunović, State Secretary in MoD and MAG Chairman, Mr Mario Nobilo, Assistant Minister in MFAEI, and Mr Andrej Dogan, Chief of Department for International Security Policy, MFAEI.

The visitors were hosted by the Ambassador Nedžad Hadžimusić, Director of RACVIAC, Lieutenant Colonel Thomas Mergel, Chief of Planning & Liaison Division and Mrs Giorija Ivočić, MAG Secretary.

On 9th February 2009 RACVIAC – Centre for Security Cooperation was honored by the visit of Colonel Christos Pantzias, Defense Attaché of Hellenic Republic in Croatia. Colonel Christos Pantzias was accompanied by Assistant of Defence Attaché of Hellenic Republic in Croatia 1stLT Andreas Bourdaniotis.

After the welcome reception in the Office of Director, Ambassador Nedžad Hadžimusić, Mr Pantzias was hosted by Deputy Director and Chief of Staff Colonel Tomislav Vibovec and RACVIAC senior staff members. Later on Press & PR Officer 1stLT Igor Skenderović held a brief presentation on RACVIAC Mission, programme of activities, and on the ongoing transformation of the Centre’s structure and its legal status.

The first day of the seminar was directed towards a more theoretical approach and was fully covered by presentations reflecting the main tools and mechanisms used in preventing the trafficking of SALW, such as marking and tracing, arms and ammunitions registration system, as well as relevant documents and legal instruments.

The plenary sessions ensured a successful interaction between the participants, lecturers and experts. It was obvious that all the participants shared a common understanding of the principles, methods and techniques, which are used to prevent and combat trafficking in small arms and light weapons.

The second day of the seminar comprised training directed mainly at introducing the participants with the Croatian approach to trafficking in small arms and light weapons. It was organized and conducted at the Croatian Customs Boarder crossing point Bregana. The Bregana head officers: Stjepan Stilinović, Head of the Border Crossing Point (Customs), Andrej Rainović, Head of the Division (Police), and Željko Bistrović, Head of the Shift (Customs), introduced the participants with the unit history.

They provided the statistics and the overall information about their day-to-day duties and activities. During this part, the participants very actively engaged in asking questions. The answers provided were directed mainly to the practical part and exchange in experience, covering a full range of the issues related to the SALW such as smuggling, marking, tracing, legal instruments, stockpile management, import, export, and a lot of other issues related to the arms and ammunition proliferation.

Over 70% of the participants expressed a strong interest in a more practical approach to the SALW proliferation process and stricter restrictions when purchasing arms and ammunitions. Thus we should consider inviting the representatives from the regional or international weapons manufacturing firms, agencies and factories to participate in the SALW seminars in order to contribute to the search of possible solutions. Participants expressed a request to explore national approaches in the field of SALW in more detail in the future.

The purpose of this Workshop was to get the participants acquainted with the Convention on Cluster Munitions adopted in Dublin on 30th May 2008 by 123 governments. The Workshop comprised presentations, which provided the participants with all the necessary information about the Convention on Cluster Munitions and the aspects it covered, followed by intense and lively discussions.

Workshop objectives were as follows: to inform the participants on various aspects of cluster munitions (Technological characteristics and Humanitarian impact); to inform the participants about the nature of the Convention (Security aspects and Human Rights issues); to provide a forum for discussion on the abovementioned issues in the context of Disarmament and Humanitarian Law, in view of the growing effectiveness of non-traditional diplomacy.

Altogether 30 participants and lecturers, representing 23 countries or organizations attended the Workshop. Participants were namely from: Albania, Bosnia and Herzegovina, Croatia, Former Yugoslav Republic of Macedonia, France, Moldova, Serbia, Slovenia, Turkey, Arbeiter Samariter Bund (ASB) and ARESA/Denmark.

1 Turkey recognizes the Republic of Macedonia with its constitutional name.
Promoting Southeast Europe – NATO Integration

According to its 2008 Annual Programme, RACVIAC – Centre for Security Cooperation held a seminar on Promoting Southeast Europe NATO Integration, which took place from 4th - 6th November 2008 in Rakitje, Vitez Damir Martić military barracks.

The aim of the seminar was to promote cooperation between NATO and Southeast Europe through projections on short-term and mid-term political developments in the region. During this seminar international and regional experts shared their experience, knowledge and expertise, evoking lively interest among participants.

The seminar was organized on a high profile following the 2008 Bucharest Summit.

Sixteen years after the first rapprochement between Western Balkans and NATO, i.e. Albania’s accession to North Atlantic Co-operation Council in 1992, the Alliance has opened the doors for the sixth enlargement. Albania, Croatia, and the Former Yugoslav Republic of Macedonia, on condition of an agreement on its constitutional name with Greece, were invited to start accession talks with the Alliance at the 2008 Bucharest Summit.

In order to fulfil the purpose, seminar set the following objectives: to describe security challenges in the region; to stress advantages of cooperation on the regional and global level; to highlight efforts of the countries in the region on their way to NATO integration; to foresee the future prospect of Southeast Europe in the realm of security, and to anticipate possible ways of increasing cooperation between the Alliance and countries of the region.

The seminar gathered sixty-two participants from ten countries with knowledge and expertise in Euro-Atlantic integration process, representing relevant ministries, agencies, international organizations, and academic institutions directly or indirectly involved in the integration process.

During the two-day seminar a multinationa l expert team from NATO provided background analysis for participants through presentations and mediation during panels. They demonstrated a glimpse into NATO’s evolving role in the realm of security on global level and more particularly in Southeast Europe. Additionally, countries’ representatives at the ministerial and ambassadorial level had the opportunity to share their countries’ experiences in relation to NATO.

Two Round Tables informed the audience and explained the Seven Stars 08 purpose and objectives to the visitors.

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At the meeting with Ms. Zana Xhuka, Deputy Minister of Defence, the attendees expressed the readiness to exchange lurers in RACVIAC activities, as well as in the Senior Course on Security and Defence Studies, which has been and will continue to be organized by Albania, with the active participation of the countries from the region.

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During the 3rd segment (Day 3) a panel of national and international NGOs representatives shared their insights and experience on mine clearance and victim assistance.

According to the participants’ assessments at the end of the event, the workshop proved to be a successful, very interesting, well-organized, and valuable event. They all agreed on the necessity of conducting such kinds of workshops in the future, aimed at contributing to the security and confidence building measures in the region.
On 11th February 2009 RACVIAC delegation met with Colonel James Tabak, Commandant of NATO School, and Colonel Enrique Werner, Deputy Commandant of NATO School. The following topics were discussed: pending signature of the Memorandum of Understanding (RACVIAC - NATO School); an invitation to the NATO commandant to be the keynote speaker at a RACVIAC activity; a close cooperation between NATO School Arms Control Division and RACVIAC Training and Verification Division, and the likelihood of hosting a module of NATO IS activity on “Building Integrity in Defence” at RACVIAC.

Later that day RACVIAC delegation arrived at George C. Marshall European Center for Security Studies, where they were welcomed by Dr Rafael Biermann, Deputy Dean of College of International and Security Studies (CISS). RACVIAC delegation members received the first part of a Marshall Center orientation, in response to which Colonel Vibocev delivered the presentation of RACVIAC. The “Tour de Marshall Center” continued next day, when all RACVIAC delegation members were put into groups for bilateral focused discussions.

Topics discussed were, among others: a possible “mentoring” of RACVIAC staff by Marshall Center staff; the Marshall Center Alumni activities; the possibility of RACVIAC staff attending the PTSS; the Marshall Center activity planning and execution process; the Marshall Center database for activities; possibility of RACVIAC staff attending the PIP-C Working Groups on SSR and Counter Terrorism; and a possible visit of Marshall Center staff to RACVIAC. RACVIAC – Centre for Security Cooperation shall continue to cooperate closely with NATO School and George C. Marshall European Center for Security Studies in the future.

In the following session, which was the Round Table I, panelists from Albania and Croatia, H.E. Mr Pëllumb Qazimi and H.E. Dr. Davor Božinović, shared the experiences from their countries’ perspectives. They also provided an expected timeline for fully-fledged membership as well as expectations of both sides. The conclusion of this session was that Albania and Croatia proved useful role models for other countries in the region.

During the second Round Table, participants were provided with an insight analysis of successes and necessities for further integration into Euro-Atlantic mechanisms through Partnership for Peace. H.E. Dr. Selmo Cikotić and Dr. Zoran Jeftić provided optimistic, but realistic analysis of their respective countries, Bosnia and Herzegovina, and Serbia.

Official sessions of the second day started with the presentation from Mr Zoran Dabik, in which he enlightened the audience concerning the status of Former Yugoslav Republic of Macedonia. His frank approach was well appreciated by the audience.

In addition, H.E. Mr Mitja Močnik presented regional security cooperation as a complementary part of the global security regimes. He presented SECI Centre as a good practice of cooperation in particular aspect of security. He also mentioned that RACVIAC could serve as a significant example of successful regional cooperation as a Centre which is also promoting integration into Euro-Atlantic mechanisms.

During the last session of the seminar, i.e. Panel Discussion, participants were provided with the analysis of survey results, which had been conducted during the first day. Professor Vlatko Cvrljic analysed the answers given to a five-question survey. A sample group of thirty-five participants responded on issues ranging from security challenges to the possible role of NATO in case of conflict.

The seminar was conducted successfully. Participants were provided with an opportunity to discuss topics and generate fresh ideas about integration into Euro-Atlantic security mechanisms. A wide range of challenges and opportunities concerning NATO integration were addressed and discussed as well.

The results of the seminar demonstrated a vast interest in integrating Southeast Europe into NATO. The lecturers and participants expressed their content with the significant progress countries had already achieved. They also expressed their appreciation for the events of this nature as they contribute to creating a platform for better understanding. They all agreed on the need to hold such seminars in the future.

The Seminar on Parliamentary Oversight of the Security Sector was held in RACVIAC from 12th to 14th November 2008. The purpose of this seminar was to provide regional forum for comprehensive discussions aimed at developing a common understanding of Parliamentary oversight of the security sector in regional countries. It was conceived as the discussion of principles, mechanisms and practices, as well as the analysis of parameters, all of which are common in Parliamentary oversight in Southeast European (SEE) countries and can serve as a basis for even standardization at low level in this field.

The seminar gathered participants with knowledge and experience in the field of security in SEE region, representing relevant ministries, institutions, as well as parliamentary commissions directly involved in this subject.

The seminar was conducted as a combination of lectures and a panel discussion. The participants and lecturers were representatives of nine countries and four organizations; Albania, Bosnia and Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Moldova, Serbia, NATO HQ in Sarajevo, OSCE mission in B&H, DCAF, GCSP, Netherlands, Slovenia, Royal Dutch Embassy in the Republic of Croatia and Turkish Embassy in the Republic of Croatia.

In his opening speech, Ambassador Nedžad Hadžimusić, Director of RACVIAC, expressed his warm welcome to all participants. Ambassador pointed out the major role of the democratic and civilian oversight of the armed and paramilitary forces, as well as other security...
public debate better, increasing civil-military cooperation, establishing POC in institutions, hiring more staff for education, declaring personal assets, putting links on procurement on websites of MOD and chief of staff, defining goals of national security and economic development in the region.

Promoting even greater parliamentary role in drawing up national security strategies and exercising civil control over the military, the police and other relevant structures, as one of the most important elements in sustainable development of a democratic community.

The seminar covered a wide range of topics such as: Principles, Mechanisms and Practices of the Parliamentary Oversight of the Security Sector; the Role of Parliament in the National Security Policy; Changing Nature of Civil-military Relations in the Region. It also included lively discussion on the achievements, challenges, problems, lessons learned and experience in the SEE region in terms of parliamentary oversight of the security sector. The discussion was aimed at seeking possible ways of further improvement, displaying the way in which countries with well-established democracy oversee defense budget.

Both the lectures and the panel discussion were successfully conducted, and the participants had the opportunity to discuss topics and generate fresh ideas on Parliamentary Oversight of the Security Sector in SEE.

On the following day, Ambassador Nedžad Hadžimusić, RACVIAC Director, and Mr. Sönke Lorenz, Chargé d’Affaires a.i. of the German Embassy, opened the Course. There were 20 participants - AL (3), BA (3), HR (1), MK (3), MD (3), ME (3), IT (2) and SI (2); 4 lecturers - BA (1), DE (1), HU (1), IT (1); and 6 instructors (local escort) involved in this activity. It was organized on the 18th anniversary of the signature of CFE Treaty.

The four-day course provided the participants with an opportunity to meet their colleagues from the SEE region, as well as to meet representatives/experts from different countries, organizations and agencies, all experienced in dealing with the execution of arms control and CSBM regimes.

The Course was conducted as a combination of lectures (presentations) and practical activities, which included an ACFE inspection. It was carried out in two parts: the theoretical, comprising lectures and presentations, held at RACVIAC/Rakitje, and the practical part, taking place at the 91st Air Base Pleso in Zagreb.

The purpose of the Orientation Course was to provide participants with the basic theoretical overview of the CFE and the ACFE, focusing on the duties and responsibilities of the personnel engaged in the implementation of the aforementioned arms control document. It gave a comprehensive analysis of theoretical aspects of the course.

On 20 February 2009, Ambassador Nedžad Hadžimusić Director of RACVIAC visited the NATO Headquarters in Brussels. He was accompanied by Mr. Sorin Sterie, Senior Political Advisor from Security, Defence, Justice and Home Affairs in Brussels Liaison Office of Regional Cooperation Council for South East Europe.

During one-day visit Ambassador Hadžimusić had two separate meetings with NATO senior officials – first with Mr. Robert F. Simmons, Deputy Assistant SG for Security Cooperation and Partnership, and then with Guy B. Roberts, Deputy Assistant SG for WMD Policy, Nuclear Policy, Defence Policy and Planning Division. RACVIAC Director was also invited to give a presentation at SEEGROUP meeting on Centre’s new mission, ongoing transformation and Programme of Activities in 2009.

In his meeting with Robert F. Simmons, Deputy Assistant SG for Security Cooperation and Partnership, Ambassador Hadžimusić presented RACVIAC as a successful self-sustained organization in the area of security cooperation in SEE. Among the activities that RACVIAC has developed recently, he pointed out activities within Centre’s Defence Conversion Cell dealing with re-training of the redundant military personnel and conversion of closed military bases, together with involvement in a process of conversion of the military industry in general. He also stressed that RACVIAC has established full regional ownership, which is recognized by major international organizations, such as NATO, EU, OSCE and UN.

Ambassador Hadžimusić praised the ongoing Moldavian SEECP Presidency, and stressed with anticipation the upcoming Turkish SEECP Chairmanship, starting in June 2009.

Mr. Simmons pointed out that the IPAP program progresses well and that NATO is in the process of analyzing the IPAP papers submitted by B&H and Montenegro. He personally considered that maybe one or two more IPAP cycles are necessary for these countries before MAP may start, considering that IPAP requires more or less the same level of commitment and reforms that MAP does. He also added that countries like Georgia and Ukraine were watchful and quick in reacting to any “speeding-up” of integration process for Western Balkans’ countries. He concluded that there is a “good feeling” in general regarding the progress in the SEE region.

(continue on page 8)
At the second meeting of RACVIAC Director on that day, Mr. Guy B. Roberts, Deputy Assistant SG for WMD Policy, Nuclear Policy, Defence Policy and Planning Division, highlighted the WMD courses organized by NATO at its specialized Centre. He underlined that NATO had been very pleased to see that a training project on Urban Rescue Teams in SEE had been initiated within the RACVIAC premises.

He added that closer working relationship could be developed in different ways. For example, using the 8 NATO Centres of Excellence that are interconnected for assisting the RACVIAC training activities, as well as including trainers from the region for NATO purposes. He also envisaged a MoU between the WMD NATO Centre and RACVIAC, as well as with the NBCR Centre from the Czech Republic, where excellent facilities for training in bio safety in a specialized hospital could be used for SEE countries. Other avenues of cooperation could possibly be open with Antiterrorism Centre from Ankara and with the Cyber Attacks Centre in Estonia.

Ambassador Nedžad Hadžimusić presented the activities of the Centre, underlining the importance of synergy and coordination with RCC within SEECP political agenda. He also highlighted the contacts recently established with George C. Marshall Center and with NATO’s School in Oberammergau in order to identify future common points of interest and areas of cooperation. Referring to NATO’s Comprehensive Approach philosophy, Ambassador Hadžimusić underlined current, ever widening range of RACVIAC activities with a variety of topics including those of tangible interest to NATO.

RACVIAC Director also met with distinguishes representatives of SEEGROUP which gathered PIP, MAP and NATO member countries. In his address to SEEGROUP, Ambassador Hadžimusić stressed that RACVIAC, Centre for Security Cooperation, is proud to be considered by the future Turkish SEECP Chairmanship in the process of identifying its priorities. He also pointed out that RACVIAC was developing working relations with NATO PIP Centres (Turkey, BIH, Finland and others). He expressed best hopes regarding possibility of inter-regional security cooperation. In this context, he especially praised the experience of Baltic states which had already been shared through a fruitful cooperation within Baltic-Adriatic-Atlantic framework gathering of NATO, MAP and PIP countries.

The course objectives were the following: to provide historical background of the CFE Treaty, describing the circumstances from the time of its establishment up to its adaptation period; to overview the fundamental elements of the ACFE/CFE Treaty highlighting the most comprehensive and commonly followed rules, requirements and procedures of their implementation; to provide the participants with the information on the current situation in this field of activities; to deepen contacts between representatives of different national organizations and agencies engaged in the accomplishment of recent and future arms control activities; to provide participants with the opportunity to exercise or “observe” the real events, particularly during the practical part of the Course, thus adding a real value to the efforts of the SEE region in building security culture and environment, as well as showing the possible areas and ways on how to work in the future as a platform for co-operation on national, regional and international level; to provide guidelines on how to work in the future as a platform for co-operation on national, regional and international level.

The lecturers covered all the topics in very efficient manner, and presented a comprehensive and detailed overview of the relevant parts of the Treaty that were examined on the course.

During the practical part of the course, participants were actively engaged in performing a field exercise. Two teams – Inspection Team and Escort Team - practiced the preparation of a “Mission”, whose goal was the accomplishment of an inspection, under the supervision of the lecturers. The practical part of the Course also provided participants with the opportunity to exercise the real events and real life situations as members of the Inspection & Evaluation Team, adding a real value to the efforts of the SEE region in building security culture and environment.

The Course proved to be successful according the experts and participants assessments at the end of the event.

The primary goal of this Human Resources Management workshop was to give the representatives of the participating countries an insight into the personnel and organizational aspects of the transition from conscript-oriented Armed Forces to expeditionary, professional Armed Forces.

The workshop was attended and successfully completed by 18 representatives from various organizations within the defence system of Southeast European countries: Albania, Bosnia and Herzegovina, Bulgaria, Croatia, the Former Yugoslav Republic of Macedonia, Moldova, Montenegro and Serbia, including 3 lecturers, members of NDC staff.

Ambassador Nedžad Hadžimusić, Director of RACVIAC, together with Colonel Frederik Besseling, Dutch military attaché to the Republic of Croatia, opened the Workshop and extended welcome to the Workshop participants and staff from Netherlands Defence College.

After the participants’ introduction and the workshop briefing, the Countries opened the Workshop with the presentations of Current Problems & Challenges in HRM of Armed Forces, which was followed by a discussion.

The activity content of the Workshop was designed and prepared solely by the Netherlands Defence College, which particularly bore in mind the specific objectives of this event.

It consisted of the following items:
- HRM within the Netherlands Armed Forces;
- Current HRM situation in the participating countries;
- Problems and solutions during the transition from conscript to professional Armed Forces, using the Netherlands as an example;
- Recruitment of new, professional personnel;

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Human Resources Management Workshop

RACVIAC – Centre for Security Cooperation organized a workshop under the title “Human Resources Management”, which was held from 24th to 28th November 2008 at “Vitez Damir Martić” Military Barracks in Rakitje, Croatia. The event was co-organized with the Netherlands Defence College.

The Netherlands Defence College and RACVIAC recognized the transformation of the human resources management system as one of the crucial elements and key prerequisites for the successful reform of the armed forces, from predominately compulsory military service toward the all-volunteer military service. This is especially important for the countries in the region, which are trying to complete the modernization of their military organizations and the process of European security integration.
- Selection of new, professional personnel;
- HRM during reconstruction / downsizing;
- Management change.

Five working days of intensive schedule included main topic lectures followed by sy-
dicate work and presentation of group find-
ings on specific subject matter. This unique
and successful cooperation should continue in
the future, providing countries of our region
with an increasing number of opportunities to
share their mutual experiences and improve
already existing knowledge.

RACVIAC - Centre for Security Coopera-
tion, in cooperation with Sarajevo Economic
Region Development Agency (SERDA) organi-
ized and conducted the 9th Workshop on
Military Base Conversion from 25th – 28th No-
vember 2008, in Sarajevo, Bosnia and Herze-
govina, which included a field study trip to
the former military base in “Hadžići”.

The workshop focused mainly on the ex-
perience exchange in the field of military base
conversion (MBC), targeting personnel di-
rectly involved in this field, representing local
governments, banks, construction companies,
as well as respective international institutions.

The purpose of the 9th Workshop on
Military Base Conversion was to provide the
participants with the opportunity to share the
trends, experience and lessons learned in the
field of military base conversion, particularly
to enable them to visit the conversion sites
and get the real picture, which was consid-
ered the most useful part of the workshop.

The main objective of the WG2 workshop
was to bring together the representatives of
different ministries, regional and local au-
thorities, international organizations, NGOs,
financial institutions and businesses to exam-
ine and discuss all the aspects of military base
conversion (MBC).

The workshop gathered fifty-three par-
ticipants, twenty-one WG2 members, sixteen
representatives from local governments and
international institutions, and six participants
from RACVIAC. The participants came from
the following Southeast European countries:
Bosnia and Herzegovina, Croatia, Former Yu-
goslav Republic of Macedonia1, Greece, Hun-
gary, Moldova, Montenegro, Romania and
Serbia.

Ambassador Nedžad Hadžimusić, RACVIAC
Director, opened the workshop and expressed
his deep appreciation to the proponent of
the workshop, Sarajevo Economic Region De-
velopment Agency (SERDA) for joining forces
with RACVIAC, as well as to the European
Support for Regional Economic Development in
B&H, Ministry of Defence of B&H and the
OSCE Mission to Bosnia and Herzegovina for
their ongoing support to RACVIAC initiative.

He also expressed his warm welcome to
Lieutenant General (retired) Stergios Papotos,
the former Director of RACVIAC and one of
the most valuable contributors to this activ-
ity. Lieutenant General (ret) Stergios Papotos
delivered a presentation on the past, present
and future of the defense conversion with
specific view on military base conversion. He
also emphasized the following words in his
speech: “To have the military base conversion
in order, patience is needed, because the re-
development of sites does not happen over-
night.”

During the three workshop days, a mul-
tinational team of experts shared their ex-
perience in MBC projects, provided a deeper
insight into national and international donors
and financial organizations involvement in the
MBC projects funding, and discussed the pos-
sible solutions. The opportunity to visit the
military base sites was appreciated as one of
the most important aspects of the MBC work-
shop. The visit to the Hadžići Municipality and
nine former military bases on its territory pro-
vided the participants with a clear picture of
MBC situation in B&H.

The 9th WG2 workshop confirmed that
partnership approach, exchange of experi-
ence and lessons learned, as well as common
support, are the most valuable assets in coun-
tering MBC challenges.

Combating Irregular Migration and
Trafficking of Human Beings

RACVIAC – Centre for Security Coopera-
tion held a seminar under the title of Combat-
ing Irregular Migration and Trafficking of Hu-
man Beings, from 1st to 2nd December 2008.
The seminar gathered 36 participants from
12 countries (AL, BA, HR, GR, IT, MD, ME, MK,
RS, RO, SI and TR) and 9 international organi-
zations (Mr Theo den Haan from EUROPOL,
Mr Grigorios Apostolou from FRONTEX, Ms
Mariyana Radeva from ICMPD, Ms Lovorka
Marinović from IOM, H.E. AMB Jorge Fuentes
Monzonís-Vilallonga from OSCE office in
Zagreb, Ms Zoi Sakelliadou from UNHCR and Ms
Francesca Bosco from UNICRI).

The purpose of the seminar was to pro-
vide regional forum for comprehensive dis-
cussions, to share lessons learned and display
best practices to present problems as well as
to establish better international cooperation
among the countries and international organi-
izations.

He was born on 12 September 1973 in
Simferopol, Ukraine. Prior to joining the
RACVIAC team, LTC Sergiu Railean held a po-
sition at the National Army General Staff in
the 15 Strategic Planning Directorate where
he was involved in international military co-
operation.

He graduated from Tashkent Infantry
Military School in 1994 and from the Repub-
l of Moldova State University Faculty of
Civil Law in 1999. He lives in Chisinau with
his wife and son. His hobbies include: sports,
graphic design, dogs and languages.

The new Language Specialist at RACVIAC
Mr Ivan Mikulić was born in Zagreb in 1981
and graduated in English and Croatian from
the Faculty of Philosophy at the University of
Zagreb.

Prior to the post in RACVIAC Mr Mikulić
worked as a teacher and translator in vari-
ous schools and agencies. He also spent
short part of his life in Poland, where he
also worked as a teacher and translator, and
learned Polish as well.

He lives in Zagreb with his wife, and in
his free time he enjoys outdoor activities,
such as playing football and tennis, hiking
and walking, while his interests include lit-
terature, traveling, cultural issues and movies.

Footnotes:
1 Turkey recognizes the Republic of Mac-
edonia with its constitutional name
The main objectives of the Seminar were the following: to improve capacity building on national institutions tasked for combating irregular migration and trafficking of human beings; to discuss the ways and means on how to improve education and training systems for the state officials; to identify best practices; to deepen contacts between representatives of national organizations, agencies engaged in the accomplishment of arms control and/or security- and confidence-building measures to add a real value to the SEE region showing areas and ways on how to work in the present and future as a platform for co-operation on national, regional and international level.

The seminar was divided into three main sessions. In the first session countries from the region presented their national structure, educational system, international cooperation and some of them also stressed out the lack of education, training and international cooperation in their countries.

The second session was oriented towards a very specific topic, presented in detail from Italy, Greece and Turkey, in which we could get best practice in fighting these phenomena through their lessons learned.

The third session belonged to the international organizations EUropol, FRONTEX, ICMPD, IOM, OSCE office in Zagreb, UNHCR UNICRI, in which they introduced their organisation, work and planned or ongoing activities in the region.

They also tried to encourage the countries to be more active in these projects.

The participants and lecturers were representatives from seven countries and seven organizations, namely: Albania (2), Bosnia and Herzegovina (3), Croatia (3), the Former Yugoslav Republic of Macedonia (3), Moldova (2), Montenegro (1), Serbia (3), NATO HQ in Brussels (1), NATO HQ in Sarajevo (1), European Commission Enlargement (1), OSCE (2), RCC - Regional Cooperation Council (3), SEESAC - South Eastern and Eastern Europe Clearing-house for the Control of Small Arms and Light Weapons (1) and DPPI - Disaster Preparedness and Prevention Initiative (1). Colonel Tomislav VIBOVEC, Deputy Director & COS of RACVIAC - Centre for Security Cooperation, and H.E. Stanislav DASKALOV, Head of the RCC Liaison Office in Brussels, opened the Meeting.

The participants focused on three main issues: political framework of regional cooperation in SEE in the context of European and Euro-Atlantic Integration, initiatives in the security domain in SEE - synergy and lines of cooperation, and ideas and needs for future cooperation of the SEE countries. The meeting was held in an open and constructive atmosphere of discussions, during which several important ideas, views and conclusions on regional cooperation were launched.

Almost all speakers identified regional security cooperation as a national security goal of highest importance. Furthermore, even when not explicitly stressed, this fundamental conviction was also inherent in the presentations. Nearly all presenters admitted that the limitation of appropriate facilities, opportunities and capacities would not only justified regional cooperation, but also provided even stronger urge for its enhancement. The need

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GOODYES

After six weeks of volunteer internship, RACVIAC says farewell to Mr Patrick Gaefweiler, who temporary joined Defence Conversion Cell as an intern in September 2008.

We hope his stay at RACVIAC provided him with valuable experiences and contacts. RACVIAC wishes him success in future education and career.

RACVIAC says farewell to its former intern Mr Ozgur Kurum. Mr Kurum joined RACVIAC in February 2008 as a Seminar Assistant in Dialogue & Cooperation Division.

We would like to thank him for his dedication to work, as well as for the assistance he provided to the Dialogue & Cooperation Division and all RACVIAC staff in general. His internship ended in December 2008. We wish him all the best in his future career.

After 10 months of service at RACVIAC as an English Language Translator/Interpreter, RACVIAC would like to thank Ms Petra Buljević for her dedicated and professional work. With her knowledge Ms Buljević greatly benefited RACVIAC.

She successfully cooperated with all of RACVIAC Divisions, Cells and Staff, giving them professional and friendly support. We will miss her greatly and wish her success in the future career on her new post at Ruđer Bošković Institute in Zagreb, Croatia.
for further assistance in building administrative/institutional capacity to support Euro-Atlantic and European integration processes - including language training - was voiced as the most urgent one.

Additionally, speakers unanimously recognized organized crime as a major threat to the region of Southeast Europe, and pointed out the willingness and readiness of the region and international partners to closely cooperate on fighting the organized crime in all its relevant aspects – such as money laundering, trafficking of human beings, and corruption, to name just a few.

Finally, all speakers underlined the necessity to maintain and improve the achievements reached through arms control, security and confidence building measures, as well as to continue promoting security sector reforms.

All panelists assessed the three panels as very successful and useful. They also recommended to the co-organizers to continue with the programme in the future.

The Conference intention was to provide the cross section of long-term accumulated experience on similar issues from existing resettlement programmes in SEE, Russian Federation and Republic of Ukraine; to indicate NATO’s contribution to these programmes; to provide overviews of existing solutions on some highly specific issues within the most successful programmes; to introduce information on latest resettlement programme developments; and most importantly - to initiate informal expert communication and to provide common ground for future formal cooperation between RACVIAC DCC WG1 member countries, Russian Federation and Ukraine. These were the starting points for the creation of the corresponding conference agenda, which was done through cooperation between NATO PASP/DSED and RACVIAC DCC WG1.

The Conference activity was planned, organized and carried out as the joint event of RACVIAC and the NATO PASP/DSED, who respectfully shared corresponding financial responsibilities, while RACVIAC fully provided organizational and logistical support as the host organizer. During the working day sessions, held at the RACVIAC facilities, participants had the opportunity to hear presentations and engage in discussions on the corresponding subject matter.

The main purpose of the Conference was the establishment of a common platform for mutual exchange of views and experiences on major aspects in the area of retraining and resettlement of redundant military personnel (career transition of separated military personnel), primarily between RACVIAC DCC Working Group 1 as the subject proponent in South-East Europe, and NATO Division of Political Affairs and Security Policy (PASP/DSED) considering the same field of interest in Russian Federation and Republic of Ukraine.

A “Conference On Resettling Redundant Military Personnel - Lessons Learned from Transition Economies” was carried out in RACVIAC facilities in Rakitje, Croatia, from 15th to 17th December 2008 in cooperation with NATO Political Affairs and Security Policy Division Defence and Security Economics Directorate (PASP/DSED).

The Conference activity was planned, organized and carried out as the joint event of RACVIAC and the NATO PASP/DSED, who respectfully shared corresponding financial responsibilities, while RACVIAC fully provided organizational and logistical support as the host organizer. During the working day sessions, held at the RACVIAC facilities, participants had the opportunity to hear presentations and engage in discussions on the corresponding subject matter.

Workshop included 43 participants from Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Germany, Italy, the Former Yugoslav Republic of Macedonia1, Moldova, the Kingdom of Norway, Russian Federation, Ukraine, the United States of America, and Serbia, including representatives from IOM, NATO, as well as RACVIAC staff and NATO interpreters. The Conference was conducted as a series of plenary sessions comprised of individual presentations provided by subject matter experts from the Russian Federation, SEE Countries - members of RACVIAC DCC WG1 and the Republic of Ukraine. First conference day included individual arrivals, administrative processing, final coordination activities and initial welcome gathering hosted by Deputy Director and Chief of Staff of RACVIAC Colonel Lieutenant Colonel Grigore Chirica, the WG Director at Defence Conversion Cell, completed his tour of duty at the end of January 2009. During his tour in RACVIAC, LtCol Chirica fulfilled his mission on a highly professional level.

It would have been impossible to conduct numerous tasks and activities at RACVIAC without his experience, kind patience and friendly approach. We would like to thank him for everything he did at RACVIAC and we wish him all the best in his professional career.

RACVIAC would like to thank Major Ermir Alibali for his dedicated work in the past two years he spent with us working on various positions in RACVIAC.

He was not only a colleague at RACVIAC but also a helpful and courteous friend to all of us and it was a genuine pleasure working with him. RACVIAC wishes all the best to him and his family.

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Tomislav Vibovec, who extended his welcome all the participants.

The event started with the opening session co-chaired by facilitating organizations’ high representatives: Mr. Michael Gaul, Deputy Director of PASP/DSED and Col. Tomislav Vibovec, Deputy Director and Chief of staff of RACVIAC - Centre for Security Cooperation. Both addressed the participants and confirmed the importance of the Conference - as the opportunity for sharing different expert points of view, and at the same time as the initiative for future developments and cooperation in the field of separated military personnel career transition support programmes.

Next working day brought the continuation of the Plenary Session Two, which comprised of the presentations made by WG1 member countries’ representatives that are at the same time members of NATO. Plenary Session Three was dedicated to NATO Resettlement Programmes in Ukraine. Each speech was followed by short, but intensive and fruitful discussion, providing participants with the opportunity to point out the most interesting issues identified during the corresponding session.

NATO-RACVIAC Conference on Resettling Redundant Military Personnel once again confirmed the importance of this issue, not just because of the challenges created by the turbulences in early 90’s and the omnipresent armed force downsizing, but also because of the future of the individual national defence systems developments, primarily due to ongoing processes of their modernization and creation of dominantly all-volunteer forces.

The Conference was highly successful in identifying mutual programme similarities and, more importantly, some primarily doctrinal differences and the existence of areas that still require some improvements. The decision by NATO and RACVIAC to hold this kind of an event at this scale for the first time, and at one place, provided a truly unique opportunity for all the participants to have direct access to a respectful display of expertise in the field of supporting the career transition of separated military personnel, accumulated during the last decade in the countries of SEE, Russian Federation and Ukraine.

The Conference outcome was clearly displayed through stated readiness for the future cooperation between two expert communities in the subject matter. NATO PASP/DSED enhanced the created momentum by using this conference to announce the next similar event to be held in Kazakhstan this March, and invited all present conference participants to take part in it. In this way the initiative has been expanded to Central Asia, and the SEE countries, as the members of RACVIAC DCC WG1 are invited to contribute to this effort. This is a major breakthrough, and RACVIAC is willing to support this initiative in accordance with its capacities.

The 9th Workshop on Transition of Military Personnel was held from 17th to 18th December 2008 in RACVIAC Main Seminar Room in the military barracks “Vitez Damir Martić” located in Rakitje, Croatia. It was organized within the time frame of two working days both as an organizational extension of previously concluded event - NATO-RACVIAC Conference on Resettling Redundant Military Personnel, and as an independent RACVIAC activity with the genuine and highly specific topics.

The Workshop included 25 participants from 11 different countries (Albania, Bosnia and Herzegovina, Bulgaria, Croatia, the Former Yugoslav Republic of Macedonia, Moldova, the Kingdom of Norway, Poland, Romania, the United States of America and Serbia), as well as representatives from OSCE and NATO, RACVIAC staff and expert speakers.

The Workshop activities were conducted as a combination of the members’ presentations and expert lectures. Besides previously defined topic requirements, it was designed to support “NATO-RACVIAC Conference on Resettling Redundant Military Personnel” as its logical thematic extension, due to fact that these two events were organizationally combined and based on the participation of WG1 members. Due that fact some standard social elements were merged. In this way, the Workshop had exclusively working character and its programme was more intensive than usual.

The Workshop opening was brief, deprived of any formalities and primarily dedicated to the Agenda. First working day brought standard review of the individual national programme updates, while the second one was solely dedicated to the main workshop topic, where subject matter presentations were followed by the main topic lectures. The presentations were based on the previously submitted written material and served as the starting point for joint comparative analysis of mentioned legal and organizational frameworks in WG1 member countries.

For the same purpose, the Workshop Agenda included an example of a lasting and well-established legal solution in the same field of interest from one of the western countries as the final element for the mentioned comparative analysis. Due to fact that the Workshop’s content was strictly designed in accordance with the requirements submitted by the Ministry of Defence of the Republic of Moldova, it was concluded with the presentation on the current situation regarding the reopening of the Retraining and Resettlement Centre in Chisinau Technical University as the joint project between Moldavian MoD and OSCE Mission to Moldova.

Participants assessed the Workshop as a successful one, and the final conclusion session delivered following suggestions: to continue with the initiated reviews of the western countries’ transition support systems; to share experience on participation on job fairs; to extend WG1 activities to other government institutions (ministries) that have to face the same issues of downsizing and redundant personnel career transition support (WG1 can transfer accumulated knowledge and experience to them); WG1 should continue to evolve - future gatherings should include discussion on its future; to discuss IT support tools (especially in planning process); to maintain the initiative to have one of the future workshops in the Republic of Moldova.

At the end of the event, WG1 unofficially celebrated the third anniversary by honoring all of its chairpersons. For this purpose, and on behalf of Ambassador Nedžad Hadžimusić, Director of RACVIAC - Centre for Security Cooperation, Colonel Mihajo Mladenović, Chief of RACVIAC Defence Conversion Cell, handed over RACVIAC certificates of appreciation to Major Zvonko Popović (Croatian representative - WG1 Chairperson in 2006); Ms Ivis Nocka (Albanian representative - WG1 Chairperson in 2007); and Mr Peter Pashov PhD (Bulgarian representative - WG1 Chairperson in 2008).

The Workshop was closed by the chairmanship handover ceremony between Mr Petar Pashov PhD and LtC Gjorgji Mitrinovski as the oncoming chairperson.

Both distinguished members of WG1 addressed the assembled colleagues and shared their personal visions of the past and the future of Working Group 1.