RACVIAC’s Anniversary

TEN YEARS OF DIALOGUE AND COOPERATION

OPEN SKIES TREATY AERIAL OBSERVATION COURSE

THE SOUTH - EAST EUROPE PATH TOWARDS THE EU
On 14 October 2010, RACVIAC – Centre for Security Cooperation was honoured by the visit of H.E. Ms Stella Ronner-Grubačić, Ambassador of the Kingdom of the Netherlands to the Republic of Croatia. Ms Ambassador was accompanied by Lt Col Frederik Jan Beselink, Military Attaché to Croatia. After being welcomed by Director of RACVIAC, Ambassador Nikola Todorčevski and RACVIAC’s Deputy Director, Colonel Željko Cepanec, who provided him with a brief presentation on RACVIAC’s annual Programme of Activities, plans for the forthcoming period, the completed process of transformation of the Centre and the recently signed new Agreement on RACVIAC. The Albanian Ambassador used this possibility to emphasize and praise the role of RACVIAC in the process of integration of the SEE region into the European mainstream.

On 15th October 2010 H.E. Ms Beverley Mercer, Ambassador of Australia to the Republic of Croatia, visited RACVIAC – Centre for Security Cooperation. The occasion for visiting RACVIAC was the desire expressed by H.E. Ms Beverley Mercer to make personal acquaintance with RACVIAC’s mission, aims and organization. She was accompanied by Ms Dijana Padežanin, Economic and Research Officer at the Australian Embassy. The guests were welcomed by Director of RACVIAC Ambassador Nikola Todorčevski, Deputy Director Colonel Željko Cepanec and RACVIAC’s senior staff members. Beside the presentation on the history of RACVIAC, its organizational structure, mission and achievements given by RACVIAC’s PR Officer, the Australian delegation and their hosts engaged in a very interesting discussion on RACVIAC’s activities and plans for the future. Ms Ambassador expressed her satisfaction with RACVIAC’s contribution to the process of stabilization of the SEE region.
Visits to/outside RACVIAC

NATO School Commandant at RACVIAC

On 21 October 2010 Colonel Mark Baines, Commandant of the NATO School Oberammergau, visited RACVIAC – Centre for Security Cooperation. He was accompanied by Sergeant Major Ivica Britvec, NATO School Course Director. The occasion for the visit to RACVIAC was the wish of Colonel Baines to get personally acquainted with RACVIAC, as a unique international and academic organization.

The NATO School delegation, hosted by RACVIAC’s Director Ambassador Todorčevski and the senior staff, was briefed on the current situation, organizational structure, mission and achievements of RACVIAC. Colonel Baines and his hosts used the opportunity to discuss RACVIAC’s Programme of Activities and the plans for enhancing cooperation between the two organizations.

Turkish Ambassador visited RACVIAC

The Ambassador of the Republic of Turkey to the Republic of Croatia, H.E. Mr Burak Özügergin, visited RACVIAC on Wednesday, 1 December 2010. Mr Ambassador was accompanied by Col Fatih Yücekan, the Turkish Defence Attaché to Croatia. The distinguished guests were welcomed by Director of RACVIAC Ambassador Nikola Todorčevski, RACVIAC’s Deputy Director Colonel Željko Cepanec and the senior staff members.

The visit was a good opportunity to bring the distinguished quests up to date on the ongoing process of ratification of the Agreement on RACVIAC, the annual Programme of Activities and the plans for the forthcoming period. The Turkish delegation emphasized and praised once again the role of RACVIAC in the process of stabilization and development of the South East Europe region and used the opportunity to assure RACVIAC of their intention to provide further support and partnership.

Furthermore, Mr Ambassador took part in the Seminar entitled ‘The South East Europe path towards the EU: progress through reforms and the way ahead’ and his attendance and speech were highly appreciated.

Albania, Croatia and Montenegro ratified the new Agreement

The 23rd MAG Meeting, held on 14 April 2010 in Budva, Montenegro, can be regarded historically important for RACVIAC - Centre for Security Cooperation since it served as the venue for signing of the new RACVIAC Agreement. The Agreement was signed by eight South Eastern European Cooperation Process (SEECP) countries, namely: Albania, Bosnia and Herzegovina, Croatia, Montenegro, Greece, Former Yugoslav Republic of Macedonia*, Montenegro, Serbia and Turkey. By signing this Agreement, the SEE region demonstrated its own maturity to undertake major political commitment with a view to increasing regional security and cooperation through the concept of regional ownership.

The clear signs of this stronger commitment have already been displayed by three RACVIAC’s members. By the end of 2010, the Parliaments of Albania, Croatia and Montenegro ratified the Agreement in accordance with their respective national legal requirements.

In other member countries the process of ratification is still under way.

*Turkey recognizes the Republic of Macedonia with its constitutional name
On Wednesday, 20 October 2010, under the auspices of the President of the Republic of Croatia, Prof. Dr. Ivo Josipović, RACVIAC - Centre for Security Cooperation celebrated its 10th Anniversary.

The celebration ceremony was attended by President of the Republic of Croatia, Prof. Dr. Ivo Josipović; envoy of the Croatian Prime Minister - Minister of Defence Mr Branko Vukelić; Ministers of Defence and Foreign Affairs of Bosnia and Herzegovina, Mr Selmo Cikotić and Mr Sven Alkalaj; Minister of Defence of Montenegro, Mr Boro Vučinić; a number of ambassadors and other senior civil and military officials of RACVIAC member countries as well as others who expressed interest in its work.

RACVIAC’s Director, Ambassador Nikola Todorčevski, said that over the past ten years RACVIAC had proved to be a successful project, having successfully hosted nearly 7,300 participants and lecturers in almost 250 activities. Emphasizing that the Centre was a unique international organization continuously contributing to stability and security in the region, he expressed its readiness for new challenges and achievements in the future. RACVIAC’s first Director, Colonel Nikola Nogolica (Ret), recalled the Centre’s beginnings back in 2000, when it was established on the basis of a bilateral agreement between the Republic of Croatia and the Republic of Germany with a view to assisting in the implementation of agreements on arms control in all SEE countries. A representative of the Federal Republic of Germany, Ambassador Peter Gottwald, expressed his satisfaction with the development of RACVIAC which, having changed its mission in accordance with the changes in the region, has evolved into an important platform for dialogue on security cooperation. Ambassador Gottwald believes the Centre is bound to continue to develop instruments of security, stability and confidence in the region. On behalf of the Prime Minister, Croatian Minister of Defence Mr Branko Vučelić congratulated RACVIAC on the previous work and wished equally fruitful work in the future. He noted that RACVIAC had played an important role in developing trust, peace, cooperation and stability in Southeastern Europe, all of which were prerequisites for progress, not only in the region, but in whole Europe as well. “RACVIAC covers a broad area of cooperation – security – which, on the one hand, gives it a possibility of long-standing activity, and on the other hand, means constant modification and adaptation, anticipating new security challenges and overall international developments in the area of security, in order to make greater contribution to the needs of the countries not only in this part of Europe, but also beyond”, Mr Vukelić said, adding that RACVIAC had a full support of the Croatian Government.

President Ivo Josipović stressed the fundamental importance of cooperation and participation in international organizations and regional initiatives. He also placed a special emphasis on good relations and cooperation with the countries in the region, primarily with the neighbouring countries, since the resolution of mutual open issues would be impossible without cooperation, discussion and agreement. “The results of RACVIAC’s activities make a strong argument for that position”, Josipović said and added that "shifting the focus of the Centre’s activities on the question of security in a broader sense is an indicator of overall efforts to stabilize the region”. The President also expressed his belief that the Centre would further evolve in that direction.

Ambassador Nikola Todorčevski with former RACVIAC’s Director, Major General Johann Pucher and Colonel Nikola Nogolica (Ret)
The 24th MAG & Budgetary Meeting was held from 19 - 20 October 2010 at the facilities of RACVIAC - Centre for Security Cooperation in Rakitje. The meeting was chaired by Mr Draško Jovanović, Deputy Minister of Defence of Montenegro. The first day was reserved for the budgetary issues, with focus on the budget for 2011, and for preparing recommendations for the next-day MAG Meeting.

The MAG meeting started with Director's Interim Report for the first eight months of 2010. In this report Director of RACVIAC Ambassador Nikola Todorčevski addressed the Centre’s achievements and results in 2010, organizational and financial challenges faced and lessons learned. Director’s report was followed by a presentation of the RACVIAC Programme 2011, presented by the three Program Managers and subsequently approved by the MAG members.

Deputy Director of RACVIAC, Colonel Željko Cepanec briefed the MAG members on the current financial situation in the Centre and presented a new Budget Proposal for 2011. Pursuant to the recommendations from the Budgetary Meeting, MAG approved the 2011 Core Budget. This session was followed by a discussion on personnel issues in RACVIAC. Consequently, RACVIAC’s Management was given authority to implement a new organizational structure, with an obligation to keep MAG informed of its implementation results on a three-month basis.

During the session dedicated to the status of MAG nations, MAG was filled in on Moldova’s changed status from a Core to an Observer Member, as a consequence of the current economic situation in the country. However, Moldova was given assurances by all MAG participants that RACVIAC’s door would remain open for its future core membership.

As traditionally at each Autumn MAG Meeting, MAG confirmed the new MAG Chairperson. In the next one-year period this position will be held by Mr Zoran Šajinović, Deputy Minister of Defence of Bosnia and Herzegovina, who will therefore host the next Spring MAG Meeting. Since this year we have also had a MAG Chairperson nominee from the Republic of Albania, Rear Admiral Kristaq Gerveni, MAG decided that Albania should keep its MAG Chairperson nomination for the year 2011/2012.

The momentum which marked this MAG meeting as a historical one was the solemn celebration of RACVIAC’s 10th anniversary, held under the auspices of the President of Croatia, Prof Dr Ivo Josipović, who personally attended the ceremony. This was also a unique opportunity for RACVIAC’s staff members, past and present, to meet and share memories of the last decade of our Centre.

Mr Zoran Šajinović (B&H) is elected the new MAG Chairperson
RACVIAC – Centre for Security Cooperation, in cooperation with Croatia, Germany, Hungary and Montenegro organized an Open Skies Treaty (OST) Aerial Observation Course (CSE-05-C) in the period of 11-22 October 2010. This kind of course has been held annually since the year 2002, as part of continuous efforts made by RACVIAC to train military personnel of the South East European (SEE) countries in terms of planning and carrying out observation flights according to the provisions of the OST.

This year the course was sponsored by Germany. It comprised presentations and a practical phase. The theoretical part took place at RACVIAC’s facilities in Croatia. Participants also visited the Croatian OST photo laboratory at Pleso Airbase. The practical part of the course was hosted by Montenegro and the training flight was carried out over its territory. Hungary as a contributor made available an observation aircraft AN-26, certified for the purposes of the OST.

Programme/Methodology
The total duration of the course was two weeks, travel dates included. The course was carried out as a combination of lectures and practical activities. The equal amount of time was allocated to both the theoretical and the practical part, providing thus the participants with a unique opportunity to participate in a training observation flight. The course was carried out in the English language.

Purpose and Objectives
The purpose of this course was to train personnel from SEE countries to plan, organize and execute an observation flight based on the provisions of the OST, and so to increase the administrative capacity in the field of security cooperation.

The objectives of the course were:
- To overview specific elements of the OST, highlighting the most comprehensive and commonly followed rules and procedures of its execution;
- To provide the participants with information on the current situation in the implementation of the OST;
- To deepen contacts between representatives of national organizations and agencies engaged in the accomplishment of arms control and/or confidence- and security-building measures;
-To set an example of security cooperation on national, regional and international level.

Participation
The Course was attended by thirteen participants from nine countries, namely from Albania (2), Bosnia and Herzegovina (2), Croatia (2), the Former Yugoslav Republic of Macedonia* (2), Montenegro (1), Poland (1), Slovakia (1), Slovenia (1) and Slovenia (1). Most of the participants represented the air forces and verification centres of their countries and had some previous knowledge of the provisions of the OST.

RACVIAC hosted altogether five lecturers from Croatia (1), Germany (3) and Hungary (1). During the course, several other specialists supported us with briefings on different topics, such as the work of the photo laboratory (at Pleso Airbase), and the ATC information and weather forecasts (at Podgorica (Golubovci) Airbase, Montenegro).

In addition to that, serving the purposes of the course, members of the Hungarian team prepared numerous briefings concerning the Hungarian Open Skies Observation System.

Overview of the Course
The first phase (12-15 October) was conducted as a combination of presentations, lectures, a visit to the photo laboratory at Pleso Airbase, and practical work on a mission plan as a preparation for the accomplishment of the observation flight in Montenegro. The presentations covered the following topics:

1. Lt Col Klaus Kobe from Germany
   -The Treaty on Open Skies (I. II.)
   -OS platforms and sensor suits
2. Captain Vlado Pavlinec from Croatia
   -OSCC Decisions, Chairman statements
   -Mission Plan Negotiation, Mission Report (OSF 15, OSF 14)
   -Preparation of receiving an OS mission (Formats, logistics, OSCC Dec. 1.)
3. Lt Col Andreas Weller from Germany
   -Mission planning I. (Basic information and considerations)
   -OSF 14 analysis.
4. CMSgt Michael Laufs from Germany
   -Film processing, duplication, access to information
   -OS platforms and sensor suits (detailed information)
5. CMSgt Michael Laufs from Germany
   -Mission rundown I. II. (Possible timetable of an active mission)
   -Certification, pre-flight inspection, demo flight.
6. Major István Zombori from Hungary
   -OS Notifications, Formats
   -POE procedure, Pre-flight inspection,
   -Mission plan negotiation (background activities),
   -Preparation for the Flight (in flight duties),
   -OSF 14 analysis.

The invited lecturers efficiently covered all the topics and presented a comprehensive overview of the relevant parts of the Treaty. The visit to the photo laboratory at Pleso Airbase included detailed briefings by our specialists and colleagues from the airbase at all workstations of film processing, analysis and duplication.

Participants had a chance to examine the equipment and samples of the aerial photographs taken during observation missions.

During the practical exercise, after being divided into three teams, participants reviewed and practiced, under the supervision of the lecturers, the preparation of a “Mission Plan” for a real observation flight.

Mission planning
The activities of the second week (18-15 July) were carried out in compliance with the OST and with similar time schedule to a real OS mission. The Hungarian aircraft took on board all participants in Zagreb and landed at Podgorica (Golubovci) Airbase. From that moment, our colleagues from Montenegro took over hosting the course. The preparation for the training flight included the following elements pertaining to the Treaty:

* Turkey recognizes the Republic of Macedonia with its constitutional name.
In accordance with RACVIAC’s 2010 Programme, the Cooperative Security Environment Pillar (CSE) organized the Ottawa Convention seminar from 26-29 October 2010.

The purpose of this seminar was to present the implementation of the Ottawa Convention in accordance with Article 6 of the Treaty - International Cooperation and Assistance - and to initiate a vigorous discussion on how to further develop the two key aspects of this Convention – its primary humanitarian aspect, and the obligation of international cooperation and assistance for the countries of SEE.

The seminar was organized in cooperation with the Ministry of Foreign Affairs and European Integration of the Republic of Croatia and the Croatian Mine Action Centre (CROMAC) for the 4th time, and it involved members of National Mine Action Centers in SEE, representatives of diplomatic missions and countries engaged in humanitarian demining issues, civilian and military personnel as well as members of international organizations dealing with the Ottawa Convention. Apart from one lecturer who addressed the participants in Croatian, the seminar was carried out in English, and it consisted of lectures/presentations and a visit to DOK-ING, a Zagreb-based company specialized in the domain of demining machines and technology.

Programme/Methodology
a. Course Objectives
- To inform the participants about Article 6 of the Ottawa Convention, the first explicitly humanitarian security convention in the world;
- To further examine and highlight the humanitarian aspect of the Convention and the obligation of international cooperation and assistance;
- To examine the present situation, to deepen contacts between representatives of various national and international organizations and to provide a forum for discussion on future humanitarian prospects;
- To overview the specified elements of the Ottawa Convention, highlighting the most comprehensive and commonly followed rules and procedures of its execution;
- To examine the present situation and inform the participants about the current implementation of the Ottawa Convention in SEE;
- To set an example of security cooperation on national, regional and international level.

Participation
Thirty-three participants attended the seminar, namely members of foreign em-
bassies in the Republic of Croatia (3 altogether, one from Australia, Romania, and the USA respectively), representatives of the Delegation of the EU to the Republic of Croatia (1), Croatian MFAEI (2), Croatia (4), Bosnia and Herzegovina (1), Former Yugoslav Republic of Macedonia* (2), Italy (1), Serbian Mine Action Centre (1), Albania Mine Action Executive (1), Bosnia and Herzegovina Mine Action Centre (2), International Trust Fund - Slovenia (3), CROMAC (3), Croatian Red Cross (1), Norwegian People’s Aid – NPA (1), UNDP (2), Mineaid (1), M.A.R.E - Model of Active Rehabilitation and Education (1), International Campaign to Ban Landmines - ICDL (1), Arbeiter-Samariter-Bund (1) and Geneva International Centre for Humanitarian Demining (1).

The lecturers were representatives of CROMAC, Croatian MFAEI, three Mine Action Centres in SEE, and of all other above-mentioned international organizations. We also note the lecture by Ms Mina Žunac, a Cluster Munitions survivor, and a lecture by Mr Bernardo Pahor, a Karlovac County consultant.

**Overview of the Course**

The three-day Seminar gave the participants an opportunity to meet their colleagues from the SEE region and representatives/experts from diplomatic missions, Mine Action centres, organizations and agencies dealing with the Ottawa Convention and humanitarian demining issues.

During the 1st day of the seminar, ten (10) lectures were held on the following issues concerning the Ottawa Convention, Article 6: political and humanitarian aspects, understanding the importance/utility of the convention, rehabilitation and demining machine by means of a remote control unit.

Two presentations by CROMAC, the first related to international cooperation and assistance and the second to the experience with international symposium on humanitarian demining and international assistance projects, concluded the day.

The 3rd day comprised the following lectures:

- Donors’ experiences, delivered by the EU Delegation to Croatia and Arbeiter-Samariter-Bund Office to Croatia.
- International cooperation - practical experience on the county level (Karlovac County).
- Presentations by three Mine Action Centres in SEE (Albania, Bosnia and Herzegovina and Serbia respectively).

**Summary/Recommendations**

The cooperation between RACVIAC, Croatian MFAEI and CROMAC ensured the presence of high-level lecturers and experts. According to the participants’ assessment given at the end of the event, the seminar proved to be extremely successful.

The majority of the participants, coming from national and international organizations or representing countries dealing with the Ottawa Convention, had an extensive knowledge of the Ottawa Convention and expressed their support for the further examination of Article 6 of the Ottawa Convention and expressed their support for the further examination of Article 6 of the Ottawa Convention and international assistance projects, concluded the day.

The invited lecturers efficiently covered all the topics and they put a broader perspective on humanitarian demining issues and international cooperation in mine action and mine victims assistance that has been developed in SEE by various organizations within the Ottawa Convention framework.

* Turkey recognizes the Republic of Macedonia with its constitutional name.
Small Arms and Light Weapons (SALW), the existing surplus and shelf life exceeded stockpiles of Conventional Ammunition (CA) still pose significant hazards to people, the environment and the security of countries. Thus, the Physical Security and Stockpile Management (PSSM) remains one of the main areas where further efforts should be made.

International organizations have addressed this issue in several initiatives aimed at improving the situation through international cooperation and assistance. Joining these efforts, RACVIAC organized for the first time a PSSM Executive Level (PSSM Level-2) Course from 08 to 12 November 2010 in cooperation with the Defense Threat Reduction Agency (DTRA), the Verification Centre of the Federal Republic of Germany and the authorities of the Republic of Austria. The course was sponsored by the Republic of Austria and the Federal Republic of Germany. The DTRA supported the activity by providing the modules of the course agenda and the participants’ handouts.

**Programme/Methodology**

The duration of the course was one week. It was carried out in English and it comprised lectures/presentations and practical exercises. The theoretical part took place at the RACVIAC facilities and the participants visited the Croatian weapon and ammunition storage site in Velika Buna for practical exercise.

**Purpose and Objectives**

The purpose of the course was to train executive managers to assess national stockpiles, operational procedures, and infrastructure, while providing them with ways for potential improvements in security and management, and introducing them to the best international practices in Physical Security and Stockpile Management (PSSM).

The objectives were:
- To train experts in executing their professional tasks;
- To provide executive authorities with relevant valuable experiences;
- To highlight main challenges in stockpile management;
- To deepen contacts between representatives of national organizations and agencies engaged in PSSM.

**Participation**

Seventeen participants took part in the course, namely three (3) from Albania, two (2) from Croatia and the Former Yugoslav Republic of Macedonia* respectively, one (1) from Bosnia and Herzegovina, one (1) from Hungary, three (3) from the International Trust Fund for Demining and Mine Victims Assistance, four from international organizations stationed in Bosnia and Herzegovina, namely EUFOR.
ALTEA (1), NATO (1), OSCE (2), and one (1) representative of the UNDP in Zagreb.

RACVIAC hosted altogether five lecturers from Austria (2), the DTRA (1) and Germany (2). During the visit to Velika Buna the commander of the storage site and his staff supported us with briefings on their facilities and procedures.

Overview of the Course

The first phase (08–10 November) was conducted as a combination of presentations, lectures, classroom exercises and preparations for the field exercise in Velika Buna. The presentations covered the following topics:
- SALW Proliferation Threat
- International Agreements
- Risk Management
- Ammunition Basics
- Net Explosive Weight Hazards
- Ammunition Compatibility
- Ammunition Storage
- Rewarehousing
- UN Hazard Classification
- Field Exercise Pre-Brief
- Physical Security Measures
- SALW Elimination
- Ammunition Surveillance
- Program Management
- Emergency Planning and Response

The lecturers efficiently covered all the topics and presented a comprehensive overview of all aspects of the PSSM. The briefings, which including pictures and video materials, were very well prepared. Mr Johnson captured the attention of the audience with his extraordinary capability of sharing knowledge and experience. The rewarehousing classroom exercise and the compatibility demonstration were also much appreciated by the audience.

During the second phase (11–12 November) of the course, the participants visited the weapon and ammunition storage facility of the Croatian Armed Forces in Velika Buna. After the commander’s briefing, the participants were split into two groups and they subsequently examined the existing storage site conditions, comparing them to the best international practices discussed during the course.

The following morning, the participants were given one hour to prepare a list of their findings with recommendations on how to improve the physical security and stockpile management practices of the visited facility. Finally, the two teams made their presentations.

Summary/Recommendations

According to the experts’ and participants’ assessment provided at the end of the event, the course proved to be successful. The professional lectures and lecturers’ personal experiences attracted the attention of the participants, while the classroom and field exercises further increased their motivation. The participants significantly improved their knowledge about the PSSM and learned the methods of the assessment and preparation of recommendations for improvement. They returned to their respective armed forces, international organizations and verification centres with the additional knowledge and skills gained during this course, which they can apply in their current or future positions.

This was the first such course organised by RACVIAC. For the benefit of the SEE region, it is highly recommended to continue with a technical level (Level-1) PSSM course and a higher level (Level-3) SALW course in the next year as well. It is also important to carry out the field exercise in the form of a visit to a storage site during such courses since it gives the participants a unique opportunity to compare the existing conditions to the international best practices, and to practice the assessment procedures and the preparation of recommendations.
Three years ago, RACVIAC - Centre for Security Cooperation and the Netherlands Defence College (NDC) introduced the Human Resources Management Studies as a completely new field of activities for RACVIAC and its members. Both parties recognized the adaptation of Human Resources Management System as a crucial element and the ultimate prerequisite for a successful and overall completion of any armed forces reform process.

At the moment, the process of globalization is the main driving force behind all ongoing changes. This tendency is also visible in the integration of national security systems. Countries which are part of the “globalization core” must adapt their armed forces to meet new security challenges, including new types of missions in which military units are mostly deployed out of their own national boundaries, on tasks which now as a rule include Small Intensity Conflict Operations and security coalitions. South East European countries have decided without exception to join this “core”. In doing so, they have chosen all-volunteer forces as the ideal type of military organization for this era of globalization.

In the case of creation of all-volunteer forces, prior to implementing any major changes, the reorganization of Human Resources Management System must be conducted. Otherwise, the stability of national security systems can be seriously disturbed. The majority of regional countries used to have or still have predominately compulsory military forces. The creation of a modern expeditionary all-volunteer armed force requires significant changes in Human Resources Management systems, not just as a consequence of a drastic shift in the primary source of personnel, but as a result of a number of issues generated by the new sociological and economical aspects of these changes. Unfortunately, the so-called “professionalization” process is often oversimplified and identified with the process of termination of the compulsory service.

However, the entire process is far more complex and the main goal of the workshop was to provide the representatives of the invited countries with an insight into the personnel and organizational aspects of the transition from the conscript-
oriented armed forces to expeditionary, professional armed forces. Those were the starting points for the creation of a corresponding workshop programme.

**Activity Facilitators**

The event was planned, organized and executed as a joint event between RACVIAC - Centre for Security Cooperation and the Netherlands Defence College, Division for Special and International Courses. The activity content of the workshop was entirely brought by the Netherlands Defence College, and it comprised:

- The challenges of HRM in the process of recruitment, selection and training of professional armed forces;
- The challenges of HRM in downsizing to the necessary quantity and in upgrading to the necessary quality of the military workforce needed in professional armed forces, and how to maintain these levels;
- The challenges of HRM in the outflow of military personnel in professional armed forces;
- Change management and the professionalization of HRM personnel.

**Activity Venue, Duration and Participation**

The workshop was held from 22 - 26 November 2010 in Zagreb (Croatia). The workshop was attended and successfully completed by 11 representatives from various organizations within the defence systems of the countries of Southeast Europe, namely: Albania, Bosnia and Herzegovina, The Former Yugoslav Republic of Macedonia*, and Moldova, including 3 lecturers, members of the NDC staff.

**Activity Description and Contents**

Ambassador Nikola Todorčevski, Director of RACVIAC – Centre for Security Cooperation, opened the workshop together with Colonel Frederik Besselink, Dutch Military Attaché to the Republic of Croatia.

In general, the workshop was planned as a series of interactive lectures, countries’ presentations, syndicate work and open discussions (exchange of experiences and lessons learned). As the process of Human Resources Management itself is rather complex and gradual, the same principle of gradation was also followed in the implementation concept of the workshop. The participants were first given the opportunity to learn about the initial process of downsizing of military personnel in different services and branches. Following that, they were introduced to the change management during the entire process, and finally they had an opportunity to deal with new modalities of attracting, recruiting and adjusting the training of a professional military.

Five working days brought intensive schedule that was comprised of main topic lectures followed by syndicate work and presentations of group findings on a specific subject matter.

**Content**

**Working Day One**

- HRM briefing by Mrs Monika de Vaal, MBA;
- The challenges of HRM in recruitment, selection and training of professional armed forces by LtCol J.P. Sijm, MA&Mr J.J.M.A.M., Mr Snackers and Mrs Monika de Vaal, MBA.

**Working Day Two**

- The challenges of HRM in recruitment, selection and training of professional armed forces by LtCol J.P. Sijm, MA&Mr J.J.M.A.M., Mr Snackers and Mrs Monika de Vaal, MBA;
- Teambuilding, syndicate work and discussion.

**Working Day Three**

- The Challenges of HRM in downsizing to the necessary quantity and upgrading to the necessary quality of the military workforce needed in professional armed forces and how to maintain these levels by LtCol J.P. Sijm, MA&Mr J.J.M.A.M., Mr Snackers and Mrs Monika de Vaal, MBA.

**Working Day Four**

- The challenges of HRM in the outflow of military personnel in professional armed forces by LtCol J.P. Sijm, MA&Mr J.J.M.A.M., Mr Snackers and Mrs Monika de Vaal, MBA;
- Syndicate work and discussion.

**Working Day Five**

- Change management and the professionalization of the HRM personnel by LtCol J.P. Sijm, MA&Mr J.J.M.A.M., Mr Snackers and Mrs Monika de Vaal, MBA;
- Personal action plans, lessons learned and questions by Mrs Monika de Waal;
- Group evaluation and handing out of the certificates.

**Conclusions and Recommendations**

The workshop was a direct answer to the requirements of the ongoing process of the armed forces transformation in the countries of the SEE region, from a system in which military service is predominantly a legal obligation into a system that is based on all-volunteer military service.

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South East Europe (SEE) has suffered from the ravages of the last 20th century wars in Europe which had aggravating consequence of inter-ethnic and inter-religious tension, hatred and violence. The experience of the region has demonstrated that the matrix of values and the underlying ethical, cultural and spiritual foundations are a major determining factor for the resilience of the social fabric and the vibrancy of each society. Countries in the region have committed themselves to making use of dialogue as the only way to achieve full stability and overall progress in South East Europe and a successful completion of their European integration process. Today, the region believes that mutual respect, rooted in open dialogue and nourished by the ethnic, religious and cultural variety is indispensible for the preservation of peace.

Therefore, the Ministry of Defence of the Republic of Albania and RACVIAC - Centre for Security Cooperation co-organized this conference with the aim to promote the idea of inter-ethnic and inter-religious dialogue which is not just one of the most powerful political tools in fostering regional stability and security, but also a robust element supporting the economic development of the region. In that light, the Conference provided a perfect setting for SEE countries to discuss this highly important topic.

Acknowledgement
RACVIAC wishes to acknowledge and give special thanks to the Kingdom of Denmark and the United Nations Development Programme (UNDP) for their overall financial assistance in the course of the activity.

Aim
The aim of this conference was to pave the way for a more constructive dialogue on security matters among the countries of South East Europe. The idea of the organizers was to provide a fertile ground for discussion on the topic of regional stability within the framework of religious and ethnic tolerance, both of which are vital dimensions of the SEE security policymaking process.

Venue, duration and participation
The Albanian city of Shkoder hosted the Conference from 24 to 26 November 2010. The Conference was organized as a three-day event, two of which were working days. The participants, fifty altogether, included national officials nominated by the contributing countries from the Region, diplomatic/defence representatives from SEE countries, members of the local community, as well as representatives of different ethnic and religious communities and regional security organizations.

Conference Agenda
H.E. Ambassador Nikola Todorčevski, RACVIAC’s Director, opened the working part of the Conference. He used the opportunity to emphasize the crucial role of the Conference in strengthening and enhancing inter-religious and inter-ethnics dialogue in South East Europe. He also pointed out that national, religious and cultural differences that are so much in evidence in our region are, in turn, a great value and that we are duty-bound to preserve them. Yet, present-day Europe and the modern world do not recognize autarchic, isolated areas that refuse to communicate with neighbors. Therefore, as Ambassador Todorcevski underlined, the only way for us to achieve a balance between the respect of diversity and the need for an ever-closer collaboration, is to maintain and stimulate dialogue – every-day, well-meaning, and tolerant.
dialogue without setting any preliminary conditions or imposing ready-made solutions. Despite all obstacles, our region has managed to foster a new spirit of mutual confidence, dialogue and tolerance over the past period. According to Mr Todorčevski, the evident progress in all fields was due to SEE countries’ willingness to discuss everything, at all levels and on all occasions. Although agreement cannot be reached on all issues relevant to the citizens of our respective countries, the Ambassador was keen to stress that this did not and should not in any way discourage us from trying to find effective solutions, and that the signs of this commitment of ours should be exhibited on a daily basis.

The keynote speech was delivered by the Albanian Deputy Minister of Defence, Mr Arian Starova. The Deputy Minister emphasized that the engagement in inter-religious and inter-ethnic dialogue could accelerate and consolidate the success of political or social dialogue. Therefore, everybody, and religious communities in the first place, should make a better use of their human capital in order to create peace, stability and security in our region. Mr Starova drew attention to the fact that, given the interrelation between inter-religious and inter-ethnic types of dialogue, they could have positive reciprocal influences. He also pointed out that our region, due to specific circumstances, needed special efforts in spreading positive initiatives and good examples of inter-religious dialogue. In his opinion, despite the evidence of inter-religious collaboration inside the countries, there was still a lack of such collaboration and dialogue on the regional and international level. Therefore, he called on the SEE countries to reflect more on this issue, emphasizing that the diversity in ethnicities and religions of our region was but a propitious condition for such reflection.

The Conference proceeded with Session I which covered the topic: “Overview of the initiatives and activities fostering inter-ethnic and inter-religious dialogue in South East Europe”. It was moderated by H.E. Ambassador Todorčevski, and it comprised the speeches by Ms Zhulieta Harasani from UNESCO and Mr Gordan Crpić, PhD, Director of the Centre for Promoting Social Sciences of HBK Church. Following their speeches, the floor was open for questions and answers, which gave the participants an opportunity to engage in lively discussions.

Session II of the Conference was dedicated to the topic: “Defining a framework for cooperation and identifying concrete initiatives and programmes that should be pursued for the benefit, prosperity and development among the countries and peoples of South East Europe”. The audience was addressed by: Mr Milan Begoči, National Coordinator for Regional Initiatives MFA (ME) and Mr Mladen Dragašević, Head of Building Human Capital and Cross-Cutting Issues from Regional Cooperation Council (RCC). The participants’ questions & answers and open discussion concluded this session.

In Session III, the participants focused on “Reinforcing the dialogue through education, culture, sciences, communication and information”. The moderator of this session was Mr Rasim Hasani, Head of the Cult Committee, Authority for Religious Communities under the Albanian Government. This part of the Conference was reserved for speeches by different religious communities from Albania. The following religious representatives delivered their addresses: Mr Aga Gazmend, Representative of Islamic community; Monsieur George Frendo, Representative of Catholic community; Bishop Joan Pelushi, Representative of Orthodox community and Baba Sadiku, Representative of Bektashian community. The speakers concluded the Session by emphasizing that only dialogue leads to tolerance, to understanding, to standing to harmony and harmony to love.

The second working day of the Conference started with the fourth session dedicated to the “Importance of inter-ethnic and inter-religious dialogue and its contribution to a broader dialogue among civilizations, cultures and peoples”. In this session, Ms Kostandina Bezhani, Chair of the Minorities Committee (under Albanian PM), Prof.Dr. Bejko Lorenc, University of Tirana and Mr. Ifet Mustačić, Interreligious Relations (BA) addressed the audience on the above-mentioned topic.

The last Conference session was moderated by Ambassador Nikola Todorčevski and it concerned “Inter-Ethnicity of Communication in SEE as values, from a parliamentary point of view”. In this session, the representatives of Albanian and Montenegran Parliament, Mr Osman Metalla and Mr Djordje Pinjatić respectively, delivered their lectures. The end of this session offered the participants yet another opportunity to engage in discussion and to deal with any questions that might have arisen.

Conference closing remarks

The Conference on: “Strengthening Inter-Religious and Inter-Ethnic Dialogue in South East Europe” paved the way for a more constructive dialogue on security matters among the countries of the region by providing a forum for discussion on religious and ethnic tolerance as vital dimensions of the security policy-making process in Southeastern Europe. Over the course of the conference, religious and ethnic understanding were presented as key tools in building a more peaceful region and in fighting instability that can stem from inter-ethnic and inter-religious tensions.

In the course of the Conference, RACVIAC, together with the Albanian MoD, offered a fertile ground for an exchange of individual views and best practices, for discussion of existing challenges and priorities, and for engagement in a more effective inter-ethnic and intercultural dialogue. This Conference can be regarded as a continuation of the commitment and readiness of South East European countries to further promote peace, stability and prosperity, through an intensified dialogue, not only in this part of Europe but even further.
The European Security Strategy (ESS), the first one ever presented by the EU, identified major threats to European stability, stressed the importance of Brussels' ability, with the Common Foreign Security Policy (CFSP), to exert soft power (the use of non-coercive diplomatic techniques to resolve conflicts, e.g., dispatching peace-keepers, aid, etc.), and harness Europe’s Common Security and Defence Policy (CSDP). The CSDP strengthens the EU's civilian and military capacity to act in conflict prevention and crisis management.

Six South East European countries lay claim to seeking eventual, fully-fledged membership in the European Union. Three of them are official candidates (one of which may officially join the EU within the next year, and the other two are making very encouraging progress in that direction), while the remaining three countries have the status of the potential candidates. However, there are still challenges lying ahead on these countries’ path toward the EU. In spite of many hurdles, SEE’s EU hopefuls have the capacity to rise to the challenge by implementing reforms that will enhance future accession negotiations. RACVIAC, along with its international partners, stands committed to SEE countries’ progress toward membership in the European Union.

Acknowledgements
RACVIAC wishes to take this opportunity to express sincere gratitude to the Federal Republic of Germany for their financial contribution which made this Seminar possible.

Aim
The aim of this seminar was to contribute to regional security cooperation in South East Europe which is, in turn, an important tool for promoting its European integration efforts. The seminar offered a common framework for the implementation of the European Security Strategy and its evolving form under the Common Foreign Security Policy (CFSP) and the Common Security and Defence Policy (CSDP) in SEE.

Venue, duration and participation
The Seminar was held at RACVIAC - Centre for Security Cooperation, from 30 November to 02 December 2010. It was organized as a three-day event, two of which were working days. The Seminar gathered a total of 45 participants, namely national officials nominated by the contributing countries from the Region, diplomatic/defence representatives from SEE countries and regional security organizations.

Seminar Agenda
The Seminar agenda comprised speeches by high-level representatives, as well as national presentations which were followed by exchanges of experiences and points of view on common priorities and challenges and by open discussions.

Welcome remarks by H.E. Ambassador Nikola Todorčevski, RACVIAC’s Director, marked the beginning of the working part of the Seminar. Ambassador Todorčevski emphasized that regional countries, by supporting this Seminar, reconfirmed their readiness to utilize it for their mutual benefit, in terms of sharing experience, deepening professional contacts and enhancing cooperation on their path to European integration. He expressed his strong belief that this event would boost the capacity-building process in SEE countries and pave the way for a more open discussion on existing and future challenges in the process of the preparation for accession to the European Union and for an exchange of national and individual best practices and points of view.
The Opening session proceeded with an address by Ms Vesna Pusić, President of the National Committee in the Parliament of the Republic of Croatia. Ms Pusić’s address was an excellent opportunity for the audience to learn about Croatia’s, both past and current European integration efforts. Her knowledge and expertise proved very useful for the national representatives attending the seminar as she demonstrated a remarkable ability to present a comprehensive picture of the Croatian experience in EU matters accompanied with useful examples from Croatian European integration process.

Ms Pusić offered a deep insight into the work of the institutions involved in the process of negotiations, with special focus on the National Committee for Monitoring the EU Accession Negotiations (including the status of the negotiation process, benchmarks, tasks, obstacles and the final phase of Croatia’s negotiations).

The keynote speech was delivered by mr.sc. Andrej Plenković, State Secretary for EU Integration in the Ministry for Foreign Affairs and European Integration (MFAEI) of the Republic of Croatia. Mr Plenković reaffirmed the Croatian commitment to implement the policy of strengthening regional co-operation, with the aim of ensuring permanent stability and prosperity in the region. In that regard, Croatian activities in regional organisations and initiatives have always promoted and reflected the principles and instruments of the EU’s policy towards the SEE region. Promotion of good-neighbourly relations and strengthening of security and stability through all regional initiatives, particularly through the South-East European Cooperation Process (the umbrella forum for political co-operation in this part of Europe) have always been the focus of Croatian foreign affairs activities. Mr Plenković also emphasized that the Croatian defence policy was harmonized with the EU and that in that field Croatia had developed all necessary instruments for EU integration.

His address was also a good opportunity to highlight that by participating in the EU CSDP missions and operations Croatia had gained valuable international experience, practical knowledge and the possibility to be recognized as a credible contributor to CSDP civil and military missions.

Session I of the Seminar, moderated by Ms Ines Troha Brbar, Head of Department for CFSP and CSDP, MFAEI (HR), concerned the “Survey of the EU Novelties in the Field of CFSP and CSDP”. Mr Hans-Bernhard Weisserth from the Council of the European Union and Acting Head of the European Security and Defence Secretariat provided the audience with an excellent overview of the latest developments in the EU regarding the CFSP and the CSDP. Dr. Rudolf Logothetti, Senior Political Advisor in the Directorate for Security Policy in MoD (AT) contributed on the topic: “Overview of the EU CSDP policies towards South-East Europe”, while Mr Fabien Limonier (FRA), Political Advisor in EUFOR (BA) covered the topic: “Evolution of the European forces”. Following the speakers’ addresses, the floor was open for questions and answers, which gave the participants an opportunity to engage in fruitful discussions.

Session II was dedicated to: “The candidate’s experience from contributing to CFSP and CSDP activities” and it was moderated by H.E. Mr. Dančo Markovski, Ambassador of MK to HR. In this session, the participants had an opportunity to hear the speeches by Mr Silvio Kus, Minister Counselor from Department for CFSP and CSDP in MFAEI (HR); Mr Goran Božinovski, Head of Unit in MFA (MK) and H.E. Mr. Burak Özçiger, Ambassador of Turkey to the Republic of Croatia. The above-mentioned speakers presented their respective countries’ experiences regarding their candidate’s experience in CFSP and CSDP activities.

The second working day started with the third session, which was dedicated to the potential candidate’s experience in contributing to CFSP and CSDP activities. The moderator of this session was LTC Nedim Ulusan (TR), RACVIAC’s Programme Manager, while the following speakers addressed the audience: Ms Bardhylka Olldashi, Department for CSDP in MoD (AL); Ms Snežana Višnjić, Department for the EU, MFA (BA); Mr Nusret Hanjalić, Ministry of Defence (ME) and Cpt. Goran Mutavić, Ministry of Defence (RS). Following the speakers’ presentations on their respective countries’ potential candidate’s experience in CFSP and CSDP activities, the floor was open for participants’ questions and open discussion.

The last, fourth session of the Seminar was moderated by Mr Igor Tabak, a defence analyst, and it concerned “Benefits from the Common Foreign and Security Policy of the EU (CFSP) and the Common Security and Defence Policy of the EU (CSDP) in SEE”. In this session, the following speakers delivered their lectures: Mr Djordje Tomić, MSc, Faculty of Political Science (BA); LTC. Sava Savić, MSc, Institute for Strategic Research in MoD (RS) and Mr Sandro Knezović, PhD, Institute for International Relations in Zagreb (HR). All lecturers presented their academic views and experience related to the CFSP and the CSDP, supported by representative examples of benefits arising from such common policies.

Seminar closing remarks

The seminar entitled “The South-East Europe Path towards the EU: Progress through reforms and the way ahead regarding CFSP and CSDP” successfully provided a comprehensive framework for exchanging experience and information on the common priorities of EU integration in South East Europe.
K
inly supported by the Ministry of Defence of the Republic of Slovenia in the co-organisation of this Workshop, RACVIAC was able to promote and reinforce once again the regional ownership approaches to the military base conversion in SEE.

The general purpose of Working Group 2 (WG2) activities is to enable the information sharing with regard to the participating countries’ military base conversion experiences. The initial objective of this 12th WG2 Workshop in Cerklje, SL, was to present the Slovenian experience in converting Cerklje military base from a pure military to a dual-use facility.

Besides the Slovenian experience, the Workshop saw five national presentations on the current status of military base conversion activities in the participating countries.

In addition, during the Workshop it was announced that the project on Defence Conversion Modalities in SEE, as already approved by MAG earlier this year, would be launched at the beginning of 2011.

Activity Facilitators
The Workshop was planned, organised and executed jointly by RACVIAC - Centre for Security Cooperation and the Ministry of Defence of the Republic of Slovenia, who shared corresponding organizational and financial responsibilities. The Slovenian MoD fully provided organizational on-site support at Cerklje air-base, while RACVIAC took full care of the participants’ transportation and accommodation. The Workshop agenda was jointly defined by the Slovenian MoD and RACVIAC.

Activity Venue, Duration and Participation
The Workshop was held from 6 to 8 December 2010 at the Slovenian air-base Cerklje. It was organized as a three-day event, two of which were working days.

During the working days’ sessions, held at the pilots’ preparation conference room, the participants had an opportunity to see presentations and engage in discussions regarding the Slovenian experience in completing the conversion project of Cerklje air-base. Following the national presentations on the current status of MBC in the respective countries, the participants were familiarised with the launch of the regional project on military base conversion in SEE, set for early 2011.

The welcome gathering and dinner were organised at RACVIAC and hosted...
by Col Željko Cepanec, Deputy Director of RACVIAC, while the field trip to Kostanjevica na Krki galleries and the dinner at the Kmeck hram were organised by the Slovenian MoD and hosted by Mr Branko Kromar, Head of Multilateral Section at the International Relations Department, Slovenian MoD. The workshop saw the total of 31 participants from Albania, Bosnia and Herzegovina, Romania, Croatia, the Former Yugoslav Republic of Macedonia, Republic of Montenegro, Republic of Moldova, Republic of Serbia. Representatives of the NATO HQ Sarajevo, the Government of the Federation of BiH and the President of the Commission for Allocation of Business Premises, Municipality of Brežice, Mr Ivan Molnar, Mayor, of Slovenia, and Mr Velimir Prebilić, Ph.D., Faculty of Social Sciences, Ljubljana University, who provided a general overview of the MBC process.

Ms Irena Dokić, M.Sc., Research Assistant, Institute of Economy, Zagreb, Republic of Croatia, offered a thorough insight into the Croatian national experience in military base conversion.

The last session of the working part was reserved for the visit to an air control tower.

The second working day commenced with presentations on the MAG-approved research project on Defence Conversion Modalities in SEE, dealing with two areas: Project Area 1 – Transition of Military Personnel and Project Area 2 – Military Base Conversion. The presentation was given by RACVIAC’s SSR Subject Matter Experts, Lt Col Neven Bajić and Lt Col Sergiu Railean.

Following the presentations covering the recent developments in defence conversion in the participating countries, the floor was taken by Mr Erik Kopac, Ph.D., Faculty of Social Sciences, Ljubljana University, who expressed their support to the project of defence conversion modalities in SEE.

Their message was best captured by Mrs Lejla Mulić, NATO HQ Sarajevo, who said that the mentioned project could, and hopefully would get MBC processes in the region off the ground.

The display of helicopters concluded the 12th WG2 Workshop on MBC.

Conclusions and Recommendations

WG2 on MBC reconfirmed the vitality of the military facilities conversion programme area because there is still a number of military sites across the SEE region which should/could be converted. Unfortunately, given the complexity and the cost of such projects, the progress is relatively slow. Nevertheless, the participating countries’ presentations revealed the continuation of specific projects in different countries, either some new projects (the conversion of a military into a public site to house 20,000 citizens, Belgrade, Serbia) or the ongoing ones (the University campus in Rijeka, Croatia).

Considering the success of Slovenia’s long-term project of the conversion of Cerklje air-base, it can be stated that the main objectives of the workshop were fully achieved.

The presented RACVIAC’s research project on transition of military personnel and the conversion of military facilities, as well as its execution, were once again supported as a joint, regionally owned product. It is here to be pointed out that RACVIAC is sincerely pleased with the willingness expressed by Slovenia to join this project, which could be finalised with the nomination of Slovenian experts to the project working group.

Activity Description and Content

The Workshop was designed to include individual presentations regarding the conversion of Cerklje air-base and the national experience in conversion matters, given by the Slovenian part, as well as the presentations on current activities in MBC process, given by the national representatives of the participating countries.

The first day of the Workshop included the participants’ arrivals, administrative processing, final coordination of activities at Cerklje air-base, and the initial welcome gathering and dinner hosted by Col Željko Cepanec, RACVIAC’s Deputy Director.

The first working day started with the opening session chaired by WG2 2010 Chairperson, Mr Josip Mandić, Croatian MoD, who was given the floor following Mr Branko Kromar’s opening remarks.

During the opening session, the participants were also addressed by H.E. Ambassador Nikola Todorčevski, Director of RACVIAC, Mr Igor Nered, Director General, Logistics Directorate, MoD, Republic of Slovenia, and Mr Ivan Molnar, Mayor, Municipality of Brežice.

The first presentations on the air-base Cerklje were given by Lt Col Jani Topolovec, Air Defence Brigade Cmdr, Lt Col Josip Bostic, Air-base Cerklje Cmdr and Capt Smailjan Babic, Air-base HQ.

The floor was subsequently taken by Mr Velimir Prebilić, Ph.D., Faculty of Social Sciences, Ljubljana University, who presented the concept of military conversion as an opportunity to strengthen civil-military co-operation.

Mr Jože Lacko, Investment Manager of Military Aerodrome Cerklje, provided a case study on the dual use of the military air-base Cerklje from the perspective of the EUROCONTROL and NATO eligibility.

The Workshop was subsequently taken by Col Josip Bostic, Air-base Cerklje Cmdr and Mr Velimir Prebilić, Ph.D., Faculty of Social Sciences, Ljubljana University, who expressed their support to the project of defence conversion modalities in SEE.

In their closing remarks, the representatives of the participating countries expressed their support to the project of Defence Conversion Modalities in SEE. Their message was best captured by Mrs Lejla Mulić, NATO HQ Sarajevo, who said that the mentioned project could, and hopefully would get MBC processes in the region off the ground.

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Recommendations

- to continue the co-operation with the Slovenian partners in the field of MBC through the approved research project “Defence Conversion Modalities in SEE”;
- to strengthen efforts in all countries and at all levels in order to facilitate achieving of the conversion goals;
- to provide experts’ conclusions and guidelines with concrete proposals for further action;
- to give more attention to countries’ presentations in the future.

In conclusion, we may say that the work of WG2 on MBC should be continued through information sharing and common projects facilitated and funded by RACVIAC and/or its partners, in accordance with RACVIAC’s 2011-2014 programme strategy.

* Turkey recognizes the Republic of Macedonia with its constitutional name.
With the aim of raising awareness and enhancing regional co-operation in the field of cyber security threats and vulnerabilities and discussing the defensive capabilities of SEE countries, RACVIAC – Centre for Security Cooperation conducted the Conference entitled “Unprecedented Wave of Security Vulnerability: Cyber Security Threats in SEE”.

The dangers of cyber threats continue to evolve at a pervasive rate. The risks are further compounded as increasingly connected societies transcend geographical and physical borders, and stakeholders are able to communicate in real time. By utilizing the same networks and links that bind us at the global level, the perpetrators of cyber attacks are able to strike from virtually anywhere in the world.

Governments cannot fight these cyber threats single-handedly through domestic measures. Nor should they be left to struggle with this danger on their own any longer, as the expertise and the know-how for combating these cyber threats are dispersed across the globe.

There is an absolute need to converge and share the information and resources that can improve our cyber security. Without expert collaboration and knowledge sharing, individual countries lessen their ability to adequately respond to cyber threats. This may cause potential exposure of their neighbours to greater risks online, as perpetrators continuously learn to exploit national, regional and global information and communication technology weaknesses.

Thus, RACVIAC is trying to serve as a forum for raising both the awareness of and the protection from cyber security threats in the SEE region.

The Conference objectives were:
- to encourage cooperative and effective efforts in combating diverse cyber threats and cyber-terrorism;
- to build trust and confidence that will allow for continued information-sharing in SEE;
- to exchange best practices and experiences in fostering a culture of cyber security in SEE;
- to present law enforcement units’ efforts in investigations on national and international levels.

Activity Venue, Duration and Participation

The Conference took place in Zagreb (Croatia) between 13-15 December 2010 in RACVIAC’s facilities.

It comprised four sessions which were designed to include both presentations.
and discussions, with sufficient time to properly address the participants’ questions and to exchange the views.

The participants and lecturers were representatives from nine countries and eleven organizations, namely: Austria (1), Albania (3), Bosnia and Herzegovina (2), Croatia (4), Italy (1), Serbia (4), the Former Yugoslav Republic of Macedonia* (5), Montenegro (3), Turkey (1), United States (1), UNICRI (2), OSCE (1), RCC (1), Cybercrime Research Institute Germany (1), Host Exploit, United Kingdom (1), NCIS, Cooperative Cyber Defence Centre of Excellence, Estonia (1), International Cyber Investigation Training Academy, Bulgaria (1), Information Systems Security Bureau Croatia (1), and RACVIAC (6).

Conference Opening
Opening the Conference, Director of RACVIAC Ambassador Nikola Todorčevski emphasized the importance of taking new topics such as cybercrime, cyber war, information warfare, etc. seriously both at the regional and the global level. Having thanked the Speakers and Delegates for their attendance, he underlined that it was vital for RACVIAC, being a centre for security cooperation and having in mind that cyber security must be based on international co-operation, to further develop conferences of this type.

Keynote Speech
After welcome addresses, the Conference participants had the honor to hear the keynote speech delivered by Mr Nemanja Mališević, representative of the Organization for Security and Co-operation in Europe (OSCE), Action against Terrorism Unit (ATU). Mr Mališević first outlined the evolving nature of threats emanating from cyberspace. Then, emphasizing the need to enhance cyber security, he offered several concrete policy options to be considered by decision makers when developing and implementing a comprehensive approach to cyber security issues.

In the course of his excellent presentation, he offered a comprehensive, yet succinct picture of the current threats and he provided the participants with some interesting figures and facts to be considered:
- Income derived from cybercrime amounts to about € 2 billion;
- There are 1 billion wireless email users in the world;
- There are 80 million mobile internet users / 60 million active mobile internet users in the world;
- By 2013 the number of mobile devices will have surpassed 1 billion;
- By 2015 most users will not be using PC but mobile assets.

Session I: Towards an Integrated Approach to Cyber Security and the Protection of Critical Information Infrastructures
Mr Raoul Chiesa and Mr Ioan Landry, United Nations Interregional Crime and Justice Research Institute (UNICRI), examined some of the most pertinent cyber attack vectors and potential responses to them. They showcased the work done within the framework of UNICRI and underpinned the importance of promoting a culture of cyber security in today’s world. In this respect they explained some fundamental concepts and terminology.

Mr Stefano Mele, ICT Law, Intelligence & Security (Italy), delivered the second presentation in this session. He outlined the future of cyber investigations, focusing on information warfare and its legal aspects.

The topic of ‘Cyber Attacks on Global Information Networks – Countering Cyber Terrorism’ was presented by Mr Mato Brautović, University of Dubrovnik, Department of Mass Communications. In his presentation, Mr Brautović focused on cyber warfare and cyber terrorism, giving some examples of ‘how things really work’.

Session II: Legal Frameworks, Law Enforcement Issues and International Cooperation
First to deliver his address in the second session was Dr Marco Gercke, Director of Cologne Cybercrime Research Institute, Germany. In his valuable contribution to the conference, he examined the legal frameworks which could be used to combat threats emanating from cyberspace. He also drew attention to some best practices as well as to the thematic areas where more work should be done. Furthermore, he cautioned against overusing the term
cyber “war”, as the word carried significant legal ramifications, suggesting that in the majority of cases the term cyber “conflict” would be more appropriate. Besides covering a wide range of topics, Mr Gercke successfully interlinked the existing laws with the actual e-crimes.

Mr Virgil Ivan-Cucu, Senior Expert, Head of Justice and Home Affairs Unit, Regional Cooperation Council (RCC), highlighted the need for extensive law-enforcement and judicial co-operation in the region and beyond, drawing on past experiences in this issue. He emphasized that such co-operation was crucial for a successful investigation of cyber crimes.

Ms Albena Spasova, President of the Management Board of the International Cyber Investigation Training Academy (Bulgaria), presented the lessons learned and experiences gained in combating international cybercrime and cyber terrorism. In particular, she demonstrated how some of the most frequently used types of attack worked (e.g. botnet-driven DDoS attacks) and presented some options of countering them.

**Session III: Future Perspectives on Cyber Threats**

Mr Kenneth Geers, Scientist/U.S. NCIS Representative (Europe & Africa Field Office) and Cooperative Cyber Defence Centre of Excellence, Tallinn (Estonia) provided the participants with the lessons learned from responses to CBRN threats. He also explained how and to what degree concepts such as “deterrence” could be applied to contemporary threats emanating from cyberspace.

This presentation instigated a very lively discussion about 2007 cyber attacks on Estonia.

Mr Jart Armin, Host Exploit (United Kingdom), dealt with the key issues with regard to the recent Stuxnet attacks. Furthermore, he examined technical measures that could be put in place in order to make the tracing of cyber attacks possible. He illustrated the current possibilities and limitations, arguing that much closer co-operation among the public and the private sectors was needed to effectively and sustainably combat, prevent and mitigate cyber attacks.

Mr Vladimir Urošević, Chief of Electronic Crime Sector (MoI, Serbia), called for more extensive co-operation among the countries in the region in combating threats emanating from cyberspace, stating that countries could share much more information on a much more frequent basis. In addition, he emphasized that regional and international organizations, when organizing such events in the region, should first address the needs of the countries in question by giving them a chance to specify their particular areas of need and by tailoring the response accordingly.

Mr Goran Ćuljak, Information Systems Security Bureau, illustrated the work of the Croatian CERT, highlighting that broader international co-operation and co-operation between the private and the public sector was essential.

**Session IV: Best Practices and Experiences in Combating Diverse Cyber Threats; Presentations of National Representatives**

The session dedicated to regional presentations gave the countries’ representatives a possibility to present their own experiences in combating diverse cyber threats.

In this session, the conference participants were addressed by:
- Col Josef Schröfl, Senior Military Advisor on Comprehensive Approach and Terrorism at the Military Strategy Division, Austrian MoD;
- Ms Jelena Kecman, Investigator Cyber crime department, MoI BA;
- Mr Ivan Mijatović, Chief Inspector and Mr. Siniša Banak, Inspector, MoI HR;
- Mr Marjan Stoilkovski, Head of the Cybercrime Unit, MoI MK;
- Mr Novica Gecaj, Senior Inspector, Police Directorate, ME;
- PhD Vladimir Urošević, Chief of Electronic Crime Sector, MoI RS.

In the course of this session, the participants were introduced to measures bolstering cyber security, as part of the countries’ overall measures to prepare against asymmetric threats. It was also emphasized that states should never disregard tools and technologies that had been effectively used prior to the IT revolution, as they provided an easily maintained additional line of defense, effective even against contemporary cyber threats.

The final session of the Conference was brought to an end by the general conclusion that the countries should spare no effort in providing specialized ICT personnel training.

This worthwhile conference proved to be a great opportunity for officials in the region to share experience and know-how and to build crucial partnerships in fighting cybercrime. The discussions generated by the distinguished lecturers, from the first to the last one, were deeply interesting and focused on vital issues. All participants assessed the conference as very successful and useful. The conference was recognized as an important initiative that should be continued in years to come as RACVIAC’s permanent activity. Organizing conferences such as this provides unparalleled opportunity for global experts to come together and exchange valuable insight and experience on relevant topics.

The participants acknowledged that the information provided and issues discussed were of great benefit to them and their countries and they expressed their willingness to be part of any future RACVIAC’s activity on this subject.

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Goodbyes & Hellos

In October 2010 Lt Col Ioannis Papavasileiou ended his two-year tour of duty at RACVIAC, serving first as a Seminar Director in the Dialogue and Cooperation Division, and later on as a Subject Matter Expert for ESDP/CSDP. As a highly experienced and skilful member of the Hellenic Air Force, he brought quality to the Dialogue and Cooperation Division, which was subsequently renamed the International and Regional Cooperation with focus on Euro Atlantic Integration Pillar. He was involved in the preparation and execution of different important activities at RACVIAC, while actively participating in the transformation of both his Division/Pillar and RACVIAC. Lt Col Ioannis Papavasileiou went on to continue his career in the Hellenic Air Force. All RACVIAC staff will remember him as a dear colleague, on both the personal and professional level, and we sincerely hope that he will continue his cooperation with RACVIAC in the future.

After three years of service at RACVIAC as a Budget Specialist / Accountant, RACVIAC says a farewell to Ms Marijana Alorvor. During her employment, Ms Alorvor proved to be a diligent employee providing support not only to the Administration and Finance Cell, but also to all her colleagues at RACVIAC. Her presence, both as a friendly person and an exemplary worker, was an asset for RACVIAC and her positive personality and style made working with her a great pleasure. We would like to express our thanks for her dedicated and professional work and to wish her all the best in her future career.

Four years have passed since captain Jože Čebular first came to RACVIAC as a Subject Matter Expert. It has been a great and genuine pleasure to have him as part of the RACVIAC team, where he contributed in a comprehensive way to the fields of Cooperative Security Environment and Security Sector Reform. Owing to his very good comprehension skills, he efficiently became familiar with international working procedures and was able to understand and grasp all main aspects of cooperative security environment, while demonstrating his excellent communication skills and trustworthiness.

Captain Čebular continues his career at his new post within the Slovenian Armed Forces at the Joint Support Command. We wish him all the best both in his career and private life.

RACVIAC says goodbye to Lt Col Sergiu Railean who, during his two-year tour of duty at RACVIAC, served first as a Subject Matter Expert and subsequently as the acting Program Manager on Security Sector Reform. As a committed member of RACVIAC’s team, he conducted a multitude of activities in the area of security sector reform and in support of RACVIAC’s main objective of fostering dialogue and cooperation in the SEE region.

We would like to thank Sergiu for his commitment and friendship during his work at RACVIAC, and at the same time to wish him and his family all the best for the future.

Lieutenant Colonel Sergiu Railean continues his carrier in the HQ of the Moldovan Armed Forces.

Our new Language Specialist, Ms Anita Polić, joined the RACVIAC team on 1 October 2010. Ms Polić was born in Split in 1982 and she holds a master’s degree in English and Italian language and literature, obtained from the Faculty of Humanities and Social Studies at the University of Zagreb. As a student and upon graduation, she spent shorter periods in England and Italy (on a scholarship).

Prior to her post at RACVIAC, she worked for two years as an interpreter and translator for Italian at Ljevaonica Bjelovar d.o.o., after which she started teaching business and general English and Italian language courses at a private language school in Zagreb. She has collaborated with and provided translator’s services to a number of Croatian companies.

Lt Col Neven Bajić joined RACVIAC – Centre for Security Cooperation as a Subject Matter Expert on 1 October 2010, after completing his tour of duty with the United Nations Mission in Liberia (UNMIL). His area of expertise covers Transition of Military Personnel, and his responsibilities within RACVIAC’s Security Sector Reform (SSR) Pillar are related to the execution of the annual Programme of Activities.

Prior to joining RACVIAC and before his deployment in Liberia, Lt Col Neven Bajić held a position with the UN Mission in Sudan (UNMIS) and served as the Chief of Planning Section in CAPSOC (Croatian Army Peace Support Operations Centre). Prior to his UN deployments, Lt Col Neven Bajić had also been involved in the MoD structural reforms regarding personnel downsizing and the establishment of the national recruitment centre and a centralized personnel management centre.
10th Anniversary

Centre for Security Cooperation

“fostering dialogue and cooperation on security matters in South East Europe”