



CENTRE FOR SECURITY COOPERATION



MINISTRY OF DEFENCE OF THE REPUBLIC OF BULGARIA

8TH WG-1 WORKSHOP ON TRANSITION OF MILITARY PERSONNEL In Cooperation with the Ministry of Defence of the Republic of Bulgaria

WS-3
03rd to 05th June 2008
Sofia, Republic of Bulgaria

Thanks to Ministry of Defence of Republic of Bulgaria and its acceptance to host the 8th Workshop in Sofia, Working Group 1 was able to continue to support the regional ownership build up efforts, introduced and persistently promoted by RACVIAC - Centre for Security Cooperation.



8th WG1 Workshop Participants - Group Photo, Sofia

The general purpose of the Working Group 1 (WG1) activities is to enable faster, more transparent and efficient reform of the armed forces in the region.

In the case of the 8th WG1 Workshop, the initial objective was to display the best examples of Bulgarian experience in the field of the military personnel transition processes. Equally, it had to be a logical continuation of economic aspects studies, which have been started in Croatia during the 7th Workshop. In this way, WG1 was able to complete this important field of interest, while Bulgarian MoD gained an

opportunity to present the most interesting elements of its "Social Adaptation Program". Thus, the main subject was again the employment of former military personnel as one of the most complex issues, representing the final stage and the ultimate goal of the entire career transition process.

Further on, the omnipresent idea is that the most interesting issue in this field of interest, and in the terms of overall benefit, is the self-employment. It is the hardest and riskiest way, but possibly to provide the highest benefit not just for the individual making the enterprise, but what is the equally important, for the national economy trough creation of new jobs and ultimately production of added values.

Due to this fact, the workshop was indented to show the importance of the military

Importance of the
Entrepreneurship
Education and
Consulting

personnel transition programs in providing special attention to this specific support activity. This is especially important since the new entrepreneurs too often make the same mistake and neglect appropriate education and/or disregard relevant expert support. For this reason, the main lecture was dedicated solely to this issue.

These were the starting points for the creation of the corresponding workshop

agenda, which was done solely by the Bulgarian Ministry of Defence (MoD).

Main Activity Facilitator

WG-1 activity was planned, organized and executed as the joint event between RACVIAC and the Ministry of Defence of the Republic of Bulgaria, who shared corresponding financial and organizational responsibilities.

Having in mind previously described rationale, the Bulgarian MoD was given free hands in creating workshop content, primarily regarding the presentation of the most advanced elements of their own system and brand new ideas and approaches in the field of military personnel transition. Thus, the leading facilitator for this Workshop was the Bulgarian MoD.

Sharing New Ideas
and Original
Approaches



Welcome Reception Hosted by the Bulgarian MoD, Sofia
Mr. Peter Pashov, PhD, State Expert, Bulgarian MoD; WG1 Chairman (standing first from the left and speaking)
Amb Nedžad Hadžimusić, Director of RACVIAC - Centre for Security Cooperation (standing third from the left)
Mr. Danton Nedev, Acting Director of the International Cooperation Directorate, Bulgarian MoD (standing fourth from the left) - Reception Host

Activity Venue, Duration and Participation

The Workshop was held from the 3rd - 5th June 2008 in the Conference Hall of the Central Hotel Forum in Sofia. The event was organized in during two working days. During the first working day sessions, held

at the Hotel facilities, participants had the opportunity to hear presentations and engage in discussions on the subject matter, while the second day agenda included a visit to the Regional Information and Support Centre at downtown Sofia.

Workshop included total of 34 participants from 12 different countries (Albania, Bosnia and Herzegovina, Bulgaria, Croatia, France, the former Yugoslav Republic of Macedonia¹, Hungary, Italy, Moldova, the Kingdom of Norway, the United States of America and Serbia), including representatives from OSCE and NATO, RACVIAC staff and lecturers.

Activity Description and Contents

The Workshop activity was conducted as a combination of the seminar session and the field trip study. The seminar session comprised the main topic lecture and individual presentations.



Workshop Opening, Sofia

From left to right:
Mr. Kostadin Kolarov, PhD, lecturer
Mr. Peter Pashov, PhD, Bulgarian MoD State Expert - WG1 Chairman
Amb Nedžad Hadžimusić, Director of RACVIAC - Centre for Security Cooperation
Prof Kiril Todorov, PhD, main lecturer

First day agenda included individual arrivals, administrative processing, final coordination activities and initial welcome gathering. Final coordination activity was the meeting between the key Workshop organization personnel:

¹ Turkey recognizes the Republic of Macedonia with its constitutional name

- Mr. Peter Pashov, PhD - WG1 Chairman for 2008;
- Maj Davor Kiralj - WG1 Director;
- Capt Natalija Bočkaj - WG1 Officer;
- Sgt 1st Class Ivonne Cichy - RACVIAC Accountant Officer.

The welcome gathering was sponsored and hosted by the Bulgarian MoD. The Director of International Cooperation Directorate, Mr Jordan Bozhilov was announced as the host, but unfortunately he could not participate. The acting Director of the International Cooperation Directorate, Mr. Danton Nedev, represented the Bulgarian MoD while its Director, Ambassador Nedžad Hadžimusić who made special personal effort to support this gathering, represented RACVIAC.

Bulgaria Continues to Support RACVIAC Activities

Both high officials addressed the participants and confirmed the importance of the military personnel transition issue for the ongoing defence reform efforts in the region.

The following two days brought intensive schedule, which included main topic lecture followed by additional subject presentations.



Main Lecture - Hotel Conference Hall, Sofia
Prof Kiril Todorov, PhD

Working Day One

1. Starting-Up an Own Business - Individually or in a Team,
Kostadin Kolarov, PhD, Consultant, Institute for Entrepreneurship

Development at the University of National and World Economy, Sofia, Bulgaria

2. Consulting for Starting-Up Managing and Growing a Small Business,
Prof Kiril Todorov, PhD, Chairman of MB of Bulgarian Association for Management, Development and Entrepreneurship, Country Vice-President of the European Council of Small Business and Entrepreneurship

3. Round Table on Starting-up Issues and Opportunities,
Moderated by Prof Kiril Todorov, PhD and Mr. Kostadin Kolarov, PhD

4. Opportunity and Principals of the Work to EURES,
Mrs. Slavka Radeva, Counsellor at EURES (European Employment Services).



Round Table Discussion, Hotel Conference Hall, Sofia
Mr. Jakob Heradstveit, senior advisor in NATO Expert Team, Royal Norwegian Ministry of Defence (speaking, fourth from the right)



Expert Presentation - Hotel Conference Hall, Sofia
Mrs. Slavka Radeva, counsellor to EURES

Working Day Two

5. Bio-structure Analyze trough "Structogram® Training System",

Mr. Pavel Pavlov, Human resources consultant

6. Bilateral Military Cooperation between Bulgarian MoD, Albanian MoD and Macedonian MoD,

Mr. Peter Pashov, PhD; LtC Georgi Mitrinovski; Mr. Ilirijan Tavanxhiu

7. Follow-up WG1 activities; agenda for the next WG1 Meeting; final conclusions



Bilateral Cooperation - Hotel Conference Hall, Sofia
Mr. Peter Pashov, PhD



Expert Presentation - Hotel Conference Hall, Sofia
Mr. Pavel Pavlov

Field Trip

The second day of the Workshop included informative field trip to Regional Information and Support Centre in the centre of Sofia. Its purpose was to present operational component of the Bulgarian military personnel transition system. Additionally, this event facilitated the closing meeting on the final conclusions and recommendations for future WG1 activities.

Conclusions and Recommendations

The 8th WG1 Workshop confirmed again that the in-country approach has been recognized and accepted by all members without exceptions. We can conclude that this support shall continue. The latest contribution was the announcement made by the Moldovan representatives.



Main Conclusion Session, Regional Information and Consultancy Centre, Sofia

WG1 was officially informed about the decision made by the Moldavian Ministry of Defence to host the 9th Workshop on Transition of Military Personnel in Chisinau. In this way, holding the MAG chairmanship, Republic of Moldova honoured WG1 by choosing its activity among all other activities owned by RACVIAC - Centre for Security Cooperation.

All the participants were actively engaged in discussions considering the most beneficial subject for the next event, paying special attention to Moldova's needs. They concluded to address and consider legal framework of the military personnel transition process as the main topic of the next event. The issue of the Moldova's government reconstruction process was stressed, and all the participants agreed on the necessity of providing the appropriate legal support.

All agreed that WG1 member countries should provide their own existing legal documents. The language issue was raised as well, but the solution was immediately provided by the NATO representative Mr. Emilio Gasparini, who offered NATO translation services (English and Russian translation). Similar activity considering the military personnel transition legislation in western countries is already being processed. Both efforts shall be merged. RACVIAC shall compile all the documents and coordinate the translation together with NATO. Additionally, RACVIAC should provide to Moldova all

materials accumulated during the last three years of WG1 activities on a single digital media. Also, Moldova's representatives requested organizational assistance from RACVIAC (official letter with the request should follow) due to organization complexity and the lack of experience. WG1 agreed that RACVIAC should provide all necessary expertise and experience. For this reason, they proposed establishing a small team to be sent to Moldova during the last week in July. In order to support this initiative, Bulgarian MoD expressed its readiness to participate.

Dr. Peter PASHOV
WG-1 Chairman

Ministry of Defence of Republic of Bulgaria

A handwritten signature in black ink, appearing to read 'Peter Pashov', is written over a faint, light-colored circular stamp or watermark.