



Workshop on Transition of Military Personnel (C-08-W)

- Hosted by the Ministry of Defence of Bosnia and Herzegovina -

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Dates	11 - 13 November 2009
Venue(s)	Army Club, Sarajevo, BA
Background	Three years ago RACVIAC DCC WG1 introduced a specific new principle into the existing standard modality of operations: the in-country approach with the ultimate agenda to support the build-up of regional ownership. As a direct result, WG1 already managed to organize five major events outside of its Croatian Headquarters. This Workshop continues to support this policy, enhancing the regional diplomatic dimension of RACVIAC and enabling direct exchange of experience - delivered on-site and primarily through the experiences of the host country. In this particular case, the host country has a long-term experience of non-institutional support to career transition of separated military personnel. Starting this year, Bosnia and Herzegovina is for the first time establishing corresponding institutional structure and this event should provide perfect platform for its promotion and direct support by RACVIAC and all WG1 partner countries.
Purpose & Objectives	<p>The purpose of the Working Group 1 (WG1) workshops is to enable faster, more transparent and more efficient reform of the armed forces in the region. Objectives supporting this purpose are as follows:</p> <ul style="list-style-type: none">▪ To enable efficient "real time" exchange of expertise and lessons learned, primarily among the permanent members of the WG 1 and the international partners in the field of military personnel career transition;▪ To support development of new separated military personnel transition programmes/systems and/or continuous improvement and modernization of the existing programmes/systems in the region, by providing relevant expertise and technical assistance;▪ To establish a specific clearinghouse and avoid duplication of efforts, hence enabling a more integrated donors' approach for contributing partners;▪ To encourage additional bilateral and multilateral cooperation among WG1 members and observers;▪ To support internal processes of social integration for the national armed forces;▪ To indirectly support social and economical stability of every regional country being the member of the WG1;▪ To support modernization of the existing military personnel management systems through permanent promotion of the introduced paradigm of separated military personnel transition as the standard element of the personnel management life cycle.
Participants	<p><u>Number of participants (estimated):</u> 30-35</p> <p>Three participants per permanent member country: AL, BA, BG, HR, MK, MD, ME, RO and RS. Participants from international organizations with an interest in regional defence conversion processes: NATO, OSCE, DCAF, IOM, etc.</p> <p><u>Participation Criteria:</u> Participants should have extensive experience in the field of military personnel transition processes, holding middle or top management positions in corresponding organizations. Participants should be able to identify, share and apply best practices.</p> <p><u>Required English Language Proficiency:</u> NATO STANAG 6001 level 2. Participants are expected to be familiar with the corresponding subject matter terminology.</p>
Methodology	The event itself is designed as an expert forum, organized around permanent Working Group 1 members and conducted in English language. The activity is to be conducted as a combination of individual presentations, main topic lectures, and open discussions. All academic materials presented or produced during the Workshop will be distributed in electronic form on a CD.
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