



CENTRE FOR SECURITY COOPERATION



THE MINISTRY OF DEFENCE OF BOSNIA AND HERZEGOVINA

12th WG1 Workshop on Transition of Military Personnel

Hosted by the Ministry of Defence of Bosnia and Herzegovina

C-08-W

11th to 13th November 2009

Sarajevo, Bosnia and Herzegovina

***Abstract** The latest WG1 event was co-organized by RACVIAC - Centre for Security Cooperation and the Ministry of Defence of Bosnia and Herzegovina, as a result of the WG1's in-country approach, which enables direct onsite introduction with the subject matter best practices in the host country, and includes the important element of the immediate cultural exchange. During two working days, 35 participants from 11 countries, together with representatives of NATO, IOM and regional OSCE, had a chance to elaborate on several important organizational aspects of the process of military personnel career transition support. This was introduced into the Workshop's Agenda with the aim to directly support promotion of the newly developed national support programme "PERSPEKTIVA". The technical assistance will continue throughout the entire period of the establishment of the corresponding system. This was announced as one of the major conclusions regarding the future activities of the WG1 in 2010, together with the introduction of new activities - primarily the establishment of the regional subject matter knowledge base, which will have the regional ownership signature.*

Activity Background

Thanks to the Ministry of Defence of Bosnia and Herzegovina (MDBH) and its acceptance to host the 12th Workshop in Sarajevo, Working Group 1 was able to continue supporting the regional ownership build-up efforts, introduced and persistently promoted by RACVIAC - Centre for Security Cooperation.

The general purpose of the Working Group 1 (WG1) activities is to enable faster, more transparent and efficient reform of the regional defence systems in the context of its modernization.

In the case of the 12th WG1 Workshop, the initial objective was again the application of the WG1's in-country approach, which implies the display of the most advanced elements of the host country's separated military personnel career transition system. At the same time, it had to be in direct support of the conclusions defined during

the previous WG1 Workshop that was held in Ohrid, the former Yugoslav Republic of Macedonia¹. One of the major requests there was the review of activities that were provided by IOM as an external and non-institutional solution, together with the comparative analysis of western career transition support systems.



Army Club - Welcome Reception

¹ Turkey recognizes the Republic of Macedonia with its constitutional name

Beside these specific subject matter topics, the Workshop was primarily designed to support the establishment of the corresponding institutional structure in Bosnia and Herzegovina, or in other words to provide platform for its promotion through direct support by RACVIAC and WG1 partner countries.

Importance of Regional Approach

With regard to this, one of the most important organizational principles when it comes to the development of efficient career transition support network is the regional approach principle. It has proved itself as the ultimate modern solution for the countries with transitional economies.



Workshop Participants - Group Photo, Army Club Sarajevo

This principle also implies utilization of already existing resources, that is the certified and specialized support services such as vocational training and retraining, self-employment education, job searching and job finding, employment mediation etc. All of the abovementioned served as the actual starting point for development of the Workshop's Agenda.

Utilization of Existing Support Resources

Activity Facilitators

The Conference activity was planned, organized and executed as a joint event by RACVIAC - Centre for Security Cooperation and MDBH, who respectfully shared corresponding organizational and financial responsibilities, while MDBH, as the host organization, fully provided

logistical support. In accordance with the mentioned in-country approach, host country's requirements were the priority for RACVIAC in developing Workshop programme, which contained the objectives defined jointly in advance.



Workshop Opening, Army Club Hall

From right to left:

Amb Nikola Todorčevski, Director of RACVIAC - Centre for Security Cooperation

Mr. Sead Muratović, Assistant Minister for Personnel Management, MoD of Bosnia and Herzegovina

Activity Venue, Duration and Participation

The Workshop was held from 11 to 13 November 2009 at the Army Club, in Sarajevo, Bosnia and Herzegovina. It was organized as a three-day event, two of which were working days.

During the working day sessions, held at the Army Club Conference Hall, participants had the opportunity to hear presentations and engage in discussions on the corresponding subject matter issues. Besides the opening welcome gathering in the Army Club's Restaurant, the second conference day also included an informal dinner at downtown Sarajevo, hosted by Ambassador Nikola Todorčevski.

Workshop included the total of 35 participants coming from the host country, Albania, Croatia, Germany, Italy, Hungary, Moldova, the former Yugoslav Republic of Macedonia, the Kingdom of Norway, the United States of America, and Serbia, together with representatives from NATO, IOM and regional OSCE Mission to Bosnia and Herzegovina. This number does not include RACVIAC staff.



Workshop Opening

From left to right

Amb Nikola Todorčevski, Director of RACVIAC

Mr. Sead Muratović, Assistant Minister of Defence for Military Personnel, Ministry of Defence of Bosnia and Herzegovina

Col Mirsad Ahmić, Head of Personnel Management Division, J1 of the Joint Staff of the Armed Forces - Keynote Speaker

Col Mihajlo Mladenović, RACVIAC Security Sector Reform Programme Manager

Activity Description and Contents

The Workshop was conducted as a combination of individual presentations, and subject matter deliveries.



Workshop in Session, Army Club Conference Hall

First Workshop day included individual arrivals, administrative processing, final coordination of activities and initial welcome gathering hosted by Mr. Sead Muratović, Assistant Minister of Defence for Military Personnel Management, who welcomed all participants in the Army Club Restaurant.

The event started with the opening session chaired by WG1 Director LtC Davor Kiralj, who had to assume this role due to absence of Ms. Afrdita Volina, WG1 Chairperson in 2009.

Mr. Sead Muratović was the first to address the Workshop participants. He was followed by Ambassador Nikola

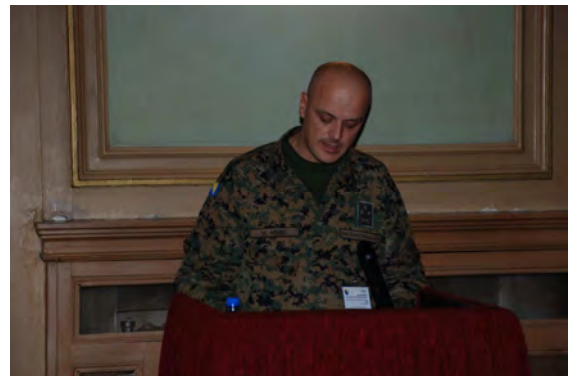
Todorčevski, Director of RACVIAC - Centre for Security Cooperation. In his welcome address, he emphasized the significance of WG1's joint work, which intensively continues for the 4th year running.



Workshop Session, Congress Hall, Hotel Metropol

The main message delivered in his speech was the idea that the institutional approach is of crucial importance for the sustainability and integration of the career transition support system being build in Bosnia and Herzegovina. Opening Session was concluded with the keynote presentation delivered by Colonel Mirsad Ahmić, Head of Personnel Management Division in J1, Joint Staff of the Armed Forces of Bosnia and Herzegovina.

The first working day of the Workshop continued with the Individual National Programme Updates by WG1 country members' representatives. This is the standard element of WG1 Workshop and it includes expert exchange of information on the subject matter field of interest.



Keynote Presentation - Army Club Conference Hall

Colone Mirsad Ahmić, J1 of the Armed Forces of Bosnia and Herzegovina

The initial presentation was given by Lieutenant Colonel Ulrich Knüppel, member of the German Army and Human Resources Management Advisor to the Ministry of Defence of the Republic of Croatia. LtC Knüppel spoke about the Croatian example when it comes to integration element of career transition support within the existing personnel management system.

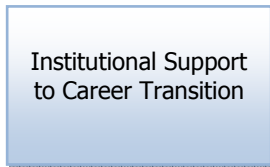
He was followed by Ms. Lejla Mulić, who provided the participants with an insight on solutions being applied in other regions of the World and specifically in South America.



Subject Mater Presentation, Army Club Conference Hall
Ms. Lejla Mulić, NATO HQ Sarajevo

Next to deliver his address was Mr. Emilio Gasparini who elaborated on NATO's programmes in Russian Federation and Ukraine.

Due to fact that 12th WG1 Workshop was held in Sarajevo, a unique place of history in the heart of the region, Workshop Agenda was intentionally designed to provide enough free time for the participants to enjoy cultural and social dimensions of their joint work.



Thus, the Workshop continued in the afternoon with the sightseeing tour, which was provided by RACVIAC and finished in the evening with an informal dinner, also hosted by RACVIAC.

Working day two brought the remaining workshop topics. Before the continuation of conference part of the Workshop, hosts

organized the visit to one of the regional transition centres - the one positioned in Rajlovac near Sarajevo.



Visit to Regional Transition Centre in Rajlovac

During the visit, WG1 members were in position to examine existing infrastructure on-site and to exchange first-hand experience with the staff members responsible for the execution of support programmes in the Centre.



Visit to Regional Transition Centre in Rajlovac

The rest of the Workshop agenda was delivered back in the Army Club Conference Hall. It included non-institutional experiences in Bosnia and Herzegovina, presented by Ms. Regina Bocault, Head of IOM Mission to Bosnia and Herzegovina. Within the same expose, Mr. Sead Muratović used the opportunity to introduce the participants with the future plans in this regard and provided information on newly developed programme "PERSPEKTIVA".

They were followed by representatives of three regional agencies that could have a key role in the execution of the regional principle regarding the programme

PERSPEKTIVA. Mr. Slaviša Ćeranić, representative of Sarajevo Economic Region Development Agency, shared his organization's experience on labour market development through the help of retraining activities and employment centres. Mr. Slobodan Marković, Director of Republic Agency for the Development of Small and Medium Enterprises in Republic of Srpska, Bosnia and Herzegovina, provided an insight into significant experience in the field of self-employment support programmes. The same issue was discussed by Ms. Emina Pašić from EU TAC, who elaborated on the experience on entrepreneurial education and job skills development.

The academic part of the Workshop ended by the presentation made by Mr. Milan Mićanović who gave an example of how organizations such as IOM can second the Institutional System of Career Transition Support. This was actually the intentional illustration of a model that could possibly be applied in Bosnia and Herzegovina.

Conclusions and Recommendations

The last session within the scope of 12th WG1 Workshop in Sarajevo started with the exchange of memorabilia between the highest representatives of RACVIAC and the host organization: Ambassador Nikola Todorčevski and Mr. Sead Muratović. Due to fact that this was the last annual activity for 2009 for WG1, Ambassador Todorčevski personally thanked Mr. Ajradin Rushiti, representative of the former Yugoslav Republic of Macedonia, for his country's chairmanship in 2009. Namely, there were two chairpersons that were engaged this year: LtC Gjorgji Mitrinovski and Ms. Afrdita Volina, who both significantly contributed to the success of WG1 efforts in 2009.

12th Workshop in a great manner brought to a completion a highly significant cycle of very dynamic and important exchange of national experiences, which have been delivered on-site and by unique individual WG1 member countries' case studies. This should serve as a good start for the future round of activities that are going to be executed through slightly different modality of operations. As it has been announced in Ohrid and now in Sarajevo, the new era for WG1 will be tagged with a transfer to a higher level of cooperation, which will primarily concern development of regionally owned knowledge base. In this context, the new RACVIAC's Programme of Activities for 2010 was presented.

WG1 Activities in
2010



Workshop Conclusion Session - Presentation of Memorabilia

Standing from left to right:

Amb Nikola Todorčevski, Director of RACVIAC-Centre for Security Cooperation

Mr. Sead Muratović, Assistant Minister of Defence for Personnel Management

The event was evaluated by the hosts as highly successful. It was emphasised that Programme PERSPEKTIVA was actually the product of the experience and knowledge collected throughout participation in WG1 workshops and bilateral cooperation with the countries being involved in its activities and that therefore this cooperation should certainly continue.