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COVER NOTE

From: European External Action Service

To: Committee for Civilian Aspects of Crisis Management (CIVCOM)

Subject: Third report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions

Delegations will find attached the third report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions, revised following discussion in CIVCOM on 29 April 2013 and written input from Member States.

CIVCOM is invited to endorse the document and forward it for noting to PSC. Thereupon PSC will be invited to forward it to COREPER in view of its subsequent noting by the Council.

Encl.: EEAS document 00817/2/13

EUROPEAN EXTERNAL ACTION SERVICE



Crisis Management and Planning Directorate (CMPD)

Brussels, 2 May 2013

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Third report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions

1. EXECUTIVE SUMMARY

Context and background to the present report

The quality of personnel contributed by Member States to civilian crisis management under Common Security and Defence Policy (CSDP) as well as the smooth deployment of that personnel are crucial elements for success. Notwithstanding the current economic slowdown in Europe, Member States remain largely committed to enhancing the quality and efficacy of their contributions. But national regulations and a lack of national coordinating structures sometimes complicate deployment of Member States' civilian personnel abroad. Only through the continuing engagement of national authorities at all relevant levels can Member States usefully address these problems and can the EU overcome its shortfalls in civilian personnel for CSDP.

This report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions - the third of its kind that the Council receives - reflects Member States' achievements over a time span roughly going from November 2010 to November 2012. It collates information that Member States have exchanged with one another and with the European External Action Service (EEAS) over that period, and contains findings of two High-level seminars on facilitating the deployment of civilian personnel to CSDP (held in 2011 and 2012, respectively). It should, in the framework of the Multi-annual Civilian Capability Development Plan, contribute to forming a comprehensive picture of the EU's civilian crisis management capability under CSDP, and hence to shaping discussions and decisions on this subject.

A fifth High-level seminar is scheduled for 26 September 2013.

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National Strategies

The number of Member States that have created or are creating a national strategy or other forms of vision documents to develop and strengthen domestic capacity building for international (civilian) crisis management is increasing, as is the number of Member States that has created specific legislation to cover international deployment of civilian personnel. In some of these Member States legislative change was clearly stimulated by the previous adoption of a national strategy, in others the adoption or review of a national strategy followed in the wake of legislative change. In general, already the process of drawing up a national strategy for international (civilian) crisis management greatly enhances interministerial and inter-service cooperation with regard to this topic.

Rosters

A growing number of Member States is studying the possibility of establishing rosters to facilitate the management of human resources potentially available for crisis management missions abroad, whilst a small number of Member States already possesses more or less advanced systems. The rosters that already exist are heterogeneous. Some Member States are systematically keeping a purpose-designed central roster at national level containing personnel of various fields of expertise. Others rely on one or more separate rosters kept by individual Ministries and Services which focus on specific expertise. Several Member States have expressed interest in using a standard EU roster format that would allow national management of human resources potentially available for crisis management missions and swift submission of candidacies for mission posts to the EU, assuming that such a roster format would fully respect requirements relating to data protection and the ownership of data by the Ministries/Services concerned. Goalkeeper would serve this purpose.

Goalkeeper

The Goalkeeper project is now well on the way to being finalised in 2013. A growing number of Member States express strong support for the Goalkeeper project and actively contribute to it through the secondment of personnel to form a dedicated Goalkeeper Project Team, as well as through the provision of consultancy services and digital applications.

Training

Over the last two years, Member States have made important efforts to improve their training for civilian crisis management personnel. Some Member States have rationalized their set-up at national level or created specific courses, sometimes also including Hostile Environment Awareness Training (HEAT). Member States increasingly appreciate and use EU initiatives in training, notably the European New Training Initiative (ENTRi), the European Security and Defence College (ESDC), the EU Police Services Training (EUPST) and Schoolmaster (the interactive training database in the Goalkeeper software environment). All these initiatives are conducive to greater harmonization of training curricula for civilian crisis management and foster mobility of students and trainers among Member States.

Budget lines

While some progress has been made in establishing budget lines for crisis management, in some Member States budgets for support to crisis management have decreased, and indeed, in certain member States no dedicated funds have been established for this purpose.

The current economic climate is not a favourable one for establishing new budget lines, but civilian capabilities are to be developed to meet present and future needs, and earmarked funding is necessary to underpin it.

New trends

Two new trends may be identified over the last two years. Most new, modified or envisaged national strategies underline the importance of adopting a comprehensive civilian-military approach to international crisis management, which reflects a growing awareness of this issue in capitals of Member States. The tendency seems to be that of creating economies of scale in the use of civilian and military capabilities whenever "dual use" is possible.

Another significant development is the growing acknowledgement among Member States of the link between external and internal security. This is the result of a heightened awareness of the threats emerging from an increasingly globalised world. Ongoing work on strengthening ties between CSDP and the EU policy area of Freedom, Security and Justice (FSJ) highlights the need to meet those challenges better.

Inventory of civilian capabilities

A more detailed overview of what kind of specialised police and other civilian capabilities exist in Member States is needed in order to guide future capability development in the direction which best serves the objectives of CSDP. CMPD's intention is to establish an inventory of Member States' civilian capabilities, including capabilities that can be deployed as Units or can be further developed into specialised areas of expertise, or "niche" capabilities, through targeted training. CMPD will shortly send a questionnaire to Member States to help us see where we stand in this respect.

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2. INTRODUCTION

2.1. Context: civilian crisis management under CSDP

The civilian dimension of the EU's Common Security and Defence Policy (CSDP) is dynamic and in constant development and CSDP civilian missions are an important part of the EU's comprehensive approach to crisis management. New missions have recently been launched, such as EUCAP Sahel in Niger (for strengthening local capacity in fighting terrorism and organised crime), EUAVSEC South Sudan (for strengthening aviation security at Juba international airport), and EUCAP Nestor (for tackling piracy while contributing to lasting solution through rule of law and capacity building on land). Planning for possible CSDP civilian engagement in Mali and Libya is under way.

To staff these new civilian CSDP missions, as well as the numerous existing ones already deployed, the EU has a continuous need for excellent civilian personnel in sufficient numbers. Missions are primarily staffed with personnel seconded by Member States, therefore the civilian dimension of CSDP depends entirely on Member States' willingness to deploy this personnel. The CSDP missions in which civilian personnel are deployed are characterized by a growing diversification of tasks and an increasing complexity of mandates. Their functions are carried out in difficult and culturally heterogeneous theatres. The competences necessary to undertake such activities require a high degree of professionalism and specialization, along with the capacity to act within multicultural and often unsafe environments. Furthermore, the civilian component is increasingly being called to work in close contact with the military sector. These circumstances require further efforts in specialization, mutual comprehension and effective interchange.

The quality of personnel as well as their smooth deployment are crucial elements in the process of ensuring the effective conduct of a mandate and the positive outcome of a mission on the ground. Notwithstanding the financial difficulties produced by the current economic slowdown in Europe, Member States remain largely committed to enhancing the quality and efficacy of their contributions.

However, the persistent pressure from the field is often still challenged by national regulations that sometimes complicate civilian deployment abroad, and a lack of national structures to coordinate such deployments. These problems need our full attention, and the continuing engagement of Member States' authorities at all relevant levels. Only by addressing these issues can we overcome our shortfalls.

Civilian CSDP requires a whole-of-government approach. This involves a wide range of competences from various Ministries and Services. The European External Action Service (EEAS) is proactive in helping Member States deploy civilian personnel with training and supporting tools. But training and deployment ultimately are Member States' responsibilities, so national efforts remain indispensable. In order to harness the efforts to identify and deploy the wide range of national personnel potentially required for civilian missions abroad, national strategies are an important facilitator.

In September 2012, for the fourth year in a row, the EEAS organized a High-level seminar aimed at all national Ministries and Services responsible for the actual secondment of personnel to civilian CSDP missions. We furthermore ensure that the issue is regularly on the agenda of different high-level meetings - not only the Council itself but also the Political and Security Committee (PSC) and the informal meeting of the Foreign Ministries' Security Policy Directors that the rotating Presidency organizes every half year. The debate during our fourth High-level seminar focused on Rule-of-Law and the role of judges and prosecutors in CSDP missions. Indeed, the area of Rule of law presents persistent shortfalls, whilst it grows in importance in CSDP.

EU's external and internal security are increasingly linked. In this context, efforts are ongoing to strengthen ties between CSDP and the area of Freedom, Security and Justice. Actors in these respective areas have started to see the benefit of working closer together. Synergies are already progressing between civilian CSDP missions and EU Agencies such as Frontex and Europol, both at Headquarters level and in the field. Discussions on operational issues of mutual concern between PSC and the EU Committee for Internal Security (COSI) are addressing topics such as the Western Balkans, Sahel and Libya. Member States' participation in this work is crucial.

We need to identify specialised police and other civilian capabilities. Our intention is to establish an inventory of Member States' civilian capabilities, including those that can be deployed as Units or specialised teams. The EEAS will soon send a questionnaire to Member States to help us see where we stand in this respect.

Finally, much progress has been made towards finalisation of the Goalkeeper system, aimed at helping Member States' Authorities establish their rosters of civilian personnel, exploit training opportunities offered across Europe and streamline job application procedures for CSDP missions. Member States' support in this respect continues to be crucial. The EEAS is grateful to Italy, Germany, Romania, Belgium, the Netherlands and Finland for their active support.

To conclude: encouraging progress has been achieved both at Member States' level and in Brussels but much remains to be done. We need to increase the momentum on civilian capabilities with all national stakeholders. This is key to success. The EEAS therefore counts on Member States to give the widest possible dissemination to the present report. This will help in keeping the wide-spread community of stakeholders closely involved and the civilian dimension of CSDP high on our agenda.

2.2. Background to the present report

In the framework of the EU's policy of actively engaging national stakeholders in facilitating the deployment of civilian personnel to CSDP missions, four High-level seminars have been organized since 2009.¹ These High-level seminars foster an exchange of information between Member States on four areas of action and three possible facilitators for the deployment of civilian personnel to CSDP. The areas of action are:

- National regulatory frameworks;
- Dedicated budget lines;
- National rosters of civilian personnel;
- Training activities.

¹ This policy stems from the Council Declaration on strengthening capabilities (doc. 16840/08), later endorsed by the European Council (cf. doc. 17271/08) and is included in the Multi-annual Civilian Capability Development Plan: Action Lines for 2012-2013 (doc. 12111/12). The four seminars took place in Brussels (June 2009, July 2010, July 2011, September 2012) and were aimed at high-level representatives of all national Ministries and Services responsible for the actual secondment of personnel to civilian CSDP missions.

The possible facilitators are:

- National coordinating institutions;
- National vision documents;
- Instruments such as the Goalkeeper software environment.²

Member States' progress in these fields was reported to the Council in November 2009 and December 2010.³ The current report on Member States' progress is therefore the third of its kind that the Council receives. Covering a period of two years, it reflects Member States' achievements over a time span roughly going from November 2010 to November 2012. It collates information that Member States have exchanged with one another and with the European External Action Service (EEAS) over that period.⁴ A fifth High-level seminar is scheduled for 26 September 2013.

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² The PSC in July 2009 agreed these areas of action and facilitators following the first High-level seminar (see: Facilitating the deployment of civilian personnel - Areas of action and way ahead - doc. 12018/09).

³ Docs. 15842/09 and 16989/10, respectively.

⁴ This report is based on the information EEAS gathered during the third and fourth High-level seminars (see docs. 16109/11 and 15337/12, respectively) and the input received upon a written request of EEAS to CIVCOM of 5 November 2012 (replies were received from 14 Member States).

2. NATIONAL MEASURES, COORDINATING FRAMEWORKS AND VISION DOCUMENTS

Several Member States have adopted national strategies (**BE, CZ, RO, SI**) or similar national vision documents (**BG, EE, SE**), or are expecting to do so (**EL, IE, NL**). One Member State with a national strategy already in place is in the process of reviewing it (**FI**). Several Member States have also adopted or modified the legislation that governs civilian deployment (**CZ, FI, HU, EE, SI**) or are considering to do so (**LU, PL**). In some of these Member States such developments were clearly stimulated by the previous adoption of a national strategy (**CZ, SI**), in others the adoption or review of a national strategy followed in the wake of legislative change (**EE, HU**). Most new, modified or envisaged national strategies underline the growing importance of a comprehensive civil-military approach to international crisis management (**CZ, FI, HU, NL, RO, SI**) and of the link between external and internal security (**FI, NL**).

One Member State has created a dedicated parliamentary body to address civilian crisis management issues (**DE**).

EE reported that on 1 April 2011, the Participation in International Civilian Missions Act came into effect. This law regulates the secondment of Estonian experts to civilian missions (including CSDP missions).⁵ A strategy paper covering Estonia's contribution to civilian missions and other issues related to civilian deployment in 2012- 2015 is under preparation.

BE reported that, on 20 July 2012, the Council of Ministers had adopted a National Strategy for civilian crisis management missions.⁶ This Strategy is the result of a cooperation between the Federal Ministries of Foreign Affairs, Interior, Justice, Finance and Defence. It contains:

- A generic statement of intent to participate in civilian crisis management missions and the scope of the Strategy;

⁵ **EE**'s new legislation is available in English on-line at:
<http://www.legaltext.ee/et/andmebaas/tekst.asp?loc=text&dok=XXXXXX05&keel=en&pg=1&ptyyp=RT&tyyp=X&query=rahvusvahelisel>

⁶ "*Stratégie nationale pour la gestion des crises civiles*" / "*Nationale strategie voor civiel crisisbeheer*"

- An operational part explaining structures and mechanisms for:
 - Planning and coordination of contributions;
 - Capability development, notably the establishment of a pool of deployable personnel, as well as the training of such personnel;
 - Budgetary coverage.

BE will make its national strategy available in the national section of Goalkeeper-Governor as soon as this section will become operational.⁷

SI reported that, in March 2010, it had adopted a national strategy on participation in international operations and missions.⁸ The strategy defines values and interests, decision-making procedures and comprehensive long-term capability development. The national strategy provides for an overarching coordinating body in the form of a "Troika" under coordination of the Ministry of Foreign Affairs and involving the Ministries of Defence and Interior. In this Troika, strategic and political coordination is done at high level, whilst operational issues are addressed at the appropriate technical level. Special emphasis is given to civilian capabilities (including the training of personnel, selection procedures, rosters, international projects and the deployment of retired personnel and experts from Non-Governmental Organisations). In the light of the new national strategy, **SI's** 2006 Law on the Secondment of Personnel in International Civilian Missions and International Organizations is currently being revised,⁹ and specific initiatives are being developed to overcome the legal and administrative barriers that still hamper deployment in the field of justice.

In **RO** on 27 June 2011, the Supreme Defence Council approved the National Strategy for Civilian Capabilities; a formal confirmation of the country's political engagement to international crisis management. This National Strategy is to:

⁷ The national section of Goalkeeper-Governor is to contain a database through which Member States may share information (by uploading documents, e.g. legislation, organisation charts, hyperlinks etc.) on any development relevant to the areas of action contained in the present report (cf. also the first report on Member States' progress in facilitating the deployment of civilian personnel to ESDP missions (doc. 15842/09) and the fourth Goalkeeper progress report (doc.8663/13).

⁸ **SI's** national strategy is available on-line at:
http://www.mo.gov.si/fileadmin/mo.gov.si/pageuploads/pdf/ministrstvo/strategy_participation_RS_IOM.pdf

⁹ This law contains provisions on, i.a., basic requirements that personnel seeking deployment should meet, training, selection procedures, the recruitment of non-government personnel, obligations of the national authorities and the keeping of rosters.

- Focus deployment of civilian personnel mainly on CSDP missions;
- Establish the Ministry of Foreign Affairs as the national coordinator of Romania's participation in international crisis management;
- Ensure that standardised personnel rosters, using the EU Goalkeeper format, will be kept by Ministries or Services responsible for the deployment of civilian personnel to CSDP missions;
- Establish a roster of deployable non-government experts, also using the EU Goalkeeper format, to be kept by the Ministry of Foreign Affairs;
- Establish the Centre for Post-Conflict Reconstruction at the Ministry of Foreign Affairs as national coordinator for (pre-deployment) training of prospective civilian CSDP personnel,¹⁰ and a national strategic warehouse for a minimum number of experts to be deployed rapidly;
- Establish a budget line (to be held by the Ministry of Foreign Affairs) dedicated to international crisis management.

Following adoption of this National Strategy, the **RO** Parliament adopted, in July 2012, a Law on seconding national experts in EU institutions and bodies, as a single framework regulating the secondment of experts to the EU, including to CSDP missions and operations.

CZ reported that, in 2011, a new National Security Strategy was adopted in which the growing importance of a comprehensive approach to mitigating security threats was recognized, committing **CZ** to continue deploying civilian capabilities to CSDP. In June 2012, **CZ** has revised its *Resolution 391* (2006), the national framework document regulating financing of the deployment of civilian personnel and of their predeployment training.

The Foreign Security Policy Coordination Committee, chaired by the Minister of Foreign Affairs, remains the principal national coordinating institution.¹¹

¹⁰ The Centre acts in cooperation with other Ministries traditionally involved in training, notably the Ministries of the Interior and Defence.

¹¹ See also paragraph 2 of the second report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions (doc. 16989/10).

FI reported that its national strategy (in place since 2008)¹² had shown itself to be a powerful tool in developing a broad national approach towards international (civilian) crisis management, and that the strategy's aims and objectives had largely been achieved. It has fostered a coordinated approach involving rescue services, police, border guard services, customs, justice sector and Non-Governmental Organisations. The National Strategy is currently being updated in order better to reflect, i.a., the increasingly important link between EU's internal and external security and the increasingly comprehensive nature of crisis management as such.

HU reported that in 2011 it had amended the Act on Police, which made the contribution to civilian crisis management and peace support missions a “basic task” for the National Police. From January 2012 the National Police Headquarters took over the responsibilities from the International Training and Civilian Crisis Management Centre for the operational implementation of tasks related to civilian crisis management.¹³

In February 2012, **HU** revised its National Security Strategy.¹⁴ The revised strategy calls for the development of a national strategic framework for crisis management, assessing the resources available and establishing a structure facilitating the involvement of all national stakeholders. It states the need for a comprehensive civil-military approach to capability development, underlining the need to prepare for further engagement in civilian crisis management.

¹² Cf. the first report on Member States' progress in facilitating the deployment of civilian personnel to ESDP missions (doc. 15842/09).

¹³ More information on **HU**'s International Training and Civilian Crisis Management Centre is available on-line: <http://www.nokitc.hu/english/bemutakozas.html> See also paragraph 2 of the second report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions (doc. 16989/10).

¹⁴ **HU**'s National Security Strategy is available on-line in English at: <http://www.kormany.hu/en/doc?source=4#!DocumentBrowse>

NL reported that it had developed a draft national strategy, final ministerial approval for which was pending. The draft national strategy is to:

- Set ambitions for national capability development and ensure effective and efficient deployment of those capabilities;
- Help fund deployment of experts from different Ministries through one single budget line, i.e. the national budget for international cooperation, the use of which is coordinated by the Ministry of Foreign Affairs;
- Focus deployment of civilian personnel mainly on CSDP missions;¹⁵
- Integrate decision-making processes for deployment of military police (Royal Marechaussee), civilian police and other civilian experts (e.g. in rule of law), and ensure a comprehensive approach, encompassing crisis management, development assistance and trade, taking account of human rights and gender issues;
- Establish a clear link between internal and external security, in order better to address transversal challenges like terrorism, human trafficking and transnational organised crime;
- Identify geographical priority areas to foster strategic deployment of civilian experts (i.a. Balkans, Middle-East, Afghanistan).

The process of drafting the national strategy had enhanced inter-ministerial and inter-service cooperation.¹⁶

IE reported that its draft national strategy had been agreed by all national stakeholders and was currently awaiting political approval. Ireland indicated that development of its draft national strategy had benefited from know-how from other Member States, notably Finland.

¹⁵ Further beneficiaries are UN (Sudan, UNODC – counter piracy) and OSCE.

¹⁶ NL sub-divided the work to develop a more strategic and effective approach to civilian missions in three different strands: (1) Establish a national strategy for civilian crisis management; (2) Improve coordination mechanisms; (3) Enhance and streamline the deployment process and pre-deployment training of personnel for civilian missions. Work on these topics is conducted by a Steering Group chaired by the Ministry of Foreign Affairs, with participation of the Ministry of Defence, the Ministry of Interior and Kingdom Relations, the Ministry of Security and Justice, the Ministry of Economic Affairs, Agriculture and Innovation, and the Ministry of Finance, as well as the Prime Ministers' Office. The Steering Group meets on a quarterly basis. For operational issues, the Steering Group meets bimonthly at working level. (cf. also the second report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions - doc. 16989/10).

EL reported that it had initiated discussions on a national strategy for facilitating the deployment of personnel in international missions and operations. Emphasis is initially given to the amendment of national legislation for facilitating the deployment of police personnel, the link between training and deployment and inclusion of international deployment in their career path. In 2011, in the existing legal framework concerning the secondment of police officers abroad, selection criteria concerning required training, mission experience and linguistic skills were amended in order to improve the quality of the deployable personnel. **EL** highlighted the added value of the national section of Goalkeeper-Governor.

In **DE**, there are two different regulatory frameworks; one for the deployment of active police officers, and one for the deployment of non-police civilian experts. Accordingly, there are two coordinating institutions: the Center for International Peace Operations, responsible for the recruitment and training of non-police personnel,¹⁷ and the Task Force for International Police Missions, which at federal level coordinates police deployment abroad.¹⁸

¹⁷ On the Center for International Peace Operations (*Zentrum für Internationale Friedenseinsätze* - ZIF), see also the first report on Member States' progress in facilitating the deployment of civilian personnel to ESDP missions (doc. 15842/09). ZIF, pursuant to **DE**'s Secondment Act (*Sekundierungsgesetz*) that came into force in 2009, also supports the training and deployment of civilian experts who are not permanently employed in public service. The Act improves social and financial security for German personnel seconded to OSCE, EU and UN missions. According to the Secondment Act, a Federal Ministry is authorized to conclude civil contracts with the aim of supporting experts who are working for a EU mission. A secondment contract is not to be confused with a labor contract. It establishes a specific kind of legal relationship, with specific regulations concerning private retirement arrangements, health insurance and insurance for long-term care and third-party liability. Seconded personnel returning to **DE** to seek work are eligible for unemployment benefits.

¹⁸ *Arbeitsgruppe Internationale Polizeimissionen* (AG IPM). The recruitment of police officers is coordinated by the Federal Ministry of Interior together with the Ministries of Interior of the 16 *Länder* (state level). Active police officers who volunteer for EU missions will be selected and endorsed by their *Bundesland* and then transferred to the federal level for the duration of their secondment. The status of police officers continues to be regulated by the relevant laws and regulations for the civil service and police services.

In 2010, the Federal Parliament established a parliamentary Sub-committee for Civilian Crisis Prevention and Comprehensive Security, in order to take account of the increased prominence of these themes.¹⁹ Through hearings of experts and regular briefings by national, European and international institutions, this Sub-committee is to raise awareness of civilian crisis management within the German Federal Parliament and beyond. This should facilitate integration in the parliamentary debate of issues of civilian crisis management and, more generally, sensitize Parliament and society at large to a comprehensive approach to international crisis management, which encompasses, together with classical military aspects, also economic, developmental, social, cultural and ecological aspects.

In **PL**, no national legislation covers selection and deployment of civilian experts in missions and operations. There are, however, sectoral regulations covering deployment of personnel from certain key areas (police, border control). **PL** has started to address issues such as legal problems related to recruitment as well as financial aspects of secondment.

PL reported that the Committee for European Affairs coordinated the country's engagement in CSDP.²⁰ This Committee also decides on candidatures of civil servants (except police officers) for posts in CSDP missions.

IT reported that coordination between the Ministry of Foreign Affairs and other relevant national Ministries had been reinforced, i.a. through the reinforcement of the CSDP Unit within the Ministry of Foreign Affairs with personnel from other Ministries and Services (notably the Ministry of Defence and Ministry of Justice).

ES reported that, within the Ministry of Foreign Affairs and Cooperation, the Ambassador at large for Peacekeeping Operations is the focal point coordinating participation of civilians in international crisis management.

¹⁹ *Deutscher Bundestag - Unterausschuss Zivile Krisenprävention und vernetzte Sicherheit* (see: http://www.bundestag.de/bundestag/ausschuesse17/a03/a03_ga/index.jsp)

²⁰ More information on **PL**'s Committee for European Affairs (competences, composition, legal basis) is at: <http://polskawue.gov.pl/The,Committee,for,European,Affairs,882.html>

SE reported that in 2010 it had adopted a Policy for Security and development in Swedish development cooperation.²¹ This Policy highlights the significance of both peace-building and statebuilding and identifies the special challenges facing development cooperation in conflict and post-conflict countries. It clarifies and affirms fundamental principles and approaches, and applies to initiatives at all levels: bilateral, regional and global. It also guides Swedish action in multilateral fora. It focuses in particular on the following three areas:

- Promoting peace:
 - Dialogue, confidence-building and conflict management;
 - Women, peace and security;
 - The institutions of the rule of law, with an emphasis on “transitional justice”;
- Promoting Security:
 - Disarmament, demobilisation and reintegration (DDR);
 - Security sector reform (SSR);
 - Small arms and light weapons, mines and Explosive Remnants of War (ERW);
- Peace dividends.

The policy applies until further notice, however not beyond 2014.

Although the Folke Bernadotte Academy remains responsible for coordinating Sweden’s contribution to civilian crisis management missions, SE is currently looking into ways of improving cooperation among stakeholder Ministries and Services.²²

BG reported that on 20 January 2011 the Council of Ministers had adopted an Ordinance on the participation of civilian experts in international crisis management. This Ordinance details the conditions and order of participation of civilian experts, the required education and professional qualifications, modalities for recruitment and training, as well as internal coordination mechanisms and financial coverage of their deployment.

²¹ SE's Policy for Security and Development in Swedish Development Cooperation is at: <http://www.government.se/content/1/c6/16/45/85/88f00571.pdf>

²² On the Folke Bernadotte Academy, see also the first report on Member States' progress in facilitating the deployment of civilian personnel to ESDP missions (doc. 15842/09).

LV reported that a vision report concerning the deployment of civilian experts in international crisis management missions for the period 2011- 2013 had been approved by Government in April 2011. The report addresses the deployment of Latvian experts to civilian missions, sets out the level of ambition for future deployments and budgetary implications in that regard. A next vision report for 2014 -2016 is currently being developed and discussed among different line ministries involved.

Line ministries meet within the Consultative Council of Civilian Experts chaired by the Ministry of Foreign Affairs to discuss international deployment of civilian experts.

LU reported that it had a framework law governing the deployment of personnel to international missions.²³ This framework law requires that, for each mission to which LU second personnel, a specific regulation ("*règlement grand-ducal*") should be adopted following consultation of the State Council and the Parliament. This "*règlement grand-ducal*" details the nature and quantity of LU's contribution to the mission concerned for the duration of that mission's mandate, and contains generic modalities for deployment and redeployment of personnel. In 2011, efforts started to streamline and standardize the content of these regulations to the extent possible, in order to ensure their future applicability to all relevant areas of expertise and categories of personnel. This process is still ongoing.

The number of civilian personnel that LU deploys to CSDP, if considered in proportion to LU's overall population, is well above the EU average. This said, the relatively small size of its administration and limited numbers of personnel involved allow LU to manage recruitment and deployment smoothly, without extensive procedures and dedicated coordinating institutions. Interministerial and inter-service cooperation is ensured through regular meetings coordinated by the Ministry of Foreign Affairs.

²³ "*Loi modifiée du 27 juillet 1992 relative à la participation du Grand-Duché de Luxembourg à des opérations pour le maintien de la paix*". The 1992 legal text is available on-line at:

<http://www.legilux.public.lu/leg/a/archives/1992/0056/a056.pdf>

The track-record of modifications, together with some examples of "*règlements grand-ducaux*" relative to international deployments, is available on-line at:

http://www.legilux.public.lu/leg/textescoordonnes/compilation/code_administratif/VOL_6/FONCTIONN_AIRES/J_OPERATIONS_PAIX.pdf

The "*règlement grand-ducal*" on LU's engagement in EULEX Kosovo is available on-line at:

<http://eli.legilux.public.lu/eli/etat/leg/rgd/2011/nov/17/n2>

3. BUDGET LINES

Some Member States reported new developments with regard to budget lines dedicated to civilian crisis management (**NL**, **CZ**). Others announced a reduction in budget (**BE**, **FI**, **IT**). Member States are making inventories of the different budget lines dedicated to crisis management (**FR**) or are studying the possibility to streamline the budgetary coordination among different national stakeholders without adopting dedicated budget lines (**SI**).

In **BE** and **FI**, the dedicated budget lines remain the same, though there has been a slight decrease in funds available for the deployment of experts. **BE** and **FI** reported that this decrease will not affect their overall engagement in EU's civilian crisis management missions.

NL reported that a budget for additional costs of deployment of personal to civilian missions is coordinated by the Ministry of Foreign Affairs.

CZ reported that the scope of the dedicated budget line had been expanded to include funding of pre-deployment training.

FR has no central budget line covering its participation in international operations and missions. However, the "Interministerial Task Force for International Civil-Military Crisis Management"²⁴ centrally reviews the budgets that respective line Ministries and Services dedicate to the deployment of civilian experts to international crisis management. The purpose is to improve and streamline the budget coordination among different national stakeholders.

In **SI**, under current framework there is no central budget line for participation in international operations and missions. The Ministry of Foreign Affairs is studying the possibility of streamlining at a national level the budget planning for civilian crisis management.

IT reported that recent reductions in Italian personnel active within CSDP missions are the result of rationalization necessary to adapt to budgetary constraints, and that they should not be read as a weakening of the Italian commitment to CSDP.

²⁴ 'Task Force' interministérielle pour la gestion civilo-militaire des crises extérieures (TFGC). For more information on this Task Force, see paragraph 2 of the second report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions (doc. 16989/10).

4. NATIONAL ROSTERS OF CIVILIAN PERSONNEL

In several Member States, important developments are under way with the establishment or revision of rosters of civilian crisis management personnel (**DK, HU, LT**). Some expect the finalization of Goalkeeper²⁵ in order to expedite the establishment of such rosters (**EE, EL, FI, IT, PL, SE, SI**). Some express strong support for the development and finalization of the Goalkeeper project (**DE, DK, EE, FI, IT, NL, SE, SI**). Some Member States also actively contribute to Goalkeeper development, or have done so, through the secondment of personnel and / or the provision of services to the Goalkeeper Development Team in EEAS (**BE, DE, FI, IT, NL, RO**).

DK reported that a review by external consultants of its International Humanitarian Service and Standby Rosters had pointed at Goalkeeper as a cost-effective method of improving training and managing deployment.²⁶ Pending finalization of Goalkeeper's roster application, **DK** has revised its civilian crisis management structures. This has led to the creation of a new Peace and Stabilisation Response roster with particular emphasis on fragile and conflict-affected states. This roster uses some of the Goalkeeper configurations already known.

EE reported that it had a national roster of civilian personnel called "Ekspert".²⁷ This system has been in use from 2009 but its further development has been put on hold due to the parallel development of the Goalkeeper software environment in EEAS. **EE** has distributed the relevant Goalkeeper documentation to all national stakeholders in order to foster confidence in the system, notably as regards data protection issues.

²⁵ A comprehensive outline of the Goalkeeper software environment is at doc. 8096/09. The latest report detailing progress in development and implementation of Goalkeeper was presented in April 2013 (Fourth Goalkeeper progress report and assessment of future needs - doc. 8663/13). Goalkeeper is available on-line at <https://esdp.consilium.europa.eu>. Certain applications are accessible with password and log-in only.

²⁶ For more information on **DK**'s efforts to upgrade its civilian capabilities, see paragraph 2 of the second report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions (doc. 16989/10).

²⁷ See also the first report on Member States' progress in facilitating the deployment of civilian personnel to ESDP missions (doc. 15842/09).

IT reported that it had no centralized system handling the selection and training of civilian personnel for international crisis management. Several internal rosters have been developed by the relevant Administrations, which list the personnel willing to be sent on mission abroad.²⁸ In order to avoid duplication and overlapping, **IT** is working on creating a harmonised national roster for CSDP and other international crisis management activities through the use of the Goalkeeper software environment. In the meantime, the Ministry of Foreign Affairs publicizes vacancies for positions in CSDP missions on its website. People who have already participated in international missions are inserted in a roster of experts and are individually notified of possible new opportunities of deployment.²⁹

FI has in use an alert system utilising mobile technology for the rapid deployment of experts for civil protection missions. **FI** suggested that the same technology may as well be used for rapid deployment under CSDP, such as the deployment of Civilian Response Teams (CRTs).

NL reported that separate rosters existed with various Administrations.³⁰ **NL** currently deploys around 150 personnel to civilian missions.

CZ reported that the Ministry of Foreign Affairs maintained a national roster with over 400 registered experts.

²⁸ Most of **IT**'s deployed civilian personnel carry out policing functions and are selected from the *Carabinieri*, National Police, Penitentiary Police and the *Guardia di Finanza*. Deployed personnel scheduled to undertake policing duties is identified by the Ministry of Interior, while the *Carabinieri* who participate in policing and monitoring missions are chosen by the *Carabinieri* Headquarters. The Ministry of Justice handles the selection of judiciary and personnel of corrective services, mainly utilized in the rule of law area, while the Presidency of the Council of Ministers selects personnel to be used in the administrative and civil protection section. Typically, the personnel catchment area is constituted by the staff of the relevant Administration. Only the Ministry of Foreign Affairs can select contracted experts from outside the state services. The areas in which freelance experts are most commonly used are rule of law, monitoring and supporting the EUSRs. Furthermore, in order to remedy the limited availability of internal resources within national Administrations, attempts are being made to allow the use of inactive military personnel. On the management of rosters in **IT**, see also the first report on Member States' progress in facilitating the deployment of civilian personnel to ESDP missions (doc. 15842/09).

²⁹ The CFSP-CSDP Division of **IT**'s Ministry of Foreign Affairs has created an on-line portal on the Ministry's website (<http://www.esteri.it>) for the dissemination of information regarding European initiatives taken within the CSDP field.

³⁰ **NL**: Ministry of Foreign Affairs has a database for deploying various civilian experts; Ministry of Defense has a roster for deploying Marechaussee; Ministry of Security and Justice has a roster for civilian police.

In **DE**, separate rosters exist at national level for police personnel (kept by the relevant police authorities) and other civilian personnel (kept by ZIF).

In **SE** a similar system exists that involves sectoral rosters kept by different Administrations as well as one generic roster of 348 experts kept by the Folke Bernadotte Academy (FBA).³¹

The FBA roster includes non-government personnel recruited through advertising. Candidates are interviewed twice and reference-checked. When deployed, FBA roster members are put under contract by FBA. Minimum length of deployment is 6 months. Secondments can be extended up to 4 years, on exceptional basis even longer. Most candidates are available for deployment within 1-3 months. Women make up 46% of the roster.

HU reported that, from January 2012, the National Police Headquarters had taken over the national roster previously managed by the International Training and Civilian Crisis Management Centre (see also Section 2 above). The subsequent update of this roster has led to the deletion of some non-government experts. The updated roster currently contains 464 experts, mainly Police, but also with other professional backgrounds, including Justice, Penitentiary and Civilian Administration.

EL reported that separate rosters existed with various Administrations. The Ministry of Foreign Affairs in 2012 decided to include in its list of deployable personnel retired officers with police and military background. This practice has enhanced **EL**'s contribution to CSDP civilian missions, notably EUMM Georgia and EULEX Kosovo. Initiatives were under way to explain the added value of Goalkeeper to services of Public Administration, including the Hellenic National Defence General Staff, and relevant training institutes.

PL reported that some Ministries (e.g. Justice, Interior, Finance) ran their own databases and had rudimentary systems for recruitment and deployment in place. However, challenges related to the availability of judges, prison personnel and some other key categories like mission support persist.

PL currently has circa 180 civilian experts in EU missions.

³¹ The Swedish Police and Swedish Civil Contingencies Agency keep rosters of their respective personnel. The FBA roster is subdivided in: Security Sector Reform; Democracy; Senior profile; Gender; Rule of Law; Political Advice; Disarmament, Demobilization and Reintegration; Environment; Reporting; Economics; Refugees; Security; Dialogue and Mediation; Translation; Civilian Monitoring; Press and Public Information; Human Rights; Administration; Other.

The UK's Stabilisation Unit (SU)³² is home to the Civilian Stabilisation Group (CSG), a pool of around 1000 Deployable Civilian Experts, civil servants (Civil Service Stabilisation Cadre) and serving police. Members have expertise in a range of areas including governance, security and justice, strategic communications and social and economic development. The Stabilisation Unit has the capacity to deploy members of the CSG, as well as other experts deemed suitable for secondment, to support CSDP missions. Civilians are deployed on fixed term employment contracts with the Ministry of Foreign Affairs, with duty of care ownership residing with the Ministry of Foreign Affairs (the finder) and the Stabilisation Unit (the deploying agent). The Stabilisation Unit ensures suitable discharge of duty of care by CSDP missions to which police and civilians are deployed.

The UK reported that the Ministry of Foreign Affairs had established an agreement with the "Association of Chief Police Officers - International Affairs" (ACPO IA)³³ regarding the deployment, by the Stabilisation Unit, of serving UK police officers. The police officers covered by this agreement have been included in the Civilian Stabilisation Group

LT reported that it had enlarged its roster of civilian crisis management personnel, kept in accordance with the Law on Secondment of Persons to International and EU Institutions or Foreign Institutions,³⁴ and that this roster now includes ca. 600 experts.

LU reported that the "*Police grand-ducale*" possesses a specific roster for police personnel deployable abroad. Other authorities identify deployable personnel on a case-by-case basis. In case of very specific expertise requirements, the Ministry of Foreign Affairs directly contacts the authority that holds such expertise. Following recent improvements to the distribution system for Calls for Contribution, each judge and prosecutor in Luxembourg is now individually notified via e-mail of the vacancies in CSDP missions.

³² On the Stabilisation Unit, see the first report on Member States' progress in facilitating the deployment of civilian personnel to ESDP missions (doc. 15842/09).

³³ <http://www.acpo.police.uk>

³⁴ See also the first report on Member States' progress in facilitating the deployment of civilian personnel to ESDP missions (doc. 15842/09). The law was last amended in July 2009. A non-official translation in English of this law is available at: <http://policy.mofcom.gov.cn/english/flaw!fetch.action?libcode=flaw&id=78FCD0B1-BB6B-4BE9-AD94-040DB359B02F&classcode=340>

5. TRAINING ACTIVITIES

Over the last two years, Member States have made important efforts to improve their training for civilian crisis management personnel. Some Member States rationalize their set-up at national level (CZ, DK, HU, IT, UK) and / or create specific courses (CZ, ES, FI, PL, SE, SI), sometimes also including HEAT courses (CZ, FR, NL, UK). Member States also actively pursue synergies in training, thus maximizing the use of existing resources (LU, SI). EU initiatives in this field are increasingly drawn upon, notably the European New Training Initiative (ENTRi) (BE, CZ, DE, DK, EE, EL, FI, FR, HU, IE, IT, LT, NL, SE, SI),³⁵ the European Security and Defence College (ESDC)³⁶ (EL, FR, IT, HU, NL, PL, SE), the EU Police Services Training (EUPST)³⁷ (ES, HU, FR) and Schoolmaster (the interactive training database in the Goalkeeper software environment) (FI, EL, IT, NL).³⁸ These initiatives are conducive to greater harmonisation of training curricula for civilian crisis management, and foster mobility of students and trainers among Member States.

SI reported that its Centre for European Perspective (CEP) had organized, in the framework of ENTRi, a pre-deployment training course for EULEX Kosovo and a generic pre-deployment "Core Course" based on EU standards.³⁹ The Slovenian police has organized a train-the-trainers course in October 2011, and is actively participating in training initiatives and information exchanges with other players in the region, such as Croatia, Serbia, Bosnia and Herzegovina and the former Yugoslav Republic of Macedonia. There is the intention to review the current set-up, improve synergies and minimize overlapping.

³⁵ ENTRi is a consortium of training bodies from 13 Member States that also associates training services from the United Nations' Department of Peacekeeping Operations (UN-DPKO) and the Organisation for Security and Cooperation in Europe (OSCE). Thus, ENTRi fosters not only a common European approach but also global interoperability. ENTRi, coordinated by the German Centre for International Peace Operations (ZIF), obtained substantial Commission financing as from early 2011, following a call for proposals to put in place a programme of training courses for personnel being deployed to international civilian crisis management missions. This call was prepared by the Commission's Service for Foreign Policy Instruments (FPI), in close coordination with CMPD and, through CIVCOM, with Member States. ENTRi is funded for 80 % by the Instrument for Stability and for 20 % by the partners.

More information on ENTRi can be found at: <http://www.entriforccm.eu/>

³⁶ More information on ESDC can be found at: <http://esdc.mil-edu.be/>

³⁷ More information on EUPST can be found at: <http://www.eupst.eu/>

³⁸ Goalkeeper-Schoolmaster is at: <https://esdp.consilium.europa.eu/>

³⁹ On CEP, see also see paragraph 3 of the second report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions (doc. 16989/10). Updated information on CEP's initiatives is at <http://www.cep.si/>

IT reported that, in 2010, it had launched a national network of training centres for peace operations and emergencies (NIFOPE),⁴⁰ with a view to improving coordination in this field between the training schools and programmes of national Administrations (e.g. the Centre of Excellence for Stability Police Units (CoESPU) and the International Training Programme on Conflict Management (ITPCM))⁴¹.

IT stated that it considers its training institutions' participation in NIFOPE as a way to enhance cooperation and harmonization of curricula, and to stimulate Italian contributions to the Schoolmaster application of Goalkeeper. Notwithstanding the improvement NIFOPE had brought, civilian training remained relatively fragmented due to the respective line Ministries' maintaining individual training policies.

Several Italian training centres are networked with numerous other European institutions through programmes such as Europe's New Training Initiative for Civilian Crisis Management (ENTRI) or the European Security and Defence College (ESDC).

IT's Ministry of Foreign Affairs financed a project named "*Training Civilians For Peace Support Operations: Moving Towards A Harmonized Approach*".⁴² It aims at contributing to the debate regarding the standardization of training curricula at various levels and vis-à-vis various actors.

⁴⁰ NIFOPE = Network Italiano Formazione Peacekeeping ed Emergenze. NIFOPE started as an initiative of the Scuola Superiore Sant'Anna (cf. the second report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions - doc. 16989/10). Information on NIFOPE is at www.nifoep.it

⁴¹ The Center of Excellence for Stability Police Units is a training center created by the Italian government on 1 March 2005, in accordance with the G8 Action Plan "Expanding Global Capability for Peace Support Operations". This initiative draws on the expertise developed by the *Carabinieri* in international crisis management and peace-keeping over the last three decades. Information on CoESPU is at <http://coespu.carabinieri.it/> Relevant information can also be retrieved from Wikipedia at http://en.wikipedia.org/wiki/Center_of_Excellence_for_Stability_Police_Units

The ITPCM is a post-graduate programme of the Scuola Superiore Sant'Anna established in 1995 to respond to the training needs of personnel involved in international field operations. The ITPCM conducts research activities and offers institutional as well as on-demand training programmes, along with project assistance and other consultancy services on peacekeeping, humanitarian assistance, election monitoring, human rights promotion and protection, development and decentralised cooperation, post-conflict rehabilitation. See for further information: <http://www.itpcm.dirpolis.sssup.it/>

⁴² Conducted by the Scuola Sant'Anna in Pisa.

NL reported that it provided pre-deployment training to civilian experts using a tailored mix of courses provided nationally (by the Royal Marechaussee, civilian police and the Ministry of Foreign Affairs) and abroad (via ESDC or ENTRi). **NL**'s foreign-affairs think-tank Clingendaal is partner to ENTRi. Generally, the NL Ministry of Foreign Affairs does not offer professional development training, but offers training options via ENTRi, both to personnel in the Ministry' roster as well as to those already deployed in EU missions. ENTRi training is actually made a condition for deployment to EU civilian missions. For deployment to other missions, other relevant training options are sourced. **NL** makes use of Goalkeeper to acquire information on availability of training. For deployment to high risk areas, a Hostile Environment Awareness Training (HEAT) / Hostile Environment Safety Training (HEST) is compulsory.

PL reported that all personnel selected for secondment to international crisis management missions received pre-deployment training. The Police Training Centre in Legionowo provides both mission-specific and generic pre-deployment training (three pre-deployment courses per year). A one-month mission-specific FPU pre-deployment course is organized for police officers serving in a Formed Police Unit (FPU) about to be deployed. This course draws on Standardized Generic Training Modules developed at the Center of Excellence for Stability Police Units (CoESPU) in Vicenza (Italy).⁴³ A one-month Generic Course for Police Officers and Mission Experts Serving in Police Contingents is organized for police officers eligible for individual secondment. The course programme takes account of mandates of current international crisis management missions to which participants may be seconded. The curriculum of this course draws on material generated at CoESPU, ESDC and the George C. Marshall European Center for Security Studies. Polish civilian personnel serving in EUPOL Afghanistan receives military training.

⁴³ On CoESPU, see also above in the paragraph dedicated to **IT**. For information on UN's Standardized Generic Training Modules, see e.g.: http://peacekeepingresourcehub.unlb.org/PBPS/Pages/Public/PeacekeepingTraining.aspx?page=about&menukey=_12_1

DK reported that personnel returning from missions pointed at an overlap between mission-specific pre-deployment training and in-mission training. For the sake of a more efficient use of scarce training resources, both nationally and in-mission, **DK** would advocate pre-deployment training to be delivered in-mission. ENTRi could, in cooperation with the CSDP mission management, become instrumental in implementing such in-mission training. Member States could still run core courses, hostile-environment awareness training and specialization courses that ENTRi would not offer.

HU reported that the transfer of responsibilities for civilian crisis management from the International Training and Civilian Crisis Management Centre to the National Police Headquarters in January 2012 ensured better access to training resources (training centers, trainers etc.). National Police Headquarters organized one basic crisis management course per year for ca. 25 participants (open to other Member States and third countries' participants). Pre-deployment trainings are organized according to need. **HU** also draws on courses provided by ENTRi, CEPOL and EUPST. **HU** also reported that it pays considerable attention to civil-military cooperation. Both sides participate in each other's courses as lecturers or participants. **HU** is working on the minimum-standard package for civil-military monitoring.

FR reported that it had developed several courses on civilian crisis management, notably within the Institute of Higher National Defence Studies⁴⁴ and the National School of Administration.⁴⁵ The Ministry of Interior is involved in the "European Union Police Services Training" (EUPST) and the European Police College (CEPOL). **FR** reported that it was developing a national HEAT course.

BE reported that in 2012, in the framework of ENTRi, the Egmont Royal Institute for International Relations had organized two predeployment training courses (for EUCAP Niger and EUCAP Nestor, respectively).⁴⁶ The Egmont Institute also participated in the organization of a similar kind of training for EUAVSEC.

⁴⁴ Institut des hautes études de défense nationale (IHEDN). IHEDN is partner in ESDC. More information at: <http://www.ihedn.fr/>

⁴⁵ Ecole nationale d'administration (ENA). ENA is partner in ENTRi. More information at: www.ena.fr/

⁴⁶ More information on the Egmont Institute is at: <http://www.egmontinstitute.be/>

FI reported that the Crisis Management Center (CMC) Finland, in addition to its existing training activities,⁴⁷ had developed a Handbook on Police-Prosecutor Coordination together with the Attorney General's Office and the Ministry of Interior of Afghanistan, with EUPOL Afghanistan as the implementing partner. CMC also organised a train-the-trainers event in relation to this handbook. Another CMC project aims at improving the training of North-African peacekeepers by fostering implementation of the United Nations Security Council Resolution 1325 in the North-African peacebuilding architecture. The project partner is Cairo Center for Training on Conflict Resolution and Peacekeeping in Africa (CCCPA). These projects are funded from the development aid budget line. **FI** also reported that, together with Estonia and in cooperation with EULEX Kosovo, it is implementing a twinning project in Kosovo aimed at strengthening the training of police, border, customs, rescue services and correctional services. **FI** remains an active member of ENTRi, hoping that the project will be continued. The project has proven very successful particularly in linking training with recruitment. However, more funding is needed to ensure that most, if not all, experts joining EU missions have received pre-deployment training.

CMC Finland is uploading all programs of courses relevant to CSDP to the Goalkeeper-Schoolmaster.

ES reported that the Ministry of Foreign Affairs organized in 2011 a seminar for Rule of Law experts. The Ministry of Interior is currently running courses under the programme EUPST, two of which have taken place in 2012.⁴⁸

CZ reported that its Ministry of Foreign Affairs, in conjunction with the Ministry of Defence, had launched Interagency Civilian-Military Training. This has taken the form of a generic pre-deployment training course, open to all deployable experts registered in the national roster and consisting of both a theoretical and a hostile-environment-training module.

⁴⁷ CMC Finland organises more than 70 training events per year. Altogether more than 800 participants attend CMC Finland's courses per year, representing more than 50 nationalities. Most of CMC Finland's trainings are open to international participants, including the comprehensive crisis management trainings organised in cooperation with the Finnish Armed Forces International Centre. Additionally, CMC Finland organises Hostile Environment Awareness Training (HEAT) courses which have been standardised by the EEAS Security Division.

⁴⁸ On the training activities of these two Ministries, see also the second report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions (doc. 16989/10).

The **UK** reported that its Stabilisation Unit (SU) has completely reviewed its training activities in 2012. By re-structuring courses and focusing on personnel already selected to deploy or who are likely to deploy within the next 6 months, SU has increased its ability to deploy fully trained personnel within shorter time-frames. SU now offers a specific Hostile Environment Driving Training (HEDT) course, in addition to a combined HEAT and Refresher HEAT course. SU has also significantly improved and lengthened its firearms training course for armed police officers. These courses now provide an integral part of the Duty-of-Care package for **UK** deployees.

SE reported that in April 2012 the Folke Bernadotte Academy (FBA)⁴⁹ conducted the first EU Senior Mission Leaders course in Belgium under the aegis of the European Security and Defence College (ESDC). Bridging the civilian and military dimensions of CSDP, the course was developed in direct response to an identified training need, i.e. to prepare potential future candidates and serving staff in decision-making positions for the most senior roles within Common Security and Defence Policy (CSDP) Missions and Operations (i.e. Head of Mission, Deputy Head of Mission, Force Commander, Head of Component, and other senior personnel).

LU has established close cooperation with the State Bureau for Education, Training and Personnel of the North Rhine-Westphalian Police in Brühl (**DE**)⁵⁰, which allows **LU** police officers engaged in international crisis management to receive mission-specific training there. Efforts are ongoing to explore similar synergies within the Benelux.

⁴⁹ The FBA bridges theory and practice, and for an enhanced interactive learning experience the FBA integrates case studies from ongoing conflicts with presentations and lifelike scenario-based exercises involving active participation and role play. The best learning happens when participants are actively engaged and the training is as authentic as possible. The FBA therefore strives for a multicultural and multifunctional environment so that training reflects the context of peace and crisis management operations in a realistic way. This is also to increase the awareness, understanding and cooperation between the numerous actors who operate in the field. All FBA courses and exercises are supported by professionals with relevant expertise and extensive field experience. All FBA courses and exercises are offered to FBA roster members. An important factor in the selection process preceding admission to the FBA roster is the candidates' motivation and intent to go on mission.

⁵⁰ *Landesamt für Ausbildung, Fortbildung und Personalangelegenheiten der Polizei Nordrhein-Westfalen.*

6. WAY AHEAD

The present report on Member States' progress in facilitating the deployment of civilian personnel to CSDP missions should help to shape discussions and decisions on EU civilian capability development. In accordance with the Multi-annual Civilian Capability Development Plan: Action Lines for 2012-2013, at the end of the first semester of 2013, a first comprehensive report on CSDP civilian capability development will be established in which the information this report contains will be combined with that emanating from the other workstrands to form a comprehensive picture of the EU's civilian crisis management capability under CSDP.⁵¹

Member States are encouraged to organize nationally outreach initiatives on the deployment of civilian personnel for international crisis management. The CMPD stands ready to contribute to similar initiatives, wherever in the EU they may occur.

A fifth High-level seminar on facilitating the deployment of civilian personnel to CSDP missions is scheduled for 26 September 2013.

⁵¹ See paragraph 2.3.2.3. of the Multi-annual Civilian Capability Development Plan (doc. 12110/12) and paragraph 2.1.1.3 of the Action Lines for 2012-2013 (doc. 12111/12).