



Report on the African Peace Support Trainers' Association (APSTA) – European Group on Training (EGT) Consultative Workshop

18 – 20 May 2009, Accra, Ghana

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Introduction

The African Peace Support Trainers Association (APSTA), in collaboration with the European Group on Training, held a two-day consultative workshop from 18 - 20 May 2009 in Accra, Ghana. The workshop was hosted the Legon Centre for International Affairs (LECIA), with the financial support of the Austrian Development Agency and the EC Project on Training for Civilian Aspects of Crisis Management and Stabilization Missions, through the Austrian Centre for Peace and Conflict Resolution (ASPR).

The main subject of the workshop was the operationalization of the civilian component of the ASF and its effective integration into the continental Field Training Exercise, known as Exercise AMANI Africa planned to be held in March 2010 and the training needs that should be met to that end.

The workshop brought together twenty-eight (28) participants from APSTA member institutions engaged in civilian training, representatives of the Regional

Economic Communities (RECs) and Regional Mechanisms (RMs), representatives of European training institutions, representatives of the European Union Commission and the European Council and a representative from EURO RECAMP. The participant list is attached as an Annex A.

Background to the APSTA – EGT Consultative Workshop

On 8 December 2007, a joint African Union (AU) - European Union (EU) strategy was adopted at the Lisbon Summit which effectively served to lay the stage for a new strategic-level initiative between the two (2) regions with a central aim of strengthening political partnership and cooperation. Eight (8) areas for cooperation (underpinned by such values as ownership, joint responsibility and solidarity) were identified including the promotion and strengthening of peace and security. Most specifically, the so called *Partnership on Peace and Security* aims amongst other things to:

- Ensure adequate, coherent and sustainable support for the establishment and functioning of the African Peace and Security Architecture (APSA) and for African-led efforts at all stages of the conflict cycle; and
- Promote long-term capacity-building, including military and civilian crisis-management and coherent and coordinated support for the ASF, including through the implementation of the *EU Concept on Strengthening African Peace Support Capabilities*.

Within the above framework, a joint AU – EU study on African peacekeeping training needs and capabilities was undertaken. The initial phase of the study involved the conduct of a two-week desk top study in February – March 2009 to identify African training capabilities and needs as well as to map out already existing support programmes to African training centres.¹ The findings yielding from the desktop

¹ The desk top study was to be complemented by a number of field visits to African centers after which a multi-annual programme of support would be established.

study were shared at an AU – EU Training Needs and Capabilities Workshop held from 5 – 6 March 2009 in Addis Ababa, Ethiopia.

One of the outcomes of the March 2009 AU – EU Training Needs and Capabilities Workshop was the pledge by EGT member institutions to support ongoing training programmes in Africa when and where necessary and should such assistance be requested. In the short term, the AU – EU Expert Study Team made the recommendation that in order to support ongoing training and in the period leading up to the finalisation of the EU support project, there was a need for the injection of quickly deliverable trainings.

Five of APSTA member institutions (including the African Centre for the Constructive Resolution of Disputes, *ACCORD*, the Cairo Regional Center for Training on Conflict Resolution and Peacekeeping in Africa, *CCCPA*, the Institute for Peace and Conflict Studies, *IPCS*, the Institute for Security Studies, *ISS*, and *LECIA*) were present at the workshop and all five representatives emphasised that whilst offers of support in capacity building from the EU were welcomed, there was a need to ensure that training efforts be African led both in terms of coordination and implementation and that it would be a necessary next step to hold a broader consultative workshop in this regard amongst APSTA members and other stakeholders and partners. The EGT member institutions supported the idea of a wider consultative process as a platform for training collaboration between APSTA and the EGT. Representatives of the four institutions together with the APSTA Secretariat thus established a Technical Committee whose main mandate was to lay the ground work for a broad APSTA - EGT consultative workshop. The Technical Committee held a planning meeting on 17 April 2009 in Addis Ababa, Ethiopia² in which it identified and discussed the issues to be addressed during the consultative workshop and it also developed the agenda.

² The meeting was hosted by the APSTA Secretariat with the financial support of the Scuola Superiore Sant'Anna in the framework of the European Commission Project on Training for Civilian Aspects of Crisis Management and Stabilisation Missions; the Report of the Technical Committee is available upon request.

The Aim of the Consultative Workshop

The workshop was focused on four broad aims and objectives including:

- a) A mapping of current civilian training on the continent with view of identifying priority training needs both for peace support operations contexts (with a focus on the ASF) and then also training needs for broader peace and security needs of the continent;
- b) To identify short and long-term areas of training cooperation between African training institutions and EGT member institutions and to revisit the idea of 'quickly deliverable' trainings;
- c) To consider ways in which to support the efforts to prepare and integrate the civilian dimension in the 2010 continental Field Training Exercise (FTX), Exercise Amani Africa³ and following this;
- d) To make recommendations to the AU Peace Support Operations Division (PSOD) on the assistance that APSTA can provide in support of the civilian dimension of Exercise Amani Africa.

Welcome and Opening Session

The workshop commenced with a welcoming address by the APSTA President, Ms. Yvonne Kasumba. In her address, Ms. Kasumba reminded that a key feature associated with the paradigm shift from traditional to complex multidimensional peacekeeping has been the increase and diversification of the civilian range of functions and that this role expansion has necessitated an increased focus on training as a key factor for ensuring personnel that are capable and professional.

³ This is based on the fact that the civilian dimension of Exercise Amani Africa is presently underdeveloped at both the conceptual and practical levels, as compared to the military and police components

She indicated that whilst training for civilians was largely organised in an ad hoc fashion, in recent years, there has been an improvement in the situation with a number of training initiatives being undertaken by various African and international peacekeeping training centres who have dedicated their efforts towards the professionalisation of civilian peace support personnel. Ms. Kasumba also touched upon Exercise Amani Africa and emphasised that planning and provisioning for the civilian dimension of the exercise falls far short of that that is in place for the military component. She urged the workshop members to think upon ways in which to integrate and operationalise the civilian dimension of the FTX so as to ensure that it is truly reflective of the multidimensional character of the ASF as envisaged in the PSC Protocol and subsequent other documents on the ASF. She concluded her address by thanking all representatives for participating in the workshop and specifically acknowledged the contributions of the Technical Committee and the hosting and funding partners for making the workshop possible.

The workshop was then addressed by a representative of the Delegation of the EU Commission to Senegal, Ms. Aleksandra Szczepanska who delivered a few opening remarks. Ms. Szczepanska reflected upon the work of the AU-EU study group, in particular she high lighted the on going field assessment study on training needs and capacities of African training institutions and within this context, she underscored the importance of the workshop as contributing to this overarching AU-EU process which is geared towards meeting African peacekeeping training demands.

The Director of the host institution (LECIA), Professor Kofi Kumado addressed the workshop by welcoming participants to Accra and expressed the pleasure of his institution in hosting the event. Professor Kumado again reiterated the fact that peacekeeping is no longer a solely military enterprise and that the still prevalent tendency to see peacekeeping as a military endeavour is erroneous. He stressed the importance of and continued need to raise awareness of the increased role that other actors – such as police and civilians – play. He emphasised the importance of

training for civilian personnel as well as the need for coordination so as to ensure efficiency of efforts amongst other things.

The introductory session was followed by two (2) presentations which served to set the background scene for the workshop. A presentation on the African Standby Force (ASF) delivered by Naval Captain Johan Potgieter⁴ of the Institute for Security Studies offered a comprehensive descriptive analysis that traced the origin of the ASF, and the broad peace and security policy and institutional frameworks within which the ASF is being developed. Following this, Ms. Yvonne Kasumba of ACCORD delivered a presentation on the Civilian Dimension of the ASF which looked at the paradigm shift influencing a larger civilian inclusion in peacekeeping operations; the relevant policy guidance; the structure and functions of the ASF civilian dimension; as well as a number of key planning considerations (including financial realities, scope of missions and the transition from UN to AU peacekeeping operations) that should inform the development of the civilian dimension.

In the discussion that followed the two presentations, one issue that attracted particular attention is the scope of operation and/or areas of engagement of the ASF. The question here was whether the ASF is supposed to be developed as a robust multifunctional peacekeeping body that will undertake tasks ranging from those that are characteristic of traditional peacekeeping (observation and monitoring mission) to issues relating to human rights, institution building, DDR, rule of law transitional justice and reconciliation to peacebuilding and post-conflict reconstruction or a mere stabilization mission with limited scope of activities and life span.

The understanding that emerged at the end of the discussion was that at the policy level the ASF is indeed envisaged to operate, depending on its mandate, as a multipurpose robust peacekeeping body but given the limitations of resources and

⁴ Capt Potgieter was formally with the AU PSOD.

capacity and for the purposes of the meeting the ASF can at the moment be conceived largely as a stabilization force. Accordingly, in the short to the medium term, the ASF will operate mainly as stabilization mission with limited tasks in the areas of DDR, rule of law, SSR, peacebuilding and post-conflict reconstruction.

Status on the Development of the Civilian Dimension of the RECs/RMs

The workshop provided an opportunity for the RECs/RMs to a brief update on the developments in so far as the civilian dimension of their respective brigade structures was concerned.

Update from the Southern African Development Community (SADC)

The representative from SADC shared that there are presently no civilian planners within the SADC Brigade (SADCBRIG) planning element (PLANELM) which is presently comprised of fifteen (15) persons, ten (10) of which military and the remaining five (5) police. Most of the planning for the SADCBRIG civilian dimension only commenced in mid 2008. Presently, SADC has developed a policy document for the civilian component and has also identified civilian training needs as well as developed structures and posts for the civilian dimension. Whilst there is a civilian coordinator, plans are underway to advertise for civilian posts as per the Kampala Report. Particularly after the SADCBRIG Command Post Exercise (CPX) held in April 2009, it was realised that the civilian structure that had been developed for the SADCBRIG was quite inadequate and failed to meet the demands of the mission headquarter. As a result of this, the civilian structure is presently under review. Through the CPX it was also possible to identify clear training needs and the content and design of future trainings will be accordingly informed.

Update from the Economic Community of West African States (ECOWAS)

The representative from ECOWAS shared a perspective from the point of view of the civilian dimension within the ECOWAS Emergency Response Team (EERT). He indicated that the EERT efforts were not clearly aligned with efforts to develop a civilian dimension of the ECOWAS Standby Force (ESF). Within the ESF, whilst work has been done to develop a draft civilian dimension policy framework, more work needs to be done. For instance, there are presently no civilian planners within the PLANELM and little has been done by way of identifying the required structures and posts for the Brigade. The EERT for its part does maintain a roster of civilians for humanitarian and disaster type missions and all members on the roster undergo the requisite training. It was also indicated that efforts are presently underway to better align the efforts of the EERT and the ESF in so far as the ECOWAS civilian dimension is concerned.

Update from the East African Standby Brigade (EASBRIG)

As compared to other regions, EASBRIG appears to have made the most significant progress to date in so far as the civilian dimension is concerned. EASBRIG remains the only mechanism to date with a civilian planner in its PLANELM and efforts are currently underway to recruit three further civilian officers in line with the Kampala Report. EASBRIG has also identified organisational requirements and training needs for its civilian dimension. Efforts are ongoing to ensure a well-defined and prepared civilian dimension for the EASBRIG FTX scheduled to take place in late 2009. There are challenges however in that the civilian component in the FTX still remains relatively under represented in terms of its size (present planning is for twenty civilians) and those civilians that have been identified will still require a good deal of training before they can become effective players in the exercise. The EASBRIG representative also indicated that there is need to achieve more systematic and uniform training standards that cut across all ASF regions and requested APSTA member institutions for support in the organisation and implementation of its trainings.

Update from the North African Regional Command (NARC)

There was no representative from NARC at the workshop but nonetheless an update was shared from the representative of the CCCPA, which serves as a regional training centre of excellence for civilian capacity building. The CCCPA representative indicated that the development of the NARC civilian dimension was relatively non-existent. There is no civilian policy framework in place, no planners at the PLANELM, no funding allocated for civilian training, and generally it was fair to say that there was little awareness and understanding within the Secretariat and amongst the relevant decision makers on the need for a civilian component. A lot more needs to be done in terms of creating awareness of the civilian dimension and the CCCPA is striving to make efforts in this regard.

Update from the Economic Community of Central African States (ECCAS)

The representative from ECCAS indicated that civilian capacity within ECCAS remains an urgent priority. Recently a civilian planner was recruited which is a step in the right direction and there is thinking to increase civilian representation within the PLANELM. Within the ECCAS region a major challenge remains the lack of civilian training service providers. Recently ECCAS did conclude an MOU with the IPCS centring on the latter's support of civilian training for the region. The region still requires a lot of assistance in training and especially training in French as most training on the continent is offered in English much to the detriment of potential Francophone personnel.

In the discussions following the status updates by the RECs/RMs, a pertinent issue that was identified pertains to the fact that there is oftentimes an apparent disconnect between the RECs/RMs and civilian training service providers in determining and addressing the broad array of civilian needs. Part of the reason for this is that there is lack of convergence in the training plans of the RECs/RMs and

the training institutions. Some training centres expressed the difficulties that they had encountered in their efforts to provide advisory and other support for the civilian dimension of the respective RECs/RMs. This heightened the potential for overlap as well as for perpetuating gaps in so far as the development and operationalisation of the civilian dimension of the regional brigade structures was concerned. It also had a negative impact in so far as the identification and satisfying of training demands was concerned.

To add to the above, in response to the concern by RECs/RMs that they oftentimes lacked access to adequately trained civilian specialists for their various training exercises, African training service providers responded that they have trained a number of well qualified specialists over the years and these specialists are also included on a number of civilian standby rosters. Further complicating the matter is the fact that many of the civilian specialists who have undergone training are constantly overlooked by the RECs/RMs who tend to rely by and large on civilian personnel contributions from Member States. The challenge remains to ensure a more well-defined and systematic linking and coordination between the RECs/RMs, the training institutions and the rostering mechanisms. Clearly, this is an area where APSTA can play important role in facilitating such linkage and coordination.

Civilian Capacity-building on the Continent: Verification and Validation of Training Matrix

Prior to the conduct of the workshop, the APSTA Secretariat distributed a questionnaire to APSTA member institutions, which was aimed at gauging the extent of civilian training, being undertaken on the continent. The questionnaire asked five main questions including:

- What civilian training activities are being covered by your centre/institution in 2009 (i.e. name of the course, dates and duration, participant profile, is it single component or integrated in nature)?

- What additional training curricula/modules are lacking and need to be developed and/or included in the present training packages?
- Which of these newly identified curricula/modules would you be willing to organise and/or host within 2009 if funding were available?
- Are you open to co-funding of the trainings (where co-funding means your ability to provide a venue, equipment and other resources)
- Are you open to co-organisation of the courses with APSTA member institutions?

The feedback from the questionnaires was developed into a training matrix and shared during the workshop with the aim of mapping out what civilian training is on offer through the APSTA network. In this way it would also become easier to decipher clear needs and areas for prioritisation. The workshop group was invited to verify and validate the information as presented in the matrix. An examination of the matrix revealed that there exist wide variations in the type and content of civilian trainings on offer amongst APSTA member institutions. RECs/RMs expressed their concern that the lack of uniformity can be confusing and may lead to wide disparities in standards of the ASF capabilities of the respective regions.

Following the consideration of the training matrix, the participants were divided into three (3) working groups with the task of further deliberating upon the matrix and determining which courses that are absolutely necessary (versus those that are nice to have) for purposes of the ASF and then for purposes beyond the needs of the ASF. The following came out during the plenary discussions that followed the working group discussions:

During the plenary discussion, it was identified that there are four broad civilian training areas or levels. They are

- A foundation course,
- Pre-deployment/mission specific course,

- Leadership specific courses (Senior Mission Leadership and Medium Level Mission Leadership largely limited to the RECs and RMs level), and
- Specialised courses

Generally, at the core or foundation level the modules (in line with the Kampala Report) most training packages currently include the modules as indicated below:

- Conceptual frameworks: introduction to conflict prevention, peacemaking, peacekeeping and peacebuilding
- Institutional frameworks: the AU, UN, sub-regional organisations
- Orientation to the African Peace and Security Architecture (APSA) and the ASF
- Core functional areas including role of the military, police, civilian
- Conflict management
- Civil-military coordination
- Cultural awareness and cross-cultural communication
- Rights issues (including women and children's)
- Protection of vulnerable groups
- International humanitarian law and human rights law
- Humanitarian affairs/assistance
- Election Management and Observation
- Gender perspectives
- Sexual exploitation and abuse
- HIV / AIDS
- Media relations
- mental preparation and stress management
- DDR
- ROL
- SSR

The pre-deployment or mission specific training should take place shortly before deployment and should be geared to giving trainees a broad orientation to the specific conditions of the mission in which they will deploy including inter alia:

- An understanding of the social – political climate of the host country;
- The organisational structure and mandate of the mission;
- The functions they will be required to undertake and;
- Their role vis-à-vis other actors in the mission area.

Generally speaking, one of the preconditions for participation in a specialised course would be that the trainee has undergone a foundation course. The workshop identified the following as highly needed specialised areas that should receive immediate attention:

- Civil-military coordination
- Conflict Management (including analysis, negotiation and mediation)
- Media and peace support operations
- Mission support
- Human Rights
- Protection of civilians
- Gender
- Election Management and Observation
- Humanitarian Affairs

One area that received limited or little attention in peacekeeping training in Africa was leadership related training, which was appropriately identified as the fourth area or level of training. The impact of this has been observed in AMIS and currently in UNAMID missions in Darfur. Participants emphasized that there is as a result a need for leadership specific training at the RECs/RMs level as well. There was consensus on the need for more leadership specific courses to be developed and implemented, especially targeted at mid-level mission management.

In addition to the above, the plenary discussions also focused on the below aspects:

- Participants felt that there is a need to streamline terminology for instance the use of core course vs. foundation course;
- One of the representatives from the RECs/RMs felt that in addition to the above, it would be extremely beneficial if the content of the core/foundation courses were streamlined amongst the various training centres as presently, the packages include an apparent disparity of modules. It was recommended that training service providers agree upon standard modules that should be part of any core/foundation package with room for inclusion of other modules that might not be absolutely necessary but nice to have. In percentage terms, the core/foundation package could be seventy percent (70%) absolutely necessary and/or ASF specific and thirty percent (30%) nice to have and/or non ASF specific;
- The trainings provided by the training service providers should aim to meet the needs of the end users, i.e. the AU and RECs/RMs. A training needs assessment should be conducted to ensure that what is provided is based on the real needs of the end users. Put differently, training service providers and the RECs/RMs should jointly identify and articulate training needs. More broadly speaking, it will be important to strengthen the relationship between the RECs/RMs, and the various training service providers;
- Language of delivery is also an area that needs to be improved. Particularly for the East and Central regions, it is important to develop the ability to deliver courses in French;
- Training of trainers (TOT) courses were also identified as important and a distinction was made between a general TOT versus a subject specific TOT. The former refers to a TOT that covers broad themes including techniques in adult education; how to design trainings and the articulation of learning outcomes etc. whilst the latter refers to training where subject matter

experts come to synchronise on the subject matter as well as on the best methods for teaching it;

Matching Demand and Supply

In visiting the idea of the recommended 'quickly deliverable' trainings, one of the underlying principles was that training courses should be based on identified needs of the ASF. Further, if we consider the Kampala Report⁵ wherein it is recommended that each region should be able to deploy approximately sixty (60) civilians, and should have a civilian standby roster of approximately three hundred (300) civilian specialists, it becomes important that the training courses start to contribute to the generation of these numbers and these should be in line with the roles as identified for the sixty (60) positions. What this means then is that the emphasis should be less on trying to train the 60/300 by 2010 and more on building upon the work already done. African training service providers have amongst them trained in excess of what is specified in the Kampala Report but not according to the respective civilian profiles/positions and not as part of the effort to meet the ASF training needs.

Thus, when we are considering the issue of matching demand and supply, key principles are the need for local ownership of the trainings and helping to build the capacity of African training service providers to provide training that is relevant – i.e. towards building the 60/300. It would also be important to ensure that the supply is geared towards meeting the numerical as well as qualitative requirements of the ASF and any external offers of support need to be on a scale that can be meaningfully absorbed by and help enhance the capacity of the AU, RECs/RMs and training service providers.

⁵ Which is now an AU Ministerial Decision – see Declaration of the 6th Meeting of African Chiefs of Defence Staff and Heads of Safety and Security and the 3rd Ordinary Meeting of the Specialized Technical Committee on Defence Safety and Security , 11 – 15 May 2009, Addis Ababa, Ethiopia

During the workshop, African training service providers indicated training courses that they would be willing to run in collaboration amongst themselves and/or with the support of EGT member institutions over the course of 2009 and 2010 as shown in the table below:

INSTITUTION	TRAINING(S) WILLING TO UNDERTAKE
LECIA	Foundation and pre-deployment; civilian protection; mission administration and support; CIMIC; election management. Indicated that they would require funding assistance to run these courses
Kofi Annan International Peacekeeping Training Centre (KAIPTC)	Mission administration and support; CIMIC; human rights and pre-deployment. Indicated that they would need experts and funding assistance to run these courses
IPCS	Foundation course and pre-deployment course for ECCAS; election observation; mission administration and support; and press and public information. Indicated would require funding assistance and assistance in developing a French curriculum. IPCS has started communicating with Folke Bernadotte Academy (FBA) and the Hungary Training Centre in the running of these courses
International Peace Support Training	Foundation course; Regional Senior

Centre (IPSTC)	Mission Leader Course (no funding remaining for a course this year); Media Relations (for which there is funding for two serial); mid-level mission management and leadership skills training (indicated that funding is available for developing the curriculum but not for the implementation of the course). Also has funding for exploring emerging training requirements; can coordinate a pilot mid-level mission training for EASBRIG with other APSTA members
CCCPA	Foundation course; election monitoring and observation; CIMIC; and conflict management (Indicated that they may have to seek funding assistance to run the course and that they would require subject matter experts), can run the trainings over a ten month period
Peacekeeping School Mali (EMP)	Willing to run a CIMIC and Peacebuilding course and is able to conduct both in English and French
SADC Regional Peacekeeping Training Centre (RPTC)	Foundation course
ISS	Indicated that they would be willing to partner with other institutions in running of any courses as indicated

	above
ACCORD	Mission administration and support; CIMIC; and civilian protection – Indicated that would be able to carry out these in 2010 and willing to partner with another institution – co-funding and pooling of subject matter experts

In addition to the above, the civilian planner from EASBRICOM made a request for training support for the region, ahead of their FTX scheduled for November 2009. Specifically they are interested in foundation training (which they will conduct with the assistance of LECIA), and will seek the support of the IPSTC in the implementation of a mid-level mission management course and a pre-deployment course. They will also request the assistance of ACCORD to coordinate a regional TOT.

Following the above exercise, EGT member institutions were given an opportunity to pledge areas that they would be willing to support APSTA member institutions. A key concern was that the EGT should not be viewed as a passive partner that only provides funding but that EGT member institutions partner in broad areas such as assisting with coordination of trainings, providing subject matter expertise etc. The following institutions indicated areas that they were willing to provide support:

INSTITUTION	TRAINING(S) WILLING TO SUPPORT
FBA	Core course and pre-deployment; Conflict management and analysis; mid-level mission management (can support curriculum development and share

	<p>lessons learned); protection of civilians; CIMIC; and field security aspects. Indicated ability to support curriculum development in a number of areas of expertise. Funding possibility will have to be determined on a case by case basis.</p>
Center for International Peace Operations (Zif)	<p>Foundation and pre-deployment; rule of Law; rights issues; election management and observation; conflict management; mid-level mission management. Indicated that funding support possibility was not certain and would need to be determined.</p>
Austrian Study Center for Peace and Conflict Resolution (ASPR)	<p>Core course; curriculum development and course design; provision of subject matter experts; conflict transformation; election observation and assistance; press and public information. Indicated that may be able to provide funding support in 2010.</p>
Scuola Superiore Sant'Anna	<p>Can provide support for most areas identified including core course; human rights; election management and observation; curriculum development; and provision of subject matter experts. Indicated that they are already working with LECIA and CCCPA and will like to continue in this regard in future.</p>

Hungary International Training Centre (ITC)	Foundation course; technical assistance and curriculum development.
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On the issue of funding:

No concrete commitments to funding support for training was made by the EGT member institutions and the EU representative indicated that there is already funding available to the RECs/RMs for training through the African Peace Facility (APF) and training centres need to approach the regional headquarters and make applications for funding. Pending the outcomes of the AU-EU Expert Study, from 2010, training centres may be able to make direct applications for funding although the application process will be quite rigorous.

Some APSTA member institutions indicated in response that it was not easy accessing funds for training from the RECs/RMs and the EASBRIG representative indicated that the funds available within the regions were largely reserved for the military. In addition to this, it was indicated that the Regional Brigades are not training institutions and training only constitutes one element of their total capacity building for the region, i.e. the budget is not one hundred percent (100%) allocated for training. Of course the RECs/RMs can also identify training needs and allocate a portion of their budget to these.

APSTA Support for the Civilian Dimension of Exercise Amani Africa

As a background to this session of the workshop a brief presentation was given on Exercise Amani Africa by the Civilian Advisor for the EuroRecamp team, Ms. Johanna Klinge who shared some detail on the current planning and coordination and also shared some background details on the exercise. Following this, a presentation was

delivered by Ms. Yvonne Kasumba on Lessons Learned from Exercise Blue Crane which was a SADC Brigade level exercise held in 1999 and which represented the first exercise in the sub-region to contain such a significant civilian component. The idea of these presentations was to provide a framework within which participants could develop recommendations for consideration by the AU on the integration of the civilian dimension into Exercise Amani Africa. Such a focus was motivated by the reality that the planning for the civilian dimension of the exercise is presently the least developed.

Following the presentations, the participants were split into groups to consider the information shared in the preceding presentations with a view to making recommendations on how the civilian dimension can best be integrated into Amani Africa. The group met again in plenary to consider the outcomes of the working group. The following recommendations were made:

It was felt that in order to make more concrete recommendations for the integration of the civilian dimension into Exercise Amani Africa, it would be necessary to get more comprehensive insight into the planning and provisioning process thus far and also to have better insight into the entire exercise scenario. Participants felt that there was a relative lack of information freely available on the Exercise. More specifically, the following were recommended:

Within the PLANELM:

- It would be important that the right civilian profiles are represented at this level and should include a lead civilian planner; a training and rostering officer; a planning and coordination officer and a logistics officer (in line with the staffing positions identified in the Kampala Report)

Within the Integrated Mission Planning Team:

- The proposed minimum requirements in terms of its composition should include: Members of the technical assessment mission; the heads of civilian, humanitarian and development agencies; (United Nations) UN and partner representatives; a finance advisor; human resources and personnel officer; and communications. The exact composition should be informed by the overall mission scenario;

With regards to the Special Representative of the Chairperson of the Commission (SRCC) and his office:

- The SRCC needs ideally to be a seasoned diplomat with broad peace and security/peacekeeping experience. In the event that his/her appointment is political, it will be important that he be exposed to relevant training for example a Senior Mission Leader training;
- these should be comprised of a DSRCC and substantive civilian components; a humanitarian focal point; and a Chief of Staff; and Mission Analysis Cell, Mission Planning and Evaluation Cell, Joint Operations Centre, Joint Mission Analysis Cell, and the Joint Logistics Cell);
- The civilian substantive components should be informed by the exercise scenario and could include Political Affairs; Humanitarian Liaison; Press and Public Information; Human Rights; and Elections
- There should also be mission administration and support elements including inter alia, Logistics, personnel, finance etc.;
- It was recommended that the entire civilian team be exposed to each other prior to arriving in the exercise environment to amongst other things establish working procedures;

With regards to training:

- It was strongly recommended that all civilian role players should be exposed to some form of orientation training which should include a form of core training and the scenario specific training. Training should also include an opportunity to train with military and police counterparts;
- APSTA members should share in the responsibility of identifying, organising and implementing the requisite training courses;

Establishment of a Civilian Advisory Team (CAT):

- It was recommended that a small CAT be established comprising of selected APSTA member institutions, humanitarian organisations such as, for example, the Office for the Coordination of Humanitarian Affairs (OCHA) and the International Committee of the Red Cross (ICRC) (OCHA and ICRC), persons with a strong political affairs background, training background and logistics background, as well as representatives from non governmental organisations whose focus is in line with some of the key themes of the exercise scenario;
- The functions of a CAT could be to attend the various seminar, planning conferences etc. at the AU and to feed and serve as a feedback loop to the APSTA; to give advisory and other support as deemed necessary to the PSOD civilian planner (once recruited) and the EuroRecamp Civilian Advisor; to continuously make recommendations as to the planning and provisioning for the Amani Africa civilian dimension;
- It is also recommended that the APSTA through the CAT play a coordination role for mobilising the necessary civilian actors and other resources for the Exercises and to make recommendations as to the type/level of training needed for civilian role players.

The following general recommendations were made:

- The SRCC and DSRCC(s) should be identified and brought on board as soon as possible and care should be taken to ensure that they are experienced persons with management skills and experience in peace operations and that they represent a neutral nationality;
- There should also be a deadline set for names of people that will be playing key civilian roles in the Exercise;
- There should be a role for advisors and mentors who can guide and support the civilian role players during the Exercise;
- It was proposed that star alumni's of APSTA member institution trainings should also be considered for participation in Amani Africa – they have received theoretical training and participation in Amani will serve to give them practical training opportunity which can only serve to further strengthen and build upon African capacity;
- Civilian role players should thus be a mixture of persons nominated by governments and persons who are non government but from civil society; the private sector etc.;
- It would be advised to involve UN agencies and NGOs based in Addis Ababa in the Exercise as most of the key aspects of the Exercise will take place in Addis Ababa;
- Most importantly it was felt that more information was required by APSTA members in order to more adequately conceptualise the civilian dimension in Exercise Amani. The Civilian Advisor for EuroRecamp committed to keeping APSTA members in the loop on developments on the civilian dimension of Amani Africa and to identify opportunities to bring APSTA on board the planning process;
- These recommendations should be presented to the AU PSOD for consideration

Conclusion

The workshop group was cognisant of the (then on going) field assessment visits being conducted by the AU – EU Expert Study Team which aimed to further explore training gaps and needs on the continent. The findings of the field assessments will serve to complement and/or throw light on the various aspects of the consultative workshop and APSTA members in particular expressed their interest in receiving the feedback from the field assessments.

A number of side consultations and meetings were held amongst APSTA members and also between APSTA members and members of the EGT in order to further discuss the training areas identified and collaboration in the coordination and implementation thereof. The details of the bilateral agreements should be shared with the broader workshop group at a later stage so as to keep each other informed on areas of implementation and/or progress since the workshop.

Overall the workshop can be said to have been successful in terms of bringing African and European training service providers together in a single setting to discuss issues pertaining to building capacity for civilian specialists in African peacekeeping operations, something that until that time, had never been achieved. There is a lot by way of experience and lessons learned that the African institutions can learn from their European counterparts and indeed there is no need to reinvent the wheels of training other than to modify them to make them more region specific and relevant. For African training service providers, the workshop provided a good opportunity to take collective stock of the region's capabilities and limitations and to articulate the various needs and then seek, by way of partnership, to meet these.

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