



OUTCOMES OF CIVILIAN-MILITARY TRAINING DEVELOPMENT FORUM (2004)

Summary of the rationale and outcome of
The Civilian-Military Training Development Forum

**Kofi Annan International Peacekeeping Training Centre (KAIPTC)
Accra, Ghana, 6-9 September 2004**

BACKGROUND TO THE FORUM

A number of different organizations and institutions in the West African region offer various training opportunities in the realm of peacekeeping and peace building. The mission training cells and centres in UNOCI, UNMIL and UNAMSIL are an innovative model designed to improve training of deployed civilian and military personnel at mission level. Here, the training is “in time”, clearly targeted, and addresses needs identified in the mission.

On the other hand, there are also a number of training providers in the region that offer “generic” or “foundation” training for civilian participation in peacekeeping and peace-building. In this case, in the absence of a clear selection and rostering system, it is far more difficult to clearly identify both precise training needs and the individuals to be selected for training.

The forum was therefore convened to provide an opportunity to develop a common understanding among recruitment, employment and training organizations in the region. It was felt that a review of recruitment, training, and employment processes would help to clarify regional understanding of what training exists, what is needed and what gaps remain.

AIM AND OBJECTIVES

The stated purpose of the forum was to enable civilian and military actors from the West African region to explore common ground and identify real needs and opportunities for future training activities. The objectives of the forum, were:

- to establish active, working relationships between civilian and military personnel engaged in the deployment and training of peacekeeping and peace building personnel from the ECOWAS region;
- to identify existing training initiatives and plans for future programmes and activities;

- to analyze and learn from those programmes that have succeeded in meeting real training needs;
- to identify civilian-military joint training needs (where there are real training needs that are not being currently addressed); and
- to determine how future needs can best be met.

PARTICIPANTS

Participants, representing organizations that are directly engaged in the recruitment, employment, and/or delivery of training to personnel involved/potentially involved in peacekeeping and peacebuilding processes, were invited from the ECOWAS region. In order to highlight the availability of peace-related training to potential employers (ECOWAS and United Nations Missions in the region), and to assess the training needs of ECOWAS and the UN and develop training packages to meet them, several representatives from United Nations agencies (UNDPKO, UNHCR, UNICEF, UNV and UNDP) and peacekeeping missions (UNAMSIL, UNMIL and UNOCI) were also invited.

CONCEPTUAL ISSUES

There is a need to distinguish between expectations and capacity needs that can best be addressed through **training**, those that should be addressed through **education**, and those that are best addressed through **advocacy and grassroots outreach** programmes. Training is designed mainly to impart skills and basic technical knowledge. Education is far broader, and encompasses ideas and values, not just orthodox knowledge and technical skills. Civilian grass roots training and sensitization projects are rightly the purview of civil society based organisations.

It is also useful to draw a distinction between **peacekeeping training** and **peacebuilding training**. Today, multidimensional peacekeeping operations (such as UNMIL) have peacebuilding elements built into their mandate and reflected in the mission structure. Thus civilian peacekeepers (including employees of UN agencies) can be said to be involved in peacebuilding, rather than peacekeeping. However this is not a very useful distinction to make when attempting to differentiate between training needs of mission employees versus those of civil society. For the purposes of training needs analysis, it may make sense to regard peacekeeping actors as dealing with direct violence (including though the state-building aspects of the mission mandate), whilst regarding overcoming indirect violence (building a **culture of peace**) as a civil society challenge.

With acknowledgement to the narrowness of this distinction and limited application value beyond the topic at hand, the following organizing framework is therefore proposed:

Peacekeeping training & education	Peacebuilding training & education
Functional and operational training	Sensitisation
Induction training	Concientisation
Collective training	Grassroots training

Individual training	Individual training
Pre-deployment training	Culture of peace (socialisation)
Generic/foundation training	Advocacy
PROFESSIONAL/VOCATIONAL TRAINING AND EDUCATION	
<p>Local capacity-building in the mission area as part of state-building – rule of law, governance & administration, etc. UN and bilateral.</p> <p>Education and training needs to be met by specialists with appropriate professional/vocational expertise. They may themselves need some kind of “peacekeeping” training.</p>	

A rough division of labour becomes evident. Peacekeeping training and education can best be provided by dedicated peacekeeping training centres and initiatives; peacebuilding training through civil society based organizations and initiatives. However, peacekeeping training may require the expertise of individuals with professional or vocational skills that are best available in CBOs.

The true “foundation” training for peacekeepers is actually the professional or vocational training that qualified them in the first place for selection to serve as peacekeepers. In the case of the military, the nature of this training is fairly evident, but it can vary tremendously in the realm of civilian employees. Their professional or vocational training may, in turn, be required as part of the broader state-building project undertaken by the mission.

PLAYERS IN THE WEST AFRICAN REGION

The UN as employer and trainer of peacekeepers

Training and Evaluation Service
 Civilian Police Department
 Civilian Training Section

Integrated Mission Training Centres

UNMIL Integrated Mission Training Centre
 UNOCI Integrated Mission Training Centre

Regional Training Centres

The Kofi Annan International Peacekeeping Training Centre
 National War College, Nigeria

Civil Society Training Initiatives

Legon Centre for International Affairs (LECIA)
 West African Network for Peacebuilding (WANEP)
 Foundation for Security and Development in Africa (FOSDA)
 Ghana Centre for Democratic Development (CDD)

Institute for Human Rights and Peace (IHRP)
African Meeting for the Defence of Human Rights (RADDHO)
Movement Against Small Arms in West Africa (MALAO)
Training for Peace (TfP)

SUMMARY OF IDENTIFIED TRAINING NEEDS

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|------------|---|
| 1. MHQ | Mission HQ staff |
| 2. SSM | Senior mission management training |
| 3. CAW | Cultural awareness |
| 4. AK | Anthropological knowledge. |
| 5. JMA | Joint mission analysis |
| 6. MPT | Mission preparedness training |
| 7. SST | Safety and security training |
| 8. HR | Human Rights |
| 9. MMS | Mission Mandate & Structures |
| 10. MST | Mission Support training |
| 11. LMP | Leadership, Management, and Planning |
| 12. MOC | Military Orientation/Civilian insight |
| 13. ROL | Rule of Law |
| 14. HIV | HIV/AIDS |
| 15. CIMIC | Civil-Military Cooperation |
| 16. SEA | Sexual Exploitation and Abuse |
| 17. CP | Child Protection |
| 18. Med | Medical/First Aid |
| 19. N&M | Negotiation/Mediation |
| 20. MPI | Media/Public Information |
| 21. CivPol | Civilian Police training |
| 22. DDR | Disarmament, Demobilisation and Reintegration |
| 23. Log | UN Logistics system |
| 24. UNMO | UN Military Observers training |
| 25. EMO | Election Monitoring/Observation |
| 26. G&P | Gender and Peacekeeping |

Training needs versus training provision¹

Training course	Training provider									
	TES/STM	IMTC	KA IPTC	NWC	LECIA	WANEP	TfP	IHRP	RAD DHO	MAL AO
MHQ	STM2		X							
SSM	STM3		?							
CAW			?							
AK			?		?	?				
JMA	STM2		?	?		P				
MPT	STM2	X	P		P		P			
SST	STM1	X	P		P		P			
HR	STM1		?					P	P	
MMS	STM1									
MST	STM2	P								
LMP	STM2		?	?						
MOC	STM1&2		?							
ROL	STM2				P					
HIV	STM1&2						X			
CIMIC	STM1&2		X							
SEA	STM1&2						X			
CP	STM1						P			
Med	STM1									
N&M	STM1&2		X				X			
MPI	STM1		X ²							
CivPol	STM2		X				X			
DDR	STM1		X		X					
Log	STM1&2		X							
UNMO	STM2		?							
EMO ³			X		X					
G&P	STM1		P				P			

THE QUINTESSENTIAL CHALLENGE

Demand, needs-driven, and in-time training

It became apparent that there is no shortage of real peacekeeping training needs, and that there are also a significant number of existing and potential training providers – governmental, intergovernmental (or regional) and civil-society based. The major challenge lies in delivering the right training to the right people, at the right time.

Training that is ‘supply’ driven, i.e. based on what well meaning development partners and donors assume will empower African regional organizations may not be very helpful. When training is supply driven, the knowledge and skills taught are not well absorbed, as participants know that they will probably never be utilised.

¹ X denotes an existing course or module, P a need which is partially fulfilled, and ? a suggested service provider.

² FOSDA runs a very good media workshop, but not specifically for peacekeepers.

³ CDD has trained many election observers, and is one of the best CSOs in the region from which to draw resource persons.