**INVITATION TO THE ESDC COURSE ON
SECURITY SECTOR REFORM (SSR)
23 – 30 APRIL 2010**

From: The Austrian Study Centre for Peace and Conflict Resolution (ASPR)

Re: Invitation to nominate experts to a ESDC course on "Security Sector Reform"

The upcoming Course on Security Sector Reform (SSR) is designed to enhance capabilities of experts assigned to become involved in the assessment, design, development, implementation, monitoring and evaluation of a comprehensive SSR approach. To this end, the course should also contribute to the creation of a pool of European SSR experts to be used in the context of SSR activities carried out by the EU, within the framework of CSDP or Community external action.

Participants are provided with an overview on the concepts, principles and strategies for security sector reform and with the knowledge and skills regarding the step-by-step planning, implementing and assessing major SSR tasks. They learn about the approaches of international organisations with a clear focus on the EU and will familiarise themselves with SSR through case studies and best practices. The importance of the evaluation of SSR projects and programmes for lessons learned as well as the relevance of networking for better co-operation is part of the training modules. Participants will not only learn to collaborate with other actors from the various segments of the security sector, but will also learn lessons regarding the better functioning in their own field of expertise.

Participants of the course will come from governments, civil society, international organisations or the private sector and shall have a background and skills in at least one of the sectors relevant to SSR.

The course is organised by the Austrian Study Centre for Peace and Conflict Resolution (ASPR) in the framework of the Academic Programme of the European Security and Defence College (ESDC) from 23 – 30 April 2010 at the premises of the ASPR in Stadtschlaining / Austria.

A grant of the Austrian Ministry of Defence and Sports will cover all course related costs. Participants have to pay for their international travel as well as for full board accommodation in Hotel Burg Schlaining****.

 ➢ *For further information on the conditions and costs of participation please turn to Appendix 1.*

Application of Participants
Nominating institutions are encouraged to take gender balance into consideration when selecting nominees. Nominees are requested to send their application for the course **not later than 19 February 2010**.

 ➢ *For applications please use Appendix 2.*
Enclosure:
Appendix 1:   Information Note
Appendix 2:   Application Form

CONCEPT FOR THE ESDC COURSE ON "SECURITY SECTOR REFORM (SSR)" (23 – 30 April 2010)

EXECUTIVE SUMMARY

The reform of the security sector has become one of the major topics of international concern regarding crisis management and post-crisis recovery during the last decade. The focus on traditional security actors such as the police, the military, the judiciary, prison personnel, border guards, and intelligence has been complemented by a more comprehensive view on human security, bringing the basic needs and physical, social and economic security and safety of individuals and the population to the centre of attention.

The core security actors, together with all security management and oversight bodies, the justice and law enforcement institutions as well as non-statutory security forces need to act on the principles of human rights, local ownership, accountability and sustainability in co-operation and co-ordination with other national and international state and non-state actors for creating/developing a stable environment.

In order to meet these requirements, international organizations such as the UN and the EU started to develop appropriate capabilities. The EU decided to create a pool of European SSR experts to be used in the context of SSR activities carried out by the EU, within the framework of CSDP or Community external action.

This course should help to achieve these goals. It aims at preparing experts for dealing with various civilian, legal, police-related, or military challenges in the framework of a holistic approach to SSR. Participants will not only learn to collaborate with other actors from the various segments of the security sector but will also learn lessons regarding the better functioning in their own field of expertise. Therefore, the course will be offered for experts from headquarters and experts working in field missions who have a background and skills in at least one of the sectors relevant to SSR and who need to work jointly with experts from other sectors on SSR in the field.

The course will deal with major aspects of the assessment, analysis, design, development, implementation, monitoring and evaluation of SSR in the field. This will include dealing with the principles of SSR; approaches of international organisations (UN, EU, OSCE, AU); the legal framework of SSR; major segments of SSR, and crosscutting issues. Special emphasis will be given to SSR concepts and activities of the European Union.

The methodology of the course aims at communicating factual knowledge/information for the planning, implementation and evaluation of SSR with an extensive use of case studies in addition to interactive exchange of experiences and networking for future collaboration.

The duration of the course is 8 days (6,5 labour days). The course will take place at the premises of the Austrian Study Centre for Peace and Conflict Resolution (ASPR) in Stadtschlaining/Austria and will be open to approximately 25 participants nominated by relevant institutions of the EU and its member states, EU candidate countries, OSCE participating states, other selected countries, and UN organisations.

1. BACKGROUND AND AIM OF THE ESDC COURSE ON SSR

The OECD DAC Reference Document Security System Reform and Governance agreed by ministers in 2004 defined the security system as including: core security actors (e.g. armed forces, police, gendarmerie, border guards, customs and immigration, and intelligence and security services); security management and oversight bodies (e.g. ministries of defence and internal affairs, financial management bodies and public complaint commissions); justice and law enforcement institutions (e.g. the judiciary, prisons, prosecution service, traditional justice systems); and non-statutory security forces (e.g. private security companies, guerrilla armies and private militia). It is internationally acknowledged that civil society organisations, international donors and the media have an important role to play in SSR processes as well. In addition, a mainstreamed gender focus needs to be included to make SSR successful.

Several achievements to define common goals for security sector reform have already been made. The UN Secretary General's Report on SSR (2008)[1] has provided an overarching framework for countries and organisations aiming at reforms of security systems. On the EU level, both the Council of the European Union (2005) and the European Commission (2006) have developed concepts for SSR support.

At the meeting on 17 Nov. 2009 the Council of the European Union welcomed "the considerable progress made on the implementation of the agreement of November 2008 to enhance the capability of the EU in the area of Security Sector Reform (SSR) by creating a pool of European SSR experts to be used in the context of SSR activities carried out by the EU, within the framework of ESDP or Community external action.

The modalities for the setting up of the pool, for the deployment of experts and for training and related activities have been completed, enabling the creation of a community of experts familiar with SSR questions as a whole and sharing a common approach to SSR. The revised CRT concept takes into account the establishment of the pool.

1. In this context, the Council noted work on developing a Guiding Framework for EU SSR Assessments aiming at providing a practical tool for the EU Institutions for assessing and planning possible EU SSR actions both within the framework of ESDP and Community external actions, also with a view to strengthening EU's capacity to implement such actions.

2. The Council encouraged the continuation of efforts to strengthen EU's capacity in SSR, including through cooperation with other actors, especially the UN, and underlined the importance that the expert pool becomes operational as soon as possible."[2]

The current implementation of SSR is facing several challenges: SSR questions per se existing power structures. Regions and nation states with a very dominant security sector react critically to externally proposed reform strategies. Donor countries need to bridge the gap between their own SSR policies and the imperative of local ownership without which reforms cannot become sustainable. Security sector reform faces a divergence between its holistic approach and various institutional practices so far. International organisations also have different approaches to SSR.

The need to further develop a comprehensive approach and training strategies is more than evident. Successful SSR missions require well educated and trained experts, both on the strategic political and administrative level as well as in the field. Governments need to streamline their action on security sector reforms both at home and through their development assistance. Unfortunately, too little preparation for experts on SSR is offered. Most of the existing study and

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[1] A/62/659-A/2008/39: http://www.un.org/apps/news/infocus/sgspeeches/search_full.asp?statID=241

[2] Council of the European Union, Council conclusions on military capabilities (Extract from Council conclusions on ESDP), *2974th EXTERNAL RELATIONS Council meeting, Brussels, 17 November 2009*

training programmes still focus on exclusive approaches of individual security actors rather than a concerted whole-of-government approach.

Training for SSR programmes only starts to grow. The UN DPKO SSR Team develops training modules, but needs assistance to serve the needs for capacity building in the international community. The International Security Sector Advisory Team (ISSAT) at DCAF has developed a training approach that is implemented on an ad hoc basis tailored to the needs of the recipient group or country. ISSAT has initiated the foundation of the Association for Security Sector Education and Training (ASSET) (www.asset-ssr.org) comprising training institutes (including the ASPR) which started SSR training, partly in collaboration with the European Security and Defence College (ESDC).

The ASPR has already developed a broad range of training programmes in the field of peacebuilding addressing human needs and security. With the initiative of the informal "EU Group on Training" (EGT), which was established in the framework of the ASPR-coordinated "EC Project on Training for Civilian Aspects of Crisis Management", training courses were developed for a broad spectrum of functions and tasks (www.eutraininggroup.net). For the development of this approach, the ASPR was able to refer to its long-lasting experiences with the "International Civilian Peace-keeping and Peace-building Training Program" (IPT). IPT was developed in 1992 on request from the Austrian Government following the call from the former UN Secretary General Boutros-Gahli to establish regional training centres for the support of multifunctional UN peace-keeping operations (www.aspr.ac.at/ipt.htm).

The Course on SSR is the second course in the framework of the ASPR Programme on Security Sector Reform (SSR), funded and supported by the Austrian Ministry of Defence and Sports. It is anticipated that one course of this programme will take place every year from 2009 to 2014.

The course is designed to enhance capabilities of experts of the headquarters holding strategic positions or would like to become involved in decision making processes as well as for experts working in field missions, for contributing to the design, development, implementation and evaluation of a comprehensive SSR approach. Participants of the course are provided with an overview on the concepts, principles and strategies for security sector reform and with the knowledge and skills regarding the step-by-step planning, implementing and assessing major SSR tasks. They learn about the approaches of international organisations (in particular the EU) and will familiarise themselves with SSR through case studies and best practices. In addition, the importance of the evaluation of SSR projects and programmes for lessons learned as well as the relevance of networking for better co-operation is part of the training modules.

2. COURSE CURRICULUM

2.1 Modules

The course consists of the following modules and subjects:

Module 1: Introduction to SSR

- Background, purpose, goals and principles of security sector reform
- EU SSR Policy framework
- From concept to practice
- SSR in different contexts
- Mapping of traditional and new security actors
- Democratic oversight and accountability

Module 2: SSR approaches and strategies

- Challenges and opportunities in post-conflict situations
- Undertaking SSR assessments
- Designing programmes of support for SSR processes

Module 3: Implementation of SSR

- Gender and SSR
- Police reform
- Justice reform
- Prison reform
- Transitional justice
- Defence/Military reform
- DDR and SSR
- Private security and military companies
- SALW and SSR
- Integrated border management
- Intelligence and security service reform
- Civil society
- Strengthening international coordination

Module 4: Managing, monitoring and evaluating SSR Programmes

- Creating a holistic approach to SSR
- Managing SSR programmes
- Monitoring and evaluating SSR programmes

2.2. Methodology

The methodology of the course aims at communicating the content taught in the modules in such a way that participants can later apply it in a new setting. Therefore the methodology of the training is based on adult learning principles which allow the relaying of information not only cognitively but also experientially. A participatory approach will be significant throughout the whole course-period enabling participants contributing in their respective field of experience to the content and the setting of the seminar with participating in the discussions and working groups as well as actively sharing their experiences and providing their colleagues with their respective professional and practical insights.

By using such a participatory learning approach, contents are communicated with the following methods:

COMMUNICATION CONTENTS	COMMUNICATION METHODS
Factual Knowledge/Information	Interactive Information Sharing
Social and Interactive Competence	Integration and Reflection
Practical Implementation Tools	Complex Interactive Exercises

Accordingly, the organisers aim at encouraging a climate of mutual trust, respect, and co-operative team work, integrating participants and trainers on an equal level. This should allow capitalising on the experiences of all participants and trainers.

In order to create common basic knowledge among participants and to already achieve some of the learning objectives, a reading list with partly recommended, partly required reading material (largely available on the Internet) is sent to the participants by e-mail before the beginning of the course. A case study approach is primarily used for transmitting further factual knowledge in the course. Focus is thereby given especially on recent EU/CSDP SSR activities.

3. PRACTICAL ASPECTS

3.1 Timing

The duration of the course is 8 days (6,5 labour days). It will take place from 23 – 30 April 2010.

The course starts on Friday afternoon with introductions of participants and to the programme and the SSR theme. From Saturday morning to Thursday afternoon (with the exception of Tuesday morning), classes are scheduled from 8.30 to 18.30. The course will be concluded by an oral evaluation session on Thursday afternoon followed by the official closing and a farewell dinner on Thursday evening. Departure of participants will be on Friday morning.

In order to support group coherence and therewith also the atmosphere and the results of the learning process, a social event is scheduled for Monday evening.

3.2 Venue

The course will be organised at the premises of the Austrian Study Centre for Peace and Conflict Resolution (ASPR) at Schlaining Castle and the Conference Hotel Burg Schlaining in Stadtschlaining/Austria.

Stadtschlaining is a small town situated about 120 km south of Vienna in Austria's Burgenland province near the Hungarian border. The 15th century Schlaining Castle, housing the offices of the ASPR and the conference centre of the Hotel, together with the European Peace Museum, is a beautifully-preserved fortress which has been restored with modern facilities providing seminar-rooms, conference space, administrative offices, and a small computer lab for the participants. The Knight's Hall and an additional seminar room as well as a computer lab will be used for the purpose of the course.

The environment guarantees tranquillity and encourages participants to fully concentrate on the training. It also supports team-building mechanisms outside the seminar room.

A 26.000 volume peace library, located close to the castle in the town's former synagogue, will serve the participants research interests during their stay in Stadtschlaining.

Participants and lecturers will be accommodated in the Conference Hotel Burg Schlaining****. The hotel is located across the street from the Castle. The hotel, dating back to the 17th century, combines historical walls with modern comfort. Trainers and participants will be provided with single rooms with bath, cable TV, mini-bar, and telephone.

The hotel bar, steam bath, sauna, solarium, fitness room, and billiard room are available for the participants for recreation during their spare time.

3.3 Logistics and Services

Under the special direction of the ASPR course director, who is responsible for the design and planning of the course, the administrative staff will deal with all the logistics for participants and lecturers and will provide secretarial and organisational services before and during the course.

The organisers will facilitate the booking of accommodation for participants. Before their arrival participants will receive all relevant information about their stay at the ASPR and in Stadtschlaining.

A joint bus transport will be organised from Vienna International Airport at arrival day and back on departure day. Upon arrival participants will be handed over a briefcase including the programme of the course, reading material and additional practical information for their stay. At the end of the course the participants will be given a certificate of achievement of the course.

The Course on SSR will be moderated by the ASPR course coordinator. The ASPR staff will also be in charge of the management of the seminar rooms in order to ensure the functioning of the training and to arrange the seminar room according to the lecturers' training exigencies.

3.3 Teaching Staff of the Course

Faculty is drawn from an international group of resource persons familiar with recent developments in the field of security sector reform. Special attention is paid to the fact that resource persons are familiar with the policy development of donors in the field of SSR and have extensive practical experience as well as the ability to substantiate that experience also conceptually. Furthermore, trainers need to have excellent didactical skills.

3.4. Course Evaluation

The course receives a written and an oral evaluation. The participants use standardised forms to assess the course organisation and its duration, contents, structure, and materials. An ASPR staff member conducts an oral evaluation of the course with the participants group by the end of the course. Finally the ASPR team will evaluate the overall course based on its own experience and taking the written and oral evaluation into account for future implementation.

3.5 Selection of Participants

The course will be open to approximately 25 participants nominated by relevant institutions of the EU and its member states, EU candidate countries, the OSCE and its participating states, other selected countries, UN organisations and NGO´s. Besides the organiser's efforts to ensure a heterogeneous participants group with regard to their professional and organisational background, the organisers will also strive towards an appropriate level of national and gender balance represented within the group. However, as a limited number of participants can be accepted to each course, priority will be given to those nominees who best fulfil the prerequisites.

Appendix 1:

**INFORMATION NOTE ON CONDITIONS AND
COSTS OF PARTICIPATION**

**for the ESCD course on Security Sector Reform (SSR)
at the Austrian Study Centre for Peace and Conflict Resolution
23 – 30 April 2010**

1. Prerequisites for Participation

All participants should have <u>expertise in their respective areas of professional competence</u> related to security sector reform and should already be or plan to become <u>involved in assessing, planning and implementing SSR activities</u> in a leading position in the field. Candidates coming from the military, the police and the judiciary are equally encouraged to apply as are politicians and representatives from civil society organisations working with security sector reform.

The language regime of CSDP will apply (English and French without translation). As the courses' <u>working language is English</u> nominees must have a <u>good command</u> of the English language in order to be able to actively contribute to and fully benefit from the training course.

Since the programme is built upon a modular system, <u>participants who wish to arrive late or would like to depart early can not be accepted</u>. The intensive format of the programme does not allow for any additional commitments during the course.

2. Selection of Participants

Besides the organiser's efforts to ensure a heterogeneous participants group with regard to its professional and organisational background, organisers will also strive towards an appropriate level of national and gender balance represented within the group. However, as a limited number of participants can be accepted to each course, priority will be given to those nominees who best fulfil the above listed prerequisites.

Participants are requested to send their application for the Course on Security Sector Reform not later than 19 February 2010.

The total number of participants accepted to the course is approximately 25.

For the application the "Application Form" (Appendix 2) shall be used. The form has to be filled out and processed electronically. The information requested is important for providing relevant training. It will only be used for project purposes and will not be distributed to others. The availability of a functioning e-mail address of the nominees is compulsory.

Applicants are requested to <u>send the application form **only via e-mail** to</u>
Ms. Claudia Hofer
phone: +43-3355-2498-507
email: mpt@aspr.ac.at

3. Costs of Participation

The grant of the Austrian Ministry of Defence and Sports will cover all course related costs (such as participation fee, educational materials, experts' honorarium, course facilities, free use of computers and internet etc.). However, participants have to cover the full board accommodation for the time of the event as well as international and local travel except the collective transport from Vienna to the training centre in Stadtschlaining and back. Furthermore, participants will be responsible for all beverages, laundry, and other personal costs.

The costs for full-board accommodation (incl. coffee breaks) in Hotel Burg Schlaining**** for the duration of the Course on Security Sector Reform are € 750,-. Information on the payment procedures will be sent to participants in due time.

Requests for Information

Questions regarding the Course on Security Sector Reform should be directed to the Austrian Study Centre for Peace and Conflict Resolution (ASPR)

Ms. Manuela Mittasch
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