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## **Civil Capacities for Peace Support Operations: The Case of Bosnia and Herzegovina**

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**Abstract:** Bosnia and Herzegovina (BiH) has gone from being a receiver to providing assistance to post-conflict countries. Through its experience with rebuilding the country after conflict, BiH can make relevant and useful contributions to further peacebuilding and sustainable development in other countries. This article details current contributions BiH is making to international peace operations, maps the civilian capacities BiH could contribute in the future, and provides recommendations on how this could be implemented with regards to training, rostering and deployment of civilian capacities. Successful training, rostering and deployment of civilian capacities from BiH could be replicated at the Western Balkans level and bear witness to the development of security communities in BiH and the region.

**Keywords:** Bosnia and Herzegovina, civilian capacities, peacekeeping, peace operations, security community

### **Introduction<sup>1</sup>**

The aim of this study is to present the current situation in Bosnia and Herzegovina related to the civilian capacities for the peacekeeping missions.<sup>2</sup> Although a country that still receives international assistance, in the last ten years BiH has also become a country that contributes to the peacekeeping missions around the world. Since 2004, BiH has participated in missions in conflict and post-conflict countries with its military and police contingents, and has lately expressed an interest in becoming more involved in civilians international missions, showing its desire to further contribute to the preservation and building of the peace and stability.

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2 Civilian contributions to peace operations by Western Balkan countries is an under-researched topic (Savkovic and Karlsrud 2012). Building on the findings of Savkovic and Karlsrud, the case studies in this issue have examined the six countries following a common set of research guidelines to enable a comparative study, outlined in the introduction Karlsrud and Milosevic 2014.

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After the end of the Cold War, peacekeeping missions have become increasingly complex and multidimensional<sup>3</sup>. As a result, it is possible to track the development from the so-called traditional peacekeeping missions (which were limited exclusively to military tasks) to multidimensional missions that necessitate a comprehensive approach in resolving conflicts and creating conditions for sustainable peace. In accordance with the development and change of peacekeeping missions in the modern period and the focus towards peacebuilding tasks, the role of civilians is becoming more significant. Also, in search for a contextualized approach, the UN supports the engagement of countries with relevant post-conflict experience<sup>4</sup>.

Historically, BiH had been a country that received a substantial international aid. However, in the last ten years, BiH had become a contributor to peacekeeping missions and the world security by deploying its military and police forces as part of peacekeeping operations. Currently, BiH participates in the UN missions with 5 military observers and 52 police officers.

Taking into account the changes related to peacekeeping missions and the increasing involvement of civilians, BiH has moved a step further and started the process of fulfilling the requirements necessary to send civilians as part of peacekeeping missions – as a country, BiH possesses significant experience given the fact it was once a part of the same process. For this purpose, the Council of Ministers of BiH has adopted a Decision on the Establishment of the Expert Team specifically designed to prepare the ground for the fulfilment of the conditions for deployment of civilians to the missions abroad.<sup>5</sup> Currently, BiH is facing challenges on how to solve the recruitment procedures, training and sending civilians to military missions.

The article is structured with four parts. It starts with a short background of the changing nature of peace operations and the role civilian capacities are increasingly playing in helping the countries to rebuild their institutions after a conflict. In the next section relevant expertise and policy developments in BiH are mapped, followed by the participation of BiH contributions to international peace operations; the article ends with the analysis of how BiH civilian capacities are rostered and trained. The conclusion on relevant BiH civilian capacities for peace operations is coupled with recommendations for policy makers.

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3 Findlay 1996, 10.

4 Guéhenno *et al.* 2011.

5 Council of Ministers BiH 2013a.

## Background

“We live in a rapidly changing society” is a proverb often used in literature, closely related to the foundations of the peace operations in the last 50 years. What specific changes have occurred during this period? Roland Paris argues that the practice of the post-conflict peacebuilding started to emerge after the end of the Cold War.<sup>6</sup> The necessity for multidimensional peacekeeping operations had existed even before the Cold War came to an end; however, the character of the operations started to change shortly before the end of the conflict between the two world superpowers. Emel Osmançavuşoğlu states that „more peacekeeping missions have been established between 1988 and 1993 than in previous 45 years. In 1988 UN had five missions, and during 1993 UN operated in 18 missions. During this period more peacekeeping personnel were deployed than at any other time. Peacekeeping missions in this period are often described as second-generation peacekeeping. Many of operations in this period lacked the explicit consent of classical operations and had a new level of involvement.”<sup>7</sup> According to the PSOTC employer with experience in ISAF mission in Afghanistan “today’s peace missions are more complex in comparison with those traditionally applied during and right after the Cold War (Kashmir, Middle East, former Yugoslavia), and these missions require comprehensive interagency approach (DR Congo, South Sudan, Afghanistan, Liberia, etc).”<sup>8</sup>

The new and changed environment brought along new opportunities for the UN, and this change was acknowledged by the actions of then UN Secretary-General Boutros Boutros-Ghali in his *Agenda for Peace* report in the beginning of 1992:

...conviction has grown, among nations large and small, that an opportunity has been regained to achieve the great objectives of the Charter – a United Nations capable of maintaining international peace and security, of securing justice and human rights and of promoting, in the words of the Charter, ‘social progress and better standards of life in larger freedom’. This opportunity must not be squandered. The Organization must never again be crippled as it was in the era that has now passed.<sup>9</sup>

By applying the aforementioned observation along the already operational concepts within the UN peace missions (i.e. preventive diplomacy, peace-making and peacekeeping), Boutros-Ghali launched the concept of ‘post-conflict peacebuilding’. The UN peacekeeping missions are unique instruments established in order to assist the countries affected by conflict, creating conditions for lasting peace in the process. Since 1948, when the first peacekeeping mission was launched, until today, the UN had launched a total of 68

6 Paris 2004, 13.

7 Osmançavuşoğlu 2000, 3.

8 Interview with Peace Support Operation Training Centre (PSITC) employer, held on February 3<sup>rd</sup> 2014

9 Boutros-Ghali 1992.

peacekeeping missions,<sup>10</sup> 15 of which are on-going.<sup>11</sup> In the missions that are currently active, a total of 116,873 persons are engaged, of which 83,343 are military troops, 1,864 military observers, 12,807 police, 5,128 international civilian personnel, 11,694 local civilian personnel and 2,001 UN volunteers.<sup>12</sup> Although the UN Charter does not delegate the peacekeeping operations, these missions developed into one of the main tools of the United Nations for achieving the world stability.

The purpose of a peacekeeping mission, as its name suggests, is the establishment of peace and security, between as well as within the countries: "The role of peace missions is to ensure, within the shortest possible time, peace and security in a conflict area in order to achieve terms for democratic processes and development of necessary institutions."<sup>13</sup> It has to be emphasized that the concept of peacekeeping mission has evolved from its very beginning, in order to incorporate the trends of the late 20th and early 21st centuries. The changing nature of the world conflicts led to a change of the UN approach to peacekeeping missions in general. The traditional one-dimensional nature of peacekeeping missions that had been at the forefront until the last decade of the 20th century (peacekeeping) was given a new dimension and the following terms became increasingly important: peacebuilding, peacemaking, peace enforcement and post-conflict peacebuilding.<sup>14</sup>

Nowadays, different types of peacekeeping operations are intended to perform various complex tasks – providing help in rebuilding government institutions, monitoring the respect for human rights, reforming the security sector, disarmament and demobilization, as well as ensuring the successful reintegration of ex-combatants into a normal life.<sup>15</sup> As already mentioned, the nature of the conflicts has greatly changed after the Cold War. Interstate conflicts, predominant during the Cold War, are becoming less frequent, while intrastate conflicts are much more prevalent.<sup>16</sup> Although primarily designed as a tool to resolve conflicts between the states, peacekeeping missions have increasingly begun to acquire a multi-dimensional character, and as such were used in resolving intrastate conflicts as well. Although the military domain of peacekeeping missions is still dominant, in the last 20 years non-military peacekeepers have become increasingly important. This particularly refers to the police, as well as the civilians that perform a variety of jobs in the conflict and post-conflict zones.

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10 UN 2013a.

11 Current peacekeeping operations are: UNTSO (Middle East), UNMOGIP (India and Pakistan), UNFICYP (Cyprus), UNDOF (Golan), UNIFIL (Lebanon), MINURSO (Western Sahara), UNMIK (Kosovo), UNMIL (Liberia), UNOCI (Cote d'Ivoire), MINUSTAH (Haiti), UNAMID (Darfur), MONUSCO (DR Congo), UNISFA (Abyei), UNMISS (South Sudan), MINUSMA (Mali).

12 UN 2013a.

13 Interview with Denis Hadžović, Secretary General of the Centre for Security Studies from Sarajevo, held on 10th of February 2014

14 Richmond, Carey 2005, xv.

15 Mayall 2007, 2.

16 Nye 2008, 203.

Among other segments, the civilian component of the UN peacekeeping and peacebuilding missions includes officials responsible for supporting the local administrative offices; help in building the local economy; establishing the system of protection of human rights, gender issues, as well as working on security sector reform, DDR process, reform of the judiciary and so on. After the end of the Cold War, civilians have become a crucial component of these missions. New tasks that given to the peacekeepers were: electoral assistance, human rights monitoring, resettlement of refugees, police training and disarmament and demobilisation of armed forces.

### **Mapping the Areas of Expertise**

Since its independence, BiH has been the object of peacekeeping missions launched by the United Nations, NATO and the European Union.<sup>17</sup> However, in the recent period, it became the subject in the process of preserving and peace building as well. One of the most important criteria for the active participation of a country in the international missions is its political will and support. As far as BiH is concerned, it has to be noted that, undoubtedly, the political will is very much present. Specifically, for the last ten years BiH has been an active contributor to the peace and stability, mostly as a supplier of military and police troops in accordance with its financial capabilities. An additional indicator of the political will in BiH is the decision taken by the Council of Ministers in 2013 which initiated procedures for the involvement of civilians in the worldwide peacekeeping missions.<sup>18</sup>

As already indicated, in the early 1990s BiH became the major recipient of international help, and to some extent it still is, since specific missions related to this feature are still visible in the country. Many intergovernmental organizations have been involved in the implementation of the peacekeeping missions in BiH, which are provided by the Dayton Peace Agreement. The most prominent organizations in BiH are: NATO, UN, EU, OSCE, and the Council of Europe. The peace process in BiH represents a multidimensional approach to peacekeeping missions.

In very short period of time BiH became a subject of international peacekeeping mission, not only an object. Dayton Peace Agreement was signed in 1995, and first police officers were employed in missions in East Timor already in 2000. After that, police officers and military observers were employed in Liberia and Sudan in 2004.

When it comes to expertise that can be used in the peacekeeping missions, BiH has a wide range of civilian capacities to offer. Specifically, during the reform process in BiH, local ownership was one of the most important criteria, and therefore domestic forces actively participated in all of these processes. Thereby, vast experience has been acquired

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17 Donais 2012, 78.

18 Council of Ministers BiH 2013a.

in various fields. According to Asim Dorović, advisor in the Ministry of Foreign Affairs of Bosnia and Herzegovina and Vice Chair of the Expert Team, fields of expertise that Bosnia and Herzegovina can offer in the peace missions are: security sector reform, judicial reform, DDR, monitoring of election processes, fields of state administration, as well as in medicine, construction and energy.<sup>19</sup>

Denis Hadžović, Secretary General of the Centre for Security Studies from Sarajevo emphasises that:

“Bosnia and Herzegovina, as a country that was the object of international civil and military structures in post conflict period, gained important knowledge in all the aspects of building peace and security, particularly in all the aspects of Security Sector Reform (Defence reform, Police reform, Intelligence reform as well as process of democratization and enhancing the parliamentary control of the security sector) where representatives of this institution were actively involved during the entire reform process.”<sup>20</sup> Besides these sectors, Hadžović states that “Bosnia and Herzegovina can also offer and provide expertise in judicial and health sectors, as well as expertise of civil sector that played an important role in reform process and oversight over Security Sector.”<sup>21</sup>

An employee at the Peace Support Operation Training Centre (PSOTC) in Bosnia and Herzegovina states that, “in view of the needs of the peace missions and the experience and expertise of BiH from the past, BiH should focus its efforts on the preparation of civil experts for peace missions in the following fields: security sector reform, judicial reform, reform of education, human rights and gender issues, media reform, reform of the health sector and support to victims of sexual violations.”<sup>22</sup> During the last two decades, BiH underwent many of the above mentioned processes and, as such, acquired relevant knowledge and experience. This is particularly evident if one considers the fact that the mission of the international community in BiH was a multidimensional one.

### **Contributing to International Peace Operations**

Currently, BiH participates in the NATO’s ISAF mission in Afghanistan with 79 soldiers,<sup>23</sup> as well as in several UN missions in which a total of 52 police officers and 5 military observers are engaged.<sup>24</sup> The military observers are engaged in MONUSCO mission in Congo, while the police officers are currently part of three missions, more specifically UNFOCYP (Cyprus), UNMIL (Liberia) and UNMISS (South Sudan).<sup>25</sup>

19 Interview with Asim Dorović MFA of BiH.

20 Interview with Denis Hadžović, CSS

21 *Ibid.*

22 Interview with PSOTC employee.

23 ISAF 2013.

24 UN 2013b.

25 UN 2013c.

The legal basis for sending troops and police officers as part of the peacekeeping missions around the world is the Law on Participation of the Members of the Armed Forces of Bosnia and Herzegovina, Police Officers, Civil Servants and Other Employees in the Peace Support Operations and Other Activities Abroad, which was adopted by the BiH Parliamentary Assembly in the early 2005. This law was adopted *post facto*, after sending the first contingent of twelve police officers to missions in 2000,<sup>26</sup> in order to increase the efficiency of the process of sending troops and to prescribe by law all the procedures that have to be followed prior to sending the troops into the field.

Based on this law, BiH is able to deploy military and police forces as well as civil servants as part of the above mentioned peacekeeping missions. More precisely, BiH is able to contribute to the following missions: (1) conflict prevention (observer missions, preventive deployment, peace support operations training), (2) peacekeeping operations (ceasefire monitoring, separation of forces, disarmament and demobilization), (3) the operations of establishing, implementing and peacebuilding (the control of the embargo and sanctions implementation, human rights, military assistance to the civil authorities, creating a secure environment for conducting humanitarian operations), (4) participation in activities of the international security and defence organizations that BiH joined on the basis of international agreements (not including items 1, 2, 3 and 7), (5) humanitarian operations as independent operations in the event of natural, technological and environmental disasters, (6) participation in military exercises and training on the basis of intergovernmental agreements, and (7) the elimination of the consequences of a terrorist attack.<sup>27</sup> According to the provisions of the 2005 law, the Presidency of Bosnia and Herzegovina decides on the issue of the participation of members of the Armed Forces in peacekeeping missions, while the Parliamentary Assembly of BiH approves and confirms this decision.<sup>28</sup>

During the period in question, the participation of BiH in the peacekeeping missions around the world was focused mainly on the participation of military and police forces. However, the country recognized it has an obligation to preserve the world stability (having experienced the peacekeeping mission in its territory), and in order to become a full member of NATO and the European Union, Bosnia and Herzegovina realized it had to take a step forward in its intentions to participate in the peacekeeping missions. Also, BiH gained experience during reform process in BiH and want to export “know-how” expertise. Accordingly, the Council of Ministers of Bosnia and Herzegovina initiated the process necessary to create the conditions for sending civilians to peacekeeping missions. The formation of the Expert Team for the creation of proposals regarding the implementation of the Partnership Goal between BiH and NATO “Stabilization and Reconstruction – Interdepartmental cooperation”<sup>29</sup> in April 2013 was a part of this

26 UN 2013d.

27 Parliamentary Assembly of BiH 2005, Article 2.

28 *Ibid*, Article 4.

29 Council of Ministers of BiH 2013a.



process. The team was tasked to prepare the arrangement proposals on the application and implementation of the Partnership Goal 3781 in accordance with the requirements defined in its provisions. By using this approach, the Council of Ministers of Bosnia and Herzegovina wanted to establish obligations designed for specific bodies, institutions of BiH and the entities and Brcko District which would include appropriate solutions of the legal, institutional, technical and other aspects of the agreement in question. The Ministry of Foreign Affairs of Bosnia and Herzegovina was designed as the holder of the Expert Team activities, and is represented by two members (the Chairman and the Vice Chair of the Expert Team, respectively).<sup>30</sup>

Although it was initially envisaged that the Expert team should prepare the necessary proposals for the implementation of the provisions on the implementation of the Partnership Goal 3781 within 3 months, its members concluded this specific task required more time. Therefore, in late 2013 the Council of Ministers of Bosnia and Herzegovina extended the work of the Expert Team until September 2014.<sup>31</sup> “Some institutions of Bosnia and Herzegovina recognize the role of civilians in peace missions; unfortunately, Bosnia and Herzegovina does not have all the mechanisms in place for the engagement civilians in peace operations.”<sup>32</sup>

During the seminar on developing the civilian capacities for participation in peacekeeping missions participants discussed the challenges and tasks facing the Expert Team.<sup>33</sup> This seminar was organised for the members of the expert team, where the representatives of Norway and the United Kingdom shared their experiences from respective national processes. The seminar was a good opportunity for members of the Expert Team to get a broader picture on how the team can arrange the necessary preconditions for deploying civilians to peacekeeping missions, regarded as the main task of the team.

### **Rostering and Training**

Rostering aims to reduce the duration of the procedure of deploying civilians to peacekeeping missions. “Civilian rosters are often seen as the obvious solution to general

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30 In addition to the Ministry of Foreign Affairs, the following institutions are involved in the work of the team: the Ministry of Defence, the Ministry of Justice, the Ministry of Finance and Treasury, the Ministry of Security and the Ministry of Civil Affairs, the Border Police, the State Investigation and Protection Agency – SIPA, the Indirect Taxation Authority, the Intelligence – Security Agency of BiH – OSA, the Government of the Federation of Bosnia and Herzegovina, the Republika Srpska Government and the Brcko District Government.

31 Expert Team for the creation of proposals regarding the implementation of the Partnership Goal, 2013.

32 Interview with Asim Dorović, Ministry of Foreign Affairs of Bosnia and Herzegovina and Vice Chair of the Expert Team for the creation of proposals regarding the implementation of the Partnership Goal between Bosnia and Herzegovina and NATO „Stabilization and Reconstruction – International Cooperation“, held on February 28th 2014.

33 Centre for Security Studies 2013.



or specific civilian capacity gaps. The idea is that personnel should be pre-trained, pre-identified, and placed in a civilian roster so that they are ready to be deployed as the need arises.<sup>34</sup> A roster contains several profiles of the experts with a specific professional background. There is a possibility that an expert might not be available at the specific moment, due to various circumstances, and the roster is designed to save the time necessary in finding another candidate. The rostering concept considers the quality, suitability and availability of all the roster members to ensure rapid deployment of deployable experts to peace operations at a given time.<sup>35</sup>

As for the types of rosters, all of them generally follow the same concept but they have different forms. These types of rosters must be understood as ideal types, because in practice rosters are usually combinations of different roster types. According to the ZIF Roster Management Handbook, the typology of the roster depends on: the institutional entity that deploys civilians to peace missions, the financial concept, outreach, areas of expertise and swiftness. Depending on the institutional entity that deploys civilians, there are: governmental rosters; quasi-governmental rosters; and non-governmental rosters.<sup>36</sup>

The UK Stabilisation Unit could be an example of a governmental roster. It is an intergovernmental organization jointly managed by the Foreign and Commonwealth Office of the Ministry of Defence and Department for International Development. The UK Stabilisation Unit is responsible for the recruitment, training and deployment of civilians to peacekeeping missions.<sup>37</sup> Quasigovernmental rosters are kept by non-governmental organization which is fully funded by the government. In other words, the government hands over the responsibility to recruit, train and roster civilians to an NGO. An example of this type of roster is the Norwegian NORDEM, which recruits, educates and engages civilians in peacekeeping operations and is fully funded by the Government of Norway.<sup>38</sup> A typical example of a non-governmental roster is CANADEM – a non-profit agency dedicated to the advancement of peace and security through the rostering, rapid mobilization and mission management of experts committed to international service. This organization has the largest roster of experts who can be involved in peacekeeping missions. Its primary mandate is to assist the UN in the process of civilian recruitment.<sup>39</sup>

A stand-by roster is often comprised of personnel who are already on assignment, but are available on short notice for certain period of time. Upon completion of their tour, they can choose to return to their permanent assignment. Most standby rosters contain profiles of civil servants. The time between the vacancy announcement and the deployment of

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34 de Coning, Karlsrud and Breidlid 2012, 141.

35 ZIF 2011, 6.

36 ZIF, Roster Management Handbook.

37 UK Stabilization Unit 2014.

38 NORCAP 2014.

39 CANADEM 2014.

persons from a stand-by roster should not exceed two to three weeks. On the other hand, the time between the vacancy announcement and the deployment of persons from a standing capacity roster usually takes three to six weeks.<sup>40</sup> Rosters can be divided into three categories according to the swiftness of deployment: a standing capacity, a standby capacity and rostered capacity.<sup>41</sup> A *standing capacity* is one that has staff that are employed full time with the express purpose of being available as a surge capacity when the need arises. A *standby capacity* consists of persons pre-identified to be deployed when the need arises, usually within a specified time frame. The third category of rosters is referred to as a *rostered capacity* and is essentially a database of potential candidates.

Each of the above listed rosters aims to respond to the very demanding and complex environments in which the missions are implemented. Therefore, the quality of the experts is one of the most important challenges. Moreover, the possibility of rapid engagement in the missions is an important factor for the roster to function. There are several key elements that have to be fulfilled in order for the system to be successfully maintained (i.e. database maintenance, updating databases, personal data protection of experts, etc.).

As far as mobilization and recruitment of civilians for peacekeeping missions is concerned, it should be emphasized that it is essential that a roster contain a sufficient number of experts to respond to the needs of the UN, OSCE, EU, as well as other international organizations associated with the peacekeeping missions. Features and skills needed in peacekeeping missions are related to the political relations and democratization, SSR, rule of law, public administration, human rights, the electoral process and so on.

When it comes to Bosnia and Herzegovina, and when we speak about a roster which relies on an institutional entity that deploys civilians to the peace missions, *standing* and *standby capacity* rosters stand out as optimal choices for the issues such as recruitment, training and deployment of civilians in peacekeeping missions. One of the tasks of the Expert Team, according to the decision of Council of Ministers of BiH, is to find best solution for establishment of the personal database, the procedures necessary to work with this database supposedly designed to track the status of civilians sent to the missions, as well as the staff training and education. Which of the above mentioned types of rosters will be applied in BiH remains to be seen. So far, the governmental roster seems to be the preferred option: "An intergovernmental body is a good solution for a state such as BiH. This, however, does not exclude cooperation with civil organizations in this process."<sup>42</sup> A PSOTC employee supports this and states that "even the Norwegian model deserves attention and definitely has some advantages; British the model with an intergovernmental body is more realistic for political conditions in Bosnia and Herzegovina,"<sup>43</sup> and this is also supported by Centre for Security Studies from Sarajevo, a civil society organization

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40 CANADEM 2014, 8.

41 Chandran et al. 2009.

42 Interview with Asim Dorović, BiH MFA.

43 Interview with PSOTC employer.

working on this issue. One of the solutions for resolving question of roster could be forming a separate department within the Ministry of Security of BiH. Ministry of Security already have experience, since this Ministry is responsible for all procedures for sending police officers in international peacekeeping missions.<sup>44</sup>

The Expert Team that has been created by the Council of Ministers can be considered as the embryonic stage for an organizational setup for an intergovernmental roster. However, this team is an *ad hoc* one. Since the process of recruitment is a permanent process, which requires a regular maintenance of the database, BiH will have to decide which of the roster models will be used in the future. As we can see from the above, most of the interviewees agree that, due to political conditions in BiH, an intergovernmental body or a separate department within the Ministry of Security of BiH could be the solution for the rostering of civilians from BiH for peace missions around the world.

Training of civilians for peace missions represents one of the important parts of the process of sending civilians to peace missions. “The Civilian Pre-Deployment Training Course is one of the primary tools used by DPKO to improve preparedness, effectiveness and productivity of civilian peacekeepers. It helps to generate competent institutionally knowledgeable, and ethically aware civilian peacekeepers capable of serving in dangerous and complex peacekeeping environments.”<sup>45</sup> “Training aims to provide participants with realistic insights into the daily work of peace operations and prepare them for the numerous challenges they might encounter in the field.”<sup>46</sup> Training centres should have close cooperation with the rostering organization in order to develop the process of training civilians. In the case of BiH, the Ministry of Defence of BiH (through the Peace Support Operations Training Centre) offered the PSOTC capacities and experiences gained during the pre-deployment courses organized by this Centre. Specifically, the Centre conducts pre-deployment training courses for military and police forces designed to acquaint them with tasks in peacekeeping missions. It possesses numerous certifications for its courses, including the NATO Selected Courses for military forces, as well as the UN Police Course, accredited by the United Nations for the UN Peace Support Operations and prepared by the PSOTC in cooperation with the Ministry of Security of Bosnia and Herzegovina.

The aforementioned seminar on civilian capacities indicated that the PSOTC could serve as a good platform for future civilian pre-deployment training courses, at both national and regional levels. According to the head of CSS, they are sufficiently organized and have the right courses available to provide future training courses.<sup>47</sup> PSOTC employer argues that:

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44 Interview with Denis Hadžović, CSS.

45 UN DPKO 2014.

46 ZIF Management Roster Handbook, 20.

47 Interview with Denis Hadžović.

PSOTC is already recognized as the regional centre for peace operations, which confirms their credibility for training for peace operations. Therefore, PSOTC can be used, initially as a platform and later as carrier, of training of civilians for peace operations; it also has the capacity to become a regional centre for the training of civil experts for peace operations.<sup>48</sup>

Their experience in training military and police forces can greatly help in the future training of civilians for peacekeeping missions and they have over the last nine years trained approximately 4,880 students (military and police personnel), 25% of which were international students.<sup>49</sup>

### Conclusions and Recommendations

Considering the current situation and the commitment of BiH, it can be concluded that the country is committed to the issue of preserving the peace and stability. This commitment is particularly reflected in the number of military and police forces currently engaged in the missions led by NATO or the United Nations, especially when taking into account size of the country and the economic situation in Bosnia and Herzegovina. Currently, Bosnia and Herzegovina actively participate in peacekeeping missions around the world through sending of its soldiers and police officers in missions. Since present legislation in BiH does not allow sending civilians out of state institutions in peace missions, BiH started with process of preparing all necessary legal preconditions for sending civilians in peacekeeping missions. This serves as an indicator that the country has recognized the trends currently happening in the world when it comes to peacekeeping missions and the civilian involvement and wants to effectively contribute towards the overall peace and stability and export knowledge gained during peacekeeping operation in BiH. One of the reasons why the country approached these issues in this manner is the fact that BiH spent a long time on the receiving end of the international help. Moreover, the expertise that Bosnia and Herzegovina is able to offer, gained through its own peace process, could certainly contribute to the successful implementation of the mandate of the UN, NATO, OSCE and other organizations dedicated to the preservation of the peace and stability.

Bosnia and Herzegovina is currently facing the challenge of how to solve the issue of providing civilian capacities to peacekeeping missions. Among others, it is necessary to identify experts in BiH who can contribute to the achievement of this goal. Furthermore, it is essential to address the issues of how to recruit, train and send civilians to peace operations; how to roster experts who could contribute to the implementation of the mandate of the peacekeeping mission; how to maintain and update the database, status issues of people deployed as part of the international missions; and how to ensure their return to their previous jobs after the completion of the mission.

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48 Interview with PSOTC employer.

49 *Ibid.*

It can be said that BiH can serve as a positive example to the world that it is possible, despite serious political and economic challenges, to actively participate in peacekeeping missions around the world. This is particularly important if we take into account the fact that the country itself was engaged in a conflict in the early 1990s.

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### *Interviews*

Interview with Peace Support Operation Training Centre (PSOTC) employer, held on February 3, 2014.

Interview with Asim Dorović, Ministry of Foreign Affairs of Bosnia and Herzegovina and vice Chair of Expert Team for creation of the proposals regarding to implementation of the Partnership Goal between Bosnia and Herzegovina and NATO „Stabilisation and Reconstruction – Interdepartmental cooperation“, held on February 28, 2014.

Interview with Denis Hadžović, Secretary General of the Centre for Security Studies from Sarajevo, held on February 10, 2014.