



New CORE Project Mission Preparedness Evaluation

In August 2002, CORE started a new project called 'Mission Preparedness Evaluation Project', which examines training, recruitment and deployment for OSCE missions. The number of staff members in OSCE field activities has multiplied over the last few years. In 1995, the OSCE employed less than 100 international mission members; today there are around 4,000 international and local staff members. These mission members represent the Organization's most valuable asset in terms of successfully implementing the mandates of OSCE field activities.

Prior to the deployment of the Mission to Bosnia and Herzegovina, mission staff was mainly recruited from diplomatic and academic spheres. The situation fundamentally changed with the deployment of the large Balkan missions: These missions not only required far higher numbers of international staff, but the average qualification level of the new staff members was lower than the previous one. Both of these factors have strongly underlined the necessity of training for mission members before and during their assignments.

The OSCE has visibly stepped up its activities in this regard, especially in the field of recruiting and training seconded personnel, *inter alia*, through REACT and the OSCE Training Strategy of February 7, 2002. However, there is lack

of data and analysis on the relationship between mission members' educational and professional backgrounds and their training record, on the one hand, and specific qualification requirements and job performance patterns, on the other hand. Of particular interest is the information on the following aspects:

- What is the impact of the professional background and experience of mission members on their job performance? Which professional, social and personal qualifications are important for mission members?
- What is the impact of pre-assignment training in the participating States on the job performance of mission members? What types of training have been proven to enhance job performance? Where do the main deficiencies lie?
 - What is the impact of on-the-field training on mission members' job performance?

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- What are the most common and recurring strengths and weaknesses in mission members' qualification profiles? To what extent could these deficiencies be addressed through training activities in the participating States or the missions?
- What is the impact of management structures and practices on the job performance of mission members?

Systematic collection and analysis of data on these questions will provide the participating States, the OSCE Secretariat, especially its Training and Capacity Building and Mission Staffing Units, as well as the missions, with the necessary information to adapt existing training activities or initiate new ones, and to develop a realistic view of the actual and future supply of personnel.

In order to achieve the objectives referred to above and to obtain the relevant information, CORE decided to conduct an OSCE-wide survey. Two separate questionnaires were compiled: One for seconded mission members (representing the supply side), and a second one for leading staff in missions and in the OSCE Secretariat (representing the demand side). Additional data will be collected by trips to different OSCE field activities, especially in South Eastern Europe, where the largest missions are and which frequently maintain their own training sections. Last but not least, information on the major training activities of OSCE participating States will complete the picture.

The one-year project, which is commissioned by the OSCE Secretariat, is being carried out in co-operation with the Swedish International Development Cooperation Agency (Sida). While Sida finances its own share, CORE's share is covered by a voluntary contribution of the German Ministry of Foreign Affairs to the OSCE. Sida is represented by Mr. Lennart Andersson, CORE by Dr. Annette Legutke. (AL)

Mission Project Started

On 1 January 2002, CORE's long planned project on UN and OSCE missions was finally launched. The project titled "Performance Records of UN and OSCE Field Missions of Varying Size: the Cases of Georgia, Kosovo, Macedonia and Tajikistan" aims at closing the gap between the important role the UN and OSCE field missions play today in crisis prevention and conflict management, and the lack of theoretical based academic research on these missions. Up to now, no analysis has been made employing comprehensive comparative case studies that examine the requirements and the performance profiles of OSCE and UN missions.

The study poses, *inter alia*, the following questions: What are the organizational characteristics of missions and their parent organizations? To what extent do these explain the different performance records of civilian UN and OSCE missions deployed in the same country for crisis prevention, conflict management and peace building? Do the comparative advantages and disadvantages of UN and/or OSCE missions have a particular effect on certain activities in conflict situations and phases? The ultimate goal will be to develop policy re-recommendations on how to optimize civilian UN and OSCE missions.

The project is funded by the Volkswagen Foundation and will be implemented by two CORE staff members and six local researchers in the countries to be analysed.

A small workshop was held in Hamburg on 1-5 July 2002 in order to develop a common approach to the case studies. Staff members and local researchers discussed the theoretical, structural and operational questions related to the project. Based on a "road map" worked out during the workshop, first studies on the conflict constellations will be conducted by the local researchers in the upcoming months. (Visit our website at <http://www.core-hamburg.de/english/research/mission/>. (CN)

Building Co-operation between OSCE Field Missions and Partner Institutions in the Economic and Environmental Dimension

In 2002, CORE researcher **Dr. Frank Evers** elaborates a policy analysis on "Building Co-operation between OSCE Field Missions and Partner Institutions in the Economic and Environmental Dimension". The subject of the paper is the utilization of economic and environmental issues for supporting OSCE endeavours in conflict management and stability-building. The role of OSCE field operations, as well as possible objectives and tools for their on-site co-operation with international development agencies, are to be evaluated. The goal of the project is to give food for thought on the further development of the

OSCE's Economic and Environmental Dimension. In particular, the intention is to contribute to ongoing talks between the OSCE participating States about how to utilize economic and environmental issues for the purpose of OSCE conflict management. Likewise, the intention here is to contribute to discussions on the division of labour between the various field operations of international organizations. The project is sponsored by the German Ministry of Foreign Affairs. (FE)

Mission Information Package South Caucasus

In 2002, **Dr. Frank Evers** puts together a Mission Information Package on the South Caucasus (Armenia, Azerbaijan and Georgia). The subject of the project is to compile a package of basic country and other background information on the three South Caucasus countries. A general overview of the political, economic and social situation of the region is given. In general terms, international political engagement and development co-operation endeavours are outlined. Special focus is placed on the political sensitivities of the region, such as the Nagorno Karabakh issue or the situation around Abkhazia, South Ossetia and the Georgian Chechen border area. The goal of the project is to provide incoming members of OSCE, UN and other field operations with comprehensive background information on the three South Caucasus countries.

In this way, the objective of this project also is to contribute to corresponding country-specific training programmes of international organizations. The project is sponsored by the German Ministry of Foreign Affairs. (FE)

Dialogue between Cultures and Civilizations in the OSCE Area

The CORE dialogue project with moderate Islamists in Tajikistan is aimed at providing scientific analysis on the secular-Islamic compromise process, and thus, also giving support to co-operation and co-existence in the common Euro-Asian political area of the OSCE. This project is funded for a second year by the German Ministry of Foreign Affairs.

As in 2001, CORE's Central Asia Advisor, **Dr. Arne C. Seifert** and research fellow **Dr. Anna Kreikemeyer** have been holding meetings with their Tajik partners, arranging round-table discussions in Dushanbe, and will publish the written contributions of the project. Additionally, the Informal German-Tajik Working Group for the preparation and beginning of a "Dialogue between Cultures and Civilizations in the OSCE-Region" has started its work, and an international group of Central Asian experts will continue the discussions it started in autumn 2001 with the workshop on "The OSCE and Political Islam: The Case of Central Asia".

The dialogue project is also relevant for secular-Islamic conflict constellations in other Central Asian states. The inner-Tajik dialogue process has created the first lines of orientation for the further formation of a dialogue of cultures and civilizations in the common Euro-Asian political area. (AK/AS)

HCNM Project Publishes Results

The CORE project on the effectiveness of the OSCE High Commissioner on National Minorities (HCNM), funded by the German Research Association (Deutsche Forschungsgemeinschaft), is being finalized. In summer 2002, the three country studies on Estonia, Romania and Ukraine have been published (see page 5). Two others on Macedonia and Latvia plus a monograph containing the country studies and the comparative analysis will follow early next year. Three Hamburg-based staff members worked on the project: Dipl.-Pol. Claus Neukirch, Dr. Randolph Oberschmidt, and Dr. Wolfgang Zellner, as well as Dr. Teuta Arifi, Jekaterina Dorodnova, M.Sc., István Horváth, Dr. Volodymyr Kulyk, and Margit Sarv, M.Sc. in the countries analysed. (WZ)

Conferences

Dr. Christina Boswell

presented a paper on problems of refugee protection at the annual International Studies Association in New Orleans, March 2002. She presented a paper on EU external policy and the prevention of migration in Dortmund (annual conference of the German network on Peace and Conflict Research, February 2002) and lectured on the same theme at Oxford University in May 2002.

Dr. Frank Evers and Prof. Dr. Kurt P. Tudyka

attended the 10th Meeting of OSCE Economic Forum which convened in Prague from May 27 through May 31. This year's discussions were focused on the subject of "Co-operation for the sustainable use and protection of the quality of water in the context of the OSCE". Following good traditions, CORE was once again represented at the Forum. Prof. Tudyka and Dr. Evers attended the event as members of the official delegation of the Federal Republic of Germany. At invitation of the Office of the Co-ordinator of OSCE Economic and Environmental Activities, Dr. Evers contributed to the activities of one of the Forum's Working Groups which was targeted at issues related to co-operation on sustainable use and protection of the quality of water. This was in continuation of his earlier involvement in the Forum's 3rd Preparatory Seminar (Baku, 15-16 April 2002). Dr. Evers reported to the Forum's final session on the Working Group's findings. (cf. <http://www.osce.org/eea/pdf>).

Dr. Anna Kreikemeyer

took part in a Conference on Freedom of Belief and Expression, organized jointly by the Office for Democratic Institutions and Human Rights, the OSCE Centre in Bishkek and the Friedrich-Ebert-Foundation in Jalal-Abad, Kyrgyzstan on 15-16 February 2002. She presented a paper on the theme "Balancing Freedom of Religion or Belief with Human Rights and Public Order: The Example of the CORE Dialogue Project".

Prof. Dr. Dr. Dieter S. Lutz

attended a meeting of the "Bergedorfer Gesprächskreis" in Belgrade from 12-14 April 2002. The second meeting of the dialogue group "Peace Policy", which was founded by Prof. Lutz and Gernot Erler MP (SPD) to strengthen co-operation between science and politics took place on 6 May 2002 in Berlin. On 15 May 2002, Prof. Lutz, among other representatives of the Hamburg Senate and the University, held a eulogy on the former director of the Institute for Peace Research and Security Policy (IFSH) min. ret. Prof. Egon Bahr, on the occasion of his 80th birthday. In the presence of the German Chancellor Gerhard Schröder and the Polish President Miller as well as many other distinguished guests and representatives of Polish universities, Prof. Lutz, elected President of the Willy-Brandt-Center for German and European Studies and Head of the Willy-Brandt-Chair, inaugurated the newly founded and generously sponsored by the German Academic Exchange Service (DAAD) "Willy Brandt Center for Germany and Europe Studies" at the University of Wroclaw on 19 June 2002.

On 1 July 2002, Prof. Lutz held a speech at the Eberhard-Karls-University of Tübingen on the occasion of the 50th anniversary of the Institute for Political Science. On 2 September 2002, he presented in Berlin the new "OSCE-Yearbook" as well as the "Peace Report", edited by the IFSH and four other German Institutes, to the President of the German Federal Parliament (Bundestag), Wolfgang Thierse.

Dr. Claus Neukirch

lectured on Moldova's foreign policy at a conference on Russia and the Post-Soviet States, organized by the Science and Policy Foundation (SWP) in Berlin on 24 January 2002. On 13 March 2002, he took part in a panel discussion on the prospects of the Balkan region, which was held within the framework of the Spring Academy "Security Policy", organized by the Peace Research Institute Frankfurt (HSFK) and the Atlantic Academy Kaiserslautern for advanced and post-graduated students.

Dr. Randolph Oberschmidt

took part in the conference "OSCE and Latvia: Past, Present and Future" in Riga on 20 March 2002, and delivered a presentation on "The Closure of the OSCE Mission to Latvia: Implications for Latvia, the OSCE, and other European Institutions". The conference was organized by the Latvian Centre for Human Rights and Ethnic Studies. Participants were, among others, the OSCE High Commissioner on National Minorities, the Director of the OSCE Office for Democratic Institutions and Human Rights, former Heads of the OSCE Mission to Latvia, experts on Latvian issues, and Members of the Latvian Parliament (Saeima).

Dr. Arne C. Seifert

took part in a conference on 7 and 8 March 2002, organized jointly by the Netherlands Foreign Ministry and the European Center for Conflict Prevention, on the topic "Conflict Prevention in Central Asia. The Role of the OSCE." He gave a presentation on "Cooperation and Coexistence of Cultures and Civilizations - the Need for a Regional Strategy of the OSCE in Central Asia".

On 16 March 2002, Dr. Seifert lectured at the Conference "Islamic Renewal and Religious Diversity," held at the House of World Cultures in Berlin on "The Relationship between Secular Forces and Islamic Movements: a Key Question for Europe and Central Asia."

Dr. Wolfgang Zellner

gave a presentation on "The OSCE: Potential and Prospects" in the framework of the 17th International Training Course in Security Policy at the Geneva Centre for Security Policy in January 2002. In September 2002, he represented CORE at the OSCE Cluster of Competence Annual Meeting in Geneva.

Guests

IFSH as Guest in the Finnish Consulate

Invited by the Finnish Consul General in Hamburg, **Mikko Jokela**, **Prof Dr. Dr. Dieter S. Lutz**, accompanied by **Dr. Reinhard Mutz**, **Prof. Dr. Hans J. Gießmann**, **Katri Kemppainen, M.Sc.** and **Dr. Wolfgang Zellner**, attended a dinner on 17 January 2002 in honour of the Finnish diplomat and academic **Professor Alpo Rusi**. Professor Rusi was a Visiting Professor at the University for Business and Politics in the Winter Semester 2001/2002. On 31 January, Prof. Rusi visited the Centre for OSCE Research at the IFSH, in order to learn more about the work of CORE. (WZ)

Japan Interested in CORE Research

On 21 March and on 25 July, Minister **Takeshi Kamiyama** from the Vienna embassy of Japan and responsible for OSCE affairs, visited CORE, where he had lively debates about the question on whether and how the experience of the CSCE and OSCE can be made fruitful for solving the security problems of Asia, and how CORE could cooperate with Japan in this respect. In July, **Prof. Toshiya Hoshino** of the University of Osaka, who gave a lecture on the human dimension of security, accompanied him. The Hamburg Consul General of Japan, **Hiroshi Sakurai** invited both Japanese guests and CORE researchers to dinner at the consulate.

On 31 March, **Prof. Takako Ueta** from the Christian University in Tokyo, a frequent member of Japanese OSCE delegations, visited CORE and discussed various aspects of OSCE development as well as current CORE activities with researchers of the Centre.

Publications

CORE (Ed.), Annual Report 2001, Hamburg 2002.

The Annual Report discusses CORE's activities in the last year, as well as its current and future projects. It also includes an up-to-date list of CORE's staff and publications.

Institute for Peace Research and Security Policy at the University of Hamburg/IFSH (Ed.), OSCE Yearbook 2001, Yearbook on the Organization for Security and Co-operation in Europe (OSCE), Baden Baden 2002.

Its comprehensive activity in the area of conflict prevention and crisis management, post-conflict peace-building and the promotion of democracy and human rights makes the Organization for Security and Co-operation in Europe (OSCE) an indispensable actor in the creation of peace, security and stability in Europe. Is the OSCE underestimated? Can it be a model for other regions? These are just two of the questions discussed in the seventh volume of the OSCE Yearbook. In addition to first-hand reports on the activities of the Organization in various conflict areas - including Chechnya and Kosovo - the return of Yugoslavia to the international community, the conflict in Macedonia, regional strategies for Central

Asia and the Caucasus, human rights in the context of political interests, democratic control of the armed forces as well as the deployment of international police forces are further topics covered by the OSCE Yearbook 2001.

This volume has been supplemented with an appendix containing documents, facts and figures on the 55 OSCE participating States as well as a topical bibliography. (US)

Volodymyr Kulyk, Revisiting A Success Story: Implementation of the Recommendations of the OSCE High Commissioner on National Minorities to Ukraine, 1994-2001, in: Wolfgang Zellner/Randolf Oberschmidt/Claus Neukirch (Eds.), Comparative Case Studies on the Effectiveness of the OSCE High Commissioner on National Minorities, Hamburg 2002 (CORE Working Paper No. 6).

This study on the involvement of the HCNM in Ukraine is centred mainly around the issues of the status of Crimea, the integration of the Crimean Tatars and the linguistic rights of Russian speakers. It analyses the development of political events in Ukraine and to what extent the recommendations issued by the HCNM to the Ukrainian government have been implemented. Additionally, the author elaborates whether or not the High Commissioner has been effective in his actions, by evaluating the expedience and timing, the substance of the intervention of the HCNM and the consequences of his involvement in security and democracy.

Margit Sarv, Integration by Reframing Legislation: Implementation of the Recommendations of the OSCE High Commissioner on National Minorities to Estonia, 1993-2001, in: Wolfgang Zellner/Randolf Oberschmidt/Claus Neukirch (Eds.), Comparative Case Studies on the Effectiveness of the OSCE High Commissioner on National Minorities, Hamburg 2002 (CORE Working Paper No. 7).

The study on the HCNM's involvement in Estonia analyses to what extent the recommendations issued by the HCNM to the Estonian government - which were directed mainly towards the Estonian aliens' and citizenship legislation - have been implemented by the Estonian authorities, and to what extent the HCNM succeeded thereby in fostering the integration of Estonia's Russian-speaking population into society. While assessing the HCNM's impact on the conflict transformation process in Estonia, the role of other international actors, such as the European Union and the Council of Europe, is also taken into consideration.

István Horváth: Facilitating Conflict Transformation: Implementation of the Recommendations of the OSCE High Commissioner on National Minorities to Romania, 1993-2001 in: Wolfgang Zellner/Randolf Oberschmidt/Claus Neukirch (Eds.), Comparative Case Studies on the Effectiveness of the OSCE High Commissioner on National Minorities, Hamburg 2002 (CORE Working Paper No. 8).

The study on Romania starts with a broadly based analysis of the ethno-political development of Romania from 1989 to 2001. Based on this analysis, it evaluates the High Commissioner's involvement, which mainly focused on minority-language high school and university education. The study concludes that, during the past decade, the High Commissioner essentially facilitated Romania's successful period of conflict transformation.

CORE Working papers are available online at [http://www.core-hamburg.de /english/publications /workingpapers](http://www.core-hamburg.de/english/publications/workingpapers) Print versions of all Working Papers are also available free of charge at CORE, in the case that subscribers cover the postage. (CN/RO/WZ)

Staff

Dr. Frank Evers has studied economics and East-European sciences at the Free University of Berlin. His PhD thesis focused on economic and legal aspects of the post-Soviet transition of the Russian Federation. Between 1996 and 1999, he served at the OSCE Mission to Ukraine as economic advisor and Deputy Head of Mission. In his last function, he also worked as chief of the Mission's Branch Office in Simferopol (Autonomous Republic of Crimea). In 2000, Dr. Evers joined the OSCE Office in Yerevan (Armenia) as economic and environmental advisor. Since January 2002, he has been working as a researcher with CORE. He is responsible for the elaboration of a South Caucasus Mission Information Package and the update of the MIP's "Kosovo" and "Bosnia Herzegovina".

Dr. Annette Legutke studied political science at the Free University of Berlin and completed her PhD with a thesis on "The Organization of Political Parties in Russia". She worked as researcher at the Social Science Research Centre in Berlin, served as Long-Term Election Observer for OSCE/ODIHR in Azerbaijan and as Political Officer at the OSCE Centre in Tashkent (Uzbekistan) before she joined CORE in August 2002 to work on the Mission Preparedness Evaluation Project (see page 1).

Dipl.-Pol. Claus Neukirch, who has worked with CORE since 1999 as an external researcher, became a full-time project member on 2 January 2002. He is working on the mission project that is funded by the Volkswagen Foundation, and deals with the performance records of the OSCE and UN-Missions (see page 2). Claus Neukirch studied political science at Philipps University in Marburg, and at the University of Hamburg. In 1996 and 1997, he was a member of the OSCE Mission in Moldova, and between 1998 and 2001 he was, on multiple occasions, an election observer for the OSCE both there and in Estonia. In late 2001, he completed his PhD thesis on conflict management and conflict prevention within the framework of OSCE missions.

Dr. Randolph Oberschmidt left CORE to start a new engagement with the German Academic Exchange Service (Deutscher Akademischer Austausch Dienst) where he is heading the unit for Moldova, Romania, Ukraine and Turkey. Dr. Oberschmidt worked at the Centre from January 2000 to August 2002 and essentially contributed to a series of CORE projects, *inter alia*, the HCNM project and the Mission Information Packages "Kosovo", and "Bosnia and Herzegovina".

CORE-News

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