COVER NOTE

From: General Secretariat of the Council
To: Delegations
Subject: 2011 Comprehensive Annual Report on CSDP and CSDP-related training

Delegations will find attached the 2011 Comprehensive Annual Report on CSDP and CSDP-related training.
CART 2011

Comprehensive Annual Report on CSDP and CSDP-related Training

References: Draft Comprehensive Annual Report on CSDP and CSDP-related Training, 2010 (doc. 9472/10);
Elaboration of the CART 2011 (doc. 8904/11);

I. GENERAL

1. The Comprehensive Annual Report on CSDP and CSDP-related training (CART 2011) provides an overview of such training in 2010, prepared through an input from EU-level training actors (ESDC and CEPOL), EEAS, CSDP Missions, European Commission, EDA and Member States (20 MS provided their input). Overall, it indicates a continued high level of training activity throughout the year. It also identifies a number of areas where progress is needed: selected priority areas of potential improvement are addressed in the conclusions of this report.

2. The CART 2011 links up with the findings and conclusions of the CART 2010 and discussions in different Council bodies on CSDP-relevant training aspects.

II. STATE OF PLAY

1. Training demand and supply

3. CSDP and CSDP-related training is conducted by a variety of training actors, civilian and/or
military both at EU and national level. The number of courses overall has not seen a dramatic change, while some new types of courses have been organized at both levels. Main findings are as follows:

– the ESDC network has offered in 2010/2011 academic year 25 courses of 17 different types, training almost 1200 civilian and military participants from EU Member States, EU Institutions, International Organisations and Third Countries on CSDP-related topics in line with the EU policies;

– CEPOL focuses its training efforts in particular on a preparation of senior personnel of the European law enforcement services with a view to their possible engagement in civilian crisis management activities;

– the relevant EU institutions and bodies, while using also the training courses of the ESDC, further developed also their specific internal training programmes to prepare their staff to work in the field of CFSP/CSDP and to engage actively in planning, conduct and support of CSDP missions and operations;

– many Member States, while relying for the strategic level training in particular on the ESDC, continued to conduct at national level numerous training activities related to CSDP and opened some of these activities also to participation of other nationals. Despite the fact that many of the training courses were open for such a wide participation, their courses have not been offered via Schoolmaster application (which has been the current format of the annual EU Training Programme in the field of CSDP).

4. In this context, the annual EU Training Programme in the field of CSDP is supposed to bring together the relevant training activities, to make them public and open to participation of personnel from EU Member States and EU institutions, and as appropriate also to third states and international organisations. To improve the programme, the Council Secretariat, as part of the Goalkeeper environment, launched in 2009 the Schoolmaster application to develop and administer the annual training programme via the internet (https://esdp.consilium.europa.eu /StartApp.aspx). So far, training providers from 16 Member States followed the invitation to establish their Points of Contact for the Schoolmaster application and were provided with user names and passwords to access the
application. This enabled them to feed Schoolmaster with their courses which they opened for participation of other nationals. Schoolmaster facilitates the consultation of the annual EU Training Programme in the field of CSDP, i.a. by offering users the possibility to receive alerts on new courses included in the Schoolmaster. Member States who have not yet registered to use the Schoolmaster application and to receive alerts on new courses are encouraged to contact goalkeeper.schoolmaster@consilium.europa.eu without delay and use the application on a systematic and pro-active basis. So far the active use is rather unsatisfactory: less than 10 Member States have so far provided the information on CSDP-relevant courses organized by them through Schoolmaster (in majority of cases these courses were organised within the ESDC framework).

5. It is recalled that since January 2009, Internet-based Distance Learning (IDL) material developed by the ESDC has been made available to support CSDP training activities listed in the EU Training Programme.

6. It is further recalled that basic principles remain valid, namely that Member States have the primary responsibility to train personnel seconded to CSDP missions and operations - generally through national, bilateral or multilateral arrangements.

2. **European Security and Defence College (ESDC)**

7. In line with the Council Joint Action, the ESDC Steering Committee adopted on 26 April 2011 the General Annual Report (GAREA) on ESDC Activities 2011 and distributed it to the relevant Council bodies as document ST 09801/11 (EEAS ARES document 546616).

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1. Training providers must respect the conditions laid down in the Framework Arrangement on Intellectual Property Rights within the Internet-Based Distance Learning System of the European Security and Defence College (ESDC Steering Committee Decision 2009/1 of 28 January 2009) and the consent notifications related to this Framework.

8. The ESDC consolidated its position as a balanced network comprising security policy, diplomatic and other civilian institutes, higher defence institutes and universities, as well as the EU Institute for Security Studies (EU ISS). Up to now, some 50 institutes/other training actors from almost all Member States have been actively engaged in conducting ESDC training activities. In addition, the ESDC is further deepening its co-operation with external training actors, drawing on their specific expertise.

9. The core mission and objectives of the ESDC are to develop and promote a common understanding of CSDP among civilian and military personnel, and to enhance the European security culture. A number of elements facilitate the achievement of these objectives: the current network configuration; its ability to convene in project-orientated formats e.g. the recently established format in support of the EU pool of SSR experts; the number and types of courses; the development of common modules by the Member States and the ESDC Secretariat. Overall, the ESDC makes a significant contribution to the EU’s comprehensive approach to crisis management;

10. Furthermore, the ESDC remained heavily engaged in the implementation of the “European Initiative for the Exchange of Young Officers, inspired by Erasmus”. In the Academic Year 2010/2011 the academic offer of the ESDC included 3 “Common Modules on CSDP”, 2 in Austria and 1 in Greece, during which about 330 young military officers in the initial part of their careers learned about CSDP together with their counterparts from other Member States. Several other exchange opportunities in the vocational field were also offered. At the same time, several projects were concluded by the Implementation Group to overcome administrative challenges connected to the exchanges of young officers and to further improve the Common Modules on CSDP³.

11. On the one hand, the ESDC network and the ESDC’s activities are developing in line with the guidance given by the Steering Committee in previous years. On the other hand, the staffing situation of the Secretariat has been and remains an issue of major concern. However, steps have been taken recently to improve this situation.

³ HR report to the MoDs of the EU MS - Doc A(11) 654750 dated 17 June 2011
3. **European Police College (CEPOL)**

12. Despite a number of challenges, CEPOL continues to deliver good results. In 2010 CEPOL implemented one SPOPCOP Course- Senior Police Officers Planning and Command, featuring the participation of 22 Senior Police Officers. The Course is the result of a combination of two previous activities which CEPOL has been implementing since 2001 to prepare Senior Officers for deployment to CSDP Missions. The new format of this course has being implemented since 2009, and is composed of several modules ranging from Policy-oriented ones (CSDP legal and operational framework) to more specialized ones such as Relations with the Media, Conflict Management, Gender issues, Co-operation with International Organizations and Mission Planning (CONOPS, OPLAN). The link between selection of course participants and their deployment to civilian CSDP missions remains not sufficiently strong.

13. Other CSDP-relevant CEPOL activities include a Common Curriculum for Civilian Crisis Management which is currently under finalisation, and an Electronic Platform to facilitate the exchange of experience and learning materials for Law Enforcement officials; the platform is designed to host a number of E-Learning modules.

14. In addition to this, CEPOL’s 2011 Course Calendar comprises more than 80 Courses organized mostly via the Police Academies of EU Member States. Subjects which may directly contribute to CSDP capacity-building include Counter-Terrorism, Airport Security, English Language, Anti-Discrimination, Civilian Crisis Management and others. Finally, CEPOL’s courses on Organized Crime and Criminal Intelligence can also be considered a useful tool in the context of Integrated Rule of Law missions.

4. **Military training**

15. During 2010, an important turnover of the EUMS personnel took place. In order to minimize the adverse effects of such a turnover the EUMS organised several training sessions to
provide the newcomers with a minimal knowledge of EUMS working principles and the fundamentals of CSDP. EEAS crisis management structures provide both input and lecturers to these training activities, most of which were also open to all EU bodies dealing with CSDP.

16. An additional initiative was launched to provide the EUMS new comers the opportunity to get advance knowledge of the CSDP giving them access to the most relevant ESDC IDL learning modules.

17. At operational level, the EUMS has been active in providing the CSDP Foundation Training (CFT) for OHQ key nucleus personnel and other augmentees. Although this training is in principle a MS responsibility (through their OHQs), experience has taught that the EUMS, through the EU Ops Centre and assisted by EXE branch, is best placed to deliver this type of training. HQs agreed that EU Ops Centre should continue the effort and the EUMS should in principle aim at organising two courses a year.

18. From 3 to 7 May 2010, the EU OHQ Mont-Valérien organised an Operational Planning Course in EMIA-FE HQ facility in order to train the EU HQ staff officers in CSDP principles and operational planning process.

19. Additional training initiatives have been conducted by the EUMS. Mobile Training Teams (MTT) have been sent to OHQs in order to familiarise HQ personnel with EU Military Concepts and Tools (eg. MTT on ELMA/ELPRO, OHQ Intelligence Support package prepared by INT Directorate, which envisages EUMS Intel training support to a OHQ during its build-up phase). The CIS Directorate organises once a year an Ops Center CIS Deployable Package training for augmentees and the LOG Directorate supports the ATHENA mechanism training for OHQs J8 and MS.

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4. 83 EUMS newcomers attended the internal training sessions.
5. The last two courses took place from 19-22 October 2010 (34 participants) and from 12-15 April 2011 (48 participants).
6. 30 OHQ Key nucleus personnel and possible MS augmentees attended this course.
20. In January 2010 and 2011, the EU Sharing Training Facilities (STF) catalogue has been evaluated. Although some MS consider it a useful information tool, no real efforts are going into further development of this tool (for budgetary and other reasons). Moreover, when MS do not use their national training facilities they continue to rely on bilateral or multilateral agreements and thus, the STF catalogue has a minor impact in their process. However, there is a potential for the STF catalogue to serve as a useful information tool supporting MS at pol-mil level in identifying possibilities in pooling and sharing with respect to training.

21. The exercise MILEX 10 was organised in spring 2010 in order to evaluate military aspects of EU Crisis management at the military strategic and operational levels, based on scenario for an autonomous EU-led military operation. Focused on the interaction between the EU OHQ (Potsdam, Germany) and the EU FHQ (Toulon, France), the exercise aimed to train the staffs in EU planning procedures, to establish and to prove CIS connectivity between EUMS, the EU OHQ and FHQ and to enable the transfer of information. The exercise was conducted with participation of staff personnel from GCS (CMPD, CPCC), CIOM and MS.

5. Training in the field of civilian crisis management

22. In June 2011 the PSC agreed a document on 'Civilian crisis management pre-deployment training – report on survey results and elements for way ahead'\(^9\), aiming for an improved system of pre-deployment training based on the following principles:

- Ensuring a sustainable system of pre-deployment training for civilian personnel about to be deployed to international civilian crisis management operations (primarily under the CSDP, but also UN and OSCE operational activities), while reiterating main responsibilities of Member States in this area;

- Utilising existing national training actors and facilities, while encouraging their further improvement and development using mechanisms both at the national and EU level such as ENTRi, CEPOL and ESDC where appropriate;

\(^{8}\) 114 military and civilian personnel participated in MILEX 10 exercise which took place from 16 to 25 June 2010.

\(^{9}\) Doc.: 10976/11 "Civilian crisis management pre-deployment training - report on survey results and elements for way ahead ’, 8 June 2011
Sharing in a timely and systematic manner, as appropriate, the information on available training activities/opportunities as well as exchanging information on their content among Member States, EU institutions and CSDP missions, while utilizing newly developed tools (such as the ‘Schoolmaster’ application);

Harmonising the objectives for training and identifying major gaps with a view to establishing EU minimum-defined standards. Evaluation of effectiveness of pre-deployment training would remain an essential part of the process;

Ensuring coherence between, and avoiding duplication of, pre-deployment training and in-mission training, including through systematic exchange of information between all relevant training actors, innovative use of available e-learning techniques and eventually issuing clearer guidelines on their respective content;

CMPD in its overall CSDP training coordination role and in cooperation with the CPCC and EU-level training actors will explore possible options for establishing pre-deployment training opportunities for increasing numbers of international contracted personnel deploying to civilian CSDP Missions. One possible source of funding could come from respective CSDP Mission budgets, as outlined for example in the document 15567/2009 "Enhancing civilian crisis management pre-deployment training";

CMPD having the overall responsibility for coordination of the CSDP training will oversee establishing a link and seeking synergies with the EU-level training actors such as the ESDC and CEPOL, and to other IfS-supported training actions such as ENTRi, EUPST (to be established as an IfS co-financed project in the coming months) and proposed training for the SSR Pool of Experts, thus improving also the link between strategic, operational and tactical training;

Joint training with International Organisations (such as the UN and the OSCE) may help in using existing relevant models and training materials, as well as achieving interoperability;

Modalities for certification of training will be further examined in cooperation between the EEAS, the European Commission and Member States, informed by best practices from the UN or other relevant frameworks, including under the IfS-supported project ENTRi.

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10 As referred to already in doc. 16849/06. This shall cover certification of courses and of trainees (in two steps).
Furthermore, based on the results of the comprehensive survey carried out in preparation of this document selected concrete steps were foreseen to be undertaken in line with the principles mentioned above, including inter alia comprehensive training needs for personnel in the EU-led civilian crisis management operations, an assessment to identify potential “regional training hubs”, a concept of the provision of pre-deployment training for international contracted staff of civilian CSDP Missions and systematic sharing of information between Member States, the EEAS and the civilian CSDP Missions on the content of pre-deployment training provided to the seconded personnel deployed to civilian CSDP Missions\(^\text{11}\).

23. Feedback from civilian CSDP Missions revealed also some specific training issues which have to be addressed in close collaboration between Member States as sending authorities and civilian CSDP Missions as the 'final users'. Areas that need special attention in training efforts include, inter alia:

– CSDP Mission administrative, financial and procurement procedures;
– Mentoring, Monitoring and Advising (MMA) tasks (especially through methodology and pedagogy for MMA);
– programmatic approach (as applied in CSDP Missions);
– reporting skills;
– senior management skills;
– hostile environment security/awareness training (HEST/HEAT);
– driving 4x4 vehicles/armoured vehicles, driving in a difficult climate conditions (depending on a specific Mission);
– CSDP concepts, structures and their link to the wider EU institutional context;
– Responsibility to Protect (R2P);
– mainstreaming human rights and gender aspects;

Training needs of contracted personnel recruited into CSDP Missions are usually much greater and more acute and should also be addressed in an appropriate manner.

\(^{11}\) Cf. doc.10976/11 'Civilian crisis management pre-deployment training - report on survey results and elements for way ahead'
The areas above may also apply to the military training domain as appropriate, benefiting among other things from the work carried out under the civ-mil synergies endeavours (e.g. development of flexible civ-mil training packages on selected priority areas).

24. In order to better prepare personnel deployed to civilian CSDP Missions, more intensive use of electronic resources should be considered as a standard feature of all pre-deployment training, including inter alia: wider access to the ESDC IDL System materials\textsuperscript{12}, utilization of recently developed CSDP Handbook and other relevant materials, including those developed within CSDP Missions and tailor-made to respond to their specific tasks and individual Mission mandates.

25. Training activities should utilize, as appropriate, thematic and annual lessons identified reports, lessons identified/best practices from civilian CSDP Missions, exercises and from the Instrument for Stability’s 'EU Police Forces Training' (EUPFT) project, 2008-2010, and the new IfS 'EU Police Services Training' (EUPST) project, 2011-13, as well as from relevant international organizations and Member States. Feedback on operational reality of CSDP Missions could be further enhanced through identification of potential trainers among the personnel of CSDP Missions and their subsequent use in pre-deployment training efforts once they finish their tour of duty.

26. In the second half of 2010 the Commission issued an Instrument for Stability (IfS) Call for Proposals on ‘Training of civilian experts for crisis management and stabilisation missions’, the application guidelines for which were shared with Member States through both the IfS Management Committee and CIVCOM. This Call led to the signature of a contract with the ‘Centre for International Peace Operations’ (ZIF), as the lead implementing partner of a

\textsuperscript{12} Specific conditions were agreed to respect the intellectual property rights and should be respected in any use of those materials.
A consortium of 13 EU partners, to implement the two year IfS programme now known as ‘Europe’s New Training Initiative for Civilian Crisis Management’ (ENTRi), starting from January 2011. IfS-supported training activities under ENTRi (www.entriforccm.eu) aim to strengthen the capabilities of staff working in civilian crisis management missions, while at the same time fostering the interoperability and the harmonisation of partners’ approaches to training. Planned activities include around 17 pre-deployment and 17 specialist specialist/thematic courses, reaching around 700 participants over the two year timeframe. Training activities delivered as part the IfS-funded ENTRi project should draw, where appropriate, on lessons learned and best practices of other relevant training actors, such as the ESDC and CEPOL. This would, inter alia, facilitate further efforts towards the harmonisation and standardisation process for training conducted in the framework of CSDP training and related EU initiatives.

27. During 2010 the Commission continued its IfS support to the ‘European Union Police Forces Training’ (EUPFT) project, dedicated to the training of police officers who may take part in stabilisation missions in countries emerging from crisis. A key objective of the programme has been to enhance the capability of police services to jointly perform civilian policing functions when deployed in a crisis context. Since the first edition of the programme was launched in 2007, more than 1,800 European police officers have been trained for participation in stabilisation missions. Training activities in 2010 were implemented by the Bundespolizei. A lessons learned seminar was convened in Brussels in 2010, where the three public bodies which implemented the EUPFT programme since its creation (French Gendarmerie, Italian Carabinieri and German Bundespolizei) and other programme stakeholders had an opportunity to take stock of experience so far, identifying lessons which should lead to improvement of the design of a follow-on programme.

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13 The 13 EU partner organisations are: ZIF, Berliner Zentrum für Internationale Friedenseinsätze gGmbh (Centre for International Peace Operations); Austrian Study Centre for Peace and Conflict Resolution (ASPR); Crisis Management Centre Finland (CMC); Centre for European Perspective (CEP), Slovenia; Danish Emergency Management Agency (DEMA); Ecole nationale d’administration (ENA), France; Folke Bernadotte Academy (FBA), Sweden; International Alert, UK; International Training and Civilian Crisis Management Centre (IT&CCMC), Hungary; Romanian Ministry of Foreign Affairs; Netherlands Institute of International Relations Clingendael (NIIB); Royal Institute for International Relations (Egmont), Belgium; and Sant’ Anna School of Advanced Studies (SSSUP), Italy. There are also two Associate level members participating in ENTRi: UN Department of Peacekeeping Operations (DPKO), Integrated Training Services; and the Organisation for Security and Co-operation in Europe (OSCE).
This new IfS EUPST 2011-2013 programme will additionally target police officers from non-EU countries contributing to CSDP missions and from African Union countries, thus contributing to the strengthening of civilian crisis management capacity worldwide. CMPD in close collaboration with FPI is drawing up a lessons report covering the previous 3-year EUPFT project with a view to identifying lessons which may specifically contribute to development of CSDP capabilities.

6. **Third states and international organisations**

28. Third States are regularly invited to participate in EU-led missions and operations. The EU needs to continue to enhance interaction with other actors in the field and to co-operate with relevant international organisations, in particular the UN, NATO, AU, OSCE, Council of Europe, etc. To this end, participation of Third States and officials from international organisations in specific training activities in the field of CSDP is needed, as well as other forms of training cooperation with international organisations, namely in the area of harmonisation of curricula and certification systems.

29. In line with this, Third States and international organisations participated regularly in particular in the CSDP orientation courses of the ESDC as well as in several CSDP-relevant training activities organised by Member States. The interest of the UN in particular is growing also as regards further exploration of curricula harmonisation and certification.

7. **Training initiatives under the umbrella of the European Defence Agency**

30. Counter-IED: Advanced Search Advisors’ Course Advanced Search allows soldiers to go into very high risk areas specifically looking for explosives devices where there is a high risk of devices being present and of booby traps. EDA trained 29 military personnel from AT, BE, CZ, DE, ES, FI, IE, IT, NL, PL, SE, SI. Military Search is the management and application of systematic procedures and appropriate equipment to locate specified targets in support of military operations. Military Search is subcategorised as Advanced and Intermediate, and
Basic. The EDA has already organised in 2009, as a part of the 5 Year Search Plan, an Intermediate Train the Trainers Course and, in June 2011, a Basic Search Course.

31. **Counter-IED: Manual Neutralisation Techniques** EDA trained 12 military personnel from AT, DE, FI, IE, NL, RO, SE, UK. Manual Neutralisation is where an Improvised Explosive Device is found and the use of remote techniques or disrupters is not considered to be appropriate, for example when a bomb is attached to a hostage. It is a very high level bomb disposal technique taught only to the most experienced EOD operators.

32. **Helicopter Training Programme** In Jun 2010, the EDA conducted a helicopter live flying exercise, AZOR 2010. This exercise was hosted by Spain, with financial support from Luxembourg through the Multinational Helicopter Initiative. 40 helicopters and 700 military personnel participated from AT, BE, CZ, DE, IT, SI, SE, UK and the hosts, Spain. This exercise took place less than a year after the Ministerial endorsement of the HTP concept and was designed to allow European helicopter crews to practice the techniques of flying in a hot, high and dusty environment – the same conditions that many of the participants would encounter when they deploy on current operations over the next year. Feedback suggests that over 75% of those that attended AZOR 10 subsequently deployed. Further exercises are already planned, with EX ITALIAN CALL 11 to be conducted in Italy in Jun 11 and EX HOT BLADE and GREEN BLADE, to be conducted in Portugal and Belgium respectively, in 2012. On current plans, 126 helicopters and over 1000 aircrew from 14 nations will have participated in the programme between Jun 2010 and Sep 2012.

33. **Operational English Language Course** The EDA delivered 3 Operational English Language Courses, attended by 32 students from AT, CZ, DE, EE, ES, EL, FI, FR, LT, SE and SI. The requirement for this course came from the direct observation of non-native English-speaking operational aircrew in a multinational operational environment. The technical language used in the planning, management and prosecution of high intensity air operations is not the language that is taught on a “traditional English” course. Consequently, there is a need to supplement that “traditional” training with a course designed to introduce the student to the vernacular of modern warfare. The Ad Hoc course was designed by the EDA PO with help
from the UK Joint Helicopter Command and delivered by the UK Defence Language School at Beaconsfield. The course was financed by Luxembourg through the Multinational Helicopter Initiative.

8. **Other training initiatives on conflict prevention, peace building and gender aspects**

34. The Madariaga – College of Europe Foundation (MCF) and the Folke Bernadotte Academy (FBA) are partners in the conduct of a conflict prevention in practice programme in co-operation with the Council Secretariat/EEAS Policy Unit, Commission and EPLO organising workshops, dialogue fora and training sessions for building skills and capacities for conflict prevention.

35. In 2010 the Council Secretariat continued its efforts to facilitate networking among the human rights and gender advisers and focal points. The Human Rights and Gender Advisors/Focal Points meeting convened in July 2010 for that purpose also allowed the EU to identify lessons from CSDP missions and operations, which informed the first thematic lessons report elaborated and adopted in the autumn of 2010. One of the conclusions of the lessons report on mainstreaming human rights and gender in CSDP was that the CSDP missions and operations would not be able to act as credible promoters of human rights and gender equality unless all personnel received basic training on these aspects.

36. Furthermore, basic EU/CSDP standard training elements were developed and agreed upon by the PSC in December 2010, in the format of a "Package of three draft concepts containing minimum standard training elements on Human Rights, Gender and Child Protection in the context of CSDP". Further work towards development of fully-fledged training modules then started with a view to their finalisation during 2011.

III. **CONCLUSIONS**

37. Based on the above, the following conclusions summarise actions which should be undertaken in a timely manner to improve the overall state of CSDP and CSDP-related
training:

(1) In order to explore better existing training capacities for the benefit of all, Member States should make available to the maximum extent possible their national training activities within the annual EU Training Programme. This should include all types of courses in the diplomatic, civilian and military field linked to the training requirements in the field of CSDP as identified regularly at EU level.

(2) Member States and training actors at EU level are encouraged to make full use of the Schoolmaster system and to that end ensure that information on training opportunities aimed at personnel likely to be deployed in CSDP missions and operations is included in the Schoolmaster system. All interested actors are recommended to subscribe to receive alerts on new courses in the Schoolmaster application.

(3) A specific solution should be identified for systematic training opportunities for contracted staff, including for pre-deployment training.

(4) Issues and challenges pertaining to the civilian crisis management training, including mission-specific training, should be addressed at all levels. Attention should be given to improving training on topics/areas described above. In the overall context of work carried out to establish national strategies on civilian capabilities, or similar national frameworks, training should be dealt with as an integral part of efforts to improve both quantitative and qualitative aspects of contributions made by Member States to developing a viable and effective CSDP, as an important tool of the CFSP.

(5) Though Member States remain responsible for the execution of training programmes, training in the field of CSDP should be harmonised to the maximum extent possible. The option of developing minimum standard training elements for CSDP-training, also focusing on CSDP-specific skills, could be further explored, and preferably be reviewed within a year.
(6) Taking into account the outcomes of Phase 2 of the Workplan on Promoting Synergies between the EU Civil and Military Capability Development (action 10 related to training), the development of civil-military training packages in selected areas for training civilian and military personnel deploying to CSDP missions and operations should be further pursued, with a view to harmonising and standardizing Member States' efforts.

(7) It is recommended that the standardised curricula for SSR training developed by the ESDC network be used for all relevant training activities dedicated to the SSR pool of experts in order to guarantee a certain quality-level for the alumni of these courses and to reinforce the common EU SSR culture. In this context, close coordination between the ESDC and the ENTRi networks is encouraged.

(8) It is recommended that Member States continue to pay a strong attention to the selection of course participants, especially in cases where they are explicitly trained for eventual deployment to civilian CSDP missions, e.g. SPOPCOP course organized under the CEPOL framework.

(9) As Third States are regularly invited to participate in EU-led missions and operations, and the EU needs to continue to enhance interaction with other actors in the field and to co-operate with relevant international organisations and Third States, participation of Third States and officials from international organisations in specific training activities in the field of CSDP is encouraged, as is also the case for other forms of training cooperation. Proposals for cooperation in the training area should be considered on a case by case basis keeping in mind an overall EU coherent and balanced approach. Member States should also consider on a more regular basis the participation of Third States and international organisations whenever they open their training activities for participation of other nationals, as it is already the case for an increasing number of courses offered under the umbrella of the ESDC.
(10) As regards training initiatives by other actors dealing with conflict prevention and peace-building, consideration could be given to further opening and expanding these activities and enhancing cooperation at EU level in the light of further experiences gained through the current activities and from training actors.

(11) As regards training on gender aspects for CSDP missions and operations, Member States are invited to further implement EU commitments on the UNSC Resolutions 1325 and 1820. In this context, Member States are encouraged to conduct and offer training courses on mainstreaming human rights and gender issues in CSDP, drawing on the pilot training activities carried out under the ESDC umbrella and on the minimum standard training elements on Human Rights, Gender and Child Protection in the context of CSDP, agreed by the PSC in December 2010.

(12) Regarding the activities and the future of the ESDC, and with a view to the upcoming revision of the Joint Action on the ESDC, the recommendations of the General Annual Report on ESDC Activities (GAREA) 2011 should be implemented taking into account also the new institutional context.

IV. RECOMMENDATION

(38) It is recommended that the Council takes note of this report and adopts its conclusions as a basis for further actions to improve training in the field of CSDP.