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**Office of the Secretary General
Strategic Police Matters Unit**

ANNUAL POLICE EXPERTS MEETING

Further Enhancing OSCE Police-related Activities

Vienna, 20-21 May 2010

Report

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Introduction:

From 21-21 May 2010, the Annual Police Experts Meeting (APEM) was held in Vienna, Austria.

The organization of APEMs follows the adoption of the 2001 Bucharest Ministerial Council Decision No. 9 (MC(9).DEC/9) on *Police-Related Activities*. The Decision called upon the OSCE to convene as appropriate and preferably annually, meetings of police experts from OSCE participating States and representatives of other relevant specialized international and regional organizations.

Based on OSCE Permanent Council (PC Dec. 914/09) of 2 December 2010, this year's APEM focused on the topic of *Opportunities for Further Enhancing OSCE Police-Related Activities*.

On 2 December 2009, Permanent Council Decision 914/09 tasked the Secretary General to prepare a report on police-related activities of the OSCE executive structures up to the end of 2009. The decision set out the concrete elements the report should include, namely an assessment of the OSCE's police-related activities, a forward looking perspective, and long-term strategic recommendations. The Strategic Police Matters Unit (SPMU), on behalf of the Secretary General, and in co-operation with other OSCE executive structures, prepared the report which was circulated to the OSCE participating States on 31 March 2010.

The APEM 2010 provided a platform where experts from the participating States and international and regional organizations discussed the topic of further enhancing OSCE police-related activities, based on the findings of the above mentioned report.

More than 120 police experts from the participating States, Partners for Co-operation (including Afghanistan), as well as several international and regional partner organizations participated in the event, which was organized by the SPMU.

The discussions aimed at identifying ways, on the basis of the OSCE's unique strengths, expertise and capabilities, to further enhance OSCE's police-related activities in general, and in particular to:

- contribute to an effective framework for co-operation with other international actors in the field of police assistance in order to address transnational threats in a co-ordinated and complementary way which avoids the duplication of efforts and contradictory approaches to police assistance;
- promote police and law enforcement co-operation among participating States; and
- further improve co-ordination among the OSCE executive structures.

Following the opening session, three working sessions focused on:

- the Analysis of Lessons Learned and the OSCE's Value Added in Police-Related Activities;
- Enhancing Co-operation and Co-ordination with International and Regional Organizations; and
- the Role of Policing in Addressing Transnational Threats.

In the closing session, a number of final conclusions, prepared by the Senior Police Adviser to the OSCE Secretary General were discussed by the participants.

The conclusions will be discussed further at the Security Committee of the Permanent Council as well as at the Annual Security Review Conference on June 2010.

Opening Session:

Following the welcoming remarks of the Director of the Office of the Secretary General, Mr. Paul Fritch and of the Representative of the OSCE Chairmanship, Mr. Akan Rakhmetullin, Deputy Head of the Kazakh Delegation to the OSCE.

The Senior Police Adviser to the OSCE Secretary General, Mr. Kevin Carty recapitulated the key findings and strategic recommendations of the OSCE Secretary General's Report on Police-Related Activities of the OSCE.

Following the opening session, the Senior Police Adviser also moderated the first Session of the APEM.

Session 1: Analysis of Lessons Learned and the OSCE's Value Added in Police-Related Activities

Four distinguished speakers, representing one participating State, one national police agency and two academic institutions addressed in their presentations the lessons learned from the OSCE's past and current police-related activities. During the discussions following the presentations, experts from the participating States and international and regional partner Organizations exchanged their views on the lessons learned and the OSCE's value added in police-related activities. They also provided recommendations for enhancing the organization's capability in police-related activities.

1.1 Ms. Alice Hills, University of Leeds, England

The first panel presentation was given by **Ms. Alice Hills**, *Chair of Conflict and Security, School of Politics and International Studies, University of Leeds, England*. She shared her observations about the Secretary General's Report on Police-Related Activities of the OSCE. She found that OSCE's policing projects promoted mainstream democratic policing and were thus directly relevant to the OSCE's mandate.

Regarding the challenges of police assistance, Ms. Hills noted that coherence and co-ordination had always been problematic for international organizations. She said it was true, too, that duplication, contradiction and incompatible equipment were common. She concurred with the lessons learned identified in the report. With respect to the sustainability of programmes she said it was easy to transfer norms and procedures but identified "cultural transmission" as a real challenge vis-à-vis procedural sustainability.

Ms. Hills advised the OSCE to avoid overly ambitious social engineering and make strategic planning a priority.

1.2 Mr. Mark Downes, Geneva Centre for the Democratic Control of Armed Forces (DCAF)

Mr. Mark Downes, *Head of International Security Sector Advisory Team (ISSAT) at DCAF* elaborated on developing an OSCE doctrine in the area of police reform. He considered the autonomy and flexibility of OSCE's field operations as well as their tailored programmes a strength of the OSCE approach to policing. However, at the same time, the absence of a comprehensive policing doctrine and of long-term approaches, and the lack of credible indicators for evaluating programmes, according to him, were also weaknesses. Mr. Downes suggested that the SPMU could serve as an independent evaluator.

According to Mr. Downes, police reform was both a technical and political process. Until the necessity was understood to put police reform into the broader political and security context international organizations would have to continue to provide technical assistance.

Mr. Downes proposed three principles for police reform: A holistic approach, political sensitivity, and technical complexity. He noted the importance of local ownership, respecting local customs, and providing local solutions in implementing police reform.

He said police reform should not just be government-owned and elite-focused but people-centred, addressing the needs of the people, in particular minorities, marginalised individuals and groups and victims of crime.

Mr. Downes recommended that the OSCE should aim to develop multidisciplinary capacity to support police development and reform. He mentioned that police know-how was important but not enough. Effective police-reform also needed more skills and

knowledge on personnel, budget, IT, and procurement. He emphasized the crucial role of internal and external oversight, and good governance.

Mr. Downes also recommended that the OSCE should develop a “SPMU standing-capacity for monitoring and evaluation”, in order to provide external monitoring and evaluation services to participating States and to function as a repository of good practice and the latest thinking on policing and to monitor the mission’s inputs into the reform processes.

1.3 Mr. Beyhan Ugsuz, EU Department, Turkish National Police

Mr. Beyhan Ugsuz, *Head of Division at the Foreign Relations Department of the Turkish National Police.*

Mr. Ugsuz emphasized the value of OSCE’s police-related assistance in developing democratic police services that enjoyed public confidence and support and were capable of defeating crime. He provided a number of examples of joint training projects organized and implemented by the OSCE and the Turkish National Police. In that respect he announced that the Turkish National Police together with the SPMU would implement a training course for the Afghan National Police in September 2010.

Mr. Ugsuz noted that Turkey agreed with the findings and recommendations of the Secretary General’s report in relation to the role of the SPMU which should be reinforced to ensure overall coherence across the Organization. He added that the Unit should be in a position to collect information from the OSCE institutions and field operations in relation to their police-related activities and provide participating States with a regular information which would help assist the States.

He strongly supported the development of various guidebooks for the OSCE participating States and field operations. He urged the SPMU to continue to prepare guidance documents.

In light of the global economic financial crisis and financial constraints that the OSCE faced, Mr. Ugsuz proposed more joint training programmes with the OSCE. He said the Turkish National Police would stand ready to develop joint training programmes in close co-ordination with the SPMU that would address the needs of the host States and field operations. In that vein, he proposed to organize exchange programmes among participating States, which fostered police-to-police co-operation, enriched networks of practitioners and provided a platform for exchange of good practices

He echoed the Secretary General’s recommendation in relation to the need for the OSCE to enhance its analytical capabilities in responding to the transnational threats in particular related to organized crime, trafficking in human beings and drug trafficking. He said that the Turkish National Police believed that a sound analysis and assessment capability

within the OSCE Secretariat would contribute significantly to the OSCE's cross-dimensional work.

Mr. Ugsuz asked for an OSCE Policing Strategy for the Organization. He said that a policing strategy paper would further guide the Organization's successful police-related programmes, ensure overall coherence among different field work and contribute to cross-dimensional objectives.

He also touched upon transnational threats. According to him, transnational threats were terrorism, organized crime with all its facets from drug trafficking to corruption, money laundering to trafficking in human beings, and cyber security. He noted that the Organization had to be equipped with necessary resources if it was to be effective in defeating these aspects of crime.

1.4 Amb. Miroslava Beham, Permanent Mission of Serbia to the OSCE

The last speaker at the first session was **Ambassador Miroslava Beham**, Head of the Permanent Mission of Serbia to the OSCE.

Ambassador Beham shared the experience of Serbia which had been working with the OSCE for a long time on police development. Serbia had been receiving a significant amount of police-related assistance from the OSCE. Ambassador Beham provided an overview of the Mission's assistance to the Ministry of Interior of Serbia. She stressed the importance of Mission's policing programme and its role in 2001 during the crisis in the South-Eastern Europe.

She noted two key issues in relation to lessons learned from past experience: Trust and transparency, which were prerequisites for true partnership that led to success. Ambassador Beham emphasized that challenges and transnational threats did not exist only in countries that hosted OSCE Missions. Transnational threats affected all countries, she said.

Ambassador Beham stressed the need for a co-ordinated approach and echoed the need for a strategic unit in the OSCE Secretariat. She also referred to the "Corfu process" which tried to enhance the effectiveness of the Organization.

Ambassador Beham also discussed the sustainability of OSCE police-related programmes and noted that Extra Budgetary Based programmes would not allow for long-term planning. Furthermore, the one-year annual budget cycle would pose challenges to developing police assistance, which was a multi-year endeavour.

1.5 Discussions

Following the four presentations, participants engaged in active discussions in relation to some aspects of the proposals that had been put forward by the panellists. A representative of the Russian Federation made an intervention with respect to the modernisation of the police in Russia and recently introduced changes in the laws. Russia's intervention put emphasis on the importance of crime prevention, strengthening the legislation and discipline, enhancing partnership with civil society and institutions as well as optimising the organizational structures and human resources.

The representative of the United Kingdom shared his observations in relation to recommendations from the Secretary General's Report on Police-Related Activities of the OSCE. He asked for clarification as to the proposal on enhancing analytical capacity of the Organization. The UK Delegation also said that the UK welcomed long-term strategy vis-à-vis technical analysis which, according to them, was expensive and already being done by other organizations.

This was the leading question in the first session. The Moderator of the session, Mr. Kevin Carty, answered the question by noting that the recommendation in the Secretary General's report was very broad and the rationale behind the proposal was to enhance the strategic analytical capability of the Organization to allow the participating States to make policy level decisions. Panellists of the session also echoed the Moderator's opinion and emphasised the fact that analytical capability would help assist participating States to develop more strategic approaches which were in line with the "Corfu Process".

The representative of Kyrgyzstan shared his experience in relation to police development and reform. He noted that Kyrgyzstan had been working with the OSCE for the last seven years in developing police capacity. Reform activities had so far touched upon superficial matters and the real need was to train and raise the awareness of senior management. Technical support would not bring long-lasting success in police reform, he added. He emphasized the need for political underpinning and introducing structural changes.

A representative of France made remarks about the recommendations in relation to addressing new challenges and asked about how to take advantage of OSCE's strengths with respect to strategic planning. The Moderator of the session, answered the question by saying that the strength of the OSCE was its geographic coverage and its field operations. The Organization was in more closer contact to the public than other international and regional organizations. This strength of the OSCE would be an asset in strategic planning.

The representative of Italy shared the view of the UK Delegation in relation to analytical capability of the organization and called for more debate on this subject. According to his view, the OSCE field operations could provide more information to the participating States and OSCE should not create another unit but should co-operate with EUROPOL and INTERPOL which were already developing such analysis. The Italian representative said that his delegation found the report interesting and agreed with most of the recommendations.

The representative of Romania thanked the SPMU for the report which his delegation found very good. They suggested that the co-ordination role of the SPMU should be strengthened. He added that the role of the OSCE in civilian police-related activities was to promote multi-ethnic policing in post-conflict societies. The Romanian delegation asked for more analysis and noted the need for identifying new areas where the OSCE could play a role. They supported the proposal of enhancing analytical capability of the Organization. That capability should not be operative and intelligence-oriented but should address the strategic issues. The Delegation also offered the training capabilities of the Romanian police in developing training courses in various areas.

The representative of INTERPOL agreed with the answer of the Moderator with respect to strategic analytical capacity of the OSCE. He explained different types of strategic analysis being developed by other organizations such as EUROPOL.

A representative of the UNODC joined the assessment of the INTERPOL representative and described various types of analysis, such as, strategic, technical, and tactical analysis. As for the latter he advised the participating States to use UNODC's self assessment tool kit.

The EUROPOL representative explained the operational procedures of EUROPOL when engaging with other organizations in sharing its assessments and analysis. He noted that due to the governing rules of EUROPOL the organization could not share its analysis with the OSCE.

Session 2: Enhancing Co-operation and Co-ordination with International and Regional Organizations

Close consultation and co-ordination among international, regional organizations and other actors that are providing international policing assistance is crucial in order to develop coherent and complementary reform goals and strategies, and deliver coherent and joint statements of goals and expectations to the national counterparts.

Co-operation and co-ordination also helps to avoid duplications, contradictory project philosophies, and competing implementation methodologies that can lead to considerable confusion and frustration among the programme beneficiaries – state agencies as well as civil society.

In view of scarce financial and personnel resources, co-operation can help build synergies, delegate and divide tasks, and avoid duplications and incompatible equipment donations.

During Session 2, four distinguished panellists introduced their respective national, regional and international organizations and offered ideas and proposals for an effective co-ordination of international police assistance both at the policy making and implementation level. The presentations were followed by discussions where delegations

had the opportunity to obtain more information from the panellists and to share lessons learned and good practices on the co-ordination of police assistance.

Session 2 was moderated by **Mr. Andrius Krivas**, *Deputy Head of Permanent Mission of Lithuania to the OSCE*.

2.1 Mr. Alain Barbier, INTERPOL

The first presentation was given by Mr. **Alain Barbier**, *Deputy Special Representative of Interpol to the European Union*.

In view of scarce resources and the great number of police development initiatives by various actors, Mr. Barbier emphasized the need for co-operation and an integrated approach to international police assistance by different organizations if a country requested support. INTERPOL was driving toward enhancing co-operation with other organizations in its own capacity-building activities.

Mr. Barbier noted that the composition of the panel could facilitate an additional step in enhancing multilateral co-operation in international police assistance.

According to Mr. Barbier, INTERPOL's threat assessment and strategic analysis capabilities could be provided to other organizations. Currently INTERPOL's added value was still under used. Co-operation of other organizations with INTERPOL should therefore be fostered.

Mr. Barbier provided an overview of INTERPOL's co-operation with other international actors and concluded that co-operation with the OSCE still took place on an ad-hoc basis and therefore could be further systematized and structured.

Since INTERPOL had 188 member countries and more than 20,000 online users, Mr. Barbier concluded that the organization was able to provide crucial data access for the OSCE. He suggested that INTERPOL's database on organized crime information (e.g. stolen documents database) could be used by the OSCE.

INTERPOL's assessment methodology would allow for the monitoring of the progress of capacity-building, the investment of financial resources and the effectiveness of activities. INTERPOL was ready to provide this assessment and evaluation expertise to the OSCE.

Mr. Barbier also suggested that INTERPOL could be involved at the early stage of project planning.

2.2 Mr. Predrag Vujcic, Regional Cooperation Council (RCC)

Mr. Predrag Vujcic, *Expert on Justice and Home Affairs from the Regional Cooperation Council (RCC)* was the second speaker of session 2.

At the beginning of his presentation, Mr. Vujcic explained how the RCC had evolved from the Stability Pact for South-Eastern Europe and how the RCC functioned as a focal point for regional co-operation in South-Eastern Europe, providing the Southeast European Cooperation Process (SEECPP) with operational capacities, and acting as a co-operation forum for the international donor community in South-Eastern Europe.

According to Mr. Vujcic, the RCC also provided political guidance to and received substantive input from regional task forces and initiatives active in specific thematic areas of regional law enforcement co-operation. These task forces and initiatives comprised of:

- the Southeast European Cooperative Initiative (SECI Centre) and its successor , the Southeast European Law Enforcement Centre (SELEC), focusing on the exchange of operational information for combating organized crime;
- the Southeast Europe Police Chief Association (SEPCA), deciding on co-operation in police operations;
- the Regional Anti-Corruption Initiative (providing joint training for magistrates);
- the MIRIC (Migration Centre) (focusing on migration and asylum issues);
- the Regional Prosecutors Group (assisted by SECI);
- the Police Cooperation Convention for Southeast Europe, facilitating co-operation between Schengen and non-Schengen countries from the region, in areas of joint patrol, controlled deliveries etc.;
- the Women Police Officers Network.

RCC co-ordinated donor activities of EU and Non-EU countries in the EU Donor Co-ordination RCC Annual meeting.

RCC supported the countries of the region in their European and Euro-Atlantic integration processes by standardizing the law enforcement work as well as training and education processes, and by promoting common norms, values and beliefs.

Mr. Vujcic emphasized that different co-ordination measures should be part of joint decision making processes of various participants and that activities should be planned and enforced jointly from the earliest possible stage. Coordination would be facilitated through the appointment of co-ordination points.

He also stressed that it was not necessary to have the strongest or biggest stakeholder taking the role of co-ordinator. Rather those organizations having the comparative advantage of knowing the local environment, having access to institutions, having political support etc. should act as co-ordinators.

In the immediate questions following his presentation Mr. Vujcic elaborated further on the structures and roles of SEPCA.

2.3 Mr. Garrett Zimmon, International Criminal Investigative Training Assistance Program (ICITAP), Europe and Eurasia Programs

The third presentation was given by Mr. **Garrett Zimmon**, *Assistant Director Europe and Eurasia Programs of the International Criminal Investigative Training Assistance Program (ICITAP)*.

At the start of his presentation Mr. Zimmon thanked the SPMU for preparing the *Report by the OSCE Secretary General on Police-Related Activities of the OSCE Executive Structures up to the End of 2009*, since the report outlined innovative and successful police assistance programmes, yet at the same time gave an honest perspective on the challenges of providing rule of law development and assistance in an ever changing world. Mr. Zimmon pointed to the trends of an increase in the demand for police-related assistance and the decrease in personnel and funding at the same time. OSCE and its international partners and stakeholders would therefore need to work more closely together to eliminate duplication of effort and increase effectiveness.

In 2011, ICITAP was reaching its 25th anniversary in increasing the capacity and capability of police and the rule of law throughout the world. Mr. Zimmon noted that ICITAP could not have reached many of its accomplishments without the collaboration and teamwork with the OSCE and other international and regional partners. He referred to various cases of good co-operation between ICITAP and the OSCE highlighted the co-operation in the creation of the Kosovo Police Service School/Kosovo Centre for Public Safety, Education and Development.

Mr. Zimmon also pointed to the facts mentioned in the OSCE Report, that some issues of a political, fiscal, cultural, or structural and organizational nature which were outside the scope of the OSCE, nevertheless did impact rule of law and democratic policing. OSCE and its partners could therefore help set the expectation, and therefore to some extent the outcome of its assistance. Unreasonable temporal expectations by political bodies, donors and/or host countries were doomed to be less successful.

Mr. Zimmon raised the point that quick change in governments occurred in two ways: fiscal crisis or a very serious crime or geopolitical event. He considered organized and transnational crime to be such a “window of opportunity for change” as the emerging transnational crime problems would cause host nations to implement laws and investigative procedures that previously were resisted. The OSCE and its partners should thus be ready for those windows of opportunity by increasing capacity-building in crime fighting and the regionalization of programmes.

Furthermore, Mr. Zimmon stressed that policing was just one part of the criminal justice or rule of law system and reform of the criminal justice system would thus require to focus on prosecutor's, investigating judges', magistrates' or correction institutions too. Police assistance alone would therefore have no sustainable impact. Since the OSCE, in view of the budget situation, might not have the ability to focus on all these elements, other

organizations and stakeholders could become partners in criminal justice reform and create a “symbiotic relationship”.

Moreover, Mr. Zimmon doubted the use of civilian police training conducted by the military as the type of skills and abilities required by civilian police services were vastly different from military skills. In this context Mr. Zimmon promoted the idea of police training assistance by the OSCE to Afghanistan.

Mr. Zimmon also emphasized the need for a continuation of the fight against corruption, since the police would always “be apart from instead of a part of the community” as long as there was corruption. In this context Mr. Zimmon pointed to the value of OSCE’s community policing efforts.

In his concluding remarks, Mr. Zimmon encouraged the OSCE to seek partnerships with educational and/or research institutions to help evaluate its police assistance programmes. This could provide the OSCE with independent measurements of effectiveness.

2.4 Mr. Mikhail Melikhov, Collective Security Treaty Organization (CSTO)

The fourth presentation in Session 2 was given by **Mr. Mikhail Melikhov**, *Deputy Secretary, CSTO Coordination Council of the Heads of Competent Authorities on Countering Drug Trafficking*.

While introducing the CSTO to the participants of the conference, Mr. Melikhov explained that the organization had switched its focus from military issues to the new security threats, including drug trafficking and had already launched a number of drug fighting operations.

Other areas of concern were illegal migration, radicalization and extremism, terrorist financing/money laundry as well as emergency response.

Anti-Cybercrime activities had become a new item on CSTO’s agenda.

Activities of the CSTO were organized by co-ordination councils in the respective fields of activities.

In addition to conducting law enforcement operations, the CSTO also facilitated joint law enforcement training projects, provided logistical and technical support to member countries and facilitated the exchange of intelligence among its member countries, thereby also fostering mutual trust.

The CSTO was also co-operating with the Shanghai Cooperation Organization, the UN, the Baltic Sea Council, the CIS, the OSCE/SPMU and Interpol. Interpol and SPMU had also been invited to observe crime-fighting operations. This provided insights for partners how new threats are dealt with by the CSTO.

CSTO had also created a CSTO rapid response force, consisting of military and police components. The police component dealt with trans-national organized crime, drug trafficking and terrorism.

In view of the need for addressing new threats Mr. Melikhov concluded by promoting the idea of international training co-operation to enhance the investigative techniques of police forces and called for an intensified exchange of information at the multilateral level.

2.5 Discussions

In the following plenary discussion, a representative of Tajikistan raised the point that western actors and donors of police assistance should be sensitized about the local culture in the Central Asian states. Political aspects of police reform would also need to be taken into consideration. Experiences of the OSCE made in that context in South-Eastern Europe would be important for addressing police reform in Central Asia.

The representative also stated that police assistance programmes needed a formal outline which would clearly structure the actions to be taken. According to the representative, the OSCE Office in Tajikistan had been very committed to co-ordinating international activities. A MoU was also planned to foster international coordination. The representative concluded by emphasizing Tajikistan's support for the idea of developing a strategy on OSCE's police-related activities.

In his statement a representative from Kyrgyzstan pointed to the tangible results of seven years of OSCE police assistance to Kyrgyzstan. In particular he praised the achievements of creating training facilities as well as the analytical centre, and introducing community policing. Referring to the violent public demonstrations in 2005 and 2010 he pointed to the limits of technical capacity-building and emphasized the need for comprehensive reform approaches that would also cover legislative aspects.

The representative also mentioned the rotation of international staff as well as the frequent appointment of new Ministers of the Interior, and the lack of sufficient funding for police reform as obstacles to successful reform effort. He also called for an evaluation of the achievements.

Asked to elaborate on his remarks on corruption during his presentation, Mr. Zimmon described a number of useful anti-corruption initiatives in South-Eastern Europe which were implemented in the frame of community policing programmes where communities were encouraged not to tolerate corruption within the police.

Regarding the utilization of windows of opportunity for police reform, Mr. Zimmon explained that not only the international actors had to be prepared to provide assistance

but also national counterparts had to be prepared and trained to make use of the opportunities for change.

Referring to a question from one Delegation, of whether Afghanistan was prepared to receive international police assistance, the representative from the CSTO, Mr. Melikhov, stated that relevant law enforcement structures did exist in Afghanistan which needed to be trained. In view of the extremely challenging environment for policing, training was so vital for the police and the country. By offering their training, CSTO tried to achieve positive changes and contribute to international stabilization measures in the country and in the region in general. Mr. Melikhov also emphasized the need for trainees who were properly selected by their government and had the basic skills and knowledge required to effectively absorb the training provided by the CSTO.

Mr. Melikhov also highlighted new efforts of the CSTO to assess the achievements of the training by following up what the Afghan trainees actually do and accomplish when they return to Afghanistan,

In concluding Session 2, the Moderator, Mr. Krivas, praised the international and regional organizations represented at the panel for demonstrating the added value of co-operation at the international and regional level in all areas of OSCE police-related activities.

In summarizing the presentations Mr. Krivas, echoed the view that INTERPOL, with its 188 member states was a natural partner for the OSCE in regional police co-operation. Mr. Krivas also promoted the idea of an early involvement of INTERPOL in the planning, implementation and evaluation of programmes.

Mr. Krivas also recapitulated that co-ordinated activities should be jointly prepared from the beginning and all the tasks and roles of the actors should be clearly defined. Coordination activities should be chaired by those actors who would have the comparative advantage in a specific setting. Furthermore, the OSCE should ensure that it is ready to take the opportunities for addressing police reform once they occurred. Thereby, OSCE should also make its objectives clear however, and in view of scarce resources do not raise false expectations among donors and stakeholders.

Mr. Krivas also recalled the need for international actors to always take into account the local cultural circumstances and environments in the context of police reform; as well as the need to address police reform in a comprehensive and holistic way paying attention to all areas of the criminal justice systems.

Session 3: Role of Policing in Addressing Transnational Threats

The fight against threats to security and stability is the *raison d'être* of the OSCE, and that's what the Organization has been doing throughout its history by means of political dialogue, co-operation and assistance. The OSCE's police-related programmes have been

playing an important role in assisting the law enforcement agencies of the participating States in responding to transnational threats. Recognizing the important roles played by other international actors, OSCE activities have focused on priority areas where the Organization can provide added value and expertise.

In Session 3, three distinguished panellists, introduced their national and regional organizations, and shared their experience and observations in relations to the OSCE's further contribution to international efforts in responding to transnational threats.

Panellists:

- **Mr. Sean Lundy**, Principal Policy Officer, Serious Organized Crime Agency (SOCA)
- **Mr. Tor Tanke Holm**, Head of Post Graduate Studies, Norwegian Police University College
- **Ms. Olga Zudova**, Senior Legal Adviser, United Nations Office on Drugs and Crime (UNODC), Regional Office in Central Asia

The Moderator, **Mr. Paul Fritch**, *Director of the Office of the OSCE Secretary General*, opened the session by highlighting the importance that transnational threats have acquired in the agenda of the OSCE. Participating States increasingly focused on the issue as they carried forward their dialogue on Euro Atlantic and Eurasian security in the framework of the *Corfu Process*. The participating States tasked the Secretary General to conduct a thorough analysis of the OSCE efforts to combat transnational threats and to make recommendations on how those efforts can become more efficient and effective by breaking down some of the barriers between the various aspects of the threat. Mr. Fritch continued that transnational threats was a fairly broad subject area, including components of organized crime, financing terrorism, illicit drug trafficking or trafficking in Human Beings.

Mr. Fritch urged the participants to pull together their expertise and indulge in a thorough discussion in addressing the issue of transnational threats.

3.1 Mr. Sean Lundy, Serious Organized Crime Agency (SOCA)

In the first presentation of Session 3, **Mr. Sean Lundy**, *Principal Policy Officer of the UK's SOCA* referred to the history and evolution of SOCA. He described its structure and overseas network which embraced a significant presence in Columbia, while Afghanistan remained one of SOCA's top priorities.

He underlined the usefulness of liaison officers and pointed at the large number locally employed staff (which was particularly large in Afghanistan), who knew the local customs and the language. He highlighted the strategic imperatives of the Agency, namely knowledge-building, attack of criminal assets at home and abroad, increase of risk to

organized crime through use of traditional law enforcement techniques as well as new tools and enhancement of collaboration with partners in order to build-up capacity and make a difference.

Mr. Lundy referred to the existing and developing, bilateral and multilateral, partnerships of the Agency, including SECI (SELEC) INTERPOL, EUROPOL, UNODC, EUPM and EULEX. He underlined SOCA's desire to collaborate with third parties, active in areas where knowledge gaps were identified. The Agency was looking forward to an enhanced partnership with the OSCE, focussing particularly on the Central Asia region and would welcome a resident liaison officer.

3.2 Mr. Tor Tanke Holm, Norwegian Police University College

Mr. Tor Tanke Holm, *Head of Post Graduate Studies, Norwegian Police University College* focussed his remarks on the forward looking perspectives and strategic recommendations of the OSCE Secretary General's *Report on Police-Related Activities of the OSCE Executive Structures up to the End of 2009*. He praised the document as a good example of OSCE's analytical capacity and urged SPMU to continue with similar reports. Based on future requirements, analytical capacities should be allocated accordingly.

Mr. Holm highlighted the complexity of the endeavour to support police reform and develop capabilities, stressing the need for a more holistic and structured approach facilitating sustainability and local ownership. He also emphasized that this new approach focused on strategic planning in which analytical capacities and processes were important elements. In this context Mr. Holm made the point that international organizations would have no credibility in advocating strategic planning and leadership in their host countries if the field operations did not undertake strategic planning internally.

Strategic planning would be based on the regular analysis of crime trends, the performance and structures of the local police and the judiciary as well as the political situation, since this information was essential for understanding the local context in which the field operations would operate. It would also help making priorities of assistance, defining clear objectives and developing more accurate strategies.

Mr. Holm thus suggested further developing analytical capacities in the structure of the OSCE, particularly in the Field Operations by recruiting skilful, preferably local analysts – not necessarily police professionals – who would have easier access to local, often open sources and better understand the local context in which the law enforcement department was operating. Such executives, often the institutional memory of a Field Mission in their sector, would become a strong asset to the host country when the Mission was closed.

He stressed that analytical capacity was nevertheless a consequence as well as a response to strategic leadership which appreciated the benefits and made use of analytical capacity. To enhance such a capacity, according to Mr. Holm, might entail a lengthy process of structural and cultural changes in police organization, including the establishment of a

national crime intelligence system, which actually was lacking in several countries. Many police officers were also often reluctant to share information with police in other countries not only due to lack of trust – which could be reduced by supporting networking and exchange programmes – but also due to a lack of sufficient infrastructure that had to be created by providing adequate legislation as well as communication, intelligence handling and working systems and procedures.

Mr. Holm encouraged the OSCE and the SPMU to continue fostering regional co-operation which was a prerequisite for fighting transnational crime, including trafficking in human beings and drugs. A lot had been achieved in South-Eastern Europe in the fight against transnational organized crime. Nevertheless, the current situation would require continued attention to this issue.

Finally, Mr. Holm stressed that increased attention to transnational threats should not take the focus away from police reform and integrity-building in participating States struggling with post-conflict rehabilitation. The OSCE had proven to be able to deliver quite successfully in this field in a number of countries. The OSCE should therefore continue to do so and have its role strengthened. Transnational crime could only be successfully fought if the national police organizations were solid.

3.3 Ms. Olga Zudova, UNODC Regional Office in Central Asia (ROCA)

The third panellist, **Ms. Olga Zudova**, *Senior Regional Legal Adviser of the UNODC Regional Office in Central Asia* focused on transnational threats from Afghan opiates. She detailed the serious hazard to health and security posed by the Afghan drugs. She referred to statistics demonstrated by the increase of deaths from addiction, HIV cases, seizures of Afghan opiates and the problems arising from the insufficient capability in law enforcement and the slowness in legal assistance process.

Ms. Zudova described the UNODC support in law enforcement in Central Asia and the co-ordination between the Organization and the OSCE particularly in the form of joint workshops in legal assistance.

She suggested focussing on the enhancement of intelligence analysis and sharing, on border liaison officers and on mobile interdiction teams, using a joint multi-agency approach. She explained that evidence in inadmissible form invalidated law enforcement department's efforts and hampered effective prosecution. Ms. Zudova invited the OSCE to promote mutual legal co-operation and the establishment of integrated, if possible, joint investigation teams in the region among source, transit and destination countries. A joint investigation team could work in a parallel way – but then it was necessary to make use of a mutual assistance process in order to pool information, or in an innovative integrated way, as in the EU, where a seconded investigating officer is empowered to proceed in the host country.

3.4 Discussions

In the discussion that followed a representative of the Russian Federation urged the ratification and implementation of the UN Convention against Transnational Organized Crime (UNTOC), the UN Convention against Corruption (UNCAC) and all relevant anti-narcotics anti-terrorism conventions in order to facilitate international co-operation. He focussed on the correlation between drug-trafficking and organized crime, corruption, money-laundering and trafficking with weapons, underlining the seriousness of this last threat. He referred to the use of the Internet for criminal purposes; and he stressed the need to undercut trade in precursors.

He also expressed satisfaction on the OSCE activities in combating drugs, safeguarding security and stability. In his opinion, an OSCE full-fledged role and competence in anti-trafficking was crucial. He supported the Kazakh proposal for annual discussions of drug problems at the OSCE.

A participant, based on his operating experience from fighting organized crime in South-Eastern Europe, referred particularly to the slowness of recruiting skilful experts through secondment. According to his experience it was particularly difficult to recruit experts on financial investigation, cybercrime, counter-terrorism etc. Usually this led into looking for senior experts from north-western countries. Nevertheless, tackling cybercrime for instance would be more efficient if adequate training could be provided on-site. He recalled the efforts to introduce in Kosovo an intelligence-led policing concept that had been initiated in 2006 by experts from Scotland Yard and the Swedish Royal Police. The participant questioned the efficiency of short-time local trainings that could not guarantee the solution of the problems.

The participant suggested that the OSCE should elaborate further joint steps to overcome regional differences and support the gathering of confidential information.

A representative of Switzerland supported Ms. Zudova's view urging for joint investigation teams and acknowledged the importance of bilateral and multilateral police co-operation. The participant stressed the need for ameliorating legal systems for mutual legal assistance and for a sound penal system to follow up as well as the ratification of UN relevant conventions (UNTOC, UNCAC).

The Swiss representative also emphasized that regional analysis should be promoted, while OSCE could support the participating States in their needs for strategic analysis. It was important though that the participating States themselves decided how to promote their planning and co-ordination.

A representative of Sweden stressed the importance of addressing judicial reform and not only police reform. Both were parts of the criminal justice system. Moreover, security reform should be addressed in a sectorial approach encompassing police, military, customs, border and tax police as well as private security companies. All should be included in OSCE's engagements.

A representative of the United Kingdom commented on the lack of appreciation, in her opinion, of the OSCE's role in tackling transnational threats and of the work done in policing matters. She wondered how to shape what the organization did in the form of an even more interesting identity, more attractive to donors.

In her reaction to the plenary remarks, Ms. Zudova from the UNODC suggested that each of the players should concentrate in what they could do better. OSCE should focus on strategies, while UNODC would focus on technical assistance and both could enhance co-ordination.

Mr. Holm pointed out that training should be always part of the bigger plan. He also suggested that police officers, in order to be seconded should first be attracted.

Mr. Lundy from SOCA recognized the good work done in difficult environments and supported further co-ordination between OSCE and UNODC to avoid duplication. He welcomed the intelligence-led approach to policing as the way forward, while strategy had to be the bedrock of all activities.

The moderator, Mr. Fritch concluded by confirming the usefulness of enhancing:

- 1) vertical co-ordination, ensuring consistency in the work of the SPMU and the police-related activities in the Field Operations;
- 2) horizontal co-ordination among the OSCE Secretariat's relevant thematic units and
- 3) co-ordination among the participating States, as well as the extent in which they wished to use the tools of the OSCE, particularly in police matters, by demonstrating the political will necessary to ensure a good functioning of the secondment system.

Closing Session:

In the closing session, the Senior Police Adviser Mr. Kevin Carty recapitulated the three sessions and provided participants of the meeting with synopses of principal discussions. He invited the participants and delegations to provide a written contributions for the recommendations and proposals.

All suggestions and recommendations made by the participants of the Annual Police Experts Meeting referring to lessons learned, international co-operation, and fight against transnational threats are compiled in this chapter of the report.

It is important to note that the conference recognized the importance and added value of the OSCE's successful police related activities, which helps to reinforce the core values of conflict prevention, respect for human rights, promote law enforcement co-operation, the OSCE's and Participating States' capacity on combating Transnational Threats.

A. Lessons learned

In the discussions participants:

1. Emphasized the need for developing an OSCE doctrine (and/or Strategic Plan of Action) in the area of policing;
2. Supported for the development of various guidebooks for the OSCE participating States and field operations by the SPMU;
3. Recommended to strengthen the co-ordination role of the SPMU;
4. Highlighted that policing was just one part of the criminal justice or rule of law system and reform of the criminal justice system would thus require to focus on prosecutor's, investigating judges', magistrates' or correction institutions too. Police assistance alone would therefore have no sustainable impact;
5. Stressed the importance of addressing judicial reform and not only police reform;
6. Noted that until the necessity was understood to put police reform into the broader political and security context international organizations would have to continue to provide technical assistance;
7. Noted that security reform should be addressed in a "sectorial" approach encompassing police, military, customs, border and tax police as well as private security companies. All should be included in OSCE's engagements;
8. Made the point that international organizations would have no credibility in advocating strategic planning and leadership in their host countries if the field operations did not undertake strategic planning internally. And thus recommended the OSCE to make strategic planning a priority;
9. Stressed the need for the OSCE to enhance its "strategic analytical capabilities" in responding to the transnational threats. They also asked the OSCE to co-operate with international and regional organizations such as EUROPOL and INTERPOL which were already developing such analysis;

10. Highlighted the value of SG's report and recommended that SPMU should continue to prepare similar assessment and evaluation reports;
11. Claimed that some reform activities had so far touched upon superficial matters and the real need was to train and raise the awareness of senior management. Same participant added that technical support would not bring long-lasting success in police reform and stressed the need for political underpinning and introducing structural changes;
12. Noted that western actors and donors of police assistance should be sensitized about the local culture. Political aspects of police reform would also need to be taken into consideration;
13. Pointed to the limits of technical capacity-building and emphasized the need for comprehensive reform approaches that would also cover legislative aspects;
14. Made the point that police know-how was important but not enough. Effective police-reform also needed more skills and knowledge on personnel, budget, IT, and procurement;
15. Claimed that the rotation of international staff, frequent reshuffling of senior staff at Ministries of the Interior, and the lack of sufficient funding for police reform as obstacles to successful reform effort;
16. Indicated that budgetary based programmes did not allow for long-term planning. Furthermore, the one-year annual budget cycle pose challenges to developing police assistance;
17. Pointed to the need for evaluation of the achievements;
18. Suggested that SPMU could serve as an independent evaluator of field operations activities;
19. Recommended that OSCE should develop a "SPMU standing-capacity for monitoring and evaluation.

B. International Co-operation:

With regard to international co-operation, participants:

1. Raised the point that in light of the global economic financial crisis and financial constraints that the OSCE faced, there is a need for more joint training programmes with the OSCE;
2. Emphasized that in view of scarce resources and the great number of police development initiatives by various actors, there was a need for co-operation and an integrated approach to international police assistance by different organizations;
3. Suggested that INTERPOL's threat assessment and strategic analysis capabilities could be provided to other organizations;
4. Suggested that OSCE should focus on strategies, while UNODC would focus on technical assistance;
5. Recommended that OSCE should seek partnerships with educational and/or research institutions to help evaluate its police assistance programmes;

6. Claimed that INTERPOL's co-operation with the OSCE still took place on an ad-hoc basis and therefore could be further systematized and structured;
7. Recommended that co-ordination measures should be part of joint decision making processes of various participants and that activities should be planned and enforced jointly from the earliest possible stage;
8. Encouraged the OSCE and the SPMU to continue fostering regional co-operation which was a prerequisite for fighting transnational crime, including trafficking in human beings and drugs;

C. Fight against Transnational Threats:

With regard to the fight against transnational threats, participants:

1. Recommended to focus on the enhancement of intelligence analysis and sharing, on border liaison officers and on mobile interdiction teams, using a joint multi-agency approach;
2. Acknowledged the OSCE full-fledged role and competence in anti-trafficking was crucial;
3. Recommended that the OSCE should continue to enhance its support to the participating States in relation to the fight against organized crime with special emphasis on counter narcotics and its links to terrorism, money laundering and human trafficking;
4. Recommended the OSCE to promote mutual legal co-operation and the establishment of integrated, if possible, joint investigation teams in the region among source, transit and destination countries;
5. Stressed the importance of bilateral and multilateral police co-operation, the need for improving legal systems for mutual legal assistance and for a sound penal system to follow up as well as the need for the ratification of UN relevant conventions such as the UNTOC, UNCAC;
6. Suggested that OSCE could support the participating States in their needs for strategic analysis;
7. Demanded that the OSCE and its partners should be ready for the windows of opportunity for introducing reform. In this context they recommended to increase the local capacity in crime fighting and to increase the regionalization of programmes;
8. Emphasized that the role of the OSCE in civilian police-related activities was to promote multi-ethnic policing in post-conflict societies;
9. Stressed that increased attention to transnational threats should not take the focus away from police reform and integrity-building in participating States struggling with post-conflict rehabilitation;
10. The OSCE law enforcement assistance to Afghanistan has been discussed at the meeting. There was an acceptance of the need to ensure international co-ordination and division of labour among key stakeholders which would contribute to effective use of resources.

Appendices

Appendix 1: Annotated Agenda



Organization for Security and Co-operation in Europe

Strategic Police Matters Unit

Vienna May 2010

OSCE Annual Police Experts Meeting *Opportunities for Further Enhancing OSCE Police-Related Activities*

20-21 May 2010
Hofburg Ratsaal, Vienna

ANNOTATED AGENDA

The OSCE Permanent Council (PC Dec. 914/09) tasked the Secretary General to prepare a report on police-related activities of the OSCE executive structures up to the end of 2009. The decision set out the concrete elements the report should include, namely an assessment of the OSCE's police-related activities, a forward looking perspective, and long-term strategic recommendations. The Strategic Police Matters Unit (SPMU), on behalf of the Secretary General, prepared the report which was circulated to the OSCE participating States on 01 April 2010.

The Annual Police Experts Meeting 2010 will provide a platform where experts from the participating States and international and regional organizations will discuss the topic of further enhancing OSCE police-related activities, based also on the abovementioned report. These discussions should help identify ways, on the basis of the OSCE's unique strengths, expertise and capabilities, to contribute to an effective framework for co-operation with other international actors in order to address threats in a co-ordinated and complementary way which avoids duplication and maintains focus and to promote police and law enforcement co-operation among participating States and improve co-ordination among the OSCE executive structures. Therefore, in addition to the panellists, the experts from participating States and international and regional organizations are expected to discuss and analyze the recommendations and forward looking perspectives proposed in the report. Representatives of the participating States will be encouraged to share their visions for the future of the OSCE's police-related activities.

Thursday, 20 May 2010

13:00 – 14:45 **Lunch offered by SPMU at the Hofburg**

15:00 – 15:15 **Opening Session**

Welcoming remarks by

- **Mr. Yerkin Akhinzhanov**, Deputy Permanent Representative of Kazakhstan to the OSCE, OSCE Chairmanship
- **Mr. Paul Fritch**, Director of the Office of the OSCE Secretary General

15:15 – 16:00 **Introductory Session: Presentation of the key elements stemming from the *Report by the OSCE Secretary General on Police-Related Activities of the OSCE Executive Structures up to the End of 2009*.**

Presenter: **Mr. Kevin Carty**, Senior Police Adviser to the OSCE Secretary General

16:00 – 17:30 **Session 1: Analysis of Lessons Learned and the OSCE's Value Added in Police-Related Activities**

In light of the OSCE Secretary General's Report, international and national experts as well as representatives of academia will make 10-minute presentations in relation to the lessons learned from the OSCE's past and current police-related activities. The objective of this session is to exchange views of experts and academia on the recommendations of the OSCE Secretary General. During the discussions following the presentations, the experts from participating States will have the opportunity to express their views on the lessons learned and the OSCE's value added in police-related activities.

Panellists:

- **Ms. Alice Hills**, Chair of Conflict and Security, School of Politics and International Studies, University of Leeds, England
- **Mr. Mark Downes**, Head of International Security Sector Advisory Team (ISSAT), Geneva Centre for the Democratic Control of Armed Forces (DCAF)
- **Mr. Beyhan Ugsuz**, Head of EU Department, Turkish National Police
- **Amb. Miroslava Beham**, Head of the Permanent Mission of Serbia to the OSCE

Moderator: **Mr. Kevin Carty**, Senior Police Adviser to the OSCE Secretary General

Rapporteur: Mr. Murat Yildiz, Police Affairs Officer, SPMU

Friday, 21 May 2010

09:30 – 10:45 Session 2: Enhancing Co-operation and Co-ordination with International and Regional Organizations

Close consultation and co-ordination among international, regional organizations and other actors that are providing international policing assistance is crucial in order to develop coherent and complementary reform goals and strategies, and deliver coherent and joint statements of goals and expectations to the national counterparts.

Co-operation and co-ordination also helps to avoid duplications, contradictory project philosophies, and competing implementation methodologies that can lead to considerable confusion and frustration among the programme beneficiaries – state agencies as well as civil society.

In view of scarce financial and personnel resources, co-operation can help build synergies, delegate and divide tasks, and avoid duplications and incompatible equipment donations.

At this session panellists will offer ideas and proposals for an effective co-ordination both at the policy making and implementation level. Participants will discuss and share good practices in co-ordination.

Panellists:

- **Mr. Alain Barbier**, Deputy Special Representative of INTERPOL to the European Union
- **Mr. Predrag Vujicic**, Expert on Justice and Home Affairs, Regional Co-operation Council (RCC)
- **Mr. Garrett Zimmon**, Assistant Director, Europe and Eurasia Programs, International Criminal Investigative Training Assistance Program (ICITAP),
- **Mr. Mikhail Melikhov**, Deputy Secretary, Coordination Council of the Heads of Competent Authorities on Countering Drug Trafficking, Collective Security Treaty Organization (CSTO)

Moderator: Mr. Andrius Krivas, Deputy Head of the Permanent Mission of Lithuania to the OSCE

Rapporteur: Mr. Thorsten Stodiek, Police Affairs Officer, SPMU

10:45 – 11:30 Coffee break

**11:30 – 12:30 Session 2: Enhancing Co-operation and Co-ordination with
International and Regional Organizations (*Continued*)**

13:00 – 14:30 Lunch offered by SPMU at the Hofburg

14:30 – 16:30 Session 3: Role of Policing in Addressing Transnational Threats

The fight against threats to security and stability is the *raison d'être* of the OSCE, and that's what the Organization has been doing throughout its history by means of political dialogue, co-operation and assistance. The OSCE's police-related programmes have been playing an important role in assisting the law enforcement agencies of the participating States in responding to transnational threats. Recognizing the important roles played by other international actors, OSCE activities have focused on priority areas where the Organization can provide added value and expertise.

At this session panellists will share their experience and observations in relations to the OSCE's further contribution to international efforts in responding to transnational threats. These may include all variations and components of organized crime, including financing of terrorism, illicit drug trafficking and trafficking in human beings. Participants of the meeting are expected to engage in thorough discussion vis-à-vis the priority areas for the OSCE in addressing transnational threats.

Panellists:

- **Mr. Sean Lundy**, Principal Policy Officer, Serious Organized Crime Agency (SOCA)
- **Mr. Tor Tanke Holm**, Head of Post Graduate Studies, Norwegian Police University College
- **Ms. Olga Zudova**, Senior Legal Adviser, United Nations Office on Drugs and Crime (UNODC), Regional Office in Central Asia

Moderator: **Mr. Paul Fritch**, Director of the Office of the Secretary General

Rapporteur: **Ms. Alexandra Prevedourakis**, SPMU

16:30 – 17:00 Coffee break

17:00 – 17:30

Conclusions and Closing Session

In close co-operation with the Moderators of the three (3) sessions, the Senior Police Adviser to the OSCE Secretary General will present the conclusions of the meeting to the participants and facilitate discussion on drafting a list of recommendations from the meeting. The conclusions and recommendations of the Annual Police Experts Meeting will contribute to follow-on discussion on police-related activities at the 2010 Annual Security Review Conference.

Presenter: **Mr. Kevin Carty**, Senior Police Adviser to the OSCE Secretary General

Panel Discussion

Closing Remarks:

- **Mr. Yerkin Akhinzhanov**, Deputy Permanent Representative of Kazakhstan to the OSCE, OSCE Chairmanship

Appendix 2: List of Participants

OSCE PARTICIPATING STATES					
1	ALBANIA	Mr.	Behar	TAFA	Director of International Co-ordination and Co-operation
2	ALBANIA	Mr.	Genc	MEREPEZA	Chief of Green Border Sector, Border and Migration Department
3	GERMANY	Mr.	Hans-Joachim	RATZLAFF	Military Adviser, Permanent Mission of the Federal Republic of Germany to the OSCE
4	GERMANY	Ms.	Alexa	SURHOLT	Intern, Permanent Mission of the Federal Republic of Germany to the OSCE
5	GERMANY	Mr.	Thomas	VOGEL	Intern, Permanent Mission of the Federal Republic of Germany to the OSCE
6	UNITED STATES OF AMERICA	Mr.	Garrett	ZIMMON	ICITAP Assistant Director, Europe and Eurasia Programs
7	ARMENIA	Mr.	Armen	GHUKASYAN	Deputy Head of the RA Police HQ
8	ARMENIA	Mr.	Vardan	BADASYAN	Head of Analytical Division, Criminal Investigation Main Department, RA Police
9	ARMENIA	Mr.	Victor	BIYAGOV	Second Secretary, OSCE Desk, Ministry of Foreign Affairs
10	AUSTRIA	Mr.	Günter	WENDT	Deputy Head of Unit, II/2/a, Ministry of Interior, Police HQ
11	AUSTRIA	Ms.	Sandra	PRPIC	Referee to the Head of Department, Department for International Police Cooperation, Criminal Intelligence Service
12	AUSTRIA	Mr.	Robert	MÜLLER	Minister Plenipotentiary, Permanent Mission of Austria to the OSCE
13	BELARUS	Mr.	Alexandr	ABLAMEIKA	Deputy Head of International Cooperation Department, Ministry of Internal Affairs

14	BELARUS	Mr.	Alexandr	ROGOV	Head of Staff Organization Department, Ministry of Internal Affairs
15	BELGIUM	Amb.	Genevieve	RENAUX	Ambassador/Head of Delegation, Permanent Representation of Belgium to the OSCE
16	BELGIUM	Ms.	Stephanie	ROSSION	First Secretary, Permanent Representation of Belgium to the OSCE
17	BELGIUM	Mr.	Rudy	DE BRANDT	Colonel, Permanent Representation of Belgium to the OSCE
18	BELGIUM	Mr.	Luc	VAN AKEN	Police Liaison Officer, International Co- operation Directorate, Federal Police Belgium
19	BOSNIA AND HERZEGOVINA	Mr.	Samir	DZEBO	Deputy Director, Federal Police Administration
20	BOSNIA AND HERZEGOVINA	Ms.	Elma	KADIC	Interpreter, Federal Police Administration
21	CANADA	Mr.	John	GOSAL	Counsellor, Delegation of Canada to the OSCE
22	CANADA	Mr.	François	DESMARAIS	Senior Intern, Delegation of Canada to the OSCE
23	CANADA	Mr.	Adam	TERESZKOWSKI	Intern, Delegation of Canada to the OSCE
24	CYPRUS	Ms.	Poly	IOANNOU	Second Secretary, Permanent Mission of Cyprus to the OSCE
25	CYPRUS	Mr.	Constantinos	ZIVANAS	Senior Military Adviser, Lieutenant Colonel, Permanent Mission of Cyprus to the OSCE
26	DENMARK	Ms.	Louise	CALLESEN	First Secretary, Mission of Denmark to the OSCE, IAEA and CTBTO
27	DENMARK	Mr.	Niels Martin	ANDERSEN	Intern, Mission of Denmark to the OSCE, IAEA and CTBTO
28	SPAIN	Amb.	Marta	BETANZOS ROIG	Ambassador/Head of Mission, Permanent Mission of Spain to the OSCE
29	SPAIN	Mr.	José Antonio	SABADELL CARNICERO	Deputy Permanent Representative for Politico-Military Issues, Permanent Mission of Spain to the OSCE
30	SPAIN	Mr.	Jesus	ANSON SORO	Senior Military Adviser, Permanent Mission of Spain to the OSCE
31	SPAIN	Mr.	Carlos	AGUADO VALLADARES	Military Adviser, Permanent Mission of Spain to the OSCE

32	SPAIN	Mr.	Abraham	LOMBRANA DOMINGUEZ	Adviser to the Deputy Permanent Representative, Permanent Mission of Spain to the OSCE
33	SPAIN	Mr.	Antonio	ARRABAL VILLALOBOS	Head of Office, International Police Cooperation, Secretariat of State of Security, Ministry of Interior
34	SPAIN	Mr.	Jesus	ESTEBAN GUTIERREZ	Secretaria Cooperación Internacional, Guardia Civil
35	ESTONIA	Mr.	Meelis	TIIGIMÄE	First Secretary, Permanent Mission of the Republic of Estonia to the OSCE
36	FRANCE	Amb.	François	ALABRUNE	Ambassador/Head of Delegation, Permanent Representation of France to the OSCE
37	FRANCE	Mr.	Guillaume	LE BLOND	Adviser for Non-Military Aspects of Security, Permanent Representation of France to the OSCE
38	FRANCE	Mr.	Guy	VINET	Adviser, Permanent Representation of France to the OSCE
39	FRANCE	Mr.	Jean-Louis	DOMONT	Department for International Affairs, General Directorate of the National Gendarmerie
40	GEORGIA	Ms.	Nato	JAVAKHISHVILI	Senior Analyst, Ministry of Internal Affairs
41	UNITED KINGDOM	Mr.	Sean	LUNDY	Principal Policy Adviser, SOCA
42	GREECE	Mr.	Dionyssios	KYVETOS	Deputy Head of the Permanent Mission of Greece to the OSCE
43	GREECE	Mr.	Evangelos	KALPADAKIS	Third Secretary, Permanent Mission of Greece to the OSCE
44	HUNGARY	Ms.	Gabriella	BAN	Budapest Metropolitan Police
45	HUNGARY	Mr.	Rostas	OTTO	Budapest Metropolitan Police
46	IRELAND	Mr.	John	GARRY	Head of Drugs and Organised Crime Unit, Department of Justice
47	IRELAND	Mr.	Barry	MCGREAL	Higher Executive Officer, Department of Justice
48	IRELAND	Mr.	Eugene	CORCORAN	Chief Superintendent, Crime Policy and Administration Department, Garda Síochána
49	ITALY	Mr.	Valerio	NEGRO	First Secretary, Permanent Mission of Italy to the OSCE

50	ITALY	Mr.	Nicola Vito	MAIORANO	Expert of International Police Cooperation, Public Security Department, Ministry of Interior
51	ITALY	Mr.	Luigi	MANGINO	Expert of International Police Cooperation, Public Security Department, Ministry of Interior
52	KAZAKHSTAN / OSCE Chairmanship	Mr.	Yerkin	AKHINZHANOV	Deputy Permanent Representative of the Permanent Mission of Kazakhstan to the OSCE
53	KAZAKHSTAN / OSCE Chairmanship	Mr.	Nurtay	ABILMAZHINOV	Deputy Director, International Co-operation Department, Ministry of Interior
54	KAZAKHSTAN / OSCE Chairmanship	Ms.	Assel	RAKHIMOVA	Division Head, Committee on Fighting against Drug Trafficking, Ministry of Interior
55	KAZAKHSTAN / OSCE Chairmanship	Mr.		BEJEZHANOV	First Secretary, Embassy of Kazakhstan in Vienna
56	KAZAKHSTAN / OSCE Chairmanship	Mr.	Maxat	IBRAYEV	Second Secretary, Politico-Military Division, OSCE Task Force, Ministry of Foreign Affairs
57	KAZAKHSTAN / OSCE Chairmanship	Mr.	Abylay	NURKENOV	Inspector, International Co-operation Department, Ministry of Interior
58	KYRGYZSTAN	Mr.	Shamshybek	MAMYROV	Head, Scientific Research Centre, Ministry of Interior
59	the former Yugoslav Republic of Macedonia	Mr.	Ljupco	TODOROVSKI	Director of the Bureau for Public Security, Ministry of Internal Affairs
60	LITHUANIA	Mr.	Alvydas	SAKOCIUS	Deputy Head, Lithuanian Police School, Lithuanian Police
61	LITHUANIA	Mr.	Andrius	KRIVAS	Deputy Head, Permanent Mission of the Republic of Lithuania to the OSCE
62	MOLDOVA	Mr.	Sergiu	TURCANU	Adviser of the Minister, Minister's Office, Ministry of Internal Affairs
63	MOLDOVA	Mr.	Dumitru	CHISNENKO	Deputy Chief, International Co-operation and European Integration Department, Ministry of Internal Affairs
64	MOLDOVA	Mr.	Catana	TUDOR	Deputy Chief, Police Department, Ministry of Internal Affairs
65	MONTENEGRO	Mr.	Zoran	TALOVIC	Chief Superintendent

66	MONTENEGRO	Mr.	Miodrag	STIJOVIC	Adviser, International Police Co-operation and European Integration Department, Directorate of Police
67	NORWAY	Mr.	Asbjørn	BRANDSRUD	Deputy Permanent Representative of the Permanent Delegation of Norway to the OSCE in Vienna
68	NORWAY	Mr.	Tor	TANKE	Head of Post-Graduate Studies, Norwegian Police University College
69	UZBEKISTAN	Mr.	Rustam	SAYFULOV	National Security Council under the President of Uzbekistan
70	UZBEKISTAN	Mr.	Nodir	SAYFUTDINOV	Deputy Head of Organizational-Supervisory Directorate, Ministry of Interior
71	ROMANIA	Mr.	Dorel	SCHIOPU	Home Affairs Attaché, Romanian Embassy in Austria
72	ROMANIA	Mr.	Mihai	TOADER	Senior Police Officer, DAERI/SVRE, Ministry of Administration and Interior
73	RUSSIAN FEDERATION	Mr.	Valeriy	CHERNIKOV	Head of Department, Ministry of Interior
74	RUSSIAN FEDERATION	Mr.	Dmitriy	DEMURIN	Second Secretary, Ministry of Foreign Affairs
75	RUSSIAN FEDERATION	Mr.	Vartan	VIRABOV	Expert, Ministry of Interior
76	RUSSIAN FEDERATION	Mr.	Sergej	GLADKIN	Representative of the Ministry of Interior in Germany
77	RUSSIAN FEDERATION	Mr.	Said-Selim	PESHKHOEV	Official Representative of the Federal Security Service in Austria
78	RUSSIAN FEDERATION	Mr.	Dmitriy	KOZLOV	Expert, Border Service, Federal Security Service
79	RUSSIAN FEDERATION	Mr.	Alexander	FEDULOV	Official Representative of the Russian Federal Drug Control Service in Austria
80	HOLY SEE	Mr.	Fabio	VAGNONI	Vice Commissario, Vatican Security Services - Corps of Gendarmeria
81	SERBIA	Amb.	Miroslava	BEHAM	Ambassador, Permanent Representation of Serbia to the OSCE
82	SERBIA	Mr.	Branislav	MITROVIC	Deputy Police Director, Police Directorate, Ministry of Interior
83	SERBIA	Ms.	Jelena	LUBARDA	Head of Bureau for International Cooperation and EU Integrations, Minister's Cabinet, Ministry of Interior

84	SERBIA	Ms.	Zorana	VLATKOVIC	Advisor to the Minister of EU Integration, Minister's Cabinet, Ministry of Interior
85	SERBIA	Mr.	Mladen	SPASIC	Advisor to the Minister, Minister's Cabinet, Minister of Interior
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88	SLOVENIA	Ms.	Anita	BALTIC	Senior Police Inspector, International Relations Division, Slovenian Police
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90	SWEDEN	Ms.	Isabel	GREEN	Intern, Permanent Delegation of Sweden to the OSCE
91	SWEDEN	Mr.	Sven-Arne	ANDREASSON	Police Superintendent, Swedish National Police Board
92	SWEDEN	Mr.	Knut	DREYER	Commissioner, Swedish National Police Board
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94	SWITZERLAND	Ms.	Pia	WEBER	Specialized Officer, Multilateral Police Cooperation Unit, Main Division International Police Cooperation, Strategic Division, Federal Department of Justice and Police
95	SWITZERLAND	Mr.	Pierre	VON ARX	Deputy Head of Mission for Security Policy Issues, Swiss Delegation to the OSCE
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99	TURKEY	Mr.	Beyhan	UGSUZ	Head of EU Department, Turkish National Police
100	UKRAINE	Mr.	Oleksiy	ILLIASHENKO	Deputy Head, International Activities Department, Ministry of Interior

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105	EGYPT	Mr.	Ahmed Abdelnaby Mahmoud	EL ARABY	Lt.Colonel, International Relations Department, Ministry of Interior
106	EGYPT	Ms.	Riham	AMMAR	Second Secretary, Embassy of the Arab Republic of Egypt in Vienna

INTERNATIONAL AND REGIONAL ORGANIZATIONS

107	INTERPOL	Mr.	Alain	BARBIER	Deputy Special Representative of Interpol to the European Union
108	EUROPOL	Mr.	Massimiliano	BETTIN	First Officer
109	REGIONAL CO-OPERATION COUNCIL	Mr.	Predrag	VUJICIC	Expert on Justice and Home Affairs
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111	UNITED NATIONS OFFICE ON DRUGS AND CRIME (UNODC)	Ms.	Olga	ZUDOVA	Senior Regional legal Adviser, Regional Office for Central Asia

112	UNITED NATIONS DEPARTMENT FOR PEACE KEEPING OPERATIONS (UNDPKO)	Mr.	Athol	SOPER	Senior Planning Officer
113	UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)	Mr.	Mihail	BEREGOI	SALW Liaison Officer
114	THE GENEVA CENTRE FOR DEMOCRATIC CONTROL OF ARMED FORCES (DCAF)	Mr.	Mark	DOWNES	Head of International Security Sector Advisory Team (ISSAT)
115	COLLECTIVE SECURITY TREATY ORGANISATION (CSTO)	Mr.	Mikhail	MELIKHOV	Deputy Secretary, CSTO Coordination Council of the Heads of Competent Authorities on Countering Drug Trafficking
116	SOUTHEASTERN EUROPEAN COOPERATIVE INITIATIVE (SECI)	Mr.	Dean	RADUSINOVIC	Police Liaison Officer, SECI-Regional Centre for Combating Trans-Border Crime

NON GOVERNMENTAL, ACADEMIC AND CIVIL SOCIETY ORGANIZATIONS

117	UNIVERSITY OF LEEDS, UNITED KINGDOM	Prof.	Alice	HILLS	Chair of Conflict and Security, School of Politics and International Studies
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OSCE INSTITUTIONS AND FIELD OPERATIONS

118	OSCE PRESENCE IN ALBANIA	Mr.	Jack	BELL	Head, Security Co-operation Department
119	OSCE CENTRE IN ASTANA	Ms.	Dina	IGLIKOVA	Senior Programme Assistant, Politico-Military Dimension
120	OSCE OFFICE IN BAKU	Mr.	Marco	KUBNY	Senior Police Adviser, Politico-Military Activities

121	OSCE CENTRE IN BISHKEK	Mr.	Evgeny	CHERENKOV	Police Reform Adviser, Police Reform Programme
122	OSCE MISSION IN KOSOVO	Mr.	Carsten	TWELMEIER	Director, Department for Security and Public Safety
123	OSCE OFFICE IN MINSK	Mr.	Jandos	ASANOV	Deputy Head of Mission
124	OSCE MISSION TO MOLDOVA	Mr.	Albert	MOINARD	Political Military Officer
125	OSCE MISSION TO MONTENEGRO	Mr.	Valeri	PETROV	Programme Manager, Police Affairs Department
126	OSCE MISSION TO SERBIA	Mr.	Torbjorn	SANDE	Head, Law Enforcement Department
127	OSCE MISSION TO SERBIA	Mr.	Amadeo	WATKINS	Head, Police Development Department
128	OSCE MISSION TO SERBIA	Ms.	Branca	BAKIC	National Legal Adviser, Police Development Department
129	OSCE SPILLOVER MONITOR MISSION TO SKOPJE	Mr.	Paulo	COSTA	Head, Police Development Department
130	OSCE SPILLOVER MONITOR MISSION TO SKOPJE	Ms.	Vesna	VUJOVIC	National Legal Adviser, Police Development Department
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132	OSCE OFFICE IN TAJIKISTAN	Ms.	Manizha	TILAVOVA	Administrative Assistant, Counter Terrorism and Police Programme
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136	OFFICE FOR DEMOCRATIC INSTITUTIONS AND HUMAN RIGHTS (ODIHR)	Mr.	Dan Pavel	DOGHI	Adviser on Roma and Sinti Issues
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138	OSCE SECRETARIAT	Mr.	Kevin	CARTY	Senior Police Adviser/Head of Unit, Strategic Police Matters Unit
139	OSCE SECRETARIAT	Mr.	Manuel	MARION	Community Police Adviser/Deputy Head of Unit, Strategic Police Matters Unit
140	OSCE SECRETARIAT	Mr.	Murat	YILDIZ	Police Affairs Officer/Training Adviser, Strategic Police Matters Unit

141	OSCE SECRETARIAT	Mr.	Timothy	DEL VECCHIO	Police Affairs Officer/Adviser on Fight against Crime, Strategic Police Matters Unit
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143	OSCE SECRETARIAT	Mr.	Thorsten	STODIEK	Police Affairs Officer/Adviser on Research and Analysis, Strategic Police Matters Unit
144	OSCE SECRETARIAT	Mr.	Philipp	AMANN	Information Management Officer, Strategic Police Matters Unit
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