

In Focus



Gender Matters

Women not Adequately Represented in BiH Police

Policing is generally seen as a 'man's job', which is sorely evident from the fact that, in most countries, women are poorly represented amongst the police personnel. The European Union Police Mission is working to change that mindset in BiH.

"As of its first days, EUPM has been advocating for the equal participation of women and men, which has resulted in the increased involvement of women police officers in our mission, but also in the encouragement of women of Bosnia and Herzegovina to choose a career in law enforcement," says Aleksandra Miletić-Šantić, EUPM's Gender and Human Rights Adviser/National Legal Adviser.

According to the UN Development Fund for Women (UNIFEM), Australia with 29.9 percent of women in its police service, and South Africa with 29 percent, are the world leaders in this respect. The EU minimum is 10 percent, while the Balkan average is 14 percent.

Increasing the presence of women in law enforcement is seen as an important element of a gender-sensitive police reform for a number of reasons. Firstly, it is expected to support more effective community relations, as more legitimacy is granted to a police whose composition more adequately reflects the population it serves. It can also potentially moderate extremes in the use of force, and above all, can result in a police that responds with greater alacrity and commitment to preventing abuse of women's rights.

Inadequate numbers

In principle all police agencies are equal opportunity employers.

"Currently, the only way of candidate selection is through the revision of applications to publicly announced vacancies, which are open to all persons between the ages of 18 and 35, regardless of gender," says Radiša Samardžija, Chief of Cabinet of Border Police Director. "After the selec-

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Editorial

Samra Hadžiabdić-Filipović
Director of Agency for
Gender Equality of Bosnia and Herzegovina

On 31 October 2000, the UN Security Council unanimously adopted the Resolution 1325 as a historically important document demanding that women be included in the decision-making at all levels. The Resolution foresees 18 specific actions for achieving full equality of women and is binding for all member states. When the war ended in Bosnia and Herzegovina, international organisations did not consult women organisations during peace negotiations and peace building in the country, thus placing women on the margins of BiH's post-war society. Gender perspective was not a part of the Dayton Peace Agreement, nor was it included in the mandates of the military and civilian peace implementation missions.



Although the number of women in decision-making bodies has increased over time, and despite the fact that quotas have been included in the BiH Election Law, the participation of women in legislative bodies has still not reached the satisfactory level. According to data of the BiH Ministry of Security (MoS), the following is the current state of affairs in police structures:

- MoS - 48,73 % of the employees are women, 26,47% of them in managerial positions
- State Investigation and Protection Agency - 14% are women, 0,53% of them in managerial positions
- Border Police - 11% are women, 0,19% of them in managerial positions

The Agency for Gender Equality of Bosnia and Herzegovina, in cooperation with gender centres of the entities, has prepared a five-year Gender Action Plan for Bosnia and Herzegovina as a strategic document in gender equality area which aims to implement the principles of gender equality in all segments of public and private life in the country. The Gender Action Plan for Bosnia and Herzegovina, adopted on 14 September 2006 at the 129th session of the Council of Ministers, anticipates, among other issues, activities closely connected with the implementation of the UN Resolution 1325, such as:

- Develop procedures for full application of the Point 15 of the Law on Gender Equality in BiH so as to ensure equal gender participation in the political and decision-making processes, equal gender participation in most accountable positions in

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tion is made, all candidates have to go through the same training - 12 months for the rank of police officer for those with high school diploma, and six months for the rank of junior inspector for those with an Associate degree or higher."

There are currently 121 policewomen out of 1946 employees/authorized police officers in BiH Border police. The situation is slightly better in some and slightly worse in other police agencies. There are 333 policewomen out of 5290 employees/authorized police officers in Republika Srpska Ministry of Interior - 185 on uniform police duties such as traffic police, and 148 on plain clothes duties such as crime police and internal control. There are no female police officers in the Support Unit.

"Personnel department has been tracking databases and present statistical figures about staff composition in accordance with gender structure," says Tijana Savić, journalist in the RS Police Director's Cabinet. "We are working on meeting the gender standards through accepting a certain number of female candidates to the Police Administration College and the Police Academy."

The data from other parts of the country follow the same trend. Seven percent both in Bosna-Podrinje and Zenica-Doboj Canton, six policewomen in Posavina Canton - which actually represents a step forward compared to pre-war time, when there was no female officers in Orašje police station - and defeating eight women out of 246 police officers in West Herzegovina Canton.

"Having in mind such disproportional staff composition, our police administration gave preference to equally qualified female candidates during previous selection processes of new cadets," says Damir Čutura, Spokesperson of West Herzegovina Canton Ministry of Interior, adding

EU Experience: Policewomen in Austria

"Women in Austrian police have had the current status, with same rights and duties as their male colleagues, since 1990. Previously, one-course training for female police officers was available, but policewomen then had different job opportunities. They were uniformed but unarmed, and were usually responsible for traffic regulation, especially in front of schools, or worked as the support in investigations of crime cases related to underage persons or women. Nowadays, female police officers are a part of all segments of Austrian police, from motorcycle and K9 division to the Special Operations Unit COBRA. Female police officers are also present in higher management positions.

As I am one of the 'new generation' policewomen, I can say from experience that it was not easy to enter this male domain. At the beginning, some male colleagues did change their behaviour, especially the language they used; while others did not hesitate to suggest to 'go back to the kitchen and to having babies'. It was not an easy process, especially for the older colleagues and particularly if the woman entered the Special Forces. But with the support from their supervisors, the government and their intensive efforts on gender mainstreaming, it worked out. We've come a long way in a relatively short period of time."

Sandra Goldberger, EUPM's Liaison Officer to EUFOR

that, as a result of this action, three out of current eight policewomen joined the MoI in the last two years.

The recovery process

These police gender profiles represent the current picture of female police officer employment in BiH. This process is at its early stage but it could significantly contribute to police reform and post-conflict recovery in BiH.

"Over its six-year mandate in Bosnia and Herzegovina, EUPM has worked on a range of issues related to the reform and modernization of security sector," says Miletić-Šantić. "While working on the reform and modernization of security sector, EUPM has made a special effort always to take into account the gender perspective with due respect to the fact that principles of gender equality have been already for decades the subject of proclamation and promotion in Bosnia and Herzegovina."

Key findings from UNIFEM study on gender sensitive police reform in post conflict societies show that the modernisation of the police is widely understood to be one of the mainstays of post-conflict recovery, as the effectiveness of all governance processes derives from effective law enforcement. Successful gender-sensitive police services will more effectively prevent and respond to the specific needs of women and men, boys and girls. Gender-sensitive police reforms is based on the premise that women and men's socially constructed roles, behaviours, social positions, access to power and resources create gender specific vulnerabilities or gender insecurities, some of which are particularly salient during and after conflict, because sexual and gender-based violence may have been used as a weapon of war, and may continue at high levels when conflict is formally ended.

diplomacy, parliamentary and other international delegations, as well as in negotiating teams for Bosnia and Herzegovina's accession to European integration.

- Launch an initiative with political parties so that their political programmes clearly define gender equality as the basic value of the party, which will also set its own mechanisms for promoting and widening gender equality in line with the UN SC Resolution 1325.

- Conduct a research on the reasons preventing greater engagement of women in politics and thus implement the UN SC Resolution 1325.

- Launch campaigns for increasing women's participation in political life (candidates on election lists and voters) in order to implement the UN SC Resolution 1325.

- Continue to implement activities aimed at promoting and raising public awareness of the UN SC Resolution 1325 - Women, peace and security.

- Continue activities aimed at promoting and raising awareness of state servants, who are employed by the ministries, about the UN SC Resolution 1325 - Women, peace and security.

During 2009, the Agency for Gender Equality of Bosnia and Herzegovina intends to continue implementing the activities that lead towards the implementation of the Resolution 1325 in Bosnia and Herzegovina. This primarily implies adoption of the Action Plan for 1325 Resolution implementation, which anticipates participation of the Ministry of Defence of BiH, the Ministry of Security of BiH, police structures, gender institutional mechanisms, etc. ■

Creating role models

Dedicated gender units in the police can support attitudinal change amongst the general public and encourage better reporting. Effective gender-sensitive policy reforms ensure women are promoted to the higher echelons in order to subsequently serve as role models for others wishing to enter and rise through the ranks. Making the workplace a safe and supportive environment for women is an essential part of attracting women to and retaining them in the police.

"Women and men have different experiences, priorities and needs with regard to the security, which is highly conditioned by their gender or sex, which makes logical the aspiration to integrate gender component in the reform or modernization of the security sector," concludes Miletić-Šantić.

Women are an indispensable part of the process of peace building and social stabilization. After conflict, re-establishing a viable, gender-sensitive police service as quickly as possible is essential to allow women to both recover from the effects of extreme violence, and to move forward with the business of rebuilding their lives and those of their families. ■

EUPM: Template for Best EU Standards

The longer the mission stays in BiH, the more can local police learn from vast EUPM experience

Italian Colonel Domenico Paterna took over the post of Deputy Head of European Union Police Mission in January. Although he had enough time to get the first impressions about the situation in the country, he explains that he avoids assessing too much because "every assessment about Bosnia and Herzegovina is usually wrong".

"Actually, everything I knew about the country was related to the war," he says. But still, when he was asked to apply for the Deputy Head of the EUPM post, he kindly rejected the opportunity to go to Kosovo and "immediately took his chance to come to Sarajevo".

"Working for the EUPM is a very important moment from a professional point of view," explains Paterna. "I have worked as the Legal Advisor with the EU Multinational Advisory Police Element in Albania. From my current perspective, the time spent there was one of the best periods in my career and that is why I decided to do it again."

Building up the force

And being "one of the best periods" in Paterna's career is saying much. His amazing three plus decades in the police include engagements with the Italian Carabinieri, investigative units, counter-intelligence, as well as working for the United States Federal Bureau of Investigations (FBI) while securing the Olympic Games in Salt Lake City. He is an expert in protection of vulnerable targets and critical infrastructure, and an expert on CBRN (chemical, biological, radiological, and nuclear weapons or incidents), supporting the working group on preventing attacks by weapons of mass destruction. Every new duty - and new possibilities for the application of his knowledge - are accepted with same enthusiasm and optimism.

"Well, 35 years of work experience gained through activities conducted around the world should enable me to give my contribution," says Paterna when asked what he brings to the EUPM specifically. "Each country is contributing to the work of mission. I see it as a kind of synergy which enables us to achieve all goals foreseen by the mandate. Every police officer would consider an amazing challenge if he/she got the task to build up a country's police force."

He considers the full harmonisation of law enforcement his biggest challenge.

"Bosnia and Herzegovina has more than a few police forces. Harmonising their activities is surely not the easiest task," explains



Paterna. "But the most important thing is that we are working on it. My colleagues, of course, started to work on this issue long before I joined the mission, by assisting in establishing of state police agencies. Still, there is a lot of work to be done since all the laws regarding the police forces on cantonal and entity levels also need to be harmonised."

Learning curve

He sees other opportunities as well, and thinks that the longer the mission stays in Bosnia and Herzegovina, the more time will be at hand for the local police to learn from the vast EUPM experience.

"EUPM is an example of best European practices. It brings the European way of thinking closer to the mission's domestic counterparts and shows them the rules that need to be followed," Paterna points out. "But it is up to BiH to decide what to take from us. We are mentoring and monitoring and not obliging anybody to do anything."

He deems that exactly these two tasks, mentoring and monitoring, are what he should focus on in the upcoming period. He would also like to tackle inspections later, but for the moment Paterna wants to concentrate on concrete police work.

"I would like to focus on forensic science, specifically fingerprinting and all activities related to this issue," explains Paterna. "I am of the opinion that the police forces here still do not realise the importance of fingerprinting techniques. The crime rate in this country is still very low in comparison to other countries, so these methods may not seem so important now, but we have to think ahead, to what will happen in the next decade. It is

expected that the crime rate will increase and fingerprinting will be much needed to find the relevant evidence."

Following the footsteps

Asked about the cooperation with associates and local counterparts in his first months here, Paterna primarily praises the work of the mission as well as his predecessor, Ari Sarjanen.

"This mission exists for several years already and things are very well organised. Don't get me wrong, but I don't think that my colleagues here have been waiting for me to solve all of their problems," he jokes. "The mission had a great Deputy, who did a marvellous job. I will just proceed where he stopped."

Sarjanen also gave him some advices regarding his post, says Paterna, and told him that "if you don't face the problems that occur within the mission and if you don't 'keep on knocking your head against the wall', you will never be able to understand the functioning of an organisation such as this."

Currently he sees no obstacles regarding his work, but he is sure there will be some in the future.

"I hope I will be able to explain how to follow European police procedures and practices, and I think we will get the answer to that question by the end of this year," Paterna concludes.

At this moment, he is getting used to a new country. He heard that the food is amazing, but still hasn't had any chance to visit some of the typical Bosnian restaurants.

"I am still trying to understand the money," he laughs. ■

Dealing with Reality: 122 Campaign

The 122-Your Police public information campaign, which commenced in February as a joint project of BiH law enforcement agencies and European Union Police Mission with an aim to further improve the communication and cooperation between the citizens and the police, is taking its full swing. Police agencies are organising events on almost daily basis, making sure they focus on the issues which are most significant or a cause of greatest concern in their specific areas of responsibility.

Trebinje police back in schools

To that end, Trebinje police officers visited primary and secondary schools in the city, where they spoke to the students about the work of law enforcement, especially focusing on student safety issues.

"Police officers held presentations, shared information, and answered the multitude of inquiries children and teenagers had on the police officer vocation, as well as the various aspects of safety and security," said Rajna Parežanin, Trebinje Public Security Centre Spokesperson. *"Children received the campaign informational material and, looking through it, posed questions which were of most interest to their age group."*

Police officers especially reflected on the dangers of hoax bomb threats, as Trebinje police received several false reports in February about explosive devices planted at the city's high school.

At the Airport

BiH Border Police presented its activities to the media, representatives of 11 non-governmental organisations and high school students at the International Airport Sarajevo.

"We would like to bring the work of the Border Police closer to the citizens," said Nijaz Spahić, Head of Border Police's field office at the airport.

NGO representatives, high school students and journalists had a unique opportunity to see regular Border Police security



■ Kalesija



activities and procedures, as well as a special exercise.

"The main reason for these procedures is to ensure the safety of the passengers at the airport and on the plane," said Spahić, stressing that all measures implemented by the Border Police at Sarajevo's International Airport are based on highest standards which are being used in Europe and worldwide.

122 Taxiing through Brčko

Brčko District police was approached by organisations and citizens who wanted to either take part in, or hear more about the campaign. Brčko District police officers visited the Faculty of Economics and spent time in a productive discussion with the students and the professors on the campaign topics, explaining at their enquiries the work behind the 122 emergency number, and assuring them of the police's preparedness to react promptly when the call is received.

At the same time, Brčko District taxi drivers supported the campaign by taking an active part in its implementation, and promoting the 122 number on the city's streets.

"People in Brčko are always very responsive to our projects and outreach events, and we work hard on keeping that relationship at the highest level," said Halid Emkić, Brčko District Police Spokesperson. *"Their safety is our obligation, and we don't ever want to disappoint them."*

Doboj teens join fight against juvenile delinquency

Doboj Public Security Centre (PSC) organised an open round table discussion on

the rather difficult topic of juvenile delinquency. Doboj PSC Commander Tihomir Narić was impressed with the teenage population, who took an dynamic role in the discussion, with innovative suggestions on the prevention of juvenile delinquency and unacceptable behaviour in schools or outside.

"We are trying to achieve closer cooperation with the students," he said. *"The police cannot solve this problem on its own, we have to include all relevant segments of the society and together, through planned activities, work on the prevention of juvenile delinquency. We have already taken certain steps and the number of incidents in schools has dropped, thanks to the police presence in and around the premises. This is something both parents and teachers are asking for now."*

Narić invited the students and all other round table participants to drop by the PSC and discuss personally any issues or suggestions they might have. Within the campaign, he has allocated time every Wednesday for the "Meet Your Commissioner" programme, where his doors are open for all visits.



■ Velika Kladuša

Campaign Tackles Local, State Issues

Kalesija tackles a global issue locally

Similar project was organised in Kalesija, where Tuzla Canton police set up a round table discussion on juvenile delinquency with the representatives of Kalesija Municipality, elementary and high schools from the region, Centre for Social Work and the Islamic Community Kalesija. The participants discussed concrete examples of juvenile delinquency, alcohol consumption and cigarette smoking, mobile phone abuse, etc., as well as the results of the recent educational community policing project implemented in Kalesija schools.

"It's important to emphasise that this is not a local issue, but a problem of the entire society, so all competent structures need to get involved into creating prevention programs, as well as dealing with matters of sanctioning and re-socialisation of juvenile delinquents," said Miralem Malkić, Tuzla Canton Police Spokesperson.

The round table resulted in a creation of a joint body which will be in charge of dealing with the mentioned issues, and whose members will be a school councillor, representatives of the Centre for Social Work, and Kalesija police officers.

Around the country

Police structures do not miss an opportunity to promote the campaign and their num-

ber, 122. Republika Srpska Minister of Interior Stanislav Čađo visited Kozarska Dubica Mayor Nino Jauz, and used that chance to talk about the police work and the *122-Your Police* campaign to the students of "Vuk Karadžić" school, not missing to share promotional and educational material with them.

Una-Sana Canton police joined forces with BiH Border Police in Velika Kladuša and put up stands at popular sports games,

which gave them an opportunity to communicate with the citizens, answer questions, give out educational material, and present their work to the community.

The *122-Your Police* campaign keeps rolling, with what will surely be interesting discussions on fight against hooliganism in Mostar, drug abuse in Orašje, topic of witness protection with State Investigation and Protection Agency, and "Civic disobedience is not violence" round table in Sarajevo. ■



■ Minister Čađo in Kozarska Dubica

Internal Affairs

EU Activities in Security Sector Reforms: Doctoral Researcher Presents Findings

Antoine Vandemoortele, a doctoral researcher in political science at the European University Institute, held a presentation on the role of the European Union in post-conflict security sector reforms in February. After staying as a guest researcher with the EUPM for one month, Vandemoortele presented both the global framework of his current research on the narratives, discourses and practices of the EU in security sector reforms activities, and some preliminary findings concerning police and rule of law reforms in Bosnia and Herzegovina.

The first part of the presentation was devoted to a description of the main prin-

ciples and normative guidelines that underpin the European Union's strategy and policies in the field of security sector reforms, including the key concepts of accountability and responsibility. An overview of the current research project was also sketched to put the Bosnian case study in a broader context.

The second part of the presentation dealt with two aspects of security sector reforms in BiH: the police reform process and the links between the different fields of security sector reforms (rule of law, justice and police activities). The objective was to present an early analysis of the data (interviews and documents) col-

lected during the fieldwork and to connect this with the theoretical part on the EU narrative and practices.

"I was very pleased with a very interesting and lively round of questions and comments which followed the formal presentation," said Vandemoortele. *"The debate covered the different aspects of state-level police reforms (SIPA, Ministry of Security, Border Police), the links within the EUPM between justice and police reforms and the comparison between the Bosnian experience and other European efforts in security sector reforms, such as in the Democratic Republic of Congo, Ukraine and Macedonia."* ■



Peer Education at Work: Creating Gender Task Force

A three-day Training of Trainers session on Gender Equality and Women's Human Security Issues was held in Sarajevo in February as part of the project titled "Participation of Public in Peace Processes - United Nation Security Council Resolution 1325".

This project is implemented by Udruga Žene Ženama (the Association Women to Women), financially supported by the UN Development Fund for Women (UNIFEM) and executed in close partnership with EUFOR and EU Police Mission. The two missions signed the memorandum of understanding with UNIFEM on 23 October 2008, pledging to join forces to establish a gender-sensitive security sector and increase the role of women in peace processes at all political and social levels.

The aim of the Training of Trainers is to raise awareness on the importance of integrating gender equality issues in public safety policies focusing on women's security needs and concerns.

"The third activity of the project is focused on the training on gender and security issues of the representatives of the security sector," says Aleksandra Miletić-Šantić, EUPM's National Legal Adviser, and explains the mission's role in the project: "Through its regional offices, the EUPM assisted in the selection of police professionals willing and able to apply the skills acquired at the training in the performance of their regular duties, but also to share their knowledge with the colleagues once the training is over."

Women+uniform=Taboo?

Particularly interested from the point of view of the EUPM were discussions providing an additional opportunity to hear about the gender situation in local security sector, which raised some issues as patterns in all locations: overall lack of knowledge on gender equality issues in the local police force; insufficient representation of women at senior positions level; and public perception of women in a uniform - reluctance on the side of community to accept women wearing uniforms.

"On one hand, women in BiH do not have to start from scratch, as is the case in other countries where women were traditionally relegated to non-public roles," says Reyes Charle Cuellar, EUPM Legal Adviser. "In BiH, women have worked in the public sector, factories and private companies. Prestigious professions such as doctors and judges have a good percentage of women professionals within. Women have played and still play a crucial role in the post-war reconstruction. A number of active women organisations have developed during all these years in a network that have assisted the development of the civil society in many aspects. Nevertheless the security sector, police and army, are still seen as men fortress."

Gentler touch

The objectives of the training course are to clarify the main gender and development concepts and to provide information and knowledge on the international legal frame-

work. Participants acquired new knowledge and skills on how to promote gender equality in the security sector and in the society and discuss challenges and opportunities for mainstreaming gender into the policy, program and project activities. The training also aimed to build and enforce participants' personal commitment on gender equality, and to develop participants' skills on providing gender training in the security sector. However, there is a lot of room for improvement in this area.

"There is a lot to be done," says Cuellar. "The numbers say it all and the percentage of women in the police forces is still very low, especially in the middle and upper management positions. What these training session attempt to do is to send the message of the value of women's presence within the security forces and how the women's involvement in the decision-making processes is pivotal for the improvement of the security services towards the community. In the second phase of the project, those security professionals who are trained within this project will then train other colleagues. The inclusion of women has to be an essential part of the overall strategy of transformation of the security forces in BiH."

The training session in Sarajevo will be followed April through September by further session and workshops in Banja Luka, Tuzla, Mostar and Modriča, which will focus on training in methods of conflict resolution and peace education from the gender equality perspective. ■

Training of Trainers calendar of activities

- March 2009 - Operational meeting of the partners.
- April 2009 - Second Training of Trainers session for the participants who attended the first session.
- May - August 2009 - Twelve workshops in local communities. The teams comprised of NGO and security structures' representatives will be fully in charge of the preparation and realisation of the workshops (date, duration, agenda, target group and structure of workshop, and reporting). The topic for each workshop will be formulated on the basis of the practical gender needs and security concerns in each location.
- September 2009 - Public debate should bring together the participants of the Training of Trainers and representatives of political structures with the purpose of formulation of the joint platform/strategy.
- October 2009 - Joint action on the occasion of the UNSCR 1325 Day aimed at providing the information on UNSCR 1325 to all police structures in BiH.
- November 2009 - Final report.

Newcomers



AUSTRIA



Andreas Dam joined the EUPM as **SIPA Institutional Development Adviser**. He came from Austria where he worked as bookkeeper for two years before joining Vienna Police Department in 1994, where he worked as patrol officer. After finishing a detective course, in 2000 he was deployed to the State Office for Protection of the Constitution, which is responsible for counterterrorism and extremism. Here, Dam first worked with the Close Protection Team, where he was responsible for the protection of high-risk persons, such as foreign politicians and ambassadors; then he was assigned to monitor left wing extremists groups, specializing in militant animal rights extremists. After that, Dam worked with cases related to Islamic terrorism, and last year he was deployed to the Vienna International Airport (Border Police), the Federal Bureau of Counterterrorism and the Federal Bureau of Investigations. This is his second mission abroad. His first mission was for UN in Kosovo (2003-2004), where he worked as Team Leader at the Regional Crime Squad Pristina, in charge of investigations of murder, robbery and rape cases. He has a 13-year-old son. His favorite free time activity is sports of all kinds.



Christian Zwinz, 32, joined the EUPM as **Border Police Adviser in Bosanska Gradiška**. He came from Austria, where he graduated at the commercial academy and police academy. Before joining the police, he worked for the local government in Lower Austria. Zwinz holds the rank of Chief Inspector and he is in charge of Border Police and compensatory measures in the Austrian Ministry of Interior. This is his first mission abroad, and when asked what motivated him to join the EUPM, Zwinz says that *"since joining the police, I have the wish for the experience on taking part in an international mission."*



Sandra Goldberger joined the EUPM as **Liaison Officer to EUFOR**. She came from Austria, where she interrupted the study of Law at the universities in her home country and Israel to join the police in 1991 as one of the first female police officers in Austria after the 80's. After working at the Vienna police station for 12 years, she was promoted to the Ministry of Interior's General Direction of Public Security, Department of Tactical Operations. This unit serves as the operations command in matters of the police dogs (K9), alpine police, special operations unit COBRA, and crowd and riot control, as well as the security strategy in cooperation with the Federal Counterterrorism Department. Additionally, Goldberger also worked in Switzerland as the Liaison Officer during the football European Championship (EURO 2008). She holds the rank of Chief Inspector and this is her first mission abroad. When asked what motivated her to join the EUPM, Goldberger said that she would like to see how international institutions work and get new experiences in an international environment. She has two children, 8-year-old daughter and 9-year-old son. Back home, she is busy with family and friends, while her favorite free time activities in BiH are music, dancing, and spending time with colleagues.



CYPRUS



Andreas Mappouras, 48, joined the EUPM as **Crime Adviser in Field Office Pale**. He came from Cyprus, where he is a Police Academy graduate, and holds the rank of Inspector and the position of the Police Station Commander dealing with general duties, and crime and accident investigation at management level. He joined the Cyprus Police in 1983, where he worked as security at the international airport, with the Crime Investigation Department, then on accident investigations and as a Shift Leader in Operations Room. He has already been a part of the EUPM, where he worked in Field Office Livno 2004-2006. When asked what motivated him to join the EUPM again, Mappouras said: *"I feel that I know the environment very well. When my authorities in Cyprus offered me this challenge again, I accepted to represent my country because I have the knowledge of the BiH background. After being with the EUPM for three years previously, I feel very familiar with the mission*

and also feel like I am working at home. I believe that I can continue contributing to the best of my ability to the EUPM, to achieve our goals and strategies and help local counterparts to fulfill their objectives." He is married, with two sons (21 and 18). His favorite free time activities are walking and exercising, reading the newspapers, and following the news.



GERMANY



Lena Maria Kruger joined the EUPM as **Border Police Adviser**. Back in Germany, she graduated at the secondary school in Berlin, and got her diploma from Berlin's College of Public Administration, qualification for the higher police service (including criminal science, criminalistics, criminology, law, and internal security). She currently holds the rank of Detective Inspector and her position in the national police is focused on the analysis and international information exchange in the field of terrorism, where she is the Negotiation Team. Kruger also interned for three months as a plainclothes policewoman in France National Police "DPG" in Paris, where she worked on homicide investigation, narcotics, and cases of sexual abuse of children; and in the SRPG Marseille, where she worked on organised crime cases. This is her first mission abroad. When asked what motivated her to join the EUPM, Kruger said: *"First of all, for me it's an honor to join a European Police Mission. The Balkans seem to be adequate for my first mission experience and the international work flair already fulfilled my expectations. Border Police has never been my field, but with experienced EUPM colleagues, I have no doubt we will be a very good team, allowing everybody to contribute to the performance."* She has a number of hobbies. *"As languages are one of my hobbies, I appreciate to work in English, as well as having the chance to learn some Bosnian-Serbo-Croat. I like to run, either in the nature, or at the stadium supported by good music. Finally, one of my main energy sources is my guitar. From the music-cultural point of view, I am sure the whole Balkans are very worth to be discovered."*



HUNGARY



Andras Kassai, 36, joined the EUPM as **Team Leader in Field Office Travnik**. He came from Hungary, where he received a Bachelor's degree in Pedagogy and a Master's degree in Defense Administration Sciences. He joined the police when he was 18 years old. He holds the rank of a Major, and is Substation Commander in the Hungarian police. Kassai started his career as a traffic police officer, then worked as traffic investigator, instructor, chief of traffic patrol, and leader of Torokbalint substation, a position which he held for the last six years. This is his first mission. When asked what motivated him to join the EUPM, Kassai says: *"In my opinion, the police managers need to change their job at least every five years in order to give their best."* He is married, with two children, a 12-year-old daughter and 8-year-old son. His favorite free time activities are hiking and playing football with his son. He also likes mountains and rivers, so he says that in Travnik he *"feels like in paradise"*.



POLAND



Leszek Lech-Bielinski, 44, joined the EUPM as **Team Leader in EUPM Field Office Mostar**. He came from Poland and he has 19 years in police service, Crime Investigation Department. Leszek holds the rank of Warrant Officer and his position in the national police is Crime Investigator. His previous international police mission experience includes: 1997-1998 UNMBiH IPTF Zenica (Station Commander), 1999-2000 UNMBiH IPTF Doboj (Human Right Officer), 2001-2002 UNMBiH IPTF Modrica (Team Leader), 2004-2005 EUPM Bijeljina (Project Officer), 2005-2006 UNMIK Kosovo (Base Leader), 2007 UNMIK Kosovo Polish Special Police Unit (Liaison Officer). He is married, with three children. His favorite free time activities are travelling, listening to music, and playing electronic keyboards.

Michal Pietrek, 37, joined the EUPM as **Crime Adviser in Tuzla Regional Office**. He came from Poland. His educational background includes Higher Police Training School, BA in Public Safety Administration and Master's Degree in National Security.



He holds the rank of Lieutenant and his position in the national police is Detective in District Police HQ, in a town called Police. His previous international police mission experience includes UNMIK Kosovo - Polish Special Police Unit (2004, 2005 and 2006), UNOMIG Georgia - UNPOL Police Adviser/Trainer (2007-2008). When asked what motivated him to join the EUPM, Pietrek said *"an opportunity to share my professional skills and previous mission experience with local and international police officers."* He is single and his favorite free time activities are scuba diving, traveling, listening to music.



SPAIN



Pedro Fernandez Diaz, 50, joined the EUPM as **Inspection Team Officer** in the Inspection Department in Banja Luka. Back home, he is the Chief of the Crime Investigation Group (Judicial Police) in Madrid. He joined the Spanish National Police in 1982 as a patrolman. He is a graduated Specialised Technician in Computer Management. His experience is mostly related with serious criminal investigations and includes more than four years in Baskia, investigations related with high-tech crimes, crimes committed through internet. Also, for two years Diaz was a member of the EWPITC - European Working Party on Information Technology Crime (Interpol), and worked as the Computer Forensic Specialist dealing with Cyberterrorism Investigations in a Forensic Laboratory in the Spanish National Intelligence Central Unit. His previous international police mission experience includes one year as Police Monitor with OSCE in Croatia. He is married, with two twin daughters (23) and a son (14). His favorite free time activity is reading.



Raul Prado Santalla, 42, joined the EUPM as **Inspection Team Officer** in the Inspection Department in Tuzla. He came from Spain, where he received a degree in Criminology at Santiago de Compostela University in 2005. Before joining the police, he worked in various private security agencies, mainly on close protection of VIPs. He holds the rank of the Police Subinspector, and his position in the national police is Chief of Civil Protection subgroup. He worked in investigation, close protection, antiterrorism and civil protection. He also has previous international police mission experience in Haiti in the UN mission (MINUSTAH), where he worked as the Chief of Human Resources and Development Unit 2006-07. When asked what motivated him to join the EUPM, Santalla said: *"I want to share my experiences with others and also to get new experiences from international and nationals which I can use back home. To be a part of the mission is a big challenge for me."* He is married, with two kids, 14-year-old son and 12-year-old daughter. His favorite free time activities are reading, running and travelling.



SWITZERLAND



Giorgio Tocchetti, 45, joined EUPM as **Border Police Adviser and Team Leader at Bosanska Gradiška Field Office**. He holds the rank of First Lieutenant and in Switzerland he works as the Airport Border Police Officer at Lugano Airport. Tocchetti is a member of the experts Pool for Crisis Management of the Swiss Ministry of Foreign Affairs and a member of the Swiss Border Guards Pool for Frontex Engagements. He has 23 years of border service experience in several fields, including management, administration, operations and immigration. His previous international mission experience includes UNPREDEP in FYROM in 1998, UNMBiH from 1999-2002, EUPM in 2003 as Border Police Co-locator at Mostar International Airport and EUPM 2005-07 as Project Officer and Police Adviser to Field Office for Airport Security in Sarajevo. Tocchetti was motivated to join the mission again because it will *"enable him to practice his initiative and improve his methodology aimed to achieve the mission goals focusing on the essential topics"*. He is married, with two children aged five and seven. Even though he mainly spends free time with his children, he also likes sports in general, while he especially enjoys biking, running and gliding. ■

A trip to past

They call it the city of poets and when you are immersed in it, you will know why. Being in Stolac is like being inside a day-dream - surrounded by the tranquil murmur of the crystal-clear river Bregava, breathing the pristine air, and watching the sun change the shades of the lush greenery around you as you sit in the shadows, far from its reach, leaves you in a peaceful and comforting place that is the very root of all inspiration.

River of time

The Stolac valley is a green oasis, a surprising sight in the middle of the bare and ruthless Herzegovina landscape. Its beauty is so apparent that this area has been populated for tens of thousands of years. As a matter of fact, a carving found on the wall of the nearby Badanj Cave has been dated to 12,000 - 16,000 BCE, which makes it the oldest monument of Paleolithic art in the South-Central Europe, and fourth such monument in the world.

The diverse history of Stolac can also be seen in the ancient old town fortress of Vidoska, as well as in many beautiful bridges - the most prominent one being the *Spite*



Radimlja Necropolis

Bridge, whose architect held a grudge against his master and designed the bridge with asymmetric arches.

In fact, many features of this area are connected to the river, which was once a site of over 20 watermills, one of which is still standing. Its higher banks also hold one of the historical highlights of the area, the *Begovina* residential settlement, a gem of oriental architecture in BiH. It was built in 19th century and burned to ground during the

war in 1993, but it is currently being reconstructed, so it is to hope that we will soon get to enjoy its quiet beauty again.

Stone Sleepers

Each season brings out a special beauty in Stolac. A summer visitor may seek the shade of abundant trees and enjoy the city of white stone houses while eating homegrown figs and pomegranates which the locals say are "just a bit sweeter than anywhere else". A winter visitor may spend a day on Bregava waterfalls, and in the evening enjoy the purple sky.

But no matter what time of the year, there is one thing no visitor of Stolac should miss: the *Radimlja Necropolis* of old Bosnian tombstones (*stećci*). Having numerous pieces, with a variety of all basic forms, high artistic value, richness in decorations, reliefs and inscriptions referring to well-known historic persons, as well as having unusual location and being hard to access, Necropolis Radimlja is among the most valuable Medieval monuments of Bosnia and Herzegovina, says the BiH Commission for the Preservation of National Monuments. It is a sight worth seeing and do it while you can as the monument has been endangered by illegal construction and there is no telling what damage has been done to these stone sleepers.

There are no specific guides through Stolac - you will just have to take a chance and take this trip to the past on your own accord. You might only find a quaint little town worth a few pictures, or you might find a source of deep inspiration that will have us start a poetry section in the Mission Mag. ■

A Note about Time

Long have I lain here before thee
And after thee
Long shall I lie

Long
Have the grasses my bones

Long
Have the worms my flesh

Long
Have I gained a thousand names

Long
Have I forgot my name

Long have I lain here before thee
And after thee
Long shall I lie

Zapis o vremenu

Davno ti sam legao
I dugo ti mi je
Ležati

Davno
Da trava mi kosti

Davno
Da crvi mi meso

Davno
da stekoh tisuć imena

Davno
Da zaboravih svoje ime

Davno ti sam legao
I dugo ti mi je
Ležati



Mak Dizdar (1917-1971) Stolac's finest; One of the greatest BiH poets



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Editor-in-Chief: **Kilian Wahl**,
Editor: **Sanela Osmanovic**,

e-mail: kwahl@eupm.org
e-mail: sosmanovic@eupm.org

phone: +387 33 752 766,
phone: +387 33 752 840,
fax: +387 33 752 759
fax: +387 33 752 759