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Interview: Dinka Zivalj, OSCE Spokesperson in Albania, p. 5

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Head of Mission, CiO and Croatian Prime Minister with a Serb returnee in Biljane Donje, 11 May 2004

Head of Mission: What's next for the Mission?

The new environment is an opportunity to review the Mission's structure and activities

reform, media legislation, etc. The recent visit by the Chairman-in-Office of the OSCE (see separate article) gave ample proof of this. Prime Minister

fewer but larger field units concentrated to some regional political centres in the country. They will not be carbon copies of each other, but will be staffed according to needs at the individual locations.

Secondment of Croatian staff

During the visit of the Chairman-in-Office, the Prime Minister also announced that Croatia will play a more active role in the OSCE in the future. This means, among other things, that the Foreign Ministry is likely to second more Croatians to positions in other OSCE Missions. I would encourage national staff of the Mission to take advantage of this opportunity. As the interview in this issue with former Mission staff member Dinka Zivalj shows, this can be a very rewarding experience. And who is better suited than former national staff members to take on this kind of responsibility? In coming issues, we will tell more about this kind of opportunity and how you can express interest and apply.

Meanwhile, enjoy the summer that has finally arrived.

Ambassador Peter Semneby
Head of Mission

This year has already been an important one for both Croatia and the OSCE Mission. Croatia is well on its way to becoming a formal candidate for EU membership, as the first of those countries in Southeastern Europe that suffered from the war. The importance of this step should not be underestimated. Croatia now has a vision for its future, which will make it easier to solve quite a few issues. And although Croatia's path toward that goal has undeniably been slowed down because of the war, it is now apparent that the war-affected countries are not doomed to lag behind forever.

Working with the Government

The Mission is an ally of the Croatian Government in its European integration efforts. It is obvious that our presence, advice and support make it easier for Croatia to deal with issues that still have to be addressed in terms of refugee return, minority rights, judicial and police

Sanader accompanied the CiO to Serb refugees and Bosnian Croat settlers in the Zadar-Benkovac area, and expressed himself very favourably about the role of the Mission.

Review of activities & structure

The new environment that the Mission faces is an opportunity to review the structure of the Mission and its activities. Case-work and grassroots activities will become less important, whereas capacity-building, advice to regional authorities and public affairs work will require more of our attention. It is likely that we will play a more important role in monitoring war crimes trials and supporting the ability of the Croatian judiciary to handle such trials, including cases that will be transferred from the ICTY.

Next year, we should therefore be ready to introduce a new field structure. It will be flatter than now, with

Chronicle

15-16 March

■ Head of Slovenian Delegation to OSCE and future CiO representative in Vienna, Amb. Janez Lenarcic visited MHQ and FO Korenica.

15 March

■ DHOM addressed training seminar for Roma youth organized by Government Office for National Minorities and CoE.

16 March

■ DHOM gave an interview to Radio Slavonski Brod in conjunction with the opening of the Franco-German Reconciliation Exhibition.

17 March

■ DHOM participated in a special City Council meeting in Gvozdi.

25-27 March

■ Presentation made by HOM at the "Ethnic Inequality and Public Sector Governance" conference in Riga, Latvia.

29 March

■ HOM and EC Delegation Head Amb. Wunenburger discussed media issues with Deputy Prime Minister Jadranka Kosor.

2 April

■ DHOM attended the closing session of the MUP/OSCE Working Group Workshop in Sibenik.

6 April

■ DHOM participated in a conference on "Partnership Clusters" for regional self-help development in Hrvatska Kostajnica.

13-15 April

■ Regional HOMs meeting in Sofia, Bulgaria

19 April

■ HOM discussed war crimes monitoring with Justice Minister Vesna Skare Ozbolt.

20 April

■ DHOM attended OSCE SEE Cross-Border Co-operation Program Conference in Dubrovnik and met with Dubrovnik Mayor.

26 April

■ HOM attended a reception on the occasion of the EC avis, organized by FA Minister Miomir Zuzul.

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Croatian Prime Minister and OSCE CiO visit Zadar return area

PROMOTING RETURN TOGETHER

On 11 May Prime Minister Ivo Sanader was the first Croatian PM to set foot in a Serb refugee home, accompanied by CiO Solomon Passy

"Do you know what she told me?" the Prime Minister asked me. "She said she voted for me at these elections and will vote for me again next time. Can you believe that?" he said in wonder.

The lady the Prime Minister was referring to was Sofia Skoric a 74-year old Serb returnee from the village of Biljane Donje who became known for her perseverance in trying to return to her home. She had been living only a few kilometers away in Kula Atlagic, Benkovac, but all her attempts to return had failed till then, once they threw explosives, another time they stole building material.

On 11 May one of her biggest wishes came true, her house was finally reconstructed. It only took five days and soon she will be able to move in.

The wish she never thought she would live to see was that the Prime Minister would be eating the bread she made (*pogaca*) in the front garden of her house which for so long had seemed so hard to return to.

There were also many other high officials, starting from the OSCE Chairman-

in-Office in his first visit to Croatia, the Head of the OSCE Mission to Croatia, Ambassador Peter Semneby, the US Ambassador and the Heads of the European Commission Delegation and the UNCHR.

"I have your photo on my wall", she told Ambassador Semneby tapping him on his shoulder. "You are a good man" she said.

The breaking of bread

Prime Minister Ivo Sanader probably did not expect such a good reception when he accepted an OSCE offer to visit Serb refugee villages in the Zadar hinterland with the OSCE Chairman-in-Office, Bulgarian Foreign Minister Solomon Passy.

The villages chosen for the visit had a complex history, in some of them Serbs and Croats were living side-by-side, in others nobody had yet returned.

The Zadar media had long been unsympathetic to acts of reconciliation towards the Croatian Serbs returnees and the atmosphere they helped create was one of general hostility towards refugee

APPLYING FOR SECONDED POSITIONS

Positions in OSCE Missions and other Field activities are filled mainly by secondment, meaning nomination of the staff by an OSCE participating State.

Once a vacancy notice for secondment is issued, the OSCE participating States nominate candidates with appropriate experience. This process takes place in the respective countries. Croatian nationals interested in seconded positions must direct all inquiries to the Croatian Ministry of Foreign Affairs. The online application system of the OSCE will forward applications directly to the Ministry.

Each OSCE participating State screens and pre-selects candidates competing for seconded positions. The suitability of candidates is further assessed at the OSCE Secretariat before their applications are forwarded to the requesting Mission for final

selection. Candidates are informed about the outcome of the selection process by their respective nominating authorities.

In order to apply for a seconded position, applicants must meet the OSCE general minimum standards for Mission members. Each applicant must also meet the minimum requirements for the specific field of expertise. OSCE participating States are responsible for the remuneration of seconded staff. The OSCE pays only board and lodging allowances. Secondments are generally for an initial period of six months, with a possibility of extension.

This is an abridged version of the information provided on the website: www.osce.org/employment/secondment.

Tim Stanning, Chief of Administration and Field Support



The breaking of bread in Biljane Donje: OSCE CiO Solomon Passy, HOM Peter Semneby, Prime Minister Ivo Sanader and Serb minority MP Milorad Pupovac

return. Reconstruction of Serb houses had been poor and return in some areas almost impossible. Bosnian Croats on the other hand were under pressure to move out of houses of Serb refugees and make space for their return.

Instead, Serb refugees and Bosnia Croat settlers alike came out of their houses to give the Prime Minister (and the CiO) a cordial welcome. Some of them gave him *prsut* others *juice* or *rakija*.

Speaking to the press in front of one of the newly built houses for Bosnian Croats in Benkovacko Selo, Prime Minister Sanader pronounced words that will be remembered:

“My message is: the war is behind us, everything bad that happened is behind us. We want to build a new future. We want a new future for our citizens. We

want a Croatia in which the wounds of war will heal. The Government will do all it can to ensure every Croatian citizen an appropriate and dignified life”

“Do you know you are the first Prime Minister to set foot in the house of Serb refugees?” a *Vecernji List* journalist asked him. “No I didn’t know, am I?” the Prime Minister replied.

After the show was over and the long queue of cars left the picture that will most be remembered of this visit is the *pogaca* he shared with CiO Passy and Serb MP Pupovac in Sofia Skaric’s home.

And to think that Sofia was not even happy with the way her *pogaca* had turned out.

Alessandro Fracassetti, Spokesperson / Head of Public Affairs and Media Unit

(continued from previous page)

28-29 April

■ HOM, Mary Wyckoff and Goetz Brinkman met with ICTY Chief Prosecutor Carla Del Ponte at The Hague.

29 April

■ DHOM discussed the future of the Human Rights Centre in Zagreb with Ekkehard Straus (UNHCR Geneva) and Tin Gazivoda (Human Rights Centre).

3-4 May

■ DHOM met with OSCE Secretariat officials and representatives of several delegations to the OSCE in Vienna.

5 May

■ HOM attended OSCE/GoC Seminar on Travel Documents.

6-7 May

■ HOM visited FO Split AoR and attended St. Duje celebrations.

10 May

■ DHOM opened a Mission-sponsored “Road Map” seminar for Government officials working on Police Reform.

■ DHOM delivered a lecture on peaceful reintegration and coexistence during European Week in Daruvar.

10 - 11 May

■ OSCE Chairman-in-Office (CiO) Dr. Salomon Passy visited Croatia.

20 May

■ HOM addressed first War Crimes Seminar for Croatian judges in Stubicke Toplice. ■

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Mission in the Press



Prime Minister Sanader: OSCE PARTNER TO CROATIA

There were so many highlights in this period. Definitely the most important - which remains to be seen whether it will be the major Mission event in the media for the year, was the visit of the Chairman-in-Office, Bulgarian Foreign Minister Solomon Passy. Hosting the visit, Prime Minister Ivo Sanader, took most of the limelight in sensationally addressing the return issue, reiterating that the **OSCE was a useful partner to Croatia**. On an earlier visit to Croatia, likewise well covered, OSCE Secretary General Kubis reciprocated Sanader's comment in stating that the OSCE considered this country as a partner.

The EC avis on Croatia's EU membership application was finally issued, directing some reporter's attention to the Mission, as EC recommendations on human and minority rights essentially reflected Mission positions (*Jutarnji list*, 24.03). Welcoming the EC's positive opinion, HOM Peter Semneby was quoted in all media (22.04) as stating that the OSCE, a reliable partner, would continue to assist Croatia to meet its future challenges on the road to full membership. In a similar interview for *Jutarnji list* (26.04), headlined "Semneby: Croatia can't join the EU before the return of Serbs," and *Feral Tribune* (28.04) HoM said that the Croatian Government exceeded expectations but additional efforts were required for the return of refugees and repossession of property and a solution to the issue of former occupancy/tenancy rights holders.

Similarly on the issue of refugee returns, Mission Spokesperson Alessandro Fracassetti echoed commendations for the new Government's co-operation, which was full of initiative and new ideas. (*Nacional*, 04.05)

Field visits

Field visits, namely by HOM and DHOM, always attract media attention and are a perfect opportunity to bring across and explain the work of the Mission to the wider public. Sometimes they initiate good public debate.

thwart EPH from buying *Slobodna*. "The OSCE was for a quick and transparent privatisation of the daily," HoM reiterated.

Projects

CSPM projects continue to be well-reported. Probably the most highly reported media project so far this year is the TV documentary series on return "Necija Zemlja". Financed, produced and completed last year, HRT stalled the broadcasting of the series, which was produced by SDF. Finally, in what some media noted was a very inappropriate time-slot, the series was aired. For the first time on HTV, Croatian viewers were given a comprehensive look at the state of return in Croatia and the fate of many returnees. It was also the first glimpse many Croatian viewers had of refugee collective centres in Serbia.

The top-level Interior Ministry human resources management five-day seminar in Sibenik also attracted praise not only from police officials but also from the media. Ongoing IREX ProMedia journalist training workshops, sponsored by the Mission, is also widely featured by the press.

It is particularly encouraging to see the continuing repercussions of past OSCE projects in the press. The Ombudsman's office, reported the media, last year saw a 53% increase in complaints following field trips enabled through financing by the OSCE and Norwegian Government. Media reports also continue on the OSCE-funded training of national minority councils.

Web successes

It's been a while since we have reported on how well the Mission's website is doing on browser numbers. OSCE website statistics for March 2004 show that our Mission retains a relatively high number of hits (24,044 hits), trailing Kosovo (85,360). The most interesting statistic is that Croatia ranks 7th (65,767 visitors) in the list of countries from where most visitors browsed the OSCE website, and at the top of the list of the countries that host an OSCE Mission. We may not be loved, but we're certainly interesting!

Slavka Jureta and Hrvojka Dokoza
Public Affairs & Media Unit, MHQ



OSCE Chairman-in-Office Solomon Passy interviewed by Croatian Television at Zadar Airport, 11 May 2004

Media followed the travels of DHOM - Dubrovnik, Zadar, Sibenik, Osijek and Vuko-var, reporting on his meetings with local heads and minority representatives, during which he primarily discussed the work of minority councils and cross border co-operation.

HOM's visit to Split (06.05) was an opportunity to discuss amongst other Mission activities, war crimes trials and media legislation. The record was set straight on a spate of media confusion about the Media Law's new provision preventing ownership concentration of daily papers and how this provision would stop the best bidder, *Europa Press Holding* (EPH), from buying the *Slobodna Dalmacija* daily. The provision was indeed an OSCE/EC recommendation, but the 40% threshold was set by the Government itself, and not as some media insinuated a directive from the OSCE to

Newly appointed OSCE Representative on Freedom of the Media

Miklos Haraszti

Miklos Haraszti (b. 1945 Jerusalem) was in March appointed the new OSCE Representative on Freedom of the Media, taking on the post from Freimut Duve of Germany.

Haraszti, a Hungarian writer and former dissident, studied Hungarian Language and Philosophy at Budapest University. In 1976 he was one of the founders of the Hungarian Democratic Opposition Movement. In the 1980s he edited the underground periodical *Beszelo*. Haraszti was elected into Hungarian Parliament in the early 1990s and is the author of several books, including "A Worker in a Worker's State" (Paris, 1983) and "The Velvet Prison" (New York, 1987). ■





INTERVIEW: Dinka Zivalj

**Spokesperson /
Media Development Officer
OSCE Presence in Albania**

We asked our former colleague - and former Newsletter Editor - Dinka Zivalj about her transition from local staff member in Croatia to Spokesperson & Media Officer in Albania.

■ Was it difficult to become a Croatian seconded to the OSCE?

My case is a bit unusual as I came to the OSCE Presence in Albania before I became a Mission Member. I arrived in Tirana in November 2002, for a six-week period, following an agreement between the two missions.

Prior to this, however, I had already established contacts with the Personnel Section of the Ministry of Foreign Affairs, the Ministry's Desk Officer for the OSCE, and the Croatian Delegation to the OSCE in Vienna. I also met with the Head of the Department for International Security. They were all very helpful and efficient and promised me full support in a possible secondment. I find it important that the Croatian government appreciates the skills and knowledge we acquire working with the OSCE.

While I was still in Albania, the OSCE Presence issued a vacancy notice for the Spokesperson post. I applied, online, the Ministry received and supported my application. A pre-selection board in Vienna short-listed me among the candidates who met the application criteria. The list was sent to Tirana, to Head of the OSCE Presence in Albania, Ambassador Osmo Lipponen, who had the final say. And, by some miracle, he chose me! I thank him and his Executive Assistant Christiane Jaenicke who, back in October 2002, suggested I come to Tirana in the first place.

■ Following your experience, are there any helpful hints you can pass on?

I truly believe that hard work and an honest approach pays off sooner or later. It is not always easy, but at the end of the day, you see a result. An active approach is also important, to make sure you did your part properly. You also need to be lucky somehow, to be in the right place at the right time and surrounded by good people who have enough faith in you to give you a chance.

■ How did you handle the transition from 'local' staff to MM?

I do not think the transition is the most difficult part. What is difficult is that suddenly you find yourself in a foreign country, among people you do not know, you do not speak the language and have no idea where and how to buy the basic things you need. You feel lost, at least for the first month or so, but in fact you have no time to think about it, because you have to work! You have much

greater responsibility and of course the painful task of making sense out of all the novelty. The experience of being a local staff helps you a lot, because you know

what your assistants are going through. At the same time, since suddenly by default you become a foreigner, you can understand the Mission Member side as well.

"I truly believe that hard work and an honest approach pays off."

Dinka worked as a local staff member at the OSCE Mission to Croatia from 1997 until 2003. She worked as a Field Assistant in FO Zadar and Gracac (until 2000) and Public Affairs Assistant and Senior Public Affairs Assistant in MHQ Zagreb.

Eventually, you get used to your new rhythm and try to find a balance. This is not always easy because when you are alone in a foreign setting, it becomes quite a challenge to keep the right perspective. That is why I suggest going home fairly frequently, to recharge the batteries.

■ Aside from the financial gains, what are the perks of working for a Mission outside Croatia?

You learn a lot. Every day is a new learning experience. Sometimes it is overwhelming and you wish you were home, but then you become much richer for new experiences. When you complete a task successfully, you get this great feeling of ac-



Dinka Zivalj at work: At a Press Conference by the Head of the OSCE Presence in Albania prior to the report to the PC (Tirana, June 2003).

complishment as a reward. You meet new people with different mindsets. You try to understand and learn from them. You also try not to disappoint the people who gave you this chance. At the end of the day, you are happy because you know you did your best.

I also have to say that Albanians are very kind, helpful and open towards foreigners. The OSCE is the most popular international organization in the country. Once I was buying fish and the salesman asked me where I was from and who I work for. I said I was Croatian and worked with the OSCE. *Spasiba*, he said, for that was the closest Slavic he knew, referring to the things the OSCE has done in Albania. It feels good to know that people appreciate what you do, because they are the ones you are here for.

Working and living abroad also gives you an insight into a country, its culture and most importantly the people, which is something no book can compensate for. Albania was practically *terra incognita* for me before I came here, something far and distant. But it is only 2.5 hours by car from Croatia. It is close. One definitely expands horizons.

■ How useful has your experience in the Croatian Mission been for your current job?

If I had no Croatian Mission experience, I would not be able to do this job, nor would I be here in the first place. I have learnt practically everything I knew about this job before coming here, by working with the Croatian Mission. I had some wonderful times there, which I often remember with nostalgia. I was fortunate to work with people who had faith in me, supported me and enabled me to develop professionally. I made some wonderful friendships and will always remember my time and the people I met at the Mission to Croatia, especially my friends and colleagues in PAU, HQ and FO Zadar. ■

Field News

OSCE sponsored project:

Dvor councillors trained to improve communication skills

Twelve representatives of all political parties in the Municipality of Dvor (SDSS, HDZ, HSP, SDP, Independent list representative) actively participated in a two-day training workshop in Tuheljske Toplice early April. The training was co-funded by the OSCE in co-operation with Rijeka-based NGO SMART - Association for Civil Society Development.

The main goal was to improve leadership and communication skills and to advance efficiency in the decision making process. Councillors were instructed on how to use necessary instruments to effectively facilitate and negotiate activities for the benefit of their local community.



The training revealed a general lack of knowledge about the role of local self-government representatives and the role of in-

dividuals in the development of local community.

This rare opportunity for informal communication between councillors representing different political parties resulted in a number of possible positive solutions to problems that previously seemed irresolvable while being discussed at regular council sessions. This was recognized and underlined by the councillors as a very positive achievement.

Following Dvor municipality, the project anticipates the same type of training for councillors from the Gvozd, Grubisno Polje and Plaski municipalities.

**Spomenka Djuric/Tamara Drezga Barisic
FC Sisak**



Post-war reconciliation:

Petrinja hosts Exhibition on Franco-German Reconciliation

The “Franco–German Reconciliation for Europe” exhibition held in Petrinja in March was co-organised by Field Office Petrinja and the Petrinja town administration. Deputy Head of Mission Ambassador Todd Becker addressed the

opening event, along with Petrinja Town Council President Miroslav Petracic, German Cultural and Economic Attache Heike Gabriel and French Embassy Culture Advisor and Director of the French Institute in Zagreb Olivier Brochet. The exhibition,



which was previously hosted by Slavonski Brod and Pakrac towns, was evaluated by the visitors as an important event for both the cultural and social life in Petrinja.

Julije Katancevic, NPIO, FC Sisak



Reporting on Court Proceedings

OSCE brings together journalists and judges

“Reporting on Civil Proceedings and Minors in Criminal Proceedings” was the title of a workshop organized by IREX ProMedia, in association with the Croatian Journalists’ Association and ABA CEELI (American Bar Association/Central European & Eurasian Law Initiative). Journalists and judges from Sisak participated in the workshop which was sponsored by the OSCE Mission.

Julije Katancevic, NPIO, FC Sisak

OSCE NPIOs attend Communication Workshop

Ljerka Drazenovic and Julije Katancevic, FC Vukovar and FC Sisak National Public Information Officers, participated in a one-day workshop entitled “External Communication between Organizations and Different Types of Media,” organized by the Association of Local Democracy Agencies (LDA) in Osijek in March. The workshop, conducted by Council of Europe Press Officer Cathie Burton,



focused on improving communication skills. The workshop was organized for LDA staff from Croatia, Bosnia - Herzegovina, and Serbia - Montenegro.

**Julije Katancevic,
National Public Information Officer
FC Sisak**

DHOM congratulates CNM leaders on pioneering work

Minorities urged to seize initiative

“The Constitutional Law on the Rights of National Minorities offers an unprecedented opportunity for Croatia’s national minorities,” Deputy Head of Mission Todd Becker told a delegation of CNM leaders in Field Centre Vukovar on 4 March. He urged the CNMs to use any vagueness in the law to their own advantage. “Everything that is not forbidden is allowed,” he said, drawing parallels with the experience of civil society organisations in his native United States.



Minority representatives described a litany of difficulties faced in establishing and operating the new bodies. Practical problems relating to registration, funding and premises were reported, as were more fundamental questions concerning the relationship between self-government units and the CNMs.

In particular, the minority leaders lamented the fact that the role of CNMs is restricted to an advisory capacity, and that even this limited function is yet to be regulated by any of the self-government bodies in the region. They pointed out that all areas of local government are of interest to mi-

norities, but the Law leaves it up to the local authorities to decide on which issues the CNMs will be consulted.

Whilst acknowledging these concerns as legitimate, Ambassador Becker stressed that the imprecise regulation of the CNM’s relationship with local government could in fact present an opportunity.

The minority leaders also spoke of problems gaining access to the media, pointing to the difficulty posed in trying to change common misperceptions of minorities without the means to address the Croatian public.

Garrett O’Brien, Intern, FC Vukovar



Human Resource Management: Improving the Interior Ministry structure



The Human Resource Management System of the Ministry of the Interior was assessed by the “Working Group for Development” during the second half of 2003. The Working Group was established by the Interior Minister to improve the structural and organizational changes within the Ministry of Interior.

The assessment concluded that there was: a less developed ranking system; a lack of job descriptions and fixed requirements for certain senior management positions; an underdeveloped career system; and an under representation of women and national minorities within the police.

A five-day workshop in Sibenik was conducted comprising of 11 participants

representing the “Working Group for Development of the Ministry of Interior”, the Chairperson of the “Police Union of Croatia” and the Chairperson of the “Independent Union of Ministry of Interior Employees”.

Two external experts provided the training – the Interior Ministry of Interior of the Federal State of Saxony-Anhalt, Germany. The so called “Logical Framework Approach” methodology was

conducted including analyses of the current situation, identification of problems and defining of solutions.

The workshop was conducted in an open, equal and constructive atmosphere. Participants were given the opportunity to



DHOM attended a closing session of MUP/OSCE Working Group Workshop in Sibenik

Staff Info

These colleagues have joined the Mission:

Age Anthonesen (NOR), Police Adviser, FC Sisak; Gabriella Danza (IT), Head of Civil Society & Project Management Unit, MHQ; Dagmara Pilaszek (POL) Field Officer, FO Split; Sharof Azizov (UZB), Field Officer, FO Zadar; Vladimir Lupan (MOL), Field Officer, FO Pakrac; Georgios Vlachogiannis (GR), Field Officer, FC Vukovar; Vesna Puaca, Language Assistant, FC Knin; Mareike Mende (DE), Intern, FO Zadar; Christian Keilbach (GER), Intern, FC Vukovar; Jonathan Hadaway (CAN), Intern, FO Osijek; Dragana Arezina (NL), Intern, MHQ; Yoshihiro Sato (JPN), Intern, FC Sisak; Johan Anders Genneby (SWE), Intern, SO Kostajnica; Erik Hylander (SWE), Intern, FC Knin; Alessandro d’ Andrea (ITA), Intern, FO Petrinja; Jasna Jurisic (GER), Intern, MHQ.

Welcome to the Mission!

These colleagues have left the Mission:

Maria Koulouris (GRE), Field Officer, FO Split; Fernando De Medina (SPA), Legal & Human Rights Officer, FC Vukovar; Andrey Kandybko (RUS), Head of FO Karlovac; Daniel Bronkhorst (UK), Field Officer, FC Sisak; Bruno Attal (FR), Field Officer, FO Pakrac; Shannon Snypp (USA), Intern, FC Vukovar; Davide Lorenzelli (ITA), Intern, FC Sisak; Ina Jurasin (GER), Intern, FC Knin; Katarina Trogrlic (CAN), Intern, FO Pakrac; Garret O’Brien (IRL), Intern, FC Vukovar.

Thank you for your contributions to the Mission’s work. Best wishes for the future!

discuss and prepare in smaller groups and thereafter give presentations and argue with others according to the so called “forget and forgive principle”.



The two external experts contributed to a better understanding of what is required to achieve European standardized human resource management techniques.

The Croatian media covered the event nationwide and also pointed out that the OSCE Mission facilitated the workshop and is further providing assistance in co-operation between the two Ministries of Interior in Croatia and Germany.

Marco Kubny, Police Reform Advisor, HQ



Police recognizes its reformed role

Aerobic lessons in Korenica Police Station

Korenica just a few years ago was a small place, with not much to offer its residents (in terms of a proper social life). Now, the town (which is still a small place), boasts not only a new hotel complex but also one of the first police forces to recognise their reformed role within Croatian society. In so doing, Korenica police were one of the first to embark on numerous activities aimed at building closer ties with its citizens.

Most Mission members know that Manuel, our HFO, succeeded in commencing and holding aerobic lessons in Korenica. What is new, however, is that these aerobic lessons have recently been moved to the Korenica police gym, and are now held twice a week, free of charge.

Korenica Police Chief Drazen Zivcic, who last June attended a two-week OSCE-sponsored community policing training course in Portugal, welcomed the initiative and opened the police door to the community.

"This is just one more step the police have undertaken in strengthening the citizens' trust in the police, in bringing them closer and improving the quality of living in the local community level",

"The OSCE Mission and its employees have unselfishly offered their help in achieving this goal, so the results from mutual projects are inevitable," Zivcic said.

Vlatka Telenta, Media Assistant, FO Korenica



17 March 2004:

St. Patrick's Day in Knin

Our cleaning ladies were most probably the busiest mission members that morning, running around trying to make the big Irish Boss' wishes come true. After all, it was his day and he wanted to make it special for us, his colleagues, by bringing us closer to the concept of

St. Patrick's Day and its meaning for the Irish.

At 11 o'clock we all left our offices and in expectation headed for Ireland - the conference room - at the end of the corridor. With posters of Ireland hanging on the walls and tables covered with bottles of whiskey and Irish creamed coffee, a familiar looking barman ushered in eager FC Knin staff. The barman, who turned out to be our Irish DRR, looked very smart in his apron humming Irish tunes as he whipped up marvellous Irish coffees. With his glasses fogging up from the steaming coffee and his painstaking attention to detail, our DRR Kieran turned out to be a master of Irish coffee - they were delicious. Kieran's Irish eyes were definitely smiling as orders for more kept on coming. However, his attention, as well as ours, slowly began to fade as empty coffee cups began piling up!

I am pretty sure that Irish coffee is but one of the many traditions celebrated during St. Patrick's Day in Ireland. However, jolly FC Knin staff readily accepted the coffee as the only Irish symbol to be cherished that day. Too bad St. Patrick's Day is not at least three times a year! Sláinte!!

Lovrenka Rupcic, Media Assistant, FC Knin



OSCE supports NGO Fair in Sibenik

The first Youth NGO fair entitled Dalmatian Youth Associations Fair was organized by the Sibenik Youth Club, in Sibenik on 30 April 2004. The project was financially supported by the OSCE and Care International.

22 youth associations, mainly from the region of Dalmatia, promoted their activities through information stalls set up for Sibenik residents to browse. They also took the opportunity to raise their problems and needs during a public debate organized as part of the fair. It was very encouraging to see Ms. Neda Klaric, the new Mayor of Sibenik, and Mr. Bozo Baus, Head of the County Of-

fice for Social Activities in Sibenik, taking an active role in the public debate.

A spin-off of the Fair is an Internet portal designed by Sibenik Youth Club to make information generated through the Fair easily accessible, thus further facilitating the networking and cooperation generated during the one-day event.

Similarly, the Centre for Volunteers from Zagreb will conduct a presentation on the role and work of volunteers and volunteer camps throughout Croatia at the end of May, also in Sibenik.

Ingrid Floigl, National Democratization Officer, FC Knin

Postcards



Best regards from China!

DHOM Todd Becker scouts out the possibilities for an OSCE Border Monitoring Mission along the Great Wall! (Photo: Christa Becker) ■