

DOD AFRICAN DEMOBILIZATION INITIATIVE

BACKGROUND

- Demobilization is a “growth industry” in Africa. Programs to disarm, demobilize, resettle, and reintegrate (DDRR) veterans and ex-combatants into civil society—whether as a result of defense reform or conflict termination—are critical to the long-term stability of Africa
- ISA/AFR is working with the NSC, USAID, DOS, DOL, and DOC to develop integrated USG programs to support DDRR efforts in Africa
 - DOD does not have funds or program elements specifically for demobilization in Africa, but partners with and leverages the resources of other USG agencies
- DOD utilizes security assistance programs to help African governments reduce the size of their militaries and in training and educating veterans and ex-combatants. The goal is to help African governments design veterans services programs that provide former military personnel with the **life and employment skills** necessary to successfully transition into their communities

DISCUSSION

- To better organize USG DDRR efforts in Africa, ISA/AFR is participating in a demobilization IWG. This group is preparing the framework for a National Security Policy Directive (NSPD) that addresses how the USG will coordinate its programs during each of the DDRR phases
 - The IWG set the groundwork for the NSPD during a USAID-hosted conference in Kenya, 20-21 March 2001. Attendees included practitioners from USG agencies, international organizations and financial institutions, bilateral donors, and international/regional NGOs
 - The IWG is studying two on-going conflicts in Africa to develop the model for the NSPD
- Current DOD demobilization programs are focusing on two of the continent’s anchor nations: **Nigeria** and **South Africa**. Both of these countries are reducing the size of their militaries as part of peacetime defense reform

Nigeria

- The government of Nigeria’s wants to restructure and downsize its military forces. This will create a high demand for veteran employment and training services. Outplacement facilities, like the Nigerian Armed Forces Resettlement Center (NAFRC) in Oshodi (Lagos), Nigeria, are an essential element of an orderly program to demobilize the military
 - NAFRC provides vocational skills training to retiring military personnel. The center has a 550-person staff and runs two six-month in-residence training cycles a year for 1,125 soldiers. The center, however, is under used, has poorly trained instructors, lacks curricula for the courses it provides, and has out-dated workshop equipment. The infrastructure for the NAFRC facilities also needs repair and renovation

- The USG has committed \$1.7M in FY01 funds to repair the complex, help the Nigerians develop training program courseware, and outfit the workshop with equipment and supplies
 - ISA/AFR was able to garner \$1M in FY01 ESF funds from USAID. DSCA is developing a case with these funds to purchase supplies and equipment for NAFRC and to make facility repairs
- Specific actions include:
 - Study Tour, 19-30 June 2001
 - DOD and DOL co-sponsored a study tour for 23 senior Nigerian defense and labor officials. The tour showed them the programs and services the USG provides separating service members and their families and selected programs that address unemployment and job training
 - Facility Repairs
 - NAFRC requires support in repairing the water, sanitation, and electrical utilities systems to support training operations
 - A USACOE team conducted a site survey of the projects, 13-17 August 2001. They are presently developing cost estimates and plans for each of the projects. USACOE will contract and execute repair projects (using a portion of the \$1M in FY01 ESF funds) (ECD: 31 October 2001)
 - DOL purchased four generator sets using \$160K of FY01 funds. The generators will provide power for the various shops and functions at NAFRC (ECD: 1 February 2002)
 - Workshop Equipment
 - DOL is providing 280 different items of workshop equipment and has spent \$122K in FY01 funds. The bulk of the tools and equipment have arrived in Lagos. (ECD: 31 October 2001)
 - DOL is outfitting the Computer Lab and Work Production Center with 12 computers, several printers, and a copier with FY01 funds (ECD: 15 October 2001)
 - Vocation Course Curricula
 - Yaba Tech, a Nigerian Community College, is preparing curricula for 12 courses under contract with DOL (ECD: 30 November 2001)
 - Labor Exchanges
 - NAFRC is now collaborating with the Lagos state and federal employment agencies. NAFRC is creating a position for a labor liaison and will establish a Board of Visitors

South Africa

- The South African National Defense Force (SANDF) is undergoing major restructuring and reorganizing aimed at reducing and reorienting the force and transforming it to reflect South African society
 - The SANDF wants to cut their military force by 12,000 (15% of their 84,000 force). South Africa, however, is facing unemployment rates as high as 40 percent in some areas of the country

- The SAG also wants to develop programs to support the employment needs of the large number of ex-combatants (those individuals who fought against the Apartheid government) who do not have job skills
- DOD is collaborating with DOL to assist the MOD and SANDF in developing a transition assistance program, life and work skills education and training programs, and employment services for soldiers, veterans, and ex-combatants. Specific actions include:
 - DOL and DOD hosted a DVOT visit to the U.S. for senior members of the South African defense and labor representatives in early December 2000. The tour visited Denver, Chicago, and Washington DC, to allow the team to see a variety of U.S. veterans assistance and youth employment programs
 - CCMR hosted a Life Skills Development workshop in Pretoria, 26-30 March 2001
 - The workshop covered skills development programs for all phases of a serviceman's career--entry level, active duty, transition, and post-service release
 - Approximately 90 military and civilian personnel attended, representing the South African National Treasury, Department of Labor, MOD, Department of Public Service and Administration, veterans from former statutory and non-statutory combatant forces including the SADF, MK, APLA, and TVBC, the South African Qualifications Authority, the ANC, and private consultants
 - DOD and DOL co-hosted a Rationalization and Reintegration Workshop from 9-13 July 2001 in Pretoria at the request of DMOD Madlala-Routledge
 - Approximately 40 participants attended from the South African Departments of Defense, Labor, Social Development, and Public Works, as well as representatives from private training service providers and NGOs
 - The workshop explored ideas and develop specific interventions to transform of the Service Corps
- On-going USG support for South African demobilization includes:
 - Helping the Service Corps develop the curriculums, manuals, and training materials necessary to provide soldiers marketable skills (ECD: 1 Dec 01)
 - Aiding the SAG in developing small business enterprises, where former soldiers could use their skills to set up their own businesses (ECD: 1 Dec 01)
 - Developing a compendium of public, private, and NGO programs and services that can assist veterans and ex-combatants with the separation, resettlement, and reintegration processes (ECD: 31 October 2001)
 - Conducting a workshop to focus on expanding veterans' employment through Public Works (ECD: 15 November 2001)
 - Developing a pilot program on life skills curriculum for the Service Corps (ECD: 1 February 2002)
 - Arranging for MOD/DOD personnel to attend the Transition Assistance Program (TAP) course offered by the National Veterans Training Institute in Denver. (This course would allow South African military to prepare its own TAP program.) (ECD: 31 March 2002)

ISSUES

1. Generating sustained USG support for the demobilization initiative through the interagency process. This includes finding and bundling resources and coordinating the efforts of existing African and USG programs
2. Expanding DDRR programs to those countries undergoing conflict