

# **APPENDIX B: TRAINING FOR PEACE OPERATIONS AS CONDUCTED IN ZIMBABWE**

## **1 INTRODUCTION**

The project team visited Zimbabwe over the period 18 July to 20 July 1996. For a more detailed itinerary, see Appendix J.

## **2 SCOPE**

The report on peace operations training in the Zimbabwe Defence Force as presented to the survey team is presented as follows:

- ◆ background: Zimbabwean participation in peace operations;
- ◆ the decision making process for Zimbabwean participation in peace operations;
- ◆ unit and specialist peace operations training;
- ◆ the role of the Zimbabwe Staff College; and
- ◆ comments and recommendations by host country.

## **3 BACKGROUND: ZIMBABWEAN PARTICIPATION IN PEACE OPERATIONS**

Since 1991, Zimbabwe has made the following contribution to peace operations:

### ***Previous Operations***

- ◆ Somalia (UNITAF and UNOSOM), Battalion operations;
- ◆ Rwanda (UNAMIR), Military Observers;
- ◆ Mozambique (ONUMOZ), Military Observers; and
- ◆ Angola (UNAVEM II), Military Observers.

### ***Current Operations in Angola (UNAVEM III )***

- ◆ Force Commander, Maj Gen Philip Sibanda;
- ◆ Regional Commander (colonel); and
- ◆ 1x Infantry Battalion (rotated August 1996).

#### **4 DECISION MAKING PROCESS FOR ZIMBABWEAN PARTICIPATION IN PEACEKEEPING**

A request by the UN for Zimbabwe Defence Force involvement in any specific peacekeeping operation is channelled through the Ministry of Foreign Affairs (MFA). MFA then refers the request to a committee for further examination. This political-military committee is chaired by DFA. Its task is to:

- ◆ consider the ability to support the proposed commitment;
- ◆ examination the mandate in detail; and
- ◆ consider the availability of resources to meet mission requirements.

(As a rule, the committee would be most reluctant to support a commitment to participate in a peacekeeping mission under Chapter VII.)

The committee then makes a recommendation at the strategic level to both the Secretary of Foreign Affairs and the Secretary of Defence. The MFA will then take the matter to cabinet for further deliberation. Once the cabinet has reached a decision, it will be communicated to UN New York via the Zimbabwe Embassy at UN New York.

Within the armed forces, HQ Zimbabwe National Army designates an appropriate unit and issues instructions for unit preparation to commence. A team consisting of both arms of service (Army and Air Force), a representative of DFA, an MoD representative, and the contingent commander depart to the mission area for reconnaissance. In the interim, the unit continues with mission-oriented training for a minimum period of four weeks. When the reconnaissance is completed, the information gained is used to make appropriate adjustments to the training programme. Mission oriented training culminates in a week-long command post exercise for officers and senior NCOs at the Tactical Division of the Zimbabwe Staff College prior to unit deployment.

#### **5 UNIT AND SPECIALIST PEACEKEEPING TRAINING**

In 1992, as a result of lessons learned through participation in peace operations in Somalia, peace operations training was formalised within the Zimbabwe National Army. Previously, peace operations had been regarded as peripheral to the primary role of the Zimbabwe National Army, but the requirement to define such a role for the Zimbabwe National Army has now been recognised. Recruits now clearly understand that their military service may well include support of an external commitment of the Zimbabwe National Army.

It is now a standard policy within the Zimbabwe National Army that all units will undergo UN peace operations training as an integral part of the annual training cycle. Past participation in UN peace operations allows the Zimbabwe National Army to draw on a pool of experienced instructors for the conduct of this training. As general military training is

focused towards conventional warfare, and the Zimbabwe National Army has considerable experience in counter-insurgency operations, UN peacekeeping training supplements a number of skills which have already been acquired, and which are relevant to the conduct of peace operations, such as movement control, observation, helicopter drills, etc. The training of Zimbabwe National Army soldiers progresses from recruit training at the Recruit Training Depot, through to unit training and mission specific training.

The remainder of Zimbabwe National Army peace operations training is conducted largely under the auspices of the Zimbabwe Staff College, with the exception of training for military observers, which is now conducted by the School of Military Intelligence. The latter training is aimed at creating a pool of trained military observers who would undergo a further two weeks of mission specific training at the Peacekeeping Department, Zimbabwe Staff College prior to deployment to the mission area. All officers (captain to lieutenant colonel) who attend the four-week Military Observers Course must have graduated from the Zimbabwe Staff College junior and/or senior staff courses.

The Zimbabwe Defence Force also utilises the opportunity to send officers to attend peacekeeping-related courses in other countries, such as Canada, Austria, Egypt, South Africa, the United Kingdom, and the Nordic countries. They also benefit from a number of courses offered by civilian agencies and NGOs, such the ICRC and UNDP.

Aside from the training presented at the Zimbabwe Staff College and School of Military Intelligence, peace operations training is also an integral part of courses presented at the Zimbabwe School of Infantry and the Zimbabwe Military Academy. UN peacekeeping training is part and parcel of the progressive career development of the officer training programme, i.e. at platoon commander, company commander level, etc. HQ Zimbabwe National Army reiterated the fact that unit-level training includes a minimum of four weeks UN training, which culminates in field exercises at the All Arms Battle School at Nyanga. There are plans to develop this training area into a major school for peacekeeping training.

Past performance in UN peace operations indicates that a satisfactory level of training has been reached by the Zimbabwe National Army. A need for computer literacy has been identified, and is currently being addressed by the Army Data Processing Unit.

#### **6 THE ZIMBABWE STAFF COLLEGE**

Apart from dedicated UN peacekeeping training courses *per se*, the Zimbabwe Staff College conducts three courses for officers: a Joint Senior Command and Staff Course, a Junior Command and Staff Course, and a Logistics Course. All these courses include a module dedicated to UN training.

The Zimbabwe Staff College Peacekeeping Department also conducts an annual two-week Southern African regional peacekeeping course aimed at preparing officers for duties at any deployed UN headquarters in the field. This course is currently offered to officers from the

SADC countries, as well as other African countries such as Ghana, Ethiopia, and Uganda. The extension of this course to four weeks duration is currently under consideration. The Zimbabwe Staff College Peacekeeping Department also conducts three-day workshops on peacekeeping for selected personnel from all elements of the contemporary peacekeeping environment.

The motto of the Zimbabwe Staff College is: “*To Win Peace Study War*”. The ‘conduct of UN peacekeeping training’ is one of the five roles identified for the Zimbabwe Staff College. The College is commanded by a major general, and is organised in the following five divisions:

- ◆ Senior Division;
- ◆ Junior Division;
- ◆ Logistics Division;
- ◆ Tactical Trainer; and
- ◆ Peacekeeping Division.

The Senior Division presents a 46-week Joint Command and Staff Course, which includes a two-week UN peacekeeping module, presented by the directing staff during the third phase of the Joint Command and Staff Course. This course is normally attended by 40 students. The next Regional Peacekeeping Course will be composed of 14 Zimbabweans and 26 officers from other countries. A one-week peacekeeping module is also presented by the Junior Division during the second phase of the 17-week Junior Staff Course. The Junior Staff Course has a present capacity for 60 students, and two such courses are presented per year. Although military observers are trained at the School of Military Intelligence, the Tactical Trainer also conducts a week-long exercise for military observers. The Peacekeeping Division is responsible for regional peacekeeping training, and has four lieutenant colonels on the teaching staff, supplemented by two on the co-ordinating staff.

The Zimbabwe Staff College plans to cater for guest students, institute a directing staff exchange programme, and to provide berths for civil servants on the third phase of the Joint Senior Command and Staff Course in the future.

The Peacekeeping Division, which was established in November 1995, presents an annual Southern African regional peacekeeping course of two weeks duration during the second half of every year. The aim of this course is to foster understanding of contemporary multifunctional peacekeeping among commanders and staff officers. The course covers the following subjects:

- ◆ a geopolitical survey of conflict in Africa;
- ◆ conflict resolution theory;
- ◆ International Humanitarian Law;

- ◆ wider peacekeeping doctrine;
- ◆ the United Nations Organisation;
- ◆ campaign planning;
- ◆ humanitarian operations;
- ◆ military air power in peace support operations;
- ◆ case studies: ECOMOG, Bosnia, and Rwanda;
- ◆ the staff perspective;
- ◆ the media perspective;
- ◆ civil-military affairs;
- ◆ logistics;
- ◆ the NGO perspective;
- ◆ co-ordinating peace support operations;
- ◆ strategy planning (exercise);
- ◆ the Nordic peacekeeping experience;
- ◆ command at the operational and tactical levels;
- ◆ coping with conflict during peace support operations; and
- ◆ tactical peacekeeping exercises without troops.

The Zimbabwe Staff College subscribes to UN peacekeeping doctrine, as evidenced by their extensive use of training publications such as the manuals on UN Staff Officers Training, UN Module for National and Regional Staff Colleges, and UN Command Post Vistaland. It has excellent tuition facilities, which include a television studio and a library. The Tactical Trainer facility is well designed and equipped.

## 7 COMMENTS AND RECOMMENDATIONS BY HOST COUNTRY

The Zimbabwe Defence Force (ZDF) supports UN and regional peacekeeping initiatives, as evidenced by their participation in peace operations in Africa over the past five years. However, the ZDF has limited logistic capacity to sustain a national contingent without international assistance. The question of logistics therefore remains crucial to ZDF participation in future peace operations, and this needs to be addressed. The ZDF is also wary of becoming involved in Chapter VII operations, and would not participate in regional peacekeeping efforts which are divorced from the UN.

The need was expressed for a clarification of current OAU thinking on peacekeeping, and for this knowledge to reach the level of the Zimbabwe Staff College. There is a similar need for such information from the UN DPKO, and for the sharing of information among the armed forces of the sub-region.

Conflict resolution in Africa is primarily a political task. Agreements should be reached through dialogue rather than imposed through the use of force. The OAU and its member states should therefore make use of far more aggressive diplomacy in order to secure a peace accord before turning to the military for assistance in resolving violent conflicts.

The establishment of a UN logistics base in Africa would help to resolve the logistics dilemma created by the demands of peacekeeping for many of the region's armed forces. It would also indicate a firm resolve for involvement in terminating violent conflict, and thus act as a type of deterrent to armed conflict among African peoples. The establishment and utilisation of such a logistics base would also be an important confidence-building measure and enhance co-operation throughout the continent.

The OAU should emphasise and continue to support efforts to enhance sub-regional peacekeeping capacities in order to build on the co-operative frameworks which already exist.

Where the principle of non-interference as contained in the UN and OAU charters is abrogated because of a compelling humanitarian imperative, the Zimbabwe National Army would only consider involvement within the framework of a clear UN mandate, and under decisive UN leadership (not under the auspices of any particular country).

The OAU should provide guidance for sub-regional efforts to enhance peace operations capacity through the articulation of a clear and appropriate UN doctrine, and the establishment of a pool of qualified regional instructors who could assist in imparting the relevant knowledge and skills.

The OAU should work towards the establishment of a cell of competent military staff officers with UN peacekeeping experience, i.e. former commanders and staff officers who have served in UN operations. This cell could be of immense assistance, not only in advising the General Secretariat, but also in establishing a common set of guidelines and principles for UN peacekeeping.

Since becoming involved in UN peacekeeping in 1991, the Zimbabwe National Army has operated alongside a large number of national contingents. Difficulties were experienced in working with various national contingents whose standards, doctrine and training differed markedly from that of the Zimbabwe National Army and other countries. This aspect extended to differing standards in the provision of logistics and logistic support by various national contingents. This significantly affected the smooth direction of operations. It is therefore strongly recommended that common standards and unified training procedures be adopted.

The acceptance of a peacekeeping force by the host country is essential. Cultural awareness should therefore be emphasised as an essential element of pre-deployment training.

HQ Zimbabwe National Army had experienced serious difficulties in the realm of command and control during participation in UN peacekeeping, due to the diversity of languages used throughout the command hierarchy and to distortion in translation and interpretation of military terms and concepts. It is therefore strongly recommended that the need for standardised terminology and language of command be considered when constituting a peacekeeping force.

The Commandant Zimbabwe Staff College recommended that regional centres of excellence be designated and developed for peacekeeping training, and that such training be directly related to the demands of contemporary peace operations. The Zimbabwe Staff College, which has apparently already been designated by the UN as such a centre of excellence for the training of commanders and staff officers for peace operations. Similar centres of excellence could be identified in other countries of the region for training in logistics, field engineering, military policing, medical support, etc.