

Coming soon!

bicc report

Christine Beeck

Unlocking Lessons

Lessons learned from a decade of capacity-building through a training of trainers programme on physical security and stockpile management

Available

**June
2025**


Stay tuned!



Training Programme

Based on the UN Programme of Action and acknowledging physical security and stockpile management (PSSM) as a key element of weapons and ammunition management (WAM), the Multinational Small Arms and Ammunition Group (MSAG) initiated a training programme on the security and stockpile management of weapons, ammunition and explosives for East African states in Kenya in 2012. Participants to be trained are from among the military, police and wildlife service sectors.

To lessen dependency on foreign trainers and build on existing regional expertise in WAM, the MSAG trainers developed a training of trainers (ToT) process. The goal is to develop a sustainable pool of regional trainers who can themselves train future experts once the ToT process comes to an end.



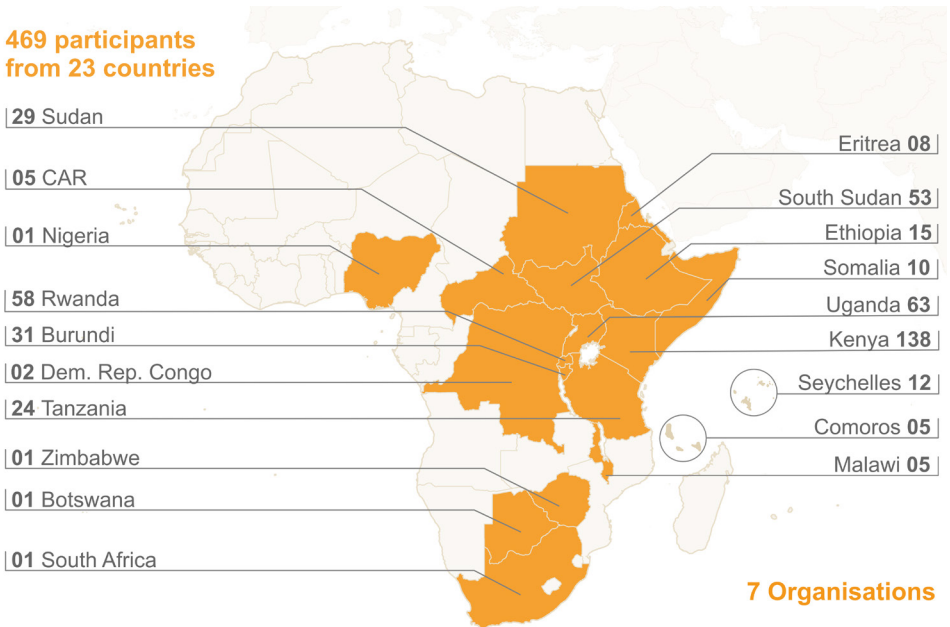
“Our involvement does not end in the classroom. We are all ambassadors that continue working on the SALW control issue once we have completed the training.”

Senior Instructor

Between 2012 and 03/2024, MSAG donor governments invested an estimated 1.5 million euros into this capacity-building endeavour. Up until March 2024, 469 participants were trained, out of whom 42 were certified as PSSM instructors and 13 as senior instructors. The following image shows their geographical distribution.

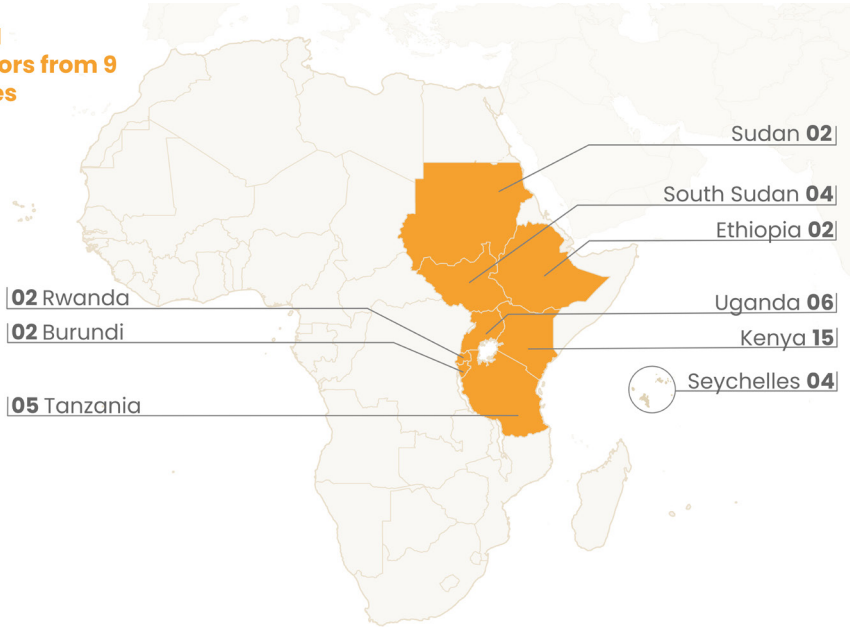
Total number of participants

**469 participants
from 23 countries**



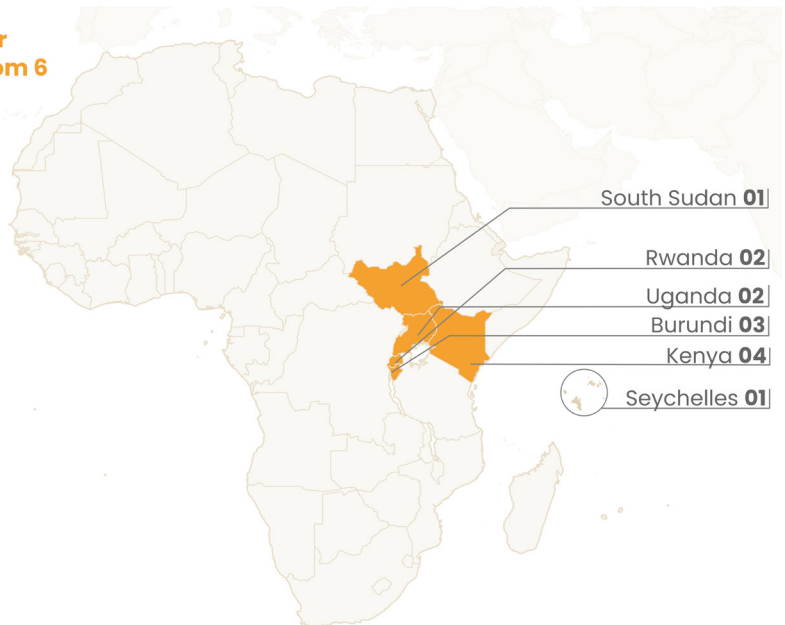
Number of Instructors

**42 PSSM
Instructors from 9
countries**



Number of Senior Instructors

**13 PSSM Senior
Instructors from 6
countries**



LESSONS LEARNED

1

BUILDING TRUST AT DIFFERENT LEVELS IS ESSENTIAL FOR A SUCCESSFUL PROCESS AND OUTCOME.

Trust between partners and stakeholders, as well as with and between trainers and trainer candidates plays a key role in any capacity-building endeavour and takes time to grow. It is therefore important to ensure continuity in terms of personnel, as this contributes to the success of a process and facilitates trust and the creation of sustainable structures.

2

CONTINUITY NOT ONLY BUILDS TRUST BUT ALSO CREATES OPPORTUNITIES.

bicc's long-term engagement in the East Africa ToT process has also led to the joint development of a new training module on "Cross-cutting issues with a special focus on the RECSA region", including a dedicated section on "WAM and Gender. Understanding the importance of including gender considerations into WAM". The gender component of the new training module aims to sensitise course participants to the importance of mainstreaming gender into a technical field such as PSSM and highlights its place within WAM. The new training module has been part of the official training module package since October 2023.

3

COMBINING PARTNERS WITH DIFFERENT SKILL SETS IS BENEFICIAL FOR A TRAINING PROCESS.

Stakeholders implementing the regional PSSM training are MSAG, RECSA (Regional Centre on Small Arms in the Great Lakes Region, the Horn of Africa and Bordering States), bicc and the International Peace Support Training School (IPSTC) in Nairobi/Kenya, where the training takes place.



3

Each partner brings a unique skill set that complements that of the others. MSAG representatives come from the military and therefore naturally enjoy the credibility and respect of the course participants who come from arms-bearing services. MSAG representatives are, therefore, in the best position to provide initial training and now mentor the ToT process on such a technical subject matter such as SALW stockpile management. RECSA, an internationally recognised inter-governmental organisation within Africa whose mandate is to address the proliferation of illicit SALW to provide a conducive environment for sustainable development, enjoys the credibility of its member states, is familiar with their needs and is in an excellent position to ensure the most suitable participants for the training. bicc, a non-profit research institute, became involved in this process in 2016 where we seconded an adviser to RECSA who allowed for continuity despite personnel changes within the regional partner organisation and to act as a connecting point of contact between IPSTC, RECSA and MSAG. This proved crucial for the successful implementation of the training courses, especially in the first years. Since October 2018, a dedicated staff member based in Bonn has been supporting the training process, taking over from the seconded advisor whose assignment ended in January 2023.



The Author

Christine Beeck has been working on the full range of WAM processes for over 10 years and has worked for a variety of organisations including IOM, the EU, Small Arms Survey, Saferworld among others. She has worked in a number of different capacities, including as Project Manager, Consultant, PSSM Coordinator and Research Consultant. As executive editor in the training and education on small arms project at bicc, her responsibilities included the development, writing and editing process of training modules on SALW and related issues.

PUBLISHER

bicc – Bonn International Centre
for Conflict Studies gGmbH
Pfarrer-Byns-Straße 1,
53121 Bonn, Germany
www.bicc.de

CONTACT

Head of Advice & Scientific Transfer
elvan.isikozlu@bicc.de
+49 (0)228 911 96-54

EDITOR:	Elvan Isikozlu
COPYEDITOR:	Heike Webb
LAYOUT:	Verena Krautter
EDITORIAL DESIGN:	Silvia Gaianigo, Verena Krautter
GRAPHICS:	Nele Kerndt, Ananya Pal
PHOTO CREDITS:	Nikhil Acharya

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Its multidisciplinary approach covers the topics of

- building peace and social cohesion
- militarisation and arms control
- agents and patterns of security and war
- violent environments and infrastructures
- migration and forced displacement

bicc was founded in 1994 with the support of the German state of North Rhine-Westphalia and is a member of the Johannes-Rau research community.

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