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COVER NOTE

From: European External Action Service (EEAS)
To: European Union Military Committee (EUMC)
Subject: Military Work Strands Management Plan

DOCUMENT PARTIALLY ACCESSIBLE TO THE PUBLIC (11.11.2025)

Delegations will find attached the Military Work Strands Management Plan, as agreed by the EUMC on the 20 June 2022.

Encl.: EEAS(2022)663 REV5

**EEAS(2022)663 REV5
LIMITÉ**

EUROPEAN EXTERNAL ACTION SERVICE



European Union Military Staff

Working document of the European External Action Service

of 20/06/2022

EEAS Reference	EEAS(2022)663 REV5
Classification	LIMITÉ
From To	European Union Military Committee (EUMC) European Union Military Committee (EUMC) CSDP/PSDC; EUMC
Title / Subject	Military Work Strands Management Plan
[Ref. prev. doc.]	EEAS(2022)663 REV4

Delegations will find attached EEAS(2022)663 REV5 - Military Work Strands Management Plan, as agreed by the EUMC under the silence procedure on the 20 June 2022.

**EEAS(2022)663 REV5
LIMITÉ**

TABLE OF CONTENTS

REFERENCES..... 3

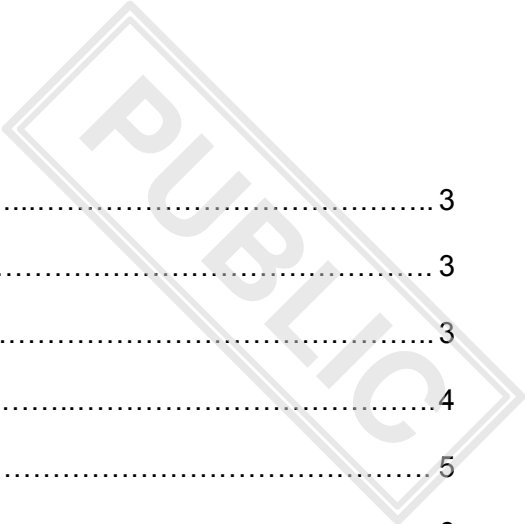
A. BACKGROUND..... 3

B. AIM..... 3

C. GENERAL PLAN..... 4

D. IMPLEMENTATION..... 5

ANNEXES 6



EEAS(2022)663 REV5 LIMITÉ

REFERENCES

- A. A Strategic Compass for Security and Defence (ST 7371 2022 dated 21 March 2022)
- B. Military Implementation Plan for the Strategic Compass (ST 8208/22, dated 19 April 2022)
- C. EUMC Masterplan (ST 12355/21, dated 29 September 2021)
- D. EU Military Conceptual Development Implementation Programme 2022- 2023 (CDIP 22-23) (ST 7594/22, dated 24 March 2022)
- E. EUMC Strategic Priorities (ST 9414/17, dated 18 May 2017)
- F. EEAS Implementation Plan of the Strategic Compass (April 2022 – living document)

A. BACKGROUND

1. Considering the objectives and actions stated in the Strategic Compass (Ref. A), the EUMC agreed a plan on how to take forward all the required military work strands - Military Implementation Plan (MIP) (Ref. B), in order to ensure the timely military delivery in the frame of the Strategic Compass.
2. EU Member States within the MIP asked to use it to complement and inform the updating of the EUMC Masterplan (Ref. C), with the aim of being integrated in a single comprehensive document, while fully taking into account the EU Military Conceptual Development Implementation Programme (CDIP) (Ref. D), and the EUMC Strategic Priorities (Ref. E). The latter is considered a capstone document which upholds the EU military framework.
3. The new, consolidated and comprehensive plan, named “Military Work Strands Management Plan” (Management Plan), will be the single military masterplan, giving an overview over all main current and future work strands, including those linked to the implementation of the Strategic Compass, within a four years’ time frame, which will also be coordinated with the EEAS Implementation Plan (Ref. F), as a living document. Therefore, it will reduce the number of different documents, which all serve the aim to foster the coordination of strategic EUMC works. It incorporates and supersedes the MIP and the EUMC Masterplan.

B. AIM

4. The Management Plan is a single comprehensive document, which depicts all the main work strands currently under military remit or requiring a military implementation, including those stemming from the Strategic Compass, with particular focus on the short-term deliverables, in order to contribute to the synchronization of all the activities that have to be carried out.

EEAS(2022)663 REV5

LIMITÉ

5. The aim of the Management Plan is:
- a. To provide the EUMC with an overview over all main current and future work strands, including its linkages and interdependencies.
 - b. To coordinate EUMS-internal efforts and resources in order to attain established military objectives.
 - c. To allow EU Member States to foresee and manage their resources in order to support the development of the Military Work Strands, where required.

C. GENERAL PLAN

6. The Management Plan includes 40 Military Work Strands, numbered in a sequential order¹. The Work Strands are structured in accordance with the Strategic Compass Chapters (Annex A), regardless they are direct Strategic Compass objectives or they are supporting them:
- a. Each Military Work Strands has a leading EUMS responsible Directorate/MPCC, with the respective deadline;
 - b. 19 Military Work Strands derive and include the ongoing work from the EUMC Masterplan and the CDIP, in accordance with the identification columns depicted in Annex A;
 - c. A full oversight diagram in Annex B provides the complete overall image of the Military Work Strands that have an individual Project Plan, including their main interdependencies;
 - d. 23 Military Work Strands currently have a more detailed planning, considering the relevance of the military role to accomplish its respective output and the need to further detail the military contributions. These Work Strands have both an individual Project Plan (Annex C) and an individual Work Strand Sheet (Annex D), to further explain its aim, objectives, timelines, milestones and interdependencies with other work strands;
 - e. All Military Work Strands have an Individual Military Work Strand Sheet, Annex D;
 - f. Annex E depicts the general requirements for task related support from EU MS and Annex F reflects EUMC involvement, as far as currently conceivable.
7. In the overall Management Plan the dependencies and links between Work Strands exist in such a variety and depth, that the overview (Annex B) only highlights those who lead to a

¹ The order is not constituting a prioritisation as the work strands are largely interdependent and interlinked.

EEAS(2022)663 REV5 LIMITÉ

sequential process or which are of severe importance.

8. This approach will ensure a swift and sustainable implementation, providing a single reporting mechanism that will help to assure the visibility of the Strategic Compass Military Work Strands implementation.
9. Military Work Strands with references to synergies and cooperation with NATO should be examined in an inclusive way for all EU MS. Additionally, cooperation of the EU with other partners should be examined when the principles of transparency, reciprocity and inclusiveness are implemented, as well as there is a clear added value for the EU. Partners of the EU are considered those actors who share EU values and principles; respect the international law and the good neighbourly relationship with the EU MS. These principles are applicable throughout the whole document.

The Annexes B, C, D, E and F are to be considered EUMS supporting documents which do not require EUMC agreement. Additionally, issues related with the military work strands designation and content are relegated for the relevant discussions during the dedicated sessions to come, where they will be further discussed.

D. IMPLEMENTATION

10. The progress depicting the current state of play and way ahead for the Military Work Strands will be reported regularly, at least every semester to the EUMC or sooner as required and tasked by the EUMC. The Management Plan will be also revised annually, or as required and tasked by the EUMC².

ANNEXES:	Page
A – Military Work Strands Management Plan.....	6 - 7
B – Military Work Strands Overall Diagram.....	8
C – Military Work Strand Project Plans	9 - 31
D – Individual Military Work Strand Sheet	32 - 91
E – EU Member States support/engagement requirements	92 - 95
F – EUMC involvement	96 - 97

² The first revision will be done before the next EUMC meeting at CHODs' level.

**EEAS(2022)663 REV5
LIMITÉ**

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