

constructed roles and responsibilities of women and men and the relationships between the two. These roles and relationships differ across culture, time and intersect with other variables including age, ethnicity, race and sex orientation.

7. It was agreed that the term gender is not synonymous or interchangeable with women, but it was acknowledged that gender can obscure women from view. While this is problematic, the advantage of using gender as a tool of analysis is that it places people within their socially constructed realities. At the same time, gender analysis is a flexible lens so that investigation can focus specifically on women.

8. It was agreed that the application of gender analysis to peace operations not be limited to the investigation of the participation of women nor to attempts to increase their participation. Curriculum objectives include challenging the privileged understanding that women are solely victims of conflict, and instead reflect the diversity of experience. In conceiving of peace operations as a continuum and a multidimensional process, gender analysis challenges singular notions of women's experience, locates them as autonomous agents and uncovers the structural and attitudinal barriers and relationships that circumscribe their agency. The example of Northern Ireland could be used to illustrate this particular issue, though other case studies will be used throughout the course.

9. In assisting the implementing agent in unpacking from a gendered perspective the assumptions about women and women's agency in the context of peace operations, it was suggested that the course deal with some of the questions listed below. Specifically, who is being reintegrated into post-conflict societies and how? Who benefits from demobilization, demilitarization, and re-integration programs (DDR)? Who has access to resources? Who has the authority and resources to engage in peace negotiations? Who benefits from the new peace? Whose definition of peace is being used to reconstruct post conflict society? Are there different definitions of peace dependent upon sex or gender? It should be noted that feminist articulations of peace often include the notion of economic autonomy as well as freedom from gender-based violence.

10. There was consensus that while the title of the initiative may imply an objective of behaviour modification, this initiative is part of a larger process of gender and peacebuilding. This initiative is about rethinking program and policy from a gendered perspective, not just modifying behaviour, although changed attitudes and behaviours may be a by-product of the initiative. Specifically, this initiative aims to enable civilian and military personnel to develop and examine peace operations in a different way.

#### **IV. Peace Operations: Definition**

11. Lt. Col. Stephen Moffat led a discussion on peace operations. The Steering Committee agreed that the training course must look at peace operations as a dynamic process, not simply as a function. Classical peacekeeping operations were governed by certain principles, including neutrality, and comprised narrow mandates. In the late 1980s