

an initiative of this kind which is also in keeping with the UN objective of mainstreaming and a widespread organizational interest in gender and peacebuilding. Moreover, given a seeming absence of gender sensitization in current UN peacekeeping and peacebuilding operations this creative initiative has a real opportunity to shape the future of multilateral peacebuilding operations on a global scale.

The pilot is scheduled to begin around 08 March 1999 in order to coincide with International Women's Day and to mark the first year anniversary of the 09-10 March 1998 meeting between Secretary of State Madeleine Albright and Minister of Foreign Affairs Lloyd Axworthy in which they announced the Joint Canada-US Gender Sensitization Training for Civilian and Military Participants of Peace Operations.

### **The Pilot Project**

In moving the initiative beyond the conceptual phase, the discussion established the initiative's concrete goal: a training course outlined in the "Points of Reference". As the idea of a course was developed further it was also accepted that the curriculum and course would be disseminated beyond the initial pilot group.

A review suggested that other target organizations could include the UNHCR, UNHCHR, OAS and the OSCE. A number of participants stated in the meeting that individuals in the aforementioned organizations had expressed support for and interest in the initiative and its objectives. This initiative can link to other organizations, including the United Nations through the UN training assistance team and/or the lessons learned unit and the UN Staff College.

A stand-alone design model that can also easily be integrated into already existing modules of training would make the initiative more marketable, easier to disseminate and tap into a growing interest in gender sensitivity training. However, the program should be clearly identified in its gender objectives so that when it is implemented it will not be misused, misinterpreted and risk counterproductivity. In spite of this there was a recognition of the need to be culturally sensitive and to allow for regional modifications yet maintain the objective of the integration of a gender analysis into peacebuilding.