

information should be part of central personnel data bases so as to facilitate the rapid identification of appropriate individuals as UN HROs or other human rights operations arise.

Some individual trainees might discover that they are not prepared to undertake the type of tasks envisaged, or to accept the basic living conditions found in many field operations. As a result some will withdraw their names from consideration for HROs. Most others having gained a better appreciation of what may be required from them if they are mobilized, will become effective just that much faster when they receive operation specific training and are actually deployed.

Recommendation #71

It is recommended that like military peace-keepers, that extensive generic training on human rights field skills be provided to potential HRO personnel prior to being selected for any particular HRO.

11.2.2.2 operation specific training

It is obvious that teams or individuals selected for a particular human rights operation will need country specific training in order to tailor their generic skills for the situation they will actually face. Some of this can occur in a pre-deployment phase, but there are advantages in much of the training occurring in the operation area. This can take place both upon arrival (induction training), and through periodic refresher or upgrade training.

Often this operation specific training will consist of generic training which has been customized for a particular operational context. Therefore many of the same areas of training as covered in generic training will be covered here, albeit often in abbreviated form as individuals should already be grounded in the theory and a variety of operational options.

The driving rationale for 'customized' operation specific training, is the unique political, social, legal and cultural context of the operation, eg. the regional or country in which an operation is taking place. However, there is also a need for operation specific training as to the local 'international' environment, eg. operation mandate, other operation components, other international players present such as international NGOs and UN agencies, how they interact, etc.

Customized training for the country of operation can range from the immediately obvious such as working in the local language, to how to address and work with traditional leaders. Other less immediately obvious customization includes training to operate within or alongside a