

## Evaluation of CANADEM

and RCMP), one was from the Pearson Peacekeeping Centre and the remainder came from international organizations.

The nature of demand falls predominantly towards human rights monitors. However, this is a function of the application and search request forms and the way in which skills are identified. These documents do not break down those skills which would be associated with the different activities captured under the peacebuilding label.

On this note, one interviewee from the international community commented that he believed there would be less need in future for general human rights monitors "en masse as in Rwanda" and a greater need for specialized expertise such as policy analysts, experts in administrative law, electronic specialists and those familiar with institution building.

Three requests were outside the normal parameters of CANADEM's services - forensic police, a speaker and an aid project. The latter two are interesting adjuncts to potential sources of demand and the first was referred to the RCMP.

A number of interviewees commented on the lack of international activity in 1997 which would require the services of CANADEM. Changes within the UN and notably in the Office of the High Commissioner for Human Rights was given as part of the reason for low demand. None of the interviewees could speculate on future demand.

### *Does CANADEM provide a "value added" service to Canadian clients? International clients?*

The survey of CANADEM members, which is summarized in Appendix B, indicates that the rationale for this resource bank is well understood and supported by the members. This support is of course, to be somewhat expected from members. However, 58% of respondents indicated that they would find it difficult, and have to resort to word of mouth or networking, to obtain these types of assignments in the absence of this service.

Fifty eight percent (58%) of those who answered this survey are also listed on other rosters, and 33% of these compare CANADEM favourably to other roster arrangements. Forty seven percent (47%) of those on other rosters felt it was too early to compare the level of services.

While qualitative remarks on the surveys were summarized for brevity, there was a strong, positive commentary provided by a number of respondents on the importance of this function to Canadian foreign policy and to international endeavours in general. Thirty one percent (31%) rate CANADEM's services as excellent and 77% gave a rating of 3 and above on the scale of 1 to 5 (where five = excellent and 1 = poor).