

as social justice and personal relationships with female relatives are often a good way to connect with men on touchy issues. A peace march of 3000 women in Colombia saw an impressive participation of young men, many of whom had become involved through their mothers. This shows the importance of male-inclusive youth programs by women's organizations. However, the need to bring in men does not negate the need to continue to push for women's participation.

One of the major gaps identified is the absence of women in decision-making positions in the UN system as well as governmental agencies, and particularly in field missions. There is now only one woman among the 60-70 special representatives of the UN Secretary General serving in peace related functions. Even UNICEF, which is reported to have almost achieved gender parity among its staff, has few women participating in emergency response missions. Another gap was attention to particular sub-groups of women. One sector that seems to have been neglected is that of female adolescents, who are not reached by girls' education programs, nor by women's groups. Finally, an important gap was the inclusion of men in gender-related activities and debates, including gender training and grassroots-organizations. This gap was noted mostly in women-specific civil society organizations, as well as in academic gender-research.

Several recommendations arose: one being that more gender training for international agency staff is needed to increase the general level of awareness. Such training should provide concrete tools, not only concepts, which can be sets of questions that help people understand a local culture and gather information relevant to specific subject areas. Beyond training, there is also a need to change the incentives by incorporating gender mainstreaming in performance evaluation systems, making budgetary allocations for it, and establishing accountability mechanisms. Second, international mediators should continue to push for more women at peace negotiating tables. Particular attention should be paid to selecting women that are representative of different sectors of the population. Third, NGOs struggling for gender equity should make more efforts to include men. This involves the gathering of data on male roles, concerns and identity, gender training with men, and male-inclusive youth programs.

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SESSION 9.2: Peace or Justice?

The chair of the session, Rena Ramkay, of the Centre for Mediation at Carleton University, noted that the panel would discuss responses by governments and other international actors can respond to crimes against humanity by addressing the relationship between truth and justice. Some people conceive of truth and justice as competing with one another, arguing that sometimes justice has to be sacrificed for truth or truth for justice. However, the panellists argued that history has taught us that these concepts must be complementary: both truth and justice should be pursued at the same time in order to rebuild a country on a solid foundation.

Valerie Oosterveld, of the Department of Foreign Affairs and International Trade, noted that last January, after a long and painful armed conflict, peace was officially declared in Sierra Leone. On May 14th 2002 the country was to hold its first elections since 1996, and was introducing two independent and complementary mechanisms: a truth and reconciliation commission and a hybrid (domestic/international) criminal tribunal. The former will focus on finding the truth and