

days briefing in Brussels prior to deployment. In the same vein, the first human rights training for CIVPOL and civil affairs personnel of UNPROFOR took place in Zagreb 7-16 July 1995. This was 3 ½ years into that operation, and was a reflection of the low priority given to human rights by UNPROFOR. The first 16 months of HRFOR and all of UNTAC witnessed little human rights training, and this tended to deal primarily with the content of international human rights legal norms. Little if any time was spend on the more critical need for training on the practical implementation of international promotion and protection standards.

Subsequent HROs have slowly increased the training provided to incoming personnel, as well as occasional upgrade or refresher training in the field. OAS selected personnel for MICIVIH received little or no training prior to deployment, and received only a couple of brief sessions upon arrival in Haiti. However, the UN selected personnel for MICIVIH, at least after the arrival of Ian Martin as head, received a comprehensive three week course²²⁷ developed with the assistance of various NGOs. It included sessions on the UN and key aspects of the field operation (security, medical orientation, etc.), and sessions on Haitian history, economy, society, and Créole language training. It then went on to deal with mission mandate and policy, relevant human rights instruments, relevant Haitian law, and finally, techniques of observation, interviewing, and reporting.

The Dayton Accords for Bosnia and Herzegovina is the most recent attempt by intergovernmental organizations to mount a field operation with a major human rights component. Early indications are that there is confusion and a degree of competition as to who is responsible for different human rights operational tasks. This is reflected in confusion as to who is conducting human rights training, what human rights training is needed, and for which personnel, eg. human rights officers, individuals and units in the IPTF IFOR, etc.

The ad hoc nature and confusion of previous human rights training for both HROs and various UN field components such as military peace-keepers, CIVPOL, and political affairs officers is not surprising. Until recently, little coordinated effort has been made look at overall human rights training requirements, when such training should occur, and who should be responsible for either carrying it out or ensuring that it happens.

11.2.2 Training requirements

As to the amount of training required for field operations, it is useful to look at military training for UN field operations. Their deployment, often quite rapid, into confused and sometimes hostile environments, demands a degree of professionalism that requires substantive training and preparation. Increasingly there is a feeling that civilian 'peacekeepers' such as humanitarian operations or HROs, require the same degree of training as military peace-keepers.

²²⁷ In 1993 and in close collaboration with CIVPOL, MICIVIH developed a 5 day condensed version of their 3 week course for CIVPOL.