

### 8.3 Professional Training

Human rights monitoring is a highly complex task requiring complex profession skills. Such skills can be learned on the job but UN operations will be effective that much more quickly if they are staffed with individuals who already have receive appropriate training and are merely refining their training by on the job experience. In addition, "Failure to dedicate the time necessary to training will not only decrease the efficacy of monitoring efforts, but could endanger lives."<sup>181</sup>

For example, witnessing is far from straight forward passive observation. First of all, it is important that 'monitors' be trained on what violations they are looking for, eg. what is a violation, and which violations are more prevalent in any particular field situation. This is particularly important for those like UN military who understandably are not well versed in human rights violations yet play a major observation role. Secondly, witnessing needs to be relatively proactive inasmuch as most violators will go to great lengths to hide what they are doing. Proactive monitoring options include such things as random patrols, spot visits to prisons or detention centres, or investigative human rights intelligence gathering. Again, all 'monitors' need to be trained on how violations will be hidden, and the options available for uncovering them. An HRO should provide, or facilitate the delivery of, field training for its UN operation partners both on specific skills and on an awareness of their monitoring options.

Investigating human rights violations can be extremely technical, and forensic investigation particularly so. There is an important differences between intelligence gathering and investigatory work, even if they are points on a 'monitoring' continuum. That difference is a reflection of the purpose to which the 'monitoring' will be put. Investigatory work increasingly refers to the collection of evidence for use in trial or quasi-trial proceedings. Evidence that will stand up in court requires professional investigatory techniques, as often held by CIVPOL personnel. Intelligence gathering on the other hand is meant to inform decision makers and needs to satisfy their requirements which normally are less demanding for individual culpability but require additional evidence of systemic violations upon which to premise political or operational decisions.

Forensic investigatory skills are complex enough, that it is often best to bring in relevant CIVPOL personnel who have already received such training and experience in their home policing. Less demanding investigatory skills can be usefully taught to untrained CIVPOL, human rights staff and others UN operations staff that need to carry out human rights investigations. Similarly, human rights intelligence gathering is a skill that lends itself to the training of human rights officers, and other UN field staff, tasked with providing decision makers with political and operational input.

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<sup>181</sup> p.30 *ibid.*