

3.10 Local Cultural & Political & Legal Environment

- understanding the written and unwritten rules of behaviour of the local society
- understanding the political dynamics of the society

3.11 Team Management

- working as a team member
- managing staff

3.12 Field Logistics & Administration

- the technicalities and standing operating procedures for running a UN field operation
- administration: General: premises, equipment & supplies, security, communications, transport & travel, file management.
Personnel: recruitment, personnel admin, training/development
Finance: budgeting, banking, accounts
- radio communications
- medical precautions

3.13 Post Trauma Stress Management

- how to identify it and deal with it personally
- how to deal with in others, particularly co-workers.

3.14 Security

- of sources and witnesses
- of information (files, computers, communication medium)
- of self and co-workers, eg:
 - ▶ protection of locally engaged staff
 - ▶ coordination with military and others for warnings of mines, fighting, etc.
 - ▶ plans on how to deal with being taken hostage, being attacked, or having to evacuate (eg. emergency codes, kit always ready for flight,...)

3.15 Victim Support

- apart from reporting and at times curtailing human rights violations, what is one's role in helping individual victims through medical and psychological assistance, legal assistance, individual protection, referral, etc.
- in particular how should one deal with traumatised child or rape victims/witnesses

3.16 Skill Sharing Within UN Operations

- lessons learned within HRO staff, and for incoming operation augmentees
- in addition to skill training from human rights specialists, human rights operation staff can learn significant skills from other UN operation partners. For example:
 - ▶ forensic skills from CIVPOL
 - ▶ weapons knowledge/recognition from the military for both personal safety (threat assessment) and for investigations (crater analysis, crack-thump training, ...)
- How can this skills training be implemented in the field?