

- Ground rules for candidates
 - Pre-deployment training and briefing
 - The management of contracts between parties at home
 - Equal treatment and compensation for those deployed
 - Competition versus Coordination
 - Due recognition of civilians upon their return home.
5. Some participants said that the role of DFAIT should be to carry the Canadian flag and open doors for civilians abroad. They also pointed out that the selection of candidates for deployment should remain outside of government due to possible political interference and nepotism (although this may apply to non-governmental organisations as much as the government). Furthermore, some said that the government should build safety nets and communication links for civilians on the ground. To this end, some argued, Canadian missions abroad should be regularly briefed on Canadian civilian activity, for instance (keeping in mind the responsibilities of parent agencies, such as the UN or the OSCE). DFAIT was challenged to help with visas (including the visa requirement for Canadians in Macedonia) and other matters on the diplomatic side.

II. Context and Existing Mechanisms

The Chair outlined the goal for the day: to draw on the diverse expertise around the table and to think together about outstanding issues, approaches, and new opportunities in peace-support operations.

There has been an apparent shift in focus from peacekeeping to peace-support. While there is usually a need for some military or police force to keep hostile belligerents apart, monitor borders, or maintain order; other skills are also necessary. The recent experiences in Kosovo and East Timor signal that *all-encompassing interventions may become more common*. In both cases, the international community undertook broad responsibilities including the administration of municipal affairs, (re)building basic infrastructure, the development of health and social policies, as well as the creation of judiciaries. To be able to adequately respond to this trend, diverse expertise is needed.

The UN has attempted to keep abreast of the changing demands. This spring, the UN Secretary General requested a high-level panel to make recommendations on the reform of peace-support operations. The Brahimi Panel's Report assessed impediments limiting the UN's capacity to respond rapidly and effectively. It drew attention to the civilian element of peace-support operations and identified problems, including inadequate personnel practices. It recommended to move more aggressively on the civilian element of the UN's Standby Arrangement System and revamping the UN Volunteers programme.

Besides the UN, regional organisations are also concerned with security issues. Among them, the most active is the Organisation for Security and Co-operation in Europe (OSCE). The