

On the governmental side, the Irish government has initiated a review of its role in the whole field of human rights operations. Part of their review is a Human Rights Training Project which includes a policy paper by Karen Kenny entitled *Towards Effective Human Rights Training for International Field Missions*,<sup>233</sup> and the Irish government is seriously considering playing a lead in providing such training.

Also from the governmental side, and in a much larger sense than just meeting a training gap, is the idea of national human rights standby arrangements as discussed fully in section 6.2 above. It is largely due to a lack of sufficient trained individuals that Norway initiated NORDEM,<sup>234</sup> in which training is a key component of screening and preparing those on that roster. Canada and other nations are actively considering NORDEM like initiatives. Faced with a lack of UN resources to comprehensively undertake human rights field training, those nations should undertake to assess what operation specific human rights training the UN will or will not be providing. They then need to find ways to ensure that their nationals and possibly others, are provided with whatever essential human rights field training is required.

However, this does not infer that the UN can abdicate its training responsibility reference such national training mechanisms, standby or other. Common training standards and criteria will play a critical role in ensuring that individuals and teams trained by outside organizations and states, meet basic UN skill levels. Quite apart from issues of competency, such a UN oversight role will help to ensure that individuals and teams are field compatible. In other words, individuals will have a common understanding of principles and procedures, so that upon deployment they will be able to more rapidly coalesce into a functioning team, or work in tandem with other human rights field partners.

Obviously the UN in cooperation with non-UN bodies, needs to initiate the creation of common training standards and criteria. In the same vein, there is a need for a roving UN team with a mandate to monitor both human rights standby arrangements and training standards.

*Recommendation #75*

**It is recommended that the UN actively encourage outside organizations and various governments to provide human rights field training, and that the UN play a central coordinating and facilitating role.**

**See Annex II for a model course outline from which to derive both generic training and mission specific training.**

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<sup>233</sup> Kenny, *ibid.*

<sup>234</sup> See section 6.2.2 for details on NORDEM and training of Africans for NORSTAFF.