

interpretations of these events and the subsequent impact of the gender sensitization initiative. First, the 'essentialist' view holds assumptions that the highly sexualized and aggressive behaviour displayed in Cambodia is innate to men. Therefore, essentialists would argue that gender sensitization training would be ineffective or misplaced. A second view is that these consequences are only one expression of masculinity, and behaviours which result in sexual harassment and assault are either ignored or often times rewarded and considered as one ideal of militarized masculinity. In other words, certain masculinities are privileged within the military and are applauded. The task therefore is to engage in a "rethinking of masculinity" as well as a "rethinking of peacekeeping".

18. Lt. Col. Mark Jagoe spoke on the issue of the context of peace operations. He cautioned that the initiative be developed with practical experience in mind. Second, this initiative should be sensitive to differing cultural and religious interpretations of gender and women's rights within the peace operations themselves, and in recipient countries.

19. In addressing the subject that peacekeepers need to be culturally sensitive, it was suggested that assistance in identifying cultural cues is often available, and therefore can be obtained, from the foreign business press in the recipient countries. They often have this information at their disposal, particularly with respect to customs and cultural sensitivities.

20. Since external actors are taken from a variety of countries - with varying cultural identities - discussion centred on what was expected from actors involved in peace operations. The Steering Committee discussed existing standards to which peace operations personnel are expected to adhere. Discussion also focused on the potential for conflict when culturally specific ideas about comportment and acceptable behaviours are not in synch with those held internationally.

21. A caution was also given that the recipient countries not be rendered static. The post-conflict environment is subject to tensions and stresses that external actors may be unable to identify. Therefore, it was agreed that the training should provide for flexibility. The situation on the field should inform the approach and personnel need to be equipped with specific tools for a variety of situations. Standardized training cannot be universally applied and the training needs to impart the notion that all situations are culturally and temporally specific. The constant is the applicability of the analysis.

## **VI. Leadership**

22. It was agreed that accountability is key to the effectiveness of the training. Therefore the involvement of a wide range of leaders is essential. In highly sensitive settings, the training initiatives that succeed are the ones where those in positions of authority claim that it is important for all. i.e. modelling leadership.

23. One of the benefits of including those in middle to senior positions of leadership, is that the issue of discipline would be less subjective. Instead discipline for misconduct should be