

conventional approaches obscure. While the training should be directly related to the functions of peace operations, it should also include the function of political advocacy.

The training could then shift to the practical aspects of peacekeeping. It was generally concluded that the implementation of this program utilize a case study approach moving the participant from theory to practice. The program needs to be easy for the deliverers to understand and incorporate into practice. This can be achieved by identifying themes or aspects of conflict and then follow actors throughout their gendered experiences. For example, in the case of demobilization, the appropriate case study could be Angola; while a study on human rights could be situated within the Guatemalan context.

A recap of discussions thus far focused on operation definitions and moved to an acceptance of the definitions provided in the "Points of Reference". It was reiterated that the focus should be placed on gender as an analytic tool and the avoidance of the equating gender with women.

The Steering Committee

It was agreed that the focus be placed on the creation of a Steering Committee instead of an Advisory Committee to better reflect the directional role of the Committee. The Steering Committee's mandate will be to develop the substance of the training curriculum, to direct the implementing agent in its delivery and to provide strategic input on questions of process and dissemination. The Committee will ensure that all aspects of gender and peacebuilding will be covered, and assist in the identification of gaps of expertise.

It was also agreed that participants should draft a list of government and NGO experts that would be suitable members and exchange these lists as soon as possible. The lists of experts will then be collected and used in the compilation of a list that will be complementary and not overlapping to avoid duplication of areas. In this regard it is expected that some experts may cover a number of areas and roles.

The active participation of non-governmental gender experts is vital to the success of the initiative. It is clear however that this initiative will not involve specific