

is a criticism to reflect on the fact that the Department of Peace-Keeping Operations (DPKO) and the UN provide very little of the training required by UN military peace-keepers or CIVPOL. Simply put, the training needs are substantial, and the resources provided by member states to the UN to do so are minimal.

However, and again similar to the role of the training unit of DPKO, the UN should play a facilitating role for others to conduct training. For example, the UN should bring together human rights training curriculum and materials and where useful, produce UN training materials that draw from the best. Where resources permit, the UN should also take part in training carried out by others, including the suggesting of course content. Similarly, the UN should provide human rights field training experts who would 'train the trainers'. Those outside trainers in turn would be expected to conduct the training for operational personnel. This is a cost effective approach inasmuch as there are relatively few trainers to train, but an enormous amount of civilian and military personnel to train.

Human rights field training should incorporate lessons learned from past successes and failures. Past members of human rights operations have enormous potential both for lessons learned mechanisms, and for training. Since the UN logically should be the centre of responsibility for a lessons learned mechanism, and in keeping with a facilitation role reference human rights training being conducted by others, the UN should concurrently facilitate the involvement of former human rights field personnel in outside training courses.

Since the UN presently does not have the capacity to provide training for even in-house UN personnel, the UN should look to outside governmental and non-governmental agencies to carry out such training. A number of independent organizations are already focussing on providing such training, or developing training materials. For example, the Canadian based Pearson Peacekeeping Centre, which carries out training for civilians and military, is presently developing a two week course on human rights in peacekeeping. Its' first delivery will be in August 1996. The PPC has already developed a half day module on human rights in peacekeeping which has been put into many of its other courses. Also, the European University Centre for Peace Studies at Stadtschlaining Austria, has a three week Peace-Keeping and Peace-Building Training Program where participants can elect in the third week to focus on human rights.

Similarly, the UN should look to outside assistance in devising training materials. For example, the Norwegian Institute of Human Rights has started to produce a manual for human rights monitoring and investigation. It is being designed to assist in the preparation of standby forces, volunteers, and experts doing short term assignments for the HCHR and others in the UN. Similarly in 1995, English and Stapleton put together a *Practical Guide to monitoring human rights* for the University of Essex Human Rights Centre.

The examples above are merely a few of the independent non governmental initiatives taking place around the world. The UN should actively foster such initiatives through encouragement, content expertise, and involvement in actual training. Similarly, the UN should act as a clearing house for information on who is doing what. It makes sense the this be done by the HCHR or any future office of primary responsibility for human rights operations such as DPA.