Military Gender Advisor Training

Lesson 8

United Nations Peacekeeping

unitar
United Nations Institute for Training and Research

MILITARY
GENDER
ADVISOR

Competencies assessed by the Force Commander

- Conciseness
- Good knowledge of the subject
- Effective conclusion

Competencies assessed by facilitators

- Understanding of social norms motivating the use of violence
- Understanding of social norms limiting women's role
- Identification of power gatekeepers/social norms

MINUSCA - Arrest or disarmament of criminal groups in Bangui

The Commander of the Military Forces of the United Nations Multidimensional Integrated Stabilisation Mission in the Central African Republic (MINUSCA) asks you to suggest ways to improve the joint disarmament and arrest operations targeting criminal groups in the PK5 area of Bangui that are being conducted jointly with the Central African Defence Forces (FACA), the Internal Security Forces (FSI) and MINUSCA

Presentation of the following offices:

- U2 - Military Intelligence

- U3 - Operations

- U4 - Logistics

- U9 - Civil-Military Cooperation

- Information Operations

- Military Gender Advisor

- **Conciseness** - The briefing respected the time allocated by the Force Commander (15 minutes)

- **Good command of the topic** - The team thoroughly and in detail answers the questions.

- **Effective conclusion** - The team conducts a solid conclusion summarising the presentation and reinforcing the key message(s)

MINUSCA teams: What behaviours do you aim to reinforce and change with your proposed courses of action?

Have we considered the following:

- How social norms drive men to join criminal groups.

- Groups that can drive changes in social norms: Community and religious leaders, women leaders, youth leaders and traditional leaders.

- The gatekeepers are religious leaders.

- Use common public places to promote peace, such as hospitals and schools.

Additional reference: https://www.sfcg.org/wp-content/uploads/2018/09/Conflict-scan-Bolstering-Judicial-and-Social-Accountability-processes-in-CAR-August-2018.pdf
https://res.cloudinary.com/tearfund/image/fetch/https://learn.tearfund.org/-/media/learn/resources/reports/gender-norms-violence-and-masculinity-fr.pdf

How might the following irrational behaviours explored in Lesson 3.1 impact the proposed courses of action during the Force Commander's morning briefing?

- Change your viewpoint by hearing an extremist viewpoint

- People are looking for short-term and results

THE FOGO PROCESS

"Challenge for Change" was a program that allowed communities to use film as a catalyst for social change.

Objective 1: Demonstrate confidence when briefing FC or military personnel

Objective 2: Identify enabling factors and barriers for implementing of their strategy.

Objective 3: Conduct a tailored analysis of the target audience.

Objective 4: Formalise the approach for strategy implementation based on audience assessment

Objective 5: Prepare an effective presentation and concise concept of the strategy.

Objective 6: Use constructive feedback in the modification of presentations.

Break

In Lesson 3.7 we developed:

- Vision
- End state / impact
- Strategy / approach
- Line of action
- Tasks and coordination mechanisms related to the SWOT analysis

In the next hour, we will develop:

- Additional tasks
- Risk reduction mechanisms
- Additional coordination mechanisms
- Direction for the Information Operations Office

For

Against

Beliefs

Catalysts

Barriers

Legends

Considering the actors (catalysts and obstacles) and the legends, identify your strategy:

- The tasks you can give to the enablers are in the military chain of command

- The coordination mechanisms you can put in place with the enablers that are not in the military chain of command

- Mechanisms for reducing the impact of obstacles to your plan

- Your suggestions for the information operations office in terms of legends that the office can use to support your strategy

Break

- Who are the people/positions in the military component that will impact the approval and/or success of the military gender strategy?

- What would motivate them to endorse or support the military gender strategy?

Prepare the presentation of the strategy to be approved by the chain of command

- Understand to whom you will be presenting your military strategy for approval.

- You will need to go through the following:
    - Staff Officer
    - Chief of Staff Ops
    - Force Commander and Deputy Force Commander

- You need to understand how to get the interest of each of these approval levels.

- Be aware of the presentation time and number of slides (3-5 slides, less than 20 minutes).

KLE/SLE Engagement Card
UN CLASSIFICATION
UNITED NATIONS ORGANIZATION STABILIZATION MISSION IN THE CONGO

KEY LEADER BACKGROUND INFORMATION
Rank :
Full Name:
Position:
DOB:
Education:
Political affiliation:

DESIRED OUTCOME
Primary:
Secondary:
Tertiary:

MONUSCO KEY QUESTIONS TO BE DISCUSSED:

CAREER HIGHLIGHTS

MONUSCO KEY MESSAGES

PREPARED BY: UN CLASSIFICATION   OPI: LAST UPDATE:

Prepare the presentation of the strategy to be approved by the chain of command

Inform the teams that they will have to present the strategy to the following mission staff in Lesson 3.9:

- Team 1: Chief of Military Staff - Operations (MONUSCO)
- Team 2: Chief Information Operations Officer (MINUSMA)
- Team 3: UN Staff - U2, U3 and U5 (MINUSCA)

Ask each team to conduct a target audience analysis to explain their presentation strategy, taking into account the interest of their target audiences.

Break

Team 1: Chief of Military Staff - Operations (MONUSCO)

Team 2: Chief Information Operations Officer (MINUSMA)

Team 3: UN Staff - U2, U3 and U5 (MINUSCA)

Ask each team to conduct a target audience analysis to explain their presentation strategy, taking into account the interest of their target audiences.

Lunch

Design a military gender strategy to operationalise the   implementation of the WPS Agenda

Prepare your strategy presentation for your target audience on Lesson 3.9.
You should have:

- Your military strategy presentation document with at least: vision, desired end state, objectives, lines of operation and concept of operation (implementation).

- A PowerPoint presentation of maximum 5 slides (excluding the cover slide, the slide to introduce your team and the introduction slide).

- A summary of maximum one page that you will send at the end of today to your target audience to introduce your presentation.

Break

Teams presentation:

- Team 1: Chief of Military Staff - Operations (MONUSCO)
- Team 2: Chief Information Operations Officer (MINUSMA)
- Team 3: UN Staff - U2, U3 and U5 (MINUSCA)

The presentation is video recorded and given to the presenting team.

Teams and facilitators provide feedback on the following elements:
- Does the approach used during the presentation takes into account the main interests of the target audience?
- Is the presentation logical, using convincing arguments and concise?
- Does the supporting material illustrate key messages well?

What are 3 key elements you will consider to ensure the desired impact when presenting the Military Gender Strategy during Lesson 3.9?

- What are your tactics for listening to your target audience during the Lesson 3.9 presentation?

- What are your tactics for being aware of your blind spots?