Military Gender Advisor Training

Lesson 9

United Nations Peacekeeping

unitar
United Nations Institute for Training and Research

MILITARY GENDER ADVISOR

MINUSMA - Community Violence Reduction

The Commander of the Military Force of the United Nations Multidimensional Integrated Stabilisation Mission in Mali (MINSUMA) is asking you to suggest ways to prevent the recruitment of young men by armed groups as well as inter-tribal and inter-community conflict in Mali.

Presentation of the following offices:

- U2 - Military Intelligence
- U3 - Operations
- U4 - Logistics
- U9 - Civil-Military Cooperation
- Information Operations
- Military Gender Advisor

- **Active listening** – The team actively listens and adjusts its presentation based on verbal and non-verbal feedback from the audience.

- **Focus on facts** – The team is honest and open-minded, ensuring that facts are accurate and up-to-date, assessing and addressing the needs of different audiences.

- **Audience -Friendly Language** – Using clear, jargon-free language that is audience-friendly and unbiased.

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

Have we considered the following:

- Women's roles maintain norms of masculinity that can fuel violence.

- The functions of women, children and the elderly in providing organisational logistics for militias.

- The guardians of social norms of hyper-masculinity are often women.

Additional reference:
https://fba.se/contentassets/81a302223bfd44bfaa89564b8734e0a7/research_brief_krause_french.pdf

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

1. Offenders feel powerful
2. Building trust for cooperation

Break

Objective 1: Demonstrate confidence when briefing FC or military personnel.

Objective 2: Demonstrate the ability to request and assimilate constructive feedback received from colleagues.

Objective 3: Develop a mobilising plan aimed at the contingents' leadership and personnel to implement gender military strategy (per group).

Objective 4: Estimate the probable impact of strategy implementation (per group).

1. Does the Strategy correspond to MONUSCO's current concept of operations?

2. What do you find interesting in the Strategy? What would you like to implement and why?

3. What do you think is not feasible and why?

Vote with MENTIMETER

Did you understand the following elements in the presentation?

- Clear identification of the **strategy** .

- Establish processes to enable meaningful participation of women in uniform in decision-making within the mission and in all types of operations conducted by military contingents;

- Establish processes to enable meaningful participation of host nation women in operations and activities organised by military contingents;

- Establishment of an environment in the area of operation of the military battalions to support the implementation of the four pillars of resolution 1325 ;

- Identification of the social norms to be considered for the success of the military strategy;

- Identification of the mobilisation plan to implement the strategy;

- Identification of gatekeepers (people who may resist the strategy) and agents for change.

Break

After MONUSCO Chief of Staff and Teams 2 and 3 shared their feedback:

Identify how to gain support from the chain of command to implement the Group 1 strategy.

You have 15 minutes to prepare your mobilisation plan on a

flip chart.
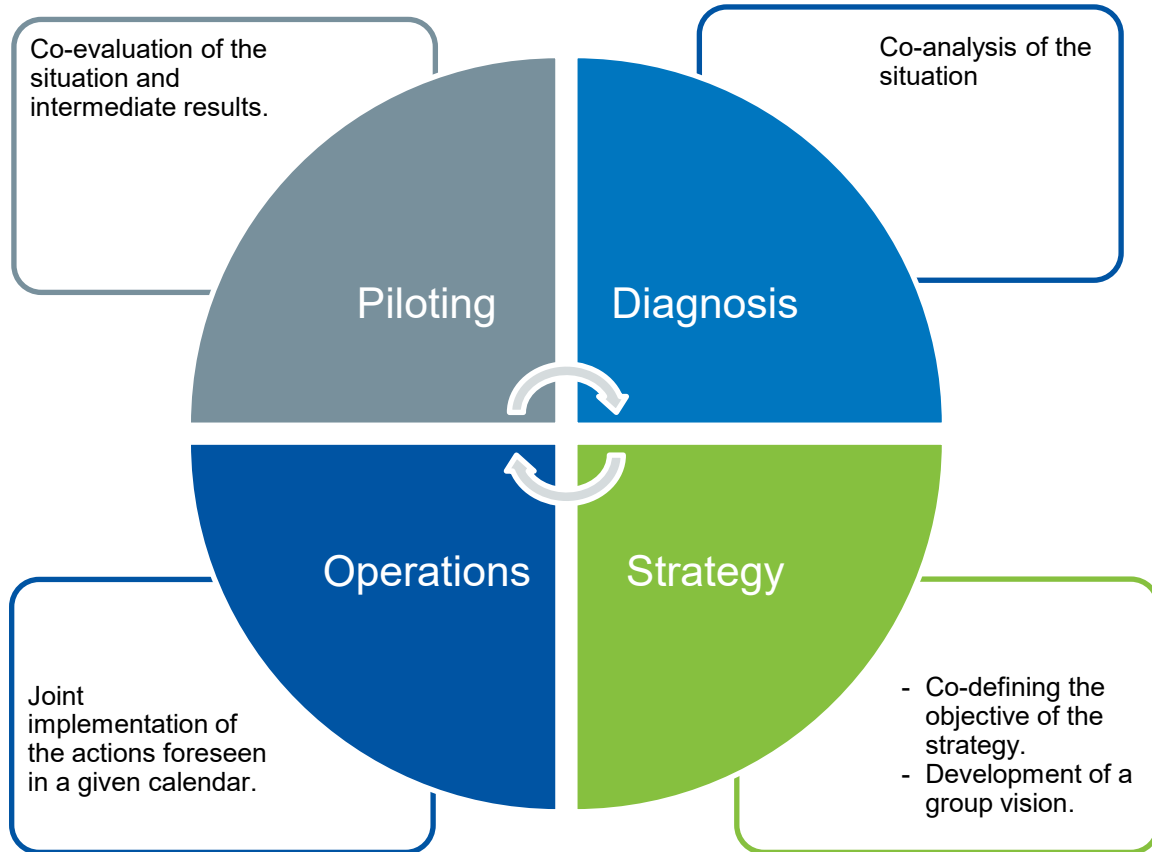
You will have 5 minutes to present your ideas.

Remember to identify agents for change who might support you and those resistant to change who you should consider.

Draw the collaboration cycle on a flip chart.

Take 15 minutes to identify the key actors within the military, police and civilian components that need to be involved in each part of the collaboration cycle to create and implement your military gender strategy.

Indicate which of the four circles was least considered in your current

Co-evaluation of the situation and intermediate results.

Co-analysis of the situation

Piloting

Diagnosis

Operations

Strategy

Joint implementation of the actions foreseen in a given calendar.

- Co-defining the objective of the strategy.
- Development of a group vision.

Lunch

1. Does the Strategy correspond to the current concept of operations of the MINUSMA Information Operations Cell?

2. What do you find interesting in the Strategy? What would you like to implement and why?

3. What do you think is not feasible and why?

Vote with MENTIMETER

Did you understand the following elements in the presentation?

- Clear identification of the **strategy** .

- Establish processes to enable meaningful participation of women in uniform in decision-making within the mission and in all types of operations conducted by military contingents;

- Establish processes to enable meaningful participation of host nation women in operations and activities organised by military contingents;

- Establishment of an environment in the area of operation of the military battalions to support the implementation of the four pillars of resolution 1325 ;

- Identification of the social norms to be considered for the success of the military strategy;

- Identification of the mobilisation plan to implement the strategy;

- Identification of gatekeepers (people who may resist the strategy) and agents for change.

Break

After the MINUSMA Chief of Information Operations and Teams 1 and 3 shared their feedback:

- Estimate the likely impact of MINUSMA's gender strategy.

- Identify what might limit its impact and how the MINUSMA team might slightly modify their strategy to increase its impact.

You have 10 minutes to prepare an assessment of the likely impact and your proposal on a flip chart.

Break

1. Have you already implemented any of the elements proposed in the Strategy?

2. What do you find interesting in the Strategy? What would you like to implement and why?
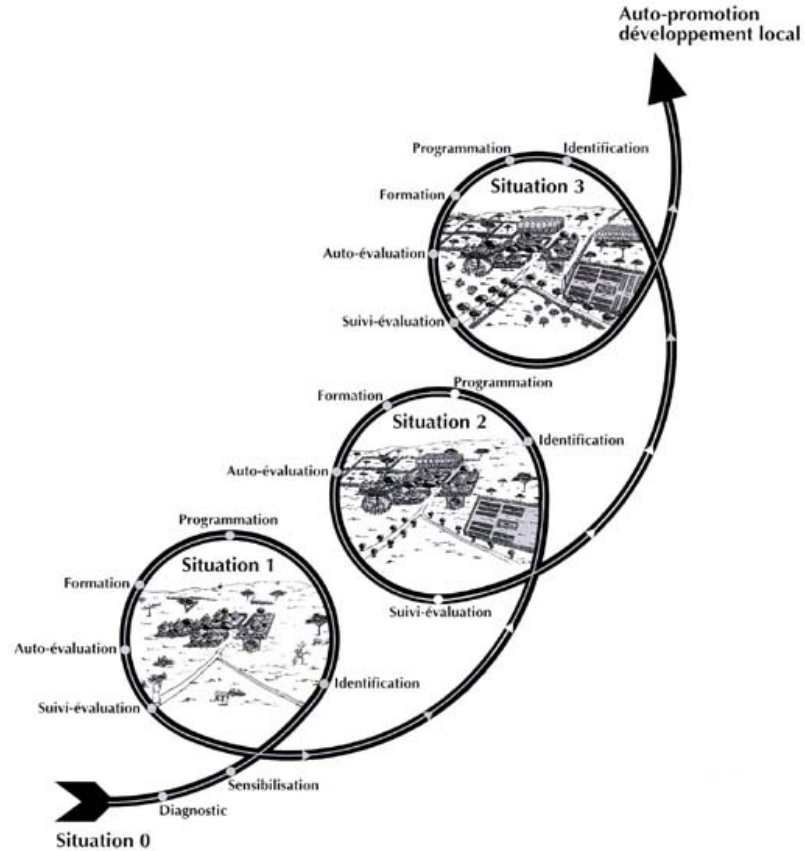
3. What do you think is not feasible and why?

Vote with MENTIMETER

Did you understand the following elements in the presentation?

- Clear identification of the **strategy** .

- Establish processes to enable meaningful participation of women in uniform in decision-making within the mission and in all types of operations conducted by military contingents;

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- Establishment of an environment in the area of operation of the military battalions to support the implementation of the four pillars of resolution 1325 ;

- Identification of the social norms to be considered for the success of the military strategy;

- Identification of the mobilisation plan to implement the strategy;

- Identification of gatekeepers (people who may resist the strategy) and agents for change.

Break

Individually take 5 minutes to write a post -it note for each of the teams (other than your own) that presented today.

Tell them how you found their level of creativity and objectivity. Explain why.

Put the post -it notes on the flip chart of the corresponding team.

Take 5 minutes to look at the feedback received from your team.

Individually take 5 minutes to write a post -it note for each team member.

Tell them what you particularly appreciated about their contribution to the team over the last three Lessons. Explain why.

Give the Post-it notes to each person in your team.

Take 5 minutes to read the feedback.

Using the Google form link provided by the facilitators:

- Identify the most important thing you learned today.

- Identify one thing you would like to learn more about.