

## **Indicator Form Explainer**

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Two template documents will be necessary to complete the Indicator Form- the MOWIP Indicator Key (Template 9) and the Indicator Form Issues 1-10 (Template 8), both available in the MOWIP Toolbox at [www.dcaf.ch/mowip](http://www.dcaf.ch/mowip).

- *Present the Indicator Key – what is it?*

The indicator key is a Word document that assists the researchers in filling out the Indicator Form by listing the specific sources of data for each indicator. The Indicator Key is the document to reference when looking for the specific FFF question number and survey question text needed for each indicator of the Indicator Form.

- *Present the Indicator Form – what is it?*

The Indicator Form is an Excel file which contains a tab for each of the issue areas, as well as a Summary tab. This is the tool you use to calculate each of the four types of scores and rank the issue areas as barriers in order of high, medium, and low priority. The four barrier scores are as follows:

**IMPLEMENTATION GAP SCORE:** indicates the extent to which there is a gap between the policies, practices, and programmes, and personnel’s experiences of those policies, practices, and programmes

**BARRIER SCORE:** indicates the extent to which the issue area is a barrier for men and women

**INSTITUTIONAL BARRIER TO WOMEN SCORE:** indicates the extent to which the issue area affects or disproportionately affects women

**WOMEN’S GAP IN EXPERIENCE SCORE:** indicates the extent to which this issue area is experienced as a barrier more commonly or more strongly by women than it is experienced by men.

- *When to fill in the indicator Form?*

In order to complete the Indicator Form, you will need data from the Fact Finding Form and the Survey results. You can begin filling in the Indicator Form once you have data from either source, but you will need both in order to properly calculate the issue area scores. The MOWIP Indicator Key provides directions as to where the data for each indicator can be located (see figure 1).

- *How to fill the indicator form?*

### **Step 1: Identifying where to find the data from**

This explainer is from the DCAF Measuring Opportunities for Women in Peace Operations (MOWIP) methodology. More info: [www.dcaf.ch/mowip](http://www.dcaf.ch/mowip) Contact: [elsie@dcaf.ch](mailto:elsie@dcaf.ch)

Refer to the Indicator Key to identify where to collect the data from. In the “Data Source” column, it will indicate which data source provides the response to that indicator. In the example of Indicator 1.1, both the Fact Finding Form and the Survey are used to complete the response.

According to the Indicator Key, question 1 on the FFF will provide information related to this indicator, and the question “select all the ways you have been able to deploy to a UN peace operation” is what you would refer to from the survey.

**Figure 1**

**Issue Area 1: Eligible Pool**

Indicator	Data Source	FFF Police	FFF Armed Forces	Survey Questions
Does the country deploy units and individuals?	Both	1.1	1.1	Select all the ways you have been able to deploy to a UN peace operation: a. I was selected by superiors without applying (to be military observer/UNPOL) b. I applied voluntarily (to be military observer/UNPOL) c. I was part of an existing battalion/formed police unit deployed to a UN peace operation d. I joined a battalion/formed police unit that I was not previously part of to deploy to a UN peace operation e. I joined a new battalion/formed police unit that was created to deploy to a UN peace operation f. I was nominated by government officials (Secondment) g. I served as an independent consultant/Secondment h. Not applicable i. Other

Columns E and F in The Indicator Form also indicate the data sources to use to fill in the indicator (figure 2). If a box is filled in with black, then that tool does not have a corresponding question for that particular indicator.

**Figure 2**

	A	B	C	D	E	F	G	H	I	J	K	L
1		<b>Issue Area 1: Eligible Pool</b>										
2	Weights	Indicator Number	Indicator	Data Source	Survey	FFF	Implementation Gap Score	Barrier Score	Application to Women	Institutional Barrier to Women Score	Women's Gap in Experience Score	Guidance
3		1.1	Does the country deploy units (battalions, formed police units) and individuals (experts, observers, UNPOL)?	Both					No			Score 1 if the answer is yes to both forms of deployment. If it's only yes to one (i.e. the country deploys units but no individuals, or the country deploys individuals but no units), then score 0.
4		1.2	Is the total percentage of women in the institution 20% or higher for the military/police/gendarmerie?	FFF					Yes			
5		1.3	Did 50% or more of recruits find out about joining the military/police/gendarmerie through public means?	Survey					Dis*			
6		1.4	Are more than 15% of women in the institution/sample median rank or higher? (Median rank to be determined by the country team. Country team can adjust threshold if they stratified based on rank (if oversampled women of high rank, then threshold should be 50%))	Both					Yes			
7		1.5	The average number of years in the military/police are the statistically the same for men and women	Survey					Yes			
8		1.6	Are women allowed in combat/operational units (special forces, SWAT teams etc)?	Both					Yes			
9		1.7	Are 10% or more of operational units (special forces, SWAT teams etc) composed of women? (Country team decides what counts as operational)	FFF					Yes			
10		1.8	Are battalions/formed police units composed of 20% of more women? (Leave blank if do not have a formed police unit)	FFF					Yes			
11		1.9	Do women make up 20% or more of managerial/leadership positions? Have at least 20% or more of women in the sample served in a leadership position?	FFF					Yes			

**Step 2: Reporting the data in the indicator form**

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To complete the indicator form, you will fill in columns E (survey) and F (FFF), based on the source of the response. Responses based on survey data go in column E and responses based on the Fact Finding Form go in column F.

As you fill in columns E and F, columns G (barrier score) and I (institutional barrier to women score) will begin to auto-fill based on the responses inserted (figure 3). If there are differences between the responses in the Survey and FFF, column D (implementation gap score) will also populate, indicating an implementation gap.

Figure 3

	A	B	C	E	F	G	H	I	J	K	L
1		Issue Area 1: Eligible Pool									
2	Weights	Indicator Number	Indicator	Survey	FFF	Implementation Gap Score	Barrier Score	Application to Women	Institutional Barrier to Women Score	Women's Gap in Experience Score	Guidance
3	1	1.1	Does the country deploy units (battalions, formed police units) and individuals (experts, observers, UNPOL)?	0	1	1	0	No	0		See also Template 9: MOWIP Indicator Key: <a href="http://dcaf.ch/mowip">dcaf.ch/mowip</a>
4	3	1.2	Is the total percentage of women in the institution 20% or higher for the military/police/gendarmerie?		0		0	Yes	0		Score 1 if the answer is yes to both forms of deployment. If it's only yes to one (i.e. the country deploys units but no individuals, or the country deploys individuals but no units), then score 0.
5	1	1.3	Did 50% or more of recruits find out about joining the military/police/gendarmerie through public means?	1			1	Dis*	1		
6	3	1.4	Are more than 15% of women in the institution/sample median rank or higher? (Median rank to be determined by the country team. Country team can adjust threshold if they stratified based on rank (if oversampled women of high rank, then threshold should be 50%))	1			1	Yes	1		
7	2	1.5	The average number of years in the military/police are the statistically the same for men and women	1			1	Yes	1		
8	1	1.6	Are women allowed in combat/operational units (special forces, SWAT teams etc)?	0	1	1	0	Yes	0		

If you do not have the relevant data to fill in a box (i.e., a survey question was removed or data was not available for a particular FFF question) then the space should be left blank. Please do not delete the box or make any changes to the formula or the scores will not generate correctly.

The calculation of the Implementation Gap Score, the Barrier Score, and the Institutional Barrier to Women Score is done automatically by the excel sheet. The following information gives more detail on how these scores are calculated and how to interpret them:

**IMPLEMENTATION GAP SCORE:** This column records whether there is a gap between the survey and the FFF (Box 4.7). The grey color means that the indicator is measured by both the FFF and the survey, and therefore that indicator should receive an Implementation Gap Score. The survey represents the perceptions of individuals within the institution whereas the FFF represents the institutional or procedural response or policy. Thus, a difference in response means that there is possibly a gap between perceptions and the institutional policies, programmes, and practices in place. Here, if the 'FFF' and 'survey' columns both state '0' or '1' then the assessment team marks a '0' indicating that there is no gap. However, if the numbers are different from each other in the 'FFF' or 'survey' columns, then the assessment team marks a '1', indicating that there is a gap. In other words, if there is a '0' in the FFF column and a '1' in the survey column, or vice versa, the assessment team writes '1' in the Implementation Gap Score column. If only one column has been filled out, because of a lack of data, then this column stays blank.

The higher the proportion, the more there is a gap between perceptions and institutional policies. A discussion about these gaps is useful during the validation process. We calculate the inverse of this or 1- [the Implementation Gap Score] to be able to compare it to the total score and Institutional Barrier to Women score.

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**BARRIER SCORE:** This column corresponds to the score for the barrier (Box 4.8). If either or both of the 'FFF' and 'survey' columns state '0', then the assessment team marks '0' in the 'Barrier Score' column. This places a higher burden on the country because the threshold for a '1' is high – if both types of data are available, they must both state '1' for the barrier score to be '1', but if there is only one data source (the survey or the FFF), then the barrier score will be the same as that data source.

The higher the proportion, the less likely this issue area is as a barrier for men and women's participation (for the group as a whole, women and men included).

**INSTITUTIONAL BARRIER TO WOMEN SCORE:** This column corresponds to the indicators that apply only to women or disproportionately to women. For indicators that were coded as 'Yes' or 'Disproportionately' in the 'Application to Women' column, the assessment team marks the same '1' or '0' from the 'Barrier Score' column in the 'Institutional Barrier to Women Score' column.

This score is one of two scores that determines whether the issue area is a barrier specifically or disproportionately to women. This score is created by dividing the total number of '1's by the total number of indicators for that issue area that apply only or disproportionately to women. The higher the proportion, the less likely this issue area is as a barrier for women. Note that this score may be different from the 'total' score, which encompasses women and men as a group.

Column K, Women's Gap in Experience Score is the final column to be calculated by the researcher. This column corresponds to whether or not there were statistically significant differences between men and women's responses for the indicator. This column applies only to the indicators that can be answered using the survey. If men and women had statistically significant different responses for the indicator, then the assessment team marks a '1'. If men and women were equally likely to have the same survey response, the assessment team marks a '0'. Only cells in light blue will be filled out, as these are indicators for which a survey was the source.

This score is the second of two scores that determines whether the issue area is a barrier specifically to, or disproportionately for women. The total number of '1's should be divided by the total number of indicators that had the survey as a source. The higher the proportion, the more there is a difference between men and women's experiences. We calculate the inverse of this or  $1 - [\text{the experience gap score}]$  to be able to compare it to the other scores. This score is filled out using only the survey data, which means that it captures only the actual experiences of women. Sometimes this might differ when compared to the Institutional Barrier to Women Score because there may be institutional barriers for women, but not all women experience these institutional barriers in the same way.

### **Step 3 – Ranking issue areas from low to medium and high priority**

In addition to columns G and I, the summary page of the indicator form will also begin to fill in (see figure 4). The score will also be automatically highlighted in green, orange, or red, corresponding to whether or not that issue area represents a barrier (red), opportunity (green) or in between (orange). The gradations provide further context for the impact of that barrier, based on the indicator scoring. You will then be able to proceed with the ranking of each issue

area (high, medium and low). Please refer to section 4.3 “Issue area classification” of the MOWIP methodology for more details on how to rank each issue area.

Figure 4

AVERAGE										
	1	2	3	4	5	6	7	8	9	10
Implementation Gap Score (Inverse)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Barrier Score	0.64705882	0.42857143	0.33333333	0.45454545	0.7	0.6	0.4375	0.61904762	0.66666667	0.45454545
Institutional Barrier to Women Score	0.57142857	0.58823529	0.28571429	0.4375	0.69230769	0.6	0.75	0.61904762	0.66666667	1
Experience Gap Score (Inverse)	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Weighted Average	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Rank	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

**Important - this table is not intended to be copied into the MOWIP report in its current form.**  
Please see section 4.3 of the MOWIP methodology for details on issue area classification. The colours shown in this table are for guidance purposes only. When it comes to final issue area classification, for each score, the issue areas with two lowest scores should be marked as 'high' (red) and the two with the highest scores as 'low' (green). All other scores are marked as 'medium' (yellow). The next step is to look at the scores marked in yellow on each line – for any that are closer to the proportions marked in green or red than they are to the proportions marked in other yellow boxes for a given line, then they should be remarked accordingly, as green or red.

Score weightings	
Can be adjusted to update table above	
Score	Factor
Implementation Gap Score (Inverse)	1
Barrier Score	4
Institutional Barrier to Women Score	2
Experience Gap Score (Inverse)	3

It may be that there was no data available for some indicators. Please leave these blank - do not delete the row as otherwise the scores will not generate correctly (see Figure 3 for example).

**A note on weighting:**

The most current version of the Indicator Form contains automatic weighting of the indicators which fall under a specific issue area. The indicators highlighted in yellow are weighted twice as much as the indicators in grey, and the indicators highlighted in red are weighted three times as much as the indicators in grey (Figures 2 and 3). This weighting is calculated automatically and will be reflected in each issue area’s score, as well as on the summary tab. The rationale behind adding the weighting was to be able to reflect each indicator’s relative importance in the overall experience of security sector work and peacekeeping deployment. For example, not having access to an appropriate and safe bathroom facility will make a more significant impact on the day-to-day comfort and health of a peacekeeper compared to not having access to recreational co-ed sports teams. This weighting helps correct for these differences.