**MOWIP Indicators Survey Key**

**Issue Area 1: Eligible Pool**

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| --- | --- | --- | --- | --- |
| **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: * 1. I was selected by superiors without applying (to be military observer/UNPOL)
	2. I applied voluntarily (to be military observer/UNPOL)
	3. I was part of an existing battalion/formed police unit deployed to a UN peace operation
	4. I joined a battalion/formed police unit that I was not previously part of to deploy to a UN peace operation
	5. I joined a new battalion/formed police unit that was created to deploy to a UN peace operation
	6. I was nominated by government officials (Secondment)
	7. I served as an independent consultant/Secondment
	8. Not applicable
	9. Other
 |
| Is the total percentage of women in the institution 20% or higher for the military/police/gendarmerie? | FFF | 1.2 | 1.2 |  |
| Did 50% or more of recruits find out about joining the military/police/gendarmerie through public means?  | Survey | 1.3 | 1.3 | [Enumerator, ask them this question in an open-ended way and then select all that apply] How did you find out about joining the armed forces/police/gendarmerie? [proceed to Q44] * 1. Family
	2. Friends
	3. Newspaper
	4. TV
	5. Radio
	6. Social Media
	7. School/Teacher
	8. Mentor
	9. Female Recruiter
	10. Male Recruiter
	11. I did the research to find out how to join
	12. I refuse to answer
	13. Other:
 |
| 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 | 1.4 | 1.4 | What is your rank?  |
| The average number of years in the military/police are the statistically the same for men and women | Survey | 1.5 | 1.5 | To how many UN peace operations have you deployed in total?  |
| Are women allowed in combat/operational units (special forces, SWAT teams etc) ? | Both | 1.6 | 1.6 | Have you ever engaged in combat or tactical operations during your time in the  [Country] Armed/Police Forces? |
| Are 10% or more of operational units composed of women? (Country team decides what counts as operational) | FFF | 1.7 | 1.7 |  |
| Are battalions/formed police units composed of 20% of more women? (Leave blank if do not have a formed police unit) | FFF | 1.8 | 1.8 |  |
| 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 | 1.9 | 1.9 |  |
| Are there any all-female units?  | FFF | 1.10 | 1.10 |  |
| Has there been specific recruitment drives for women in the past 10 years?  | FFF | 1.11 | 1.11 |  |
| Are there professional organizations within the military/police? (Survey threshold: 50% or more personnel in the sample belong to a professional organization) | Both | 1.12 | 1.12 | How many professional organizations do you belong to? [Enumerators, please explain that professional organizations are organizations affiliated with or related to the [*Country name*] armed forces/police /gendarmerie. If the respondent says that they don’t belong to any, enter 0. If the respondent refuses to answer or does not know, enter 999] |
| Did more than 90% of personnel in the sample have access to their preferred bathroom?  | Survey | 1.13 | 1.13 | Do you have access to your preferred bathroom near your workspace? [proceed to Q141]* 1. Yes
	2. No
	3. I don’t know
	4. I refuse to answer
 |
| Are there barracks/sleeping quarters for women? (90% threshold for survey sample) | Both  | 1.14 | 1.14 | What type of sleeping facilities are provided by the armed forces/police/gendarmerie in [*Country name*]? [Select all that apply] * 1. Same sex sleeping facilities only
	2. Unisex sleeping facilities only
	3. Both same sex and unisex sleeping facilities
	4. None
	5. I don’t know
	6. I refuse to answer
 |
| Do the uniforms provided fit the person’s body? (90% threshold for survey sample)  | Both | 1.15 | 1.15 | During your time in the armed forces/police/gendarmerie, how often did the uniforms provided to you by the armed forces/police/gendarmerie in [*Country name]* fit your body? * 1. Always
	2. Sometimes
	3. Rarely
	4. Never
	5. I don’t know
	6. I refuse to answer
 |
| Are men and women given the same equipment to do their job?  | Both | 1.16 | 1.16 | Does the armed forces/police/gendarmerie in [*Country name*] provide access to equipment that you need to do your job? * 1. Yes
	2. No
	3. I don’t know
	4. I refuse to answer
 |
| Did 50% or more personnel in the sample find four types of facilities adequate? (50% or fewer personnel from the sample found all four of these to be inadequate.)  | Survey | 1.17 | 1.17 | What types of facilities/equipment provided by the armed forces/police/gendarmerie in [*Country name*] do you find inadequate? [Select all that apply] * 1. Bathrooms
	2. Sleeping quarters
	3. Office space
	4. Dining
	5. Recreational space
	6. Uniforms
	7. Equipment
	8. None
	9. I don’t now
	10. I refuse to answer
 |
| Have 90% of personnel never had delayed payment from the country's institutions? | Both | 1.18 | 1.18 | In [Country], how frequently has the delivery of your pay ever been postponed, late, or has it failed to arrive?  |
| Have women been allowed to serve in the institution for 20 years or more (since before 2000)?  | FFF | 1.19 | 1.19 |  |
| Have women been allowed into the military/police academy for 20 years or more (since before 2000)? | FFF | 1.20 | 1.20 |  |
| Are women equally likely to re-deploy as men?  | FFF | 1.21 | 1.21 |  |
| Can 50% or more of personnel in the sample easily move from one specialty/unit to another?  | Survey | 1.22 | 1.22 | How easy it is to move from one specialty to another within the armed forces/police/gendarmerie?  [Enumerator, explain that specialty means the specific role that the respondent performs in the armed forces/police/gendarmerie that may require specific training, skills, or experiences] * 1. Very easy
	2. Easy
	3. Neutral
	4. Difficult
	5. Very Difficult
	6. I don’t know
	7. I refuse to answer
 |
| Did 50% or less personnel in the sample consider leaving the institution?  | Survey | 1.23 | 1.23 | [Enumerator, please hand the phone/tablet to the respondent, allow them to answer, click next, and hand the device back to you.] Have you ever considered leaving the armed forces/police/gendarmerie? * 1. Yes
	2. No
	3. I don’t know
	4. I refuse to answer
 |
| Do men and women leave the military/police at the same rate?  | FFF | 1.24 | 1.24 |  |
| This issue area was not in the top 3 for women  | Survey | 1.25 | 1.25 | What do you think are the THREE main challenges to increasing WOMEN’S participation in UN peace operations in your country? * 1. There are not enough eligible women in the armed forces/police /gendarmerie
	2. The selection process is not fair and/or is biased against women
	3. Many women don’t have the right skills required to deploy
	4. Women have too many obligations at home or with their families
	5. There are not adequate equipment and facilities for women in peace operations
	6. There are stories of women having negative experiences during deployment
	7. UN peace operation deployments aren’t helpful for career advancement
	8. Leadership or supervisors don’t support increasing women’s deployment
	9. Cultural attitudes make people doubt women’s ability to deploy
	10. Women are not treated as equal members of the armed forces/police /gendarmerie
 |

**Option additions:**

* Are women equally likely to be a commissioned officer (within 10%)? (armed forces only) This is meant to capture if there are different ways that women enter the military versus men.
* 90% of respondents said that uniforms accommodate religious/traditional clothing?
	+ Do uniforms provided by the armed forces/police/gendarmerie in [*Country name*] accommodate religious and/or traditional clothing?
		1. Yes
		2. No
		3. I don’t know
		4. I refuse to answer
* Do 10% or less personnel have a second job outside of the armed forces/police/gendarmerie?

**Issue Area 2: Deployment Criteria**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator**  | **Data Source** | **FFF Police** | **FFF Armed Forces** | **Survey Questions** |
| Do all personnel in the sample have a driver’s license? | Survey | 2.1 | 2.1 | Do you have a valid driver’s license? * 1. Yes
	2. No
	3. I don’t know
	4. I refuse to answer
 |
| Do 75% or more of personnel in the sample have passports?  | Survey  | 2.2 | 2.2 | Do you have a valid passport? * 1. Yes
	2. No
	3. I don’t know
	4. I refuse to answer
 |
| Is a driver’s test required for deployment? (Survey: if 60% or more of personnel in the sample)  | Both | 2.3 | 2.3 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] * 1. Driver's Test
	2. Physical Fitness Test
	3. Written Exam
	4. English Test
	5. French Test
	6. Medical Test
	7. Specific number of years in service
	8. Certain Rank
	9. Certain Age
	10. Computer Test
	11. Small Arms/Tactical Test
	12. Personality/Character Test
	13. Disciplinary Record
	14. Unmarried/No children
	15. Permission from supervisor
	16. Gender Sensitivity Test
	17. Communication/listening/interpersonal skills
	18. Conflict resolution/negotiation skills
	19. None
	20. Country does not deploy military observers/UNPOL
	21. I don’t know
	22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of the respondents drive a car?  | Survey | 2.4 | 2.4 | Do you have a valid driver's license?1. Yes
2. No
3. I don't know
4. I prefer not to say
 |
| Is a physical fitness test required for deployment? (Survey: if 60% or more of personnel in the sample)  | Both | 2.5 | 2.5 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 90% or more of the respondents think that they meet the physical fitness requirement? | Survey | 2.6 | 2.6 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Are the requirements for women different than men for the fitness test?  | FFF | 2.7 | 2.7 |  |
| Is there medical test required for the deployment? (Survey: if 60% or more of personnel in the sample)  | Both | 2.8 | 2.8 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Can 90% or more of personnel in the sample pass a medical test? | Survey | 2.9 | 2.9 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Is a written test required for deployment? (Survey: if 60% or more of the survey respondents correctly identified if it is a requirement)  | Both | 2.10 | 2.10 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Is a certain rank required for deployment? (Survey: if 60% or more of personnel in the sample)  | Both  | 2.11 | 2.11 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the correct rank to deploy?  | Survey | 2.12 | 2.12 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Is a certain age required for deployment? (Survey: if 60% or more of personnel in the sample)  | Both | 2.13 | 2.13 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
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12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the correct age to deploy? | Survey | 2.14 | 2.14 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Is a certain number of years required for deployment? (Survey: if 60% or more of personnel in the sample)  | Both | 2.15 | 2.15 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
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12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the correct number of years for deployment? | Survey | 2.16 | 2.16 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Is a computer test required for deployment? (Survey: if 60% or more of personnel in the sample)  | Both | 2.17 | 2.17 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
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4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
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11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the computer skills necessary for deployment? | Survey | 2.18 | 2.18 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Is a small arms/tactical test required for deployment? (Survey: if 60% or more of personnel in the sample)  | Both | 2.19 | 2.19 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the small arms/tactical skills necessary for deployment?  | Survey | 2.20 | 2.20 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Are communication/listening/interpersonal skills required for deployment? (Survey: if 60% or more of personnel in the sample)  | Both | 2.21 | 2.21 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the communication/listening skills/interpersonal skills necessary for deployment? | Survey | 2.22 | 2.22 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Are conflict resolution/negotiation skills required for deployment? (Survey: if 60% or more of personnel in the sample)  | Both | 2.23 | 2.23 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the conflict resolution/negotiation skills necessary for deployment? | Survey | 2.24 | 2.24 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Is there a gender sensitivity module/interview questions during the selection process? (Survey: if 60% or more of personnel in the sample)  | Both | 2.25 | 2.25 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the gender sensitivity skills necessary for deployment? | Survey | 2.26 | 2.26 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Is a disciplinary record considered for deployment? (Survey: if 60% or more of personnel in the sample)  | Both | 2.27 | 2.27 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the disciplinary record for deployment? | Survey | 2.28 | 2.28 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Is a certain level of English required for the mission? (Survey: if 60% or more of personnel in the sample)  | Both | 2.29 | 2.29 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the English skills necessary for deployment? | Survey | 2.30 | 2.30 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Is a certain level of French required for the mission? (Survey: if 60% or more of personnel in the sample)  | Both | 2.31 | 2.31 | Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy military observers/UNPOL
21. I don’t know
22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses]1. Driver’s Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Do 50% or more of personnel in the sample have the French skills necessary for deployment? | Survey | 2.32 | 2.32 | Please select all of the skills that you have or the requirements that you think YOU meet to deploy on a UN peace operation: * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Can women with children deploy? (Survey Threshold: 95% of personnel from sample) | Both | 2.33 | 2.33 | How many children do you have? [Enumerator, if the person refuses to respond, enter 999]* 1. [*Numerical*]
 |
| Do superiors know about the requirements for deployment?  | FFF | 2.34 | 2.34 |  |
| Do 90% or more of personnel in the sample think that knowing the host country’s language is an important skill for deployment?  | Survey | 2.35 | 2.35 | From this list, which THREE of these skills/attributes/abilities are the MOST important for the success of a UN peace operation? [Enumerator, hand device to the respondent, ask them to select their answer and click “Next”. The respondent can keep the device and answer the next two questions on their own and then hand the device back to you.] * 1. Ability to work with local women
	2. Ability to work with local men
	3. Communication/listening/interpersonal skills
	4. Conflict resolution/negotiation skills
	5. Ability to work with personnel from other countries
	6. Combat/tactical skills
	7. Computer skills
	8. Ability to drive a manual car
	9. Ability to speak the local host country's language
	10. Ability to speak English
	11. Ability to speak French
	12. Physical Fitness
	13. Medical fitness
	14. Experience within the armed forces/police/gendarmerie
	15. Minimum rank
	16. Appropriate age
	17. Appropriate personality/character
	18. Clean disciplinary record
	19. Having no family commitments back home
	20. Having your supervisor’s permission
	21. Gender sensitivity
	22. I don't know
	23. I refuse to answer
	24. Other:
 |
| Do 90% or more of personnel in the sample think that working with local men is important for the success of the peacekeeping mission?  | Survey | 2.36 | 2.36 | From this list, which THREE of these skills/attributes/abilities are the MOST important for the success of a UN peace operation? [Enumerator, hand device to the respondent, ask them to select their answer and click “Next”. The respondent can keep the device and answer the next two questions on their own and then hand the device back to you.] 1. Ability to work with local women
2. Ability to work with local men
3. Communication/listening/interpersonal skills
4. Conflict resolution/negotiation skills
5. Ability to work with personnel from other countries
6. Combat/tactical skills
7. Computer skills
8. Ability to drive a manual car
9. Ability to speak the local host country's language
10. Ability to speak English
11. Ability to speak French
12. Physical Fitness
13. Medical fitness
14. Experience within the armed forces/police/gendarmerie
15. Minimum rank
16. Appropriate age
17. Appropriate personality/character
18. Clean disciplinary record
19. Having no family commitments back home
20. Having your supervisor’s permission
21. Gender sensitivity
22. I don't know
23. I refuse to answer
24. Other:
 |
| Do 90% or more of personnel in the sample think that working with local women is important for the success of the peacekeeping mission? | Survey | 2.37 | 2.37 | From this list, which THREE of these skills/attributes/abilities are the MOST important for the success of a UN peace operation? [Enumerator, hand device to the respondent, ask them to select their answer and click “Next”. The respondent can keep the device and answer the next two questions on their own and then hand the device back to you.] 1. Ability to work with local women
2. Ability to work with local men
3. Communication/listening/interpersonal skills
4. Conflict resolution/negotiation skills
5. Ability to work with personnel from other countries
6. Combat/tactical skills
7. Computer skills
8. Ability to drive a manual car
9. Ability to speak the local host country's language
10. Ability to speak English
11. Ability to speak French
12. Physical Fitness
13. Medical fitness
14. Experience within the armed forces/police/gendarmerie
15. Minimum rank
16. Appropriate age
17. Appropriate personality/character
18. Clean disciplinary record
19. Having no family commitments back home
20. Having your supervisor’s permission
21. Gender sensitivity
22. I don't know
23. I refuse to answer
24. Other:
 |
| Does 75% or more of personnel in the sample know about the requirements for deployment? | Survey | 2.38 | 2.38 | Check whether the responses to the question below match the actual requirements: Please select the requirements necessary for deployment to a UN peace operation for military observers/UNPOL. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] [proceed to Q163]* 1. Driver's Test
	2. Physical Fitness Test
	3. Written Exam
	4. English Test
	5. French Test
	6. Medical Test
	7. Specific number of years in service
	8. Certain Rank
	9. Certain Age
	10. Computer Test
	11. Small Arms/Tactical Test
	12. Personality/Character Test
	13. Disciplinary Record
	14. Unmarried/No children
	15. Permission from supervisor
	16. Gender Sensitivity Test
	17. Communication/listening/interpersonal skills
	18. Conflict resolution/negotiation skills
	19. None
	20. Country does not deploy military observers/UNPOL
	21. I don’t know
	22. Other

Please select the requirements necessary for deployment to a UN peace operation for a battalion/Formed Police Unit. [Enumerator, please read each of the responses to the person and select all of the appropriate responses] [proceed to Q164] 1. Driver's Test
2. Physical Fitness Test
3. Written Exam
4. English Test
5. French Test
6. Medical Test
7. Specific number of years in service
8. Certain Rank
9. Certain Age
10. Computer Test
11. Small Arms/Tactical Test
12. Personality/Character Test
13. Disciplinary Record
14. Unmarried/No children
15. Permission from supervisor
16. Gender Sensitivity Test
17. Communication/listening/interpersonal skills
18. Conflict resolution/negotiation skills
19. None
20. Country does not deploy battalions/FPUs
21. I don’t know
22. Other
 |
| Did 90% or more of personnel in the sample list one of the following as the top three skill/attributes/abilities important for the success of a peacekeeping deployment (ability to work with local women, ability to work with local men, communication/listening/interpersonal skills, conflict resolution/negotiations skills, ability to work with personnel from other countries, personality/character)  | Survey | 2.39 | 2.39 | From this list, which THREE of these skills/attributes/abilities are the MOST important for the success of a UN peace operation? [Enumerator, hand device to the respondent, ask them to select their answer and click “Next”. The respondent can keep the device and answer the next two questions on their own and then hand the device back to you.] 1. Ability to work with local women
2. Ability to work with local men
3. Communication/listening/interpersonal skills
4. Conflict resolution/negotiation skills
5. Ability to work with personnel from other countries
6. Combat/tactical skills
7. Computer skills
8. Ability to drive a manual car
9. Ability to speak the local host country's language
10. Ability to speak English
11. Ability to speak French
12. Physical Fitness
13. Medical fitness
14. Experience within the armed forces/police/gendarmerie
15. Minimum rank
16. Appropriate age
17. Appropriate personality/character
18. Clean disciplinary record
19. Having no family commitments back home
20. Having your supervisor’s permission
21. Gender sensitivity
22. I don't know
23. I refuse to answer
24. Other:
 |
| Did 90% or more of personnel in the sample list one of the following as the top three skill/attributes/abilities important for the success of a peacekeeping deployment (combat/tactical skills, computer skills, ability to drive a manual car, physical fitness,  | Survey | 2.40 | 2.40 | From this list, which THREE of these skills/attributes/abilities are the MOST important for the success of a UN peace operation? [Enumerator, hand device to the respondent, ask them to select their answer and click “Next”. The respondent can keep the device and answer the next two questions on their own and then hand the device back to you.] 1. Ability to work with local women
2. Ability to work with local men
3. Communication/listening/interpersonal skills
4. Conflict resolution/negotiation skills
5. Ability to work with personnel from other countries
6. Combat/tactical skills
7. Computer skills
8. Ability to drive a manual car
9. Ability to speak the local host country's language
10. Ability to speak English
11. Ability to speak French
12. Physical Fitness
13. Medical fitness
14. Experience within the armed forces/police/gendarmerie
15. Minimum rank
16. Appropriate age
17. Appropriate personality/character
18. Clean disciplinary record
19. Having no family commitments back home
20. Having your supervisor’s permission
21. Gender sensitivity
22. I don't know
23. I refuse to answer
24. Other:
 |
| Did 90% or more of personnel in the sample list one of the following as the top three skill/attributes/abilities important for the success of a peacekeeping deployment (speak the local language, speak English, speak French, medical fitness, clean disciplinary record) | Survey | 2.41 | 2.41 | From this list, which THREE of these skills/attributes/abilities are the MOST important for the success of a UN peace operation? [Enumerator, hand device to the respondent, ask them to select their answer and click “Next”. The respondent can keep the device and answer the next two questions on their own and then hand the device back to you.] 1. Ability to work with local women
2. Ability to work with local men
3. Communication/listening/interpersonal skills
4. Conflict resolution/negotiation skills
5. Ability to work with personnel from other countries
6. Combat/tactical skills
7. Computer skills
8. Ability to drive a manual car
9. Ability to speak the local host country's language
10. Ability to speak English
11. Ability to speak French
12. Physical Fitness
13. Medical fitness
14. Experience within the armed forces/police/gendarmerie
15. Minimum rank
16. Appropriate age
17. Appropriate personality/character
18. Clean disciplinary record
19. Having no family commitments back home
20. Having your supervisor’s permission
21. Gender sensitivity
22. I don't know
23. I refuse to answer
24. Other:
 |
| For 30% or less of personnel in the sample, are not having the correct rank and skills the reasons that they did not volunteer for a mission?  | Survey | 2.42 | 2.42 | [Enumerator, please ask this question in an open-ended way and then record the answer that they state. Do not read the options. Be sure to prod for more answers.] Why did you not volunteer for the position? * 1. Family considerations
	2. I don’t have the right skills
	3. I don’t have the right rank
	4. Peace operations are too dangerous
	5. Peace operations do not help my career
	6. Heard about a bad experience on a peace operation
	7. Did not have enough information about peace operation deployment
	8. Did not know about the opportunity
	9. Was not interested in peacekeeping
	10. Deployment is not voluntary in my country
	11. I don’t know
	12. I refuse to answer
	13. Not applicable
	14. Other
 |
| Did 30% or less of personnel in the sample who were not selected, say not having the correct rank and skills was the reasons that they did not volunteer for a mission? | Survey | 2.43 | 2.43 | If you WERE NOT selected, why do you think you were not selected? Please think carefully about this question and select all that apply1. My application was not good enough
2. I did not have the right skills for the peace operation
3. I did not meet the criteria for deployment
4. My superiors chose someone they knew personally
5. My superiors chose someone to whom they owe a favor
6. I did not have the right rank
7. I did not meet the age requirement
8. Because I am a man
9. Because I am a woman
10. My superiors thought the operation location was too dangerous for me
11. I don't know
12. I prefer not to say
13. Not applicable
14. Other, please specify:
 |
| Did 75% or more of personnel in the sample have knowledge about protection of civilians? | Survey | 2.44 | 2.44 | Did you have any of the following gender trainings while in the **[COUNTRY] ARMED/ POLICE FORCES** training academy or training school?  Did you have any of the following IN-SERVICE TRAINING in [Country] that was NOT at the training academy? Select all that apply Did you have any of the following gender trainings during PRE-DEPLOYMENT TRAINING before a **UN peace operation**? Select all that apply [Select all that apply] 1. Training on the prevention of sexual exploitation and abuse (SEA)
2. General gender training
3. Gender training for leadership
4. Specialized gender training, such as prevention of sexual violence or civilian protection
5. Institutional harassment training
6. None of the above
7. Other, please specify:
8. I don’t know
9. I prefer not to say

In what ways did you interact with the population in the host country during the **MOST RECENT UN peace operation to which you were deployed? Select all that apply** 1. Trained and/or monitored the local security forces
2. Engaged in community-based work as a part of the deployment (e.g. CIMIC activities, Quick Impact Projects)
3. Provided services to the community as a part of the deployment (e.g. health clinic, builds roads, etc.)
4. Monitored local activities for situation reports
5. Participated in patrols
6. Engaged in civilian protection activities (e.g. refugee camps, etc.)
7. Participated in local events (e.g. went to local church/mosque)
8. Volunteered my own time to help the community
9. Spent time with locals socially (e.g. bars, nightclubs, etc.)
10. Other, describe:
11. I did not interact with any locals
12. I don't know
 |
| Do personnel engage in international training? (Survey threshold is 30% or more personnel in the sample have taken at least 1) | Both | 2.45 | 2.45 | Did you have any of the following gender trainings while in the **[COUNTRY] ARMED/ POLICE FORCES** training academy or training school?  Did you have any of the following IN-SERVICE TRAINING in [Country] that was NOT at the training academy? Select all that apply In which locations did you receive training on international deployment, including **UN peacekeeping missions**? Select all that apply. 1. Training Academy
2. In Service Training in [Country]
3. Peacekeeping training center within [Country]
4. Peacekeeping training center outside of [Country]
5. By the UN in [Country]
6. **By other international actors in [Country]**
7. Outside of [Country], but not at a peacekeeping training center
8. Online courses
9. Other, please specify
10. Never taken training
11. I don't know
12. I prefer not to say

Please name the academy/institutions or the location where you received **UN peacekeeping training**. [Enumerator note: if the respondent has never been deployed to a UN peace operation, select "None."] 1. [Country-Specific Locations]
2. Nordic Center for Gender and Military Operations (NCGM)
3. Latin American Association of Training Centers for Peace (ALCOPAZ)
4. Alioune Blondin Beye Peacekeeping School (EMPABB)
5. Australian Defence Force Peace Keeping Centre
6. Austrian International Forces (AUTINT)
7. Bangladesh Institute of Peace Support Operation Training (BIPSOT)
8. Cairo Regional Center for Conflict Resolution and Peacekeeping in Africa (CCCPA)
9. Brazilian Peace Operations Joint Training Center (CCOPAB)
10. Chilean Joint Peacekeeping Operations Center (CECOPAC)
11. Joint Peacekeeping Operations Training Center (CECOPAZ)
12. Center for International Peace Operations (ZIF)
13. Centre for International Peace & Stability (CIPS)
14. China Peacekeeping Police Training Center
15. Ecole De Maintien de la Paix Alioune Blondin Beye (EMP)
16. Ecole Internationale des Forces de Securite (EIFORCES)
17. Finnish Defence Forces International Centre (FINCENT)
18. Folke Bernadotte Academy, Challenges Forum (FBA)
19. Global Peace Operations Initiative (GPOI/EUCOM)
20. Hiroshima Peacebuilders Center (HPC)
21. Hungarian Defence Forces Peace Support Training Center (HDF PSTC)
22. Indonesian National Defense Forces Peacekeeping Center (INDF PKC)
23. International Peace Support Training Center, Kenya (IPSTC)
24. Japan Peacekeeping Training and Research Center (JPC)
25. Kazakh Partnership for Peace Training Center (KAZCENT)
26. Kofi Annan International Peacekeeping Training Center (KAIPTC)
27. Korea International Peace Operations Center (KIPOCENT)
28. Malaysian Peacekeeping Centre (MPC)
29. Military Training Center for Foreign Operations (MTC)
30. Nigerian Army Peacekeeping Centre (NAPKC)
31. School for Peace Operations (NLD-SPO)
32. Royal Thai Armed Forces Peace Operations Center
33. Peace Operations Training Institute (POTI)
34. Peace Support Operations Training Center (PSOTC)
35. Peacekeeping Center of China
36. Public Security Directorate/Peacekeeping Training of Jordan (JPDPKO)
37. Republic of Korea Peacekeeping Operations Center (KIPOCENT)
38. Rwanda Peace Academy (RPA)
39. School for Peace Operations, Netherlands
40. Swedish Armed Forces International Centre (SWEDINT)
41. The Turkish Partnership for Peace Training Center (PfP)
42. Uruguayan Peace Operations School (ENOPU)
43. Other in Africa
44. Other in Asia
45. Other in Australia/Pacific
46. Other in Europe
47. Other in Latin America
48. Other in North America
49. Other, please specify:
50. None
51. I prefer not to say
52. I don't know

 |
| Do personnel engage in training within country (in-service training) on peacekeeping? (Survey threshold is 50% personnel in the sample or more have taken at least 1) | Both | 2.46 | 2.46 | Did you have any of the following gender trainings while in the **[COUNTRY] ARMED/ POLICE FORCES** training academy or training school?  Did you have any of the following IN-SERVICE TRAINING in [Country] that was NOT at the training academy? Select all that apply In which locations did you receive training on international deployment, including **UN peacekeeping missions**? Select all that apply. 1. Training Academy
2. In Service Training in [Country]
3. Peacekeeping training center within [Country]
4. Peacekeeping training center outside of [Country]
5. By the UN in [Country]
6. **By other international actors in [Country]**
7. Outside of [Country], but not at a peacekeeping training center
8. Online courses
9. Other, please specify
10. Never taken training
11. I don't know
12. I prefer not to say

Please name the academy/institutions or the location where you received **UN peacekeeping training**. [Enumerator note: if the respondent has never been deployed to a UN peace operation, select "None."] 1. [Country-Specific Locations]
2. Nordic Center for Gender and Military Operations (NCGM)
3. Latin American Association of Training Centers for Peace (ALCOPAZ)
4. Alioune Blondin Beye Peacekeeping School (EMPABB)
5. Australian Defence Force Peace Keeping Centre
6. Austrian International Forces (AUTINT)
7. Bangladesh Institute of Peace Support Operation Training (BIPSOT)
8. Cairo Regional Center for Conflict Resolution and Peacekeeping in Africa (CCCPA)
9. Brazilian Peace Operations Joint Training Center (CCOPAB)
10. Chilean Joint Peacekeeping Operations Center (CECOPAC)
11. Joint Peacekeeping Operations Training Center (CECOPAZ)
12. Center for International Peace Operations (ZIF)
13. Centre for International Peace & Stability (CIPS)
14. China Peacekeeping Police Training Center
15. Ecole De Maintien de la Paix Alioune Blondin Beye (EMP)
16. Ecole Internationale des Forces de Securite (EIFORCES)
17. Finnish Defence Forces International Centre (FINCENT)
18. Folke Bernadotte Academy, Challenges Forum (FBA)
19. Global Peace Operations Initiative (GPOI/EUCOM)
20. Hiroshima Peacebuilders Center (HPC)
21. Hungarian Defence Forces Peace Support Training Center (HDF PSTC)
22. Indonesian National Defense Forces Peacekeeping Center (INDF PKC)
23. International Peace Support Training Center, Kenya (IPSTC)
24. Japan Peacekeeping Training and Research Center (JPC)
25. Kazakh Partnership for Peace Training Center (KAZCENT)
26. Kofi Annan International Peacekeeping Training Center (KAIPTC)
27. Korea International Peace Operations Center (KIPOCENT)
28. Malaysian Peacekeeping Centre (MPC)
29. Military Training Center for Foreign Operations (MTC)
30. Nigerian Army Peacekeeping Centre (NAPKC)
31. School for Peace Operations (NLD-SPO)
32. Royal Thai Armed Forces Peace Operations Center
33. Peace Operations Training Institute (POTI)
34. Peace Support Operations Training Center (PSOTC)
35. Peacekeeping Center of China
36. Public Security Directorate/Peacekeeping Training of Jordan (JPDPKO)
37. Republic of Korea Peacekeeping Operations Center (KIPOCENT)
38. Rwanda Peace Academy (RPA)
39. School for Peace Operations, Netherlands
40. Swedish Armed Forces International Centre (SWEDINT)
41. The Turkish Partnership for Peace Training Center (PfP)
42. Uruguayan Peace Operations School (ENOPU)
43. Other in Africa
44. Other in Asia
45. Other in Australia/Pacific
46. Other in Europe
47. Other in Latin America
48. Other in North America
49. Other, please specify:
50. None
51. I prefer not to say
52. I don't know

 |
| Is gender training offered at pre-deployment training? (Survey threshold: 90% or more personnel in the sample) | Both | 2.47 | 2.47 | Did you have any of the following gender trainings during PRE-DEPLOYMENT TRAINING before a **UN peace operation**? Select all that apply [Select all that apply] 1. Training on the prevention of sexual exploitation and abuse (SEA)
2. General gender training
3. Gender training for leadership
4. Specialized gender training, such as prevention of sexual violence or civilian protection
5. Institutional harassment training
6. None of the above
7. Other, please specify:
8. I don’t know
9. I prefer not to say
 |
| This issue area was not in the top 3 for women  | Survey | 2.48 | 2.48 | What do you think are the THREE main challenges to increasing WOMEN’S participation in UN peace operations in your country? 1. There are not enough eligible women in the armed forces/police /gendarmerie
2. The selection process is not fair and/or is biased against women
3. Many women don’t have the right skills required to deploy
4. Women have too many obligations at home or with their families
5. There are not adequate equipment and facilities for women in peace operations
6. There are stories of women having negative experiences during deployment
7. UN peace operation deployments aren’t helpful for career advancement
8. Leadership or supervisors don’t support increasing women’s deployment
9. Cultural attitudes make people doubt women’s ability to deploy
10. Women are not treated as equal members of the armed forces/police /gendarmerie
 |

**Optional Additions**

* 2.49: To deploy, personnel do not need to give up their job (A no answer would mean that deployments are not done nationally, but privately)
	+ After returning from a peace operation, did you return to the same job that you had before you deployed?
		- Yes
		- No
		- I refuse to answer

**Issue Area 3: Deployment Selection**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator**  | **Data Source** | **FFF Police** | **FFF Armed Forces** | **Survey Questions** |
|  |  |  |  |  |
| Is there a standardized process for deployment into UN operations? (Survey threshold: 90% or more personnel in the sample said yes) | Both | 3.1 | 3.1 | To your knowledge, is there a standardized procedure for recruitment into UN peace operations? [proceed to Q155]* 1. Yes
	2. No
	3. I don’t know

I refuse to answer |
| Does the country have existing formed police units/battalions that deploy?  | FFF | 3.2 | 3.2 |  |
| Are personnel individually selected for deployments (not through an application system)? (At least 10% person said yes on survey) | Both | 3.3 | 3.3 | Select all the ways you have been able to deploy to a UN peace operation: 1. I was selected by superiors without applying (to be military observer/UNPOL)
2. I applied voluntarily (to be military observer/UNPOL)
3. I was part of an existing battalion/formed police unit deployed to a UN peace operation
4. I joined a battalion/formed police unit that I was not previously part of to deploy to a UN peace operation
5. I joined a new battalion/formed police unit that was created to deploy to a UN peace operation
6. I was nominated by government officials (Secondment)
7. I served as an independent consultant/Secondment
8. Not applicable
9. Other
 |
| Do personnel have the opportunity to volunteer/apply for deployments? (At least 10% person said yes on survey) | Both | 3.4 | 3.4 | Select all the ways you have been able to deploy to a UN peace operation: 1. I was selected by superiors without applying (to be military observer/UNPOL)
2. I applied voluntarily (to be military observer/UNPOL)
3. I was part of an existing battalion/formed police unit deployed to a UN peace operation
4. I joined a battalion/formed police unit that I was not previously part of to deploy to a UN peace operation
5. I joined a new battalion/formed police unit that was created to deploy to a UN peace operation
6. I was nominated by government officials (Secondment)
7. I served as an independent consultant/Secondment
8. Not applicable
9. Other

Did you volunteer to deploy to a UN peace operation?1. Yes, I volunteered
2. No, I have never volunteered
3. I did not volunteer, but I have deployed
4. I refuse to answer
 |
| Have 50% or more of personnel in the sample heard about opportunities to volunteer to deploy? | Survey | 3.5 | 3.5 | Have you ever heard about opportunities to volunteer for a UN peace operation (*For armed forces surveys, add clarification:* [for military observers and staff officers])? * 1. Yes
	2. No
	3. I don’t know
 |
| Are UN positions distributed over the radio/TV/social media? (Survey threshold 20% or more personnel in the sample)  | Both | 3.6 | 3.6 | What are all the ways that information about UN peace operations (*For armed forces surveys, add clarification:* [for military observers and staff officers]) is distributed: [Select all that apply] * 1. Organization-wide email
	2. Organization's newsletter
	3. TV
	4. Radio
	5. Social Media
	6. Internal Job Board
	7. Word of Mouth
	8. Through formal professional associations
	9. Through training academies
	10. Through informal mentorships
	11. Through immediate superiors
	12. None
	13. Other:
 |
| Are UN positions distributed via mass email? (Survey threshold 50% or more personnel in the sample) | Both | 3.7 | 3.7 | What are all the ways that information about UN peace operations (*For armed forces surveys, add clarification:* [for military observers and staff officers]) is distributed: [Select all that apply] 1. Organization-wide email
2. Organization's newsletter
3. TV
4. Radio
5. Social Media
6. Internal Job Board
7. Word of Mouth
8. Through formal professional associations
9. Through training academies
10. Through informal mentorships
11. Through immediate superiors
12. None
13. Other:
 |
| Are UN positions distributed via internal job board? (Survey threshold 50% or more personnel in the sample) | Both | 3.8 | 3.8 | What are all the ways that information about UN peace operations (*For armed forces surveys, add clarification:* [for military observers and staff officers]) is distributed: [Select all that apply] 1. Organization-wide email
2. Organization's newsletter
3. TV
4. Radio
5. Social Media
6. Internal Job Board
7. Word of Mouth
8. Through formal professional associations
9. Through training academies
10. Through informal mentorships
11. Through immediate superiors
12. None
13. Other:
 |
| Are UN positions distributed in organizational newsletters/magazines? (Survey threshold 20% or more personnel in the sample) | Both | 3.9 | 3.9 | What are all the ways that information about UN peace operations (*For armed forces surveys, add clarification:* [for military observers and staff officers]) is distributed: [Select all that apply] 1. Organization-wide email
2. Organization's newsletter
3. TV
4. Radio
5. Social Media
6. Internal Job Board
7. Word of Mouth
8. Through formal professional associations
9. Through training academies
10. Through informal mentorships
11. Through immediate superiors
12. None
13. Other:
 |
| Are UN positions distributed by word of mouth communication? (Survey threshold 20% or more personnel in the sample) | Both | 3.10 | 3.10 | What are all the ways that information about UN peace operations (*For armed forces surveys, add clarification:* [for military observers and staff officers]) is distributed: [Select all that apply] 1. Organization-wide email
2. Organization's newsletter
3. TV
4. Radio
5. Social Media
6. Internal Job Board
7. Word of Mouth
8. Through formal professional associations
9. Through training academies
10. Through informal mentorships
11. Through immediate superiors
12. None
13. Other:
 |
| Are UN positions distributed through a formal professional association/training academies/or mentoring? (Survey threshold 10% or more personnel in the sample) | Both | 3.11 | 3.11 | What are all the ways that information about UN peace operations (*For armed forces surveys, add clarification:* [for military observers and staff officers]) is distributed: [Select all that apply] 1. Organization-wide email
2. Organization's newsletter
3. TV
4. Radio
5. Social Media
6. Internal Job Board
7. Word of Mouth
8. Through formal professional associations
9. Through training academies
10. Through informal mentorships
11. Through immediate superiors
12. None
13. Other:
 |
| Are UN positions distributed through immediate superiors? (Survey threshold 50% or more personnel in the sample) | Both | 3.12 | 3.12 | What are all the ways that information about UN peace operations (*For armed forces surveys, add clarification:* [for military observers and staff officers]) is distributed: [Select all that apply] 1. Organization-wide email
2. Organization's newsletter
3. TV
4. Radio
5. Social Media
6. Internal Job Board
7. Word of Mouth
8. Through formal professional associations
9. Through training academies
10. Through informal mentorships
11. Through immediate superiors
12. None
13. Other:
 |
| Are UN positions advertised in all regions/branch/unit of the country? | Both | 3.13 | 3.13 | Run a regression model with the respondents’ region/unit/branch as the independent variable and the following question as the dependent variable: Have you ever heard about opportunities to volunteer for a UN peace operation (*For armed forces surveys, add clarification:* [for military observers and staff officers])? * 1. Yes
	2. No
	3. I don’t know
 |
| Do people from rural, surburban, and urban areas equally hear about deployment? (None option for UNad) | Survey | 3.14 | 3.14 |  |
| Are there special efforts to select women into peacekeeping? | FFF | 3.15 | 3.15 |  |
| Does the training academy provide information/modules about UN deployments?  | FFF | 3.16 | 3.16 |  |
| Of the people that did not apply to a peacekeeping missions, did less than 30% or less personnel in the sample say it was due to a lack of information or knowledge opportunities? | Survey | 3.17 | 3.17 | [Enumerator, please ask this question in an open-ended way and then record the answer that they state. Do not read the options. Be sure to prod for more answers.] Why did you not volunteer for the position? * 1. Family considerations
	2. I don’t have the right skills
	3. I don’t have the right rank
	4. Peace operations are too dangerous
	5. Peace operations do not help my career
	6. Heard about a bad experience on a peace operation
	7. Did not have enough information about peace operation deployment
	8. Did not know about the opportunity
	9. Was not interested in peacekeeping
	10. Deployment is not voluntary in my country
	11. I don’t know
	12. I refuse to answer
	13. Not applicable
	14. Other
 |
| Do 50% or more personnel in the sample think that their lack of selection was due to a lack of merit? | Survey | 3.18 | 3.18 | [If the respondent volunteered and WAS NOT selected] [Enumerator, please ask this question in an open-ended way and then record the answer that they state. Do not read the options. Be sure to prod for more answers.] Why do you think you were not selected?* 1. My application was not good enough
	2. I did not have the right skills for the peace operation
	3. I did not meet the criteria for deployment
	4. My superiors chose someone they know personally
	5. My superiors chose someone to whom they owe a favor
	6. I did not have the right rank
	7. I did not meet the age requirement
	8. Because I am a man
	9. Because I am a woman
	10. My superiors thought the operation location was too dangerous for me
	11. I don’t know
	12. I refuse to answer
	13. Not applicable
	14. Other:
 |
| Do 50% or more personnel in the sample think that the selection process was free from gender discrimination?  | Survey | 3.19 | 3.19 | [If the respondent volunteered and WAS NOT selected] [Enumerator, please ask this question in an open-ended way and then record the answer that they state. Do not read the options. Be sure to prod for more answers.] Why do you think you were not selected?1. My application was not good enough
2. I did not have the right skills for the peace operation
3. I did not meet the criteria for deployment
4. My superiors chose someone they know personally
5. My superiors chose someone to whom they owe a favor
6. I did not have the right rank
7. I did not meet the age requirement
8. Because I am a man
9. Because I am a woman
10. My superiors thought the operation location was too dangerous for me
11. I don’t know
12. I refuse to answer
13. Not applicable
14. Other:
 |
| Does the country receive Mobile Training Support Teams (MTSTs), Selection Assistance Teams (SAT) or Mobile Training Teams (MTTs) more than once a year? | FFF | 3.20 | 3.20 |  |
| Is the testing environment adequate and free of unnecessary social pressure? (50% or more personnel in the sample said yes.) | Both | 3.21 | 3.21 | Who did you take the test with? [Select all that apply.] * 1. Men
	2. Women
	3. Higher rank
	4. Same rank
	5. Lower rank
	6. Alone
	7. Other
	8. I don’t know
	9. I refuse to answer
 |
| Do the 70% or more pass the UN exams? (Survey threshold: 30% or less personnel in the sample know someone who has failed)  | Both | 3.22 | 3.22 | Did you or someone you know fail the test at least once? [Enumerator, offer to hand the phone to the respondent to that they can answer directly, click “Next” and hand the device back to you.] * 1. Yes
	2. No
	3. I don’t know
	4. I refuse to answer
 |
| Personnel do not spend their own money on the pre-deployment process (Survey threshold is 10% or less personnel in the sample) | Both | 3.23 | 3.23 | Did you have to spend your personal money on any of the following during the pre-deployment application, selection, or training process? [proceed to Q76]* 1. Travel to or from the testing, interview, or training center
	2. Housing or hotel accommodations
	3. Food and drinks
	4. Application or training fees
	5. Clothing/uniforms
	6. Supplies needed for the application, interview, testing, or training
	7. I did not spend any of my personal money
	8. Other
	9. Not applicable
	10. I refuse to answer
 |
| Is the process fair/free and/or personnel have not engaged in corruption/exchanged a favor? (Survey threshold is 75% or more personnel in the sample) | Survey  | 3.24 | 3.24 | [Enumerator, please hand phone/tablet to the respondent, allow them to answer, click "next", and hand the device back to you.] Have you ever exchanged a favor to try to deploy to a peace operation? * 1. Yes
	2. No
	3. I don’t know
	4. I refuse to answer

[If the respondent volunteered and WAS NOT selected] [Enumerator, please ask this question in an open-ended way and then record the answer that they state. Do not read the options. Be sure to prod for more answers.] Why do you think you were not selected? 1. My application was not good enough
2. I did not have the right skills for the peace operation
3. I did not meet the criteria for deployment
4. My superiors chose someone they know personally
5. My superiors chose someone to whom they owe a favor
6. I did not have the right rank
7. I did not meet the age requirement
8. Because I am a man
9. Because I am a woman
10. My superiors thought the operation location was too dangerous for me
11. I don’t know
12. I refuse to answer
13. Not applicable
14. Other:

[Enumerators, please hand the phone/tablet to the respondent and instruct them to select their answer, click "next" and hand the phone back to you] How fair do you think the recruitment process into peace operations conducted by the armed forces/police/gendarmerie is in your country? [proceed to Q156] 1. Very fair
2. Fair
3. Neutral
4. Unfair
5. Very Unfair
6. Recruitment is not done by the armed forces/police/gendarmerie
7. I don’t know
8. I refuse to answer
 |
| This issue area was not in the top 3 for women  | Survey | 3.25 | 3.25 | What do you think are the THREE main challenges to increasing WOMEN’S participation in UN peace operations in your country? 1. There are not enough eligible women in the armed forces/police /gendarmerie
2. The selection process is not fair and/or is biased against women
3. Many women don’t have the right skills required to deploy
4. Women have too many obligations at home or with their families
5. There are not adequate equipment and facilities for women in peace operations
6. There are stories of women having negative experiences during deployment
7. UN peace operation deployments aren’t helpful for career advancement
8. Leadership or supervisors don’t support increasing women’s deployment
9. Cultural attitudes make people doubt women’s ability to deploy
10. Women are not treated as equal members of the armed forces/police /gendarmerie
 |

**Issue Area 4: Household Constraints**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator**  | **Data Source** | **FFF Police** | **FFF Armed Forces** | **Survey Questions** |
| Are there childcare facilities for personnel in country? (Survey threshold of 75% or more personnel in the sample said yes) | Both | 4.1 | 4.1 | What types of family/childcare are available in [Country]? Select all that apply.1. National childcare subsidies
2. National childcare facilities
3. Childcare subsidies provided by the Armed Forces
4. Childcare facilities at the Armed Forces
5. Private childcare (e.g., private daycares, nannies, etc.)
6. None
7. Other, please specify:
8. I don't know
9. I prefer not to say
 |
| Are there childcare subsidies/facilities for personnel in country? (Survey threshold of 90% or more personnel in the sample) | Both | 4.2 | 4.2 | What types of family/child care facilities are available in the country? [Select all that apply] * 1. National childcare subsidies
	2. National childcare facilities
	3. Childcare subsidies provided by the armed forces/police/gendarmerie
	4. Childcare facilities at the armed forces/police/gendarmerie
	5. Private childcare (e.g. private daycares, nannies, etc.)
	6. None
	7. Other
	8. I don’t know
	9. Not applicable
 |
| Are deployed personnel allowed to take vacation/holidays? (Survey threshold of 50% or more personnel in the sample)  | Both | 4.3 | 4.3 | Are personnel deployed to UN peace operations allowed to take vacations/holidays to visit family? * 1. Yes
	2. No
	3. I don’t know
 |
| Are vacations/holidays during peacekeeping missions subsidized? (Survey threshold of 50% or more personnel in the sample) | Both | 4.4 | 4.4 | Are these vacations/holidays subsidized by the government? * 1. Yes
	2. Yes, but the subsidy is not adequate
	3. No
	4. I don’t know
	5. Not applicable
 |
| Is it a norm for extended families to provide childcare in the country? (Survey threshold is country specific)  | Both | 4.5 | 4.5 | How much do you agree with this statement: I have family/extended family who can take care of my household (including children, elders, etc.) while I deploy on UN peace operation? * 1. Strongly disagree
	2. Disagree
	3. Neutral
	4. Agree
	5. Strongly agree
	6. I don’t know
	7. I refuse to answer
 |
| Is it a norm for middle and lower rank personnel to have nannies/housemaids etc.? (Survey threshold is country specific)  | Both | 4.6 | 4.6 | Regression between: How many fulltime nannies/au pairs/governesses do you have?Which of the following do you have [Select all that apply]:* 1. House maid
	2. Security Guard
	3. Handyman
	4. Driver
	5. Cook
	6. Gardener
	7. Butler
	8. None of these
	9. I don’t know
	10. I refuse to answer

*And* What is your rank?  |
| Is it culturally acceptable for men to be stay at home fathers? (Survey threshold is country specific)  | Both | 4.7 | 4.7 | Who is the primary childcare provider in your household? [Enumerator, explain that primary childcare provider means the person who takes care of the children for the most time during the day and night in any given week] * 1. Father
	2. Mother
	3. Both, mother and father equally
	4. Nanny/maid
	5. Other family member
	6. I refuse to answer
	7. Not applicable

Police: 4.18Armed Forces: 4.18 |
| Are work conditions flexible? (Survey threshold is 50% personnel in the sample for one option or more) | Both | 4.8 | 4.8 | Which of the following are you able to do? [Select all that apply] * 1. Work from home
	2. Work hours that accommodate my personal/family needs
	3. Leave the office if there is a family emergency
	4. None of the above
	5. I don’t know
	6. I refuse to answer
 |
| Are pregnant women allowed to stay in the police/Armed Forces/gendarmerie? | FFF | 4.9 | 4.9 |  |
| Does the family of deceased (while on duty) peacekeepers receive compensation?  | FFF | 4.10 | 4.10 |  |
| Is the family entitled to benefits such as healthcare, pension, etc.?  | FFF | 4.11 | 4.11 |  |
| Is it easy for personnel to return home from a mission if there is an emergency? | FFF | 4.12 | 4.12 |  |
| Are there eldercare/bereavement leaves in the country? (Survey threshold is 50% or more personnel in the sample said yes)  | Both | 4.13 | 4.13 | For which of these can you take an official leave? [Select all that apply] * 1. Maternal
	2. Paternal
	3. Sick
	4. Family care
	5. Elderly care
	6. Disability
	7. None
	8. I don’t know
	9. Other
 |
| Is the eldercare/family leave paid? (Survey threshold is 50% or more personnel in the sample)  | Both | 4.14 | 4.14 | For which of these is the leave paid? [Select all that apply]* 1. Maternal
	2. Paternal
	3. Sick
	4. Family care
	5. Elderly care
	6. Disability
	7. None
	8. I don’t know
	9. Other
 |
| Are there sick/disability leaves in the country? (Survey threshold is 50% or more personnel in the sample)  | Both | 4.15 | 4.15 | For which of these can you take an official leave? [Select all that apply] * 1. Maternal
	2. Paternal
	3. Sick
	4. Family care
	5. Elderly care
	6. Disability
	7. None
	8. I don’t know
	9. Other
 |
| Is the sick/disability leave paid? (Survey threshold is 50% or more personnel in the sample)  | Both | 4.16 | 4.16 | For which of these is the leave paid? [Select all that apply]* 1. Maternal
	2. Paternal
	3. Sick
	4. Family care
	5. Elderly care
	6. Disability
	7. None
	8. I don’t know
	9. Other
 |
| Does the institution have a paternal leave policy? (Survey threshold is 50% or more personnel in the sample)  | Both | 4.17 | 4.17 | For which of these can you take an official leave? [Select all that apply] * 1. Maternal
	2. Paternal
	3. Sick
	4. Family care
	5. Elderly care
	6. Disability
	7. None
	8. I don’t know
	9. Other
 |
| Is the paternal leave paid? (Survey threshold is 50% or more personnel in the sample)  | Both | 4.18 | 4.18 | For which of these is the leave paid? [Select all that apply]* 1. Maternal
	2. Paternal
	3. Sick
	4. Family care
	5. Elderly care
	6. Disability
	7. None
	8. I don’t know
	9. Other
 |
| Does the institution have a maternal leave policy? (Survey threshold is 90% or more personnel in the sample)  | Both | 4.19 | 4.19 | For which of these can you take an official leave? [Select all that apply] * 1. Maternal
	2. Paternal
	3. Sick
	4. Family care
	5. Elderly care
	6. Disability
	7. None
	8. I don’t know
	9. Other
 |
| Is the maternal leave paid? (Survey threshold is 90% or more)  | Both | 4.20 | 4.20 | For which of these is the leave paid? [Select all that apply]* 1. Maternal
	2. Paternal
	3. Sick
	4. Family care
	5. Elderly care
	6. Disability
	7. None
	8. I don’t know
	9. Other
 |
| Do personnel have the opportunity to engage in in-service training while on leave? (Survey threshold is 20% or more personnel in the sample) | Both | 4.21 | 4.21 | Did you have the option to do any in-service training during any of your leaves? [Enumerator, remind them that in-service training are trainings that the armed forces/police/gendarmerie provide] [proceed to Q195] * 1. Yes
	2. No, I was not offered/able to take in-service training
	3. No. It was offered, but I did not take the training
	4. I don’t know
 |
| Did 30% or less of personnel in the sample who took leave feel that they missed out on opportunities while on leave? | Survey | 4.22 | 4.22 | During this leave or any others, do you feel that you missed out on career advancing opportunities? 1. Yes
2. No
3. I don’t know
 |
| Is it a norm to take leaves in the country? (Survey: 50% or more take one leave or more personnel in the sample) | Survey | 4.23 | 4.23 | In your career, how many times have you taken a Maternity/Paternity/family/sick/elderly care/disability leave? * 1. I have never taken Maternity/Paternity/family/sick/elderly care/disability leave
	2. 1
	3. 2
	4. 3
	5. 4
	6. 5
	7. 6 or more times
	8. I don’t know
	9. I refuse to answer
 |
| Is it acceptable for women to breastfeed/pump at work? (Survey threshold is country specific)  | Both | 4.24 | 4.24 | Does the armed forces/police/gendarmerie force provide adequate breastfeeding/pumping arrangements for women?   * 1. Yes
	2. Yes, but not adequate
	3. No
	4. I don’t know
	5. I refuse to answer
 |
| Do women feel comfortable breastfeeding/pumping at work? (Survey threshold is country specific)  | Survey | 4.25 | 4.25 | Do you think that women in the armed forces/police/gendarmerie feel comfortable breastfeeding/pumping at work? [proceed to Q149]* 1. Yes
	2. No
	3. I don’t know
	4. I refuse to answer
 |
| Is it socially acceptable among their family for women to deploy? (A no answers means they would face judgement if they deployed) (Survey threshold is 75% or less personnel in the sample)  | Both | 4.26 | 4.26 | To what degree are you afraid of your family's judgment if you participate in UN peace operation? * 1. Very afraid
	2. Afraid
	3. Neutral
	4. Unafraid
	5. Very unafraid
	6. I don't know
	7. I refuse to answer
 |
| Is it socially acceptable among their community for women to deploy? (A no answers means they would face stigma if they deployed) (Survey threshold is 75% or less personnel in the sample) | Survey | 4.27 | 4.27 | How much social stigma do you think there is for women to deploy to a UN peace operation? [Explain that social stigma means that people will spread rumors about you] * 1. A lot of stigma
	2. Some stigma
	3. Neutral
	4. Very little stigma
	5. No stigma
	6. I don’t know
	7. I refuse to answer
 |
| Did less than 30% of personnel who did not apply to a UN peacekeeping mission in the sample say it was due to family considerations? | Survey | 4.28 | 4.28 | [Enumerator, please ask this question in an open-ended way and then record the answer that they state. Do not read the options. Be sure to prod for more answers.] Why did you not volunteer for the position? * 1. Family considerations
	2. I don’t have the right skills
	3. I don’t have the right rank
	4. Peace operations are too dangerous
	5. Peace operations do not help my career
	6. Heard about a bad experience on a peace operation
	7. Did not have enough information about peace operation deployment
	8. Did not know about the opportunity
	9. Was not interested in peacekeeping
	10. Deployment is not voluntary in my country
	11. I don’t know
	12. I refuse to answer
	13. Not applicable
	14. Other
 |
| Do 75% or more of personnel in the sample feel that they could be good parents despite deploying?  | Survey | 4.29 | 4.29 | Men who deploy on peace operations cannot be good fathers * 1. Strongly disagree
	2. Disagree
	3. Neutral
	4. Agree
	5. Strongly agree
	6. I don’t know
	7. I refuse to answer

Women who deploy on peace operations cannot be good mothers 1. Strongly disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly agree
6. I don’t know
7. I refuse to answer
 |
| Do women's ideal number of children match the number of children that deployed women have in the sample? | Survey | 4.30 | 4.30 | How many children do you have?At least how old do you believe children should be when their **MOTHER** deploys to a **UN peace operation**?  |
| Do women’s ideal deployment time match the average deployment time? (within 3-month range) (Survey threshold is 75% of women in the sample) Compare to men for the women's gap experiences score | Survey | 4.31 | 4.31 | Compare idealpklength How long should deployments to **UN peace operations**be?     [Enumerator Note: enter the answer in years. If the respondent does not know or refuses to answer, enter 999]To mthsdeployedun Please list the total number of years you have been deployed to a **UN peace operation.**  If you have deployed to more than one deployment, please list the total number of years combined from all deployments: [Enumerator note: If it is hard for the respondent to calculate, give them time and allow a rough estimate. If the respondent truly does not know or refuses to answer, enter 0] |
| Does the average age of women's first deployment match the ideal age for deployment? | Survey | 4.32 | 4.32 | *Regression between:*agefirstPK At what age was your **FIRST UN peace operation deployment**?    [Enumerator Note: If the respondent refuses to answer or does not know, enter 999]idealage In your opinion, what is the ideal age for someone's **FIRST** **UN peace operation** deployment?    [Enumerator Note: if the respondent does not know or refuses to answer, enter 999]  |
| Is the preferred average age of children is the same for men and women for when they deploy? | Survey | 4.33 | 4.33 | *Regression between:*motherpkage At least how old do you believe children should be when their **MOTHER** deploys to a **UN peace operation**? fatherpkage At least how old do you believe children should be when their father deploys to a **UN peace operation**?     |
| Are women in the sample with children equally likely to deploy as women without children?  | Survey | 4.34 | 4.34 | *Regression between:* How many children do you have? [Enumerator, if the person refuses to respond, enter 999] Have you ever been deployed to a UN peace operation? * + 1. Yes
		2. No
 |
| Do women in the sample want to deploy when their children are under the age of 3?  | Survey | 4.35 | 4.35 | At least how old should children be when their mother deploys to a UN peace operation? [Enumerator, if the respondent refuses to answer, enter 999.] |
| Do 75% or more of the personnel in the sample believe that the payment from peacekeeping deployment is sufficient to maintain the household? | Survey | 4.36 | 4.36 | How much do you agree with the following statement: "Payment from [Country/Institution] is sufficient for managing my household."1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree
6. I don't know
7. I prefer not to say
 |
| Do 50% of more of the personnel in the sample believe that the payment from the country's institution is sufficient for managing their household? | Survey | 4.36 | 4.36 | How much do you agree with the following statement: "Payment from [Country/Institution] is sufficient for managing my household."1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree
6. I don't know
7. I prefer not to say
 |
| Did 20% or more of personnel save their money that they received from deployment? | Survey | 4.37 | 4.37 | How much do you agree with the following statement: "Payment from [Country/Institution] is sufficient for managing my household."1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree
6. I don't know
7. I prefer not to say
 |
| Do 50% or more of the personnel in the sample believe that the payment from peacekeeping deployment is sufficient to maintain the household?  | Survey | 4.38 | 4.38 | How much do you agree with this statement: Payment from UN peace operations is sufficient for managing my household? * 1. Strongly disagree
	2. Disagree
	3. Neutral
	4. Agree
	5. Strongly agree
	6. I don’t know
	7. I refuse to answer
 |
| Do 50% or more women in the sample agree that they do not need to discuss/get permission from husbands/fathers to deploy on a mission?  | Survey | 4.39 | 4.39 | A woman should ask permission from her father/husband before deploying on a peace operation * 1. Strongly disagree
	2. Disagree
	3. Neutral
	4. Agree
	5. Strongly agree
	6. I don’t know
	7. I refuse to answer
 |
| Are 50% or more of personnel in the sample are willing to approach their supervisors about household issues?  | Survey | 4.40 | 4.40 | How willing would you be to approach a superior officer to discuss family issues (including marital problems, childcare issues, etc.) affecting your ability to fulfill your duties? * 1. Very willing
	2. Willing
	3. Neutral
	4. Unwilling
	5. Very unwilling
	6. I don’t know
	7. I refuse to answer
 |
| This issue area was not in the top 3 for women  | Survey | 4.41 | 4.41 | What do you think are the THREE main challenges to increasing WOMEN’S participation in UN peace operations in your country? 1. There are not enough eligible women in the armed forces/police /gendarmerie
2. The selection process is not fair and/or is biased against women
3. Many women don’t have the right skills required to deploy
4. Women have too many obligations at home or with their families
5. There are not adequate equipment and facilities for women in peace operations
6. There are stories of women having negative experiences during deployment
7. UN peace operation deployments aren’t helpful for career advancement
8. Leadership or supervisors don’t support increasing women’s deployment
9. Cultural attitudes make people doubt women’s ability to deploy
10. Women are not treated as equal members of the armed forces/police /gendarmerie
 |

**Issue Area 5: Peacekeeping Infrastructure**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator**  | **Data Source** | **FFF Police** | **FFF Armed Forces** | **Survey Questions** |
| Does the country have the capacity to do pre-deployment training?  | FFF | 5.1 | 5.1 |  |
| Is there a national peacekeeping training center? (Survey threshold: 50% or more personnel in the sample have attended training at the national peacekeeping training center) | Both | 5.2 | 5.2 | In which locations did you receive peacekeeping training other than pre-deployment training? [Select all that apply.] * 1. Training Academy
	2. In service training within [*Country name*]
	3. Peacekeeping training center within [*Country name*]
	4. Peacekeeping training center outside of [*Country name*]
	5. By the UN in [*Country name*]
	6. By other international actors in [*Country name*]
	7. Outside of [*Country name*], but not at a peacekeeping training center
	8. Online courses
	9. Other
	10. Never taken peacekeeping training
	11. I don’t know
	12. I refuse to answer
 |
| Is peacekeeping training officered as in-service? (Survey threshold: 50% or more personnel in the sample have received peacekeeping training as an in-service training) | Both | 5.3 | 5.3 | In which locations did you receive peacekeeping training other than pre-deployment training? [Select all that apply.] 1. Training Academy
2. In service training within [*Country name*]
3. Peacekeeping training center within [*Country name*]
4. Peacekeeping training center outside of [*Country name*]
5. By the UN in [*Country name*]
6. By other international actors in [*Country name*]
7. Outside of [*Country name*], but not at a peacekeeping training center
8. Online courses
9. Other
10. Never taken peacekeeping training
11. I don’t know
12. I refuse to answer
 |
| Are there online peacekeeping training opportunities? (Survey threshold: 20% or more personnel in the sample have attended training online training) | Both | 5.4 | 5.4 | In which locations did you receive peacekeeping training other than pre-deployment training? [Select all that apply.] 1. Training Academy
2. In service training within [*Country name*]
3. Peacekeeping training center within [*Country name*]
4. Peacekeeping training center outside of [*Country name*]
5. By the UN in [*Country name*]
6. By other international actors in [*Country name*]
7. Outside of [*Country name*], but not at a peacekeeping training center
8. Online courses
9. Other
10. Never taken peacekeeping training
11. I don’t know
12. I refuse to answer
 |
| Do personnel get sent to peacekeeping training centers in other countries? (Survey threshold: 20% or more personnel in the sample have peacekeeping training in another country) | Both | 5.5 | 5.5 | In which locations did you receive peacekeeping training other than pre-deployment training? [Select all that apply.] 1. Training Academy
2. In service training within [*Country name*]
3. Peacekeeping training center within [*Country name*]
4. Peacekeeping training center outside of [*Country name*]
5. By the UN in [*Country name*]
6. By other international actors in [*Country name*]
7. Outside of [*Country name*], but not at a peacekeeping training center
8. Online courses
9. Other
10. Never taken peacekeeping training
11. I don’t know
12. I refuse to answer
 |
| Did more than 90% of personnel in the sample have access to their preferred bathroom?  | Survey | 5.6 | 5.6 | Did you have access to your preferred bathroom near your workspace in the peace operation?* 1. Yes
	2. No
	3. I don’t know
	4. I refuse to answer
 |
| Are there barracks/sleeping quarters for personnel? (90% or more personnel in the sample threshold for survey) | Both  | 5.7 | 5.7 | What type of sleeping facilities were available in the peace operation?* 1. Same sex sleeping facilities only
	2. Unisex sleeping facilities only
	3. Both same sex and unisex sleeping facilities
	4. Chose my own location (e.g. rented an apartment)
	5. Other
	6. None
	7. I don’t know
	8. I refuse to answer
 |
| Can the doors be locked to sleeping quarters? (90% or more personnel in the sample threshold for survey)  | Survey | 5.8 | 5.8 | Could you lock the door to your sleeping quarters in the peace operation? * 1. Yes
	2. No
	3. I don’t know
 |
| Did the uniform provided for the mission fit the person’s body? (90% or more personnel in the sample threshold for survey) | Both | 5.9 | 5.9 | Did the armed forces/police/gendarmerie provide you with a UN-specific uniform for deployment that fit your body? * 1. Yes
	2. No
	3. Not applicable
	4. I refuse to answer
 |
| Do personnel get the equipment while in the mission that they need to succeed? (50% or more of deployed personnel deployed did not list items missing)  | Both | 5.10 | 5.10 | [Enumerator, please ask yes or no for each equipment listed. Please select all that apply] Please list the equipment that the armed forces/police/gendarmerie provided you with for deployment to a UN peace operation. * 1. Ammunition
	2. Arm band
	3. Beret
	4. Bullet proof vest
	5. Cap
	6. Headscarf
	7. Helmet
	8. Radio
	9. UN Handbook
	10. UN Scarf
	11. Weapon
	12. Immunization/Vaccinations
	13. Malaria pills
	14. I don’t know
	15. Other:
 |
| Did 60% or more personnel in the sample find barracks, bathrooms, equipment, and uniforms adequate?(50% or more personnel in the sample found each one of them adequate, not just one)  | Survey | 5.11 | 5.11 | What types of facilities/equipment provided in the peace operation did you find inadequate? [Select all that apply] * 1. Bathrooms
	2. Sleeping quarters
	3. Office space
	4. Dining
	5. Recreational space
	6. Uniforms
	7. Equipment
	8. None
	9. I don’t now
	10. I refuse to answer
 |
| Do women receive deployment gear/equipment/uniforms specifically made for women? | FFF | 5.12 | 5.12 |  |
| Are UN vehicles and other equipment outfitted for shorter people? | FFF | 5.13 (compare to average height for country for men and women) | 5.13 (compare to average height for country for men and women) |   |
| Is there a gendered needs assessment conducted to understand what the needs are of women? | FFF | 5.14 | 5.14 |  |
| Are feminine hygiene products a part of the standard deployment kit? (Survey threshold: 90% or more personnel in the sample) | Both | 5.15 | 5.15 | [Enumerator, ask only of female respondents.] Did the armed forces/police/gendarmerie provide you with sanitary products while in the peace operation? [for menstruation] * 1. Yes, the UN provided sanitary products
	2. Yes, the [*Country name*] armed forces/police/gendarmerie provided sanitary products
	3. Yes, both provided it
	4. No
	5. I don’t know
 |
| Did 50% or more of female personnel receive care from a female physician?  | Both | 5.16 | 5.16 | Did you receive care from a female physician while in the peace operation? * 1. Yes, female physician in UN healthcare facilities
	2. Yes, female physician in the armed forces/police forces/gendarmerie facilities
	3. Yes, both female physicians in the UN and in the armed forces/police forces/gendarmerie facilities
	4. No
	5. I don’t know
	6. I refuse to answer
	7. Not applicable
 |
| Do peacekeepers have general healthcare during missions? (90% or more personnel in the sample received healthcare from any provider)  | Both | 5.17 | 5.17 | 1. Did you have access to general healthcare while in the peace operation?
	1. Yes, the UN provided general healthcare
	2. Yes, the [*Country name*] armed forces/police/gendarmerie provided general healthcare
	3. Yes, both provided it
	4. No
	5. I don’t know
 |
| Do peacekeepers have mental healthcare during missions? (90% or more personnel in the sample received healthcare from any provider) | Both | 5.18 | 5.18 | 1. Did you have access to mental healthcare while in the peace operation?
	1. Yes, the UN provided mental healthcare
	2. Yes, the [*Country name*] armed forces/police/gendarmerie provided mental healthcare
	3. Yes, both provided it
	4. No
	5. I don’t know
 |
| Do peacekeepers have access to free reproductive healthcare while on missions? (90% personnel in the sample or more received healthcare from any provider) | Both | 5.19 | 5.19 | Did you have access to reproductive healthcare while in the peace operation? [Enumerator, please explain that reproductive health refers to gynecological​, obstetrics, sexually transmitted diseases, infertility, erectile dysfunction, etc.] * 1. Yes, the UN provided reproductive healthcare
	2. Yes, the [*Country name*] armed forces/police/gendarmerie provided reproductive healthcare
	3. Yes, both provided it
	4. No
	5. I don’t know
	6. I refuse to answer
	7. Not applicable
 |
| Do personnel have access to free birth control while on missions? (90% or personnel in the sample more received healthcare from any provider) | Both | 5.20 | 5.20 | Did you have access to birth control while in the peace operation? [Enumerator, please explain that birth control can mean condoms, pills, patches, etc.] * 1. Yes, the UN provided birth control
	2. Yes, the [*Country name*] armed forces/police/gendarmerie provided birth control
	3. Yes, both provided it
	4. I don’t know
	5. I refuse to answer
	6. Not applicable
 |
| Did 50% or more personnel in the sample find general healthcare, mental healthcare, reproductive healthcare, sanitary projects, birth control?(50% or more personnel in the sample found each one of them adequate, not just one)  | Survey | 5.21 | 5.21 | Which of the following services were inadequate while in a peace operation [Select all that apply]: * 1. General healthcare
	2. Mental healthcare
	3. Sanitary products
	4. Reproductive healthcare
	5. Birth control
	6. I don’t know
	7. I refuse to answer
	8. Not applicable
 |
| Does the country have the equipment and infrastructure to send contingents?  | FFF | 5.22 | 5.22 |  |
| Does the country have a consulate in the peacekeeping mission countries to which it deploys?  | FFF | 5.23 | 5.23 |  |
| The uniforms accommodate religious and traditional clothing. (90% of respondents said that UN uniforms accommodate religious/traditional clothing) | Both | 5.24 | 5.24 | Do uniforms on UN peace operations accommodate religious and/or cultural traditional clothing? * + 1. Yes
		2. No
		3. I don’t know
		4. I refuse to answer
 |
| This issue area was not in the top 3 for women  | Survey | 5.25 | 5.25 | What do you think are the THREE main challenges to increasing WOMEN’S participation in UN peace operations in your country? 1. There are not enough eligible women in the armed forces/police /gendarmerie
2. The selection process is not fair and/or is biased against women
3. Many women don’t have the right skills required to deploy
4. Women have too many obligations at home or with their families
5. There are not adequate equipment and facilities for women in peace operations
6. There are stories of women having negative experiences during deployment
7. UN peace operation deployments aren’t helpful for career advancement
8. Leadership or supervisors don’t support increasing women’s deployment
9. Cultural attitudes make people doubt women’s ability to deploy
10. Women are not treated as equal members of the armed forces/police /gendarmerie
 |

**Issue Area 6: Peacekeeping Experiences (Peacekeeping Sample Only)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator**  | **Data Source** | **FFF Police** | **FFF Armed Forces** | **Survey Questions** |
| Did 50% of personnel interact with locals frequently (once a month or more) | Survey | 6.1 | 6.1 | How often did you interact with the population in the host country during your the MOST RECENT UN peace operation to which you were deployed?  [Enumerator: if clarification is requested, say the following "'Population' in the host country refers to local civilians, local police officers, or local military personnel. This does NOT refer to civilian staff in the UN peace operation."] * 1. Everyday
	2. Once a week
	3. Once every two-three weeks
	4. Once a month
	5. Once every few months
	6. Once during the deployment
	7. Never
	8. I don’t know
	9. I prefer not to say
 |
| Did 50% of personnel engage in a variety of activities (at least 20% for five of the activities listed on survey) | Survey | 6.2 | 6.2 | While serving in ANY of the UN peace operations to which you were deployed, did you engage in ANY of the following activities in ADDITION to your regular tasks? Select all that applyCookingCleaningDrivingTranslationCommunity outreachHealthcare provision Teaching local populationChildcareMentoringNone Other, please specify:I don’t knowI prefer not to say |
| Did 75% of personnel engage with local women (once a month or more) | Survey | 6.3 | 6.3 | How often during your deployment did you interact directly with local women?* 1. Everyday
	2. Once a week
	3. Once every two-three weeks
	4. Once a month
	5. Once every few months
	6. Once during the deployment
	7. Never
	8. I don’t know
	9. I prefer not to say
 |
| Did 75% of personnel agree that they were prepared to handle a situation with a victim of rape by her husband | Survey | 6.4 | 6.4 | How much do you agree or disagree with this statement: If a local woman were to disclose to me that she had been a victim of rape by her husband, I would feel prepared to handle that situation. * 1. Strongly agree
	2. Agree
	3. Neither agree nor disagree
	4. Disagree
	5. Strongly disagree
	6. Other
	7. I prefer not to say
 |
| Did 75% of personnel agree that they were prepared to handle a situation with a victim of rape by a local police officer | Survey | 6.5 | 6.5 | How much do you agree or disagree with this statement: If a local woman were to disclose to me that she had been a victim of rape by a local police officer, I would feel prepared to handle that situation.* 1. Strongly agree
	2. Agree
	3. Neither agree nor disagree
	4. Disagree
	5. Strongly disagree
	6. Other
	7. I prefer not to say
 |
| Did 75% of personnel agree that they were prepared to handle a situation with a victim of rape by a peacekeeper? | Survey | 6.6 | 6.6 | How much do you agree or disagree with this statement: If a local woman were to disclose to me that she had been a victim of sexual exploitation and abuse by peacekeepers, I would feel prepared to handle that situation.* 1. Strongly agree
	2. Agree
	3. Neither agree nor disagree
	4. Disagree
	5. Strongly disagree
	6. Other
	7. I prefer not to say
 |
| Is gender training offered during deployment? (Survey threshold: 90% or more personnel in the sample) | Survey | 6.7 | 6.7 | Did you have any of the following gender trainings DURING ANY OF YOUR DEPLOYMENTS to a UN peace operation? Select all that apply     [Enumerator note: If the respondent has never taken pre-deployment training, select "none of the above." If the respondent hasn't been deployed on a UN peace operation, select "Not applicable"."]* 1. Training on the prevention of sexual exploitation and abuse (SEA)
	2. General gender training
	3. Gender training for leadership
	4. Specialized gender training, such as prevention of sexual violence or civilian protection
	5. Institutional harassment training
	6. None of the above
	7. Other, please specify
	8. I don’t know
	9. I prefer not to say
	10. Not applicable
 |
| Do 90% or more of personnel (in the sample) engage in social activities while in the mission? | Both | 6.8 | 6.8 | How often did you go out socially with your peace operation colleagues during your last deployment? [Enumerator, please explain that this socializing could occur both outside and within the camp. If the respondent has deployed to multiple UN peace operations, they should respond based on what was true during their most recent deployment.]* 1. Everyday
	2. Once a week
	3. Once every two-three weeks
	4. Once a month
	5. Once every two-three months
	6. Once during the deployment
	7. Never
	8. I don’t know
	9. I prefer not to say
 |
| Do 50% or more personnel (in the sample) engage in mentorship and networking opportunities while in the mission? | Both | 6.9 | 6.9 | What type of networking/mentorship program did you participate in during a UN peace operation? * + 1. Group for female personnel
		2. Group for male personnel
		3. Formal mentorship/networking program facilitated by the Armed Forces
		4. Informal networking groups (such as sports teams, regular cultural activities, WhatsApp, or other group chats, etc.)
		5. Other
		6. I did not participate in any networking/mentorship groups
		7. I don’t know
		8. I prefer not to say

  |
| Did 75% or more personnel in the sample gain a sense of fulfillment while on the mission? | Survey | 6.10 | 6.10 | How much do you agree with this statement: I helped improve peace and security in the host country of the peace operation(s) to which I deployed  * 1. Strongly agree
	2. Agree
	3. Neutral
	4. Disagree
	5. Strongly disagree
	6. I don’t know
	7. I prefer not to say
 |
| Did 10% or less say they agree with the following statement “peacekeepers from other countries create problems for peacekeepers from my own country” | Survey | 6.11 | 6.11 | How much do you agree with the following statement: “Peacekeepers from other countries create problems for peacekeepers from my own country”* 1. Strongly agree
	2. Agree
	3. Neither agree nor disagree
	4. Disagree
	5. Strongly disagree
	6. I don’t know
	7. I prefer not to say
 |
| Did 10% or less say they agree with the following statement "peacekeepers from other countries prevent the peacekeeping mission from being successful” | Survey | 6.12 | 6.12 | How much do you agree with the following statement: “peacekeepers from other countries prevent the peacekeeping mission from being successful* 1. Strongly agree
	2. Agree
	3. Neither agree nor disagree
	4. Disagree
	5. Strongly disagree
	6. I don’t know
	7. I prefer not to say
 |
| Do the roles of 75% of personnel in the sample match the skills of those deployed? | Survey | 6.13 | 6.13 | Did your role match your skills in the MOST RECENT UN peace operation to which you were deployed? * + 1. Yes
		2. No
		3. I don’t know
		4. I prefer not to say
 |
| Did 90% or more of personnel in the sample feel that they were prepared for the mission? | Survey  | 6.14 | 6.14 | How prepared do you think you were for the UN peace operations to which you deployed? [Enumerator, if the respondent has deployed to multiple UN peace operations, they should respond based on what was true during their most recent deployment.] * 1. Not prepared
	2. To some extent prepared
	3. Prepared
	4. Very prepared
	5. I don’t know
	6. I prefer not to say
 |
| Do 20% or less personnel in the sample feel homesick during the mission?  | Survey | 6.15 | 6.15 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]* 1. Driving Accident
	2. Health Problems
	3. Discomfort in the job as UN peacekeeper
	4. Problems adjusting to local culture
	5. Issues with payment
	6. Homesickness
	7. Problems with lodging/hygiene
	8. Problems with food
	9. Problems with peacekeepers from other countries
	10. Unsafety due to violence in the country
	11. Victim of a crime
	12. Relationship problems with someone back home
	13. Relationship problems with someone in the host country (in the mission or a local)
	14. Problems observing my own religions, traditions, and culture
	15. Other, please specify
	16. None/No problems
	17. I prefer not to say
	18. I don’t know
 |
| Do 20% or less of personnel in the sample have health problems while in the mission?  | Survey | 6.16 | 6.16 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Do 20% or less of personnel in the sample feel discomfort with their job while on the mission?  | Survey | 6.17 | 6.17 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Do 20% or less of personnel in the sample face problems adjusting to the local culture?  | Survey | 6.18 | 6.18 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Do 20% or less personnel in the sample face issues with payments?  | Survey | 6.20 | 6.20 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Do 30% or less personnel in the sample have problems with food, lodging, and/or hygiene? | Survey | 6.21 | 6.21 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Do 10% or less of personnel in the sample face problems with peacekeepers from other countries? | Survey | 6.22 | 6.22 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Do 20% or less of personnel in the sample feel unsafe due to conflict in the country? | Survey | 6.23 | 6.23 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Do 10% or less of personnel in the sample feel unsafe due to crime in the country? | Survey | 6.24 | 6.24 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Do 20% or less of personnel in the sample face relationship problems while in the mission? | Survey | 6.25 | 6.25 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Do 20% or less of personnel in the sample face problems with observing their own religions, traditions, and culture while on mission? | Survey | 6.26 | 6.26 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Do 10% or less of personnel in the sample have driving accidents? | Survey | 6.27 | 6.27 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Did 30% or more personnel in the sample experienced no problems (70% or less experienced problems). | Survey | 6.28 | 6.28 | What problems, if any, did you face if ANY of the UN peace operations to which you have been deployed? Note that you should consider problems faced DURING deployment. Select all that apply.[Enumerator: if the respondent is hesitant to answer, please hand the tablet/phone to the respondent and allow them to select their response(s), press next, and then hand it back to you.]1. Driving Accident
2. Health Problems
3. Discomfort in the job as UN peacekeeper
4. Problems adjusting to local culture
5. Issues with payment
6. Homesickness
7. Problems with lodging/hygiene
8. Problems with food
9. Problems with peacekeepers from other countries
10. Unsafety due to violence in the country
11. Victim of a crime
12. Relationship problems with someone back home
13. Relationship problems with someone in the host country (in the mission or a local)
14. Problems observing my own religions, Other, please specify
15. None/No problems
16. I prefer not to say
17. I don’t know
 |
| Have less than 20% of personnel in the sample hear of or receive unwanted texts while deployed? | Survey | 6.29 | 6.29 | Select all the following options that you have witnessed or experienced WHILE DEPLOYED to ANY UN peace operation. Select all that apply.* 1. Unwanted texts or messages from any colleagues
	2. Pictures of you posted on the internet by colleagues when you did not want them to be posted
	3. A colleague refer to someone by something other than their name or title (for example, honey, baby, sweetheart, boy, girl, etc.)
	4. A colleague criticizing a colleague for not fulfilling their family obligations (for example, being a bad parent, wife, husband, or for working late or too much, etc.)
	5. Other behavior that made you feel uncomfortable, specify:
	6. None of these
	7. I don’t know
	8. I prefer not to say
 |
| Did less than 20% personnel in the sample hear of or received criticism for not fulfilling family duties while deployed? | Survey | 6.30 | 6.30 | Select all the following options that you have witnessed or experienced WHILE DEPLOYED to ANY UN peace operation. Select all that apply.* 1. Unwanted texts or messages from any colleagues
	2. Pictures of you posted on the internet by colleagues when you did not want them to be posted
	3. A colleague refer to someone by something other than their name or title (for example, honey, baby, sweetheart, boy, girl, etc.)
	4. A colleague criticizing a colleague for not fulfilling their family obligations (for example, being a bad parent, wife, husband, or for working late or too much, etc.)
	5. Other behavior that made you feel uncomfortable, specify:
	6. None of these
	7. I don’t know
	8. I prefer not to say
 |
| Have less than 20% personnel in the sample heard of or been called a name while deployed? | Survey | 6.31 | 6.31 | Select all the following options that you have witnessed or experienced WHILE DEPLOYED to ANY UN peace operation. Select all that apply.* 1. Unwanted texts or messages from any colleagues
	2. Pictures of you posted on the internet by colleagues when you did not want them to be posted
	3. A colleague refer to someone by something other than their name or title (for example, honey, baby, sweetheart, boy, girl, etc.)
	4. A colleague criticizing a colleague for not fulfilling their family obligations (for example, being a bad parent, wife, husband, or for working late or too much, etc.)
	5. Other behavior that made you feel uncomfortable, specify:
	6. None of these
	7. I don’t know
	8. I prefer not to say
 |
| Have less than 20% personnel in the sample hear of or experienced unwanted picture-sharing on the internet while deployed? | Survey | 6.32 | 6.32 | Select all the following options that you have witnessed or experienced WHILE DEPLOYED to ANY UN peace operation. Select all that apply.* 1. Unwanted texts or messages from any colleagues
	2. Pictures of you posted on the internet by colleagues when you did not want them to be posted
	3. A colleague refer to someone by something other than their name or title (for example, honey, baby, sweetheart, boy, girl, etc.)
	4. A colleague criticizing a colleague for not fulfilling their family obligations (for example, being a bad parent, wife, husband, or for working late or too much, etc.)
	5. Other behavior that made you feel uncomfortable, specify:
	6. None of these
	7. I don’t know
	8. I prefer not to say
 |
| Have less than 20% personnel in the sample heard jokes been made about women while deployed? | Survey | 6.33 | 6.33 | Have you ever witnessed or experienced a colleague in the [Country] Armed/Police Forces make jokes about any of the following topics OR been the target of any of these jokes while in [Country]?* 1. Women
	2. Men
	3. Nationality
	4. Race/Ethnicity
	5. Age
	6. Rank/Duty
	7. Physical Appearance
	8. Socio-economic class
	9. Sexual orientation
	10. Religion/personal beliefs
	11. None
	12. I prefer not to say
	13. Other, please specify
 |
| Have less than 20% personnel in the sample heard jokes been made about physical appearance while deployed? | Survey | 6.34 | 6.34 | Have you ever witnessed or experienced a colleague in the [Country] Armed/Police Forces make jokes about any of the following topics OR been the target of any of these jokes while in [Country]?* 1. Women
	2. Men
	3. Nationality
	4. Race/Ethnicity
	5. Age
	6. Rank/Duty
	7. Physical Appearance
	8. Socio-economic class
	9. Sexual orientation
	10. Religion/personal beliefs
	11. None
	12. I prefer not to say
	13. Other, please specify
 |
| Have less 20% heard personnel in the sample jokes been made about sexual orientation while deployed? | Survey | 6.35 | 6.35 | Have you ever witnessed or experienced a colleague in the [Country] Armed/Police Forces make jokes about any of the following topics OR been the target of any of these jokes while in [Country]?* 1. Women
	2. Men
	3. Nationality
	4. Race/Ethnicity
	5. Age
	6. Rank/Duty
	7. Physical Appearance
	8. Socio-economic class
	9. Sexual orientation
	10. Religion/personal beliefs
	11. None
	12. I prefer not to say
	13. Other, please specify
 |
| Are personnel able to travel freely when they want and have access to vehicles while deployed? (Survey threshold: 50% or more personnel in the sample can leave the base, 50% or more personnel in the sample have access to vehicle) | Both | 6.36 | 6.36 | Could you leave the base/compound whenever you wanted during ANY of the UN peace operations to which you were deployed? * 1. Yes
	2. No
	3. Depended on the peace operation
	4. I prefer not to say
	5. I don’t know

Did you have access to a vehicle whenever you wanted during ANY of the UN peace operations to which you were deployed? 1. Yes
2. No
3. Depended on the peace operation
4. I prefer not to say
5. I don’t know
 |
| Were 20% or more personnel in the sample free from experiencing discrimination (favored by a colleague) in the mission? (80% has witnessed/experienced being favored) | Survey | 6.37 | 6.37 | Have you ever witnessed or experienced a colleague being favored because of any of the following factors WHILE DEPLOYED to ANY UN peace operation? Select all that apply* 1. Friendship
	2. Geographical Origin
	3. Shared interest outside of work
	4. Ethnicity/Race
	5. Religion
	6. Nationality
	7. Man/Woman
	8. Family Relations
	9. Romantic relationships
	10. I have never experienced or witnessed any of these
	11. I prefer not to say
	12. I don’t know
	13. Other, please specify
 |
| Were 20% or more personnel in the sample free from experiencing unnecessary criticism in the mission? | Survey | 6.38 | 6.38 | Have you ever been criticized by a colleague on the basis of the following WHILE DEPLOYED to a UN peace operation?* 1. Because you are overly emotional
	2. For being too aggressive
	3. Because of the way you dress
	4. Because of the way you speak
	5. Because of your level of knowledge about a certain issue or topic
	6. I have never experienced any of these
	7. I prefer not to say
	8. I don’t know
	9. Other, please specify
 |
| Did 50% or more personnel in the sample personnel think that everyone is treated with respect? | Survey | 6.39 | 6.39 | Which groups are treated with less respect in UN peace operations. Select all groups of which you think this is true: * 1. Supervisors
	2. Mission leadership (i.e Force Commander, SRSG, Police Commissioner)
	3. International civilians in the mission
	4. Local National Staff
	5. Local Civilians
	6. Young/Junior Staff
	7. Elderly/Senior Staff
	8. Women
	9. Men
	10. People from ethnic/racial minorities
	11. People from ethnic/racial majority
	12. People from developed countries (countries in Europe or North America)
	13. People from developing countries (countries in Asia, South America or Africa)
	14. People with disabilities
	15. None/Everyone is treated with respect
	16. I don't know
	17. I prefer not to say
	18. Other, please specify
 |
| Did 20% or more personnel in the sample think that women are treated with respect on missions? | Survey | 6.40 | 6.40 | Which groups are treated with less respect in UN peace operations. Select all groups of which you think this is true: * 1. Supervisors
	2. Mission leadership (i.e Force Commander, SRSG, Police Commissioner)
	3. International civilians in the mission
	4. Local National Staff
	5. Local Civilians
	6. Young/Junior Staff
	7. Elderly/Senior Staff
	8. Women
	9. Men
	10. People from ethnic/racial minorities
	11. People from ethnic/racial majority
	12. People from developed countries (countries in Europe or North America)
	13. People from developing countries (countries in Asia, South America or Africa)
	14. People with disabilities
	15. None/Everyone is treated with respect
	16. I don't know
	17. I prefer not to say
	18. Other, please specify
 |
| Did 50% or more personnel in the sample think that people from developing countries are treated with respect? | Survey | 6.41 | 6.41 | Which groups are treated with less respect in UN peace operations. Select all groups of which you think this is true: * 1. Supervisors
	2. Mission leadership (i.e Force Commander, SRSG, Police Commissioner)
	3. International civilians in the mission
	4. Local National Staff
	5. Local Civilians
	6. Young/Junior Staff
	7. Elderly/Senior Staff
	8. Women
	9. Men
	10. People from ethnic/racial minorities
	11. People from ethnic/racial majority
	12. People from developed countries (countries in Europe or North America)
	13. People from developing countries (countries in Asia, South America or Africa)
	14. People with disabilities
	15. None/Everyone is treated with respect
	16. I don't know
	17. I prefer not to say
	18. Other, please specify
 |
| Did 30% or less personnel in the sample face problems with transitioning back from a mission?   | Survey | 6.42 | 6.42 | Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a UN peace operation? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select all that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next" before taking it back]* 1. Problems in my personal relationship
	2. Problems with my spouse
	3. Problems with family members
	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I don’t know
	22. I prefer not to say
	23. Other, please specify
 |
| Did 20% or less of deployed personnel in the sample face family problems upon returning? | Survey | 6.43 | 6.43 | Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a UN peace operation? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select all that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next" before taking it back]* 1. Problems in my personal relationship
	2. Problems with my spouse
	3. Problems with family members
	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I don’t know
	22. I prefer not to say
	23. Other, please specify
 |
| Did 20% or less of deployed personnel in the sample face problems with friends upon returning? | Survey | 6.44 | 6.44 |  Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a UN peace operation? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select all that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next" before taking it back]* 1. Problems in my personal relationship
	2. Problems with my spouse
	3. Problems with family members
	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I don’t know
	22. I prefer not to say
	23. Other, please specify
 |
| Did 20% of less of deployed personnel in the sample face financial problems upon returning? | Survey | 6.45 | 6.45 | Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a UN peace operation? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select all that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next" before taking it back]* 1. Problems in my personal relationship
	2. Problems with my spouse
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	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I don’t know
	22. I prefer not to say
	23. Other, please specify
 |
| Did 10% or less of deployed personnel in the sample face problems with cheating, divorce, or separated? | Survey | 6.46 | 6.46 | Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a UN peace operation? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select all that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next" before taking it back]* 1. Problems in my personal relationship
	2. Problems with my spouse
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	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I don’t know
	22. I prefer not to say
	23. Other, please specify
 |
| Did 10% of personnel of deployed in the sample face demotion upon return? | Survey | 6.47 | 6.47 | Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a UN peace operation? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select all that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next" before taking it back]* 1. Problems in my personal relationship
	2. Problems with my spouse
	3. Problems with family members
	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I don’t know
	22. I prefer not to say
	23. Other, please specify
 |
| Did 10% or less of deployed personnel in the sample face physical and/or mental health problems upon return? | Survey | 6.48 | 6.48 |  Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a UN peace operation? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select all that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next" before taking it back]* 1. Problems in my personal relationship
	2. Problems with my spouse
	3. Problems with family members
	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I don’t know
	22. I prefer not to say
	23. Other, please specify
 |
| Did 10% or less of deployed personnel in the sample experience boredom upon return? | Survey | 6.49 | 6.49 | Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a UN peace operation? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select all that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next" before taking it back]* 1. Problems in my personal relationship
	2. Problems with my spouse
	3. Problems with family members
	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I don’t know
	22. I prefer not to say
	23. Other, please specify
 |
| Did 10% or less of deployed personnel in the sample experience rumors/stigma upon return? | Survey | 6.50 | 6.50 | Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a UN peace operation? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select all that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next" before taking it back]* 1. Problems in my personal relationship
	2. Problems with my spouse
	3. Problems with family members
	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I don’t know
	22. I prefer not to say
	23. Other, please specify
 |
| Did 10% or less of deployed personnel in the sample think they missed out on career opportunities upon return? | Survey | 6.51 | 6.51 | Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a UN peace operation? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select all that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next" before taking it back]* 1. Problems in my personal relationship
	2. Problems with my spouse
	3. Problems with family members
	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I don’t know
	22. I prefer not to say
	23. Other, please specify
 |
| Did 20% or more of deployed personnel in the sample have help transitioning back from the institution? | Both | 6.53 | 6.53 | Who helped you transition/reintegrate back to your home country after deployment? [Select all that apply]* 1. The UN
	2. Formal program in the armed forces/police/gendarmerie
	3. Government
	4. Supervisor
	5. Friends
	6. Family
	7. Colleagues
	8. Mentors
	9. No one
	10. I prefer not to say
	11. I don’t know
	12. Other, please specify
 |
| Did 20% or more of personnel in the sample have help transitioning back from deployment by the UN? | Survey | 6.54 | 6.54 | Who helped you transition/reintegrate back to your home country after deployment? [Select all that apply]* 1. The UN
	2. Formal program in the armed forces/police/gendarmerie
	3. Government
	4. Supervisor
	5. Friends
	6. Family
	7. Colleagues
	8. Mentors
	9. No one
	10. I prefer not to say
	11. I don’t know
	12. Other, please specify
 |
| Did 20% or more of personnel in the sample have help transitioning back from deployment from family? | Survey | 6.55 | 6.55 | Who helped you transition/reintegrate back to your home country after deployment? [Select all that apply]* 1. The UN
	2. Formal program in the armed forces/police/gendarmerie
	3. Government
	4. Supervisor
	5. Friends
	6. Family
	7. Colleagues
	8. Mentors
	9. No one
	10. I prefer not to say
	11. I don’t know
	12. Other, please specify
 |
| Did 20% or more of personnel in the sample have help transitioning back from deployment from family or friends? | Survey | 6.55 | 6.55 | Who helped you transition/reintegrate back to your home country after deployment? [Select all that apply]* 1. The UN
	2. Formal program in the armed forces/police/gendarmerie
	3. Government
	4. Supervisor
	5. Friends
	6. Family
	7. Colleagues
	8. Mentors
	9. No one
	10. I prefer not to say
	11. I don’t know
	12. Other, please specify
 |
| Did 20% or more of personnel in the sample have help transitioning back from deployment from their own government? | Survey | 6.56 | 6.56 | Who helped you transition/reintegrate back to your home country after deployment? [Select all that apply]* 1. The UN
	2. Formal program in the armed forces/police/gendarmerie
	3. Government
	4. Supervisor
	5. Friends
	6. Family
	7. Colleagues
	8. Mentors
	9. No one
	10. I prefer not to say
	11. I don’t know
	12. Other, please specify
 |
| Did 50% or more of personnel say they have no financial problems during the mission? | Survey | 6.57 | 6.57 | Have you had any of the following financial troubles while serving on a UN peace mission? [Select all that apply]* + 1. Difficulty paying rent/with housing
		2. Difficulty paying medical or other bills
		3. Difficulty paying for school fees
		4. Having to rely on extended family for financial support
		5. Having to rely on friends/community for financial support
		6. Other, please specify:
		7. Not applicable
		8. I prefer not to say
		9. I don’t know
 |
| Did 50% or more of personnel (all personnel- deployed and not deployed) say they have not heard of anyone having financial problems while on mission? | Survey | 6.58 | 6.58 | Do you know of personnel in the [Country Institution] who have had financial problems while on a UN peace operation* + 1. Yes, many
		2. Yes, a few
		3. No
		4. Not applicable
		5. I don’t know
		6. I prefer not to say
 |
| Have less than 20% of personnel in the sample heard of women having a negative experience during a peace operation? (include entire sample) | Survey | 6.59 | 6.59 | Have you ever heard of women complaining of their experience in a UN peace operation? * 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
 |
| Of personnel in the sample who heard of women’s negative experiences, did 10% or less say that the negative stories from women affected decisions about deployment? (include entire sample) | Survey | 6.60 | 6.60 | Do/did these stories affect your decision to be (re)-deployed to a UN peace operation? * 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
 |
| Have less than 20% of personnel in the sample heard of men having a negative experience? (include entire sample) | Survey | 6.61 | 6.61 | Have you ever heard of men complaining of their experience in a UN peace operation? * 1. Yes
	2. No
	3. I don’t know
 |
| Of personnel in the sample who heard of men’s negative experiences, did 10% or less say that the negative stories from men affected decisions about deployment? (include entire sample) | Survey | 6.62 | 6.62 | Do/did these stories affect your decision to be (re)-deployed to a UN peace operation? * 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
 |
| Did more than 50% or more of personnel in the sample receive/think they would receive any benefits by being in a mission? (include entire sample) | Survey | 6.63 | 6.63 | What benefits do you think you get/got by participating in a UN peace operation? Select all that apply. [Enumerator note: If the respondent has not been deployed to a UN peace operation, state the following: "Which benefits do you think you WOULD get if you participated in a UN peace operation?"]* 1. Extra salary
	2. Improved resume/CV
	3. Rising in rank
	4. New skills
	5. New friends/social networks
	6. Increased professional competence
	7. Increased cultural awareness/travel to new countries
	8. Other, please specify
	9. No benefit
	10. I don’t know
	11. I prefer not to say

*Only based on the responses of peacekeepers* |
| Did positive stories about deployments encourage 10% or more personnel in the sample to apply to deploy? (Include entire sample) | Survey | 6.64 | 6.64 | List all the reasons for why you decided to volunteer for or apply to a UN peace operation.[Enumerator note: ask this question in an open-ended way; record the answer or answers they state (ALL that apply). Do NOT read the options. Be sure to ask for more answers until you get a full representation of why the respondent did NOT volunteer.]* 1. To advance my career
	2. For an adventure
	3. My colleague had a good experience
	4. To help people
	5. For the money
	6. To travel
	7. To learn new skills
	8. To network and meet new people
	9. I don’t know
	10. I prefer not to say
	11. Other, please specify
 |
| Did 50% or more of personnel say that the local security force should use non-violent means to quell a protest? | Survey | 6.65 | 6.65 | For the protest that you chose to be the most threatening, what should the host country [Police/Armed Forces] do in this scenario [Select all that apply]?* + 1. Allow peaceful protest anywhere in the city
		2. Set up a designated area in the city for the protesters to gather
		3. Set up barricades
		4. Use less lethal means to quell protesters
		5. Arrest protesters
		6. Use force to quell protesters
		7. Join the protesters after work
		8. Do nothing
		9. I don’t know
		10. I prefer not to say
 |
| Did 50% of more of personnel say that violence in response to a protest was justified if the security forces are attacked first? | Survey | 6.66 | 6.66 | For the protest that you chose to be the most threatening, at what point should the local police use violence?* + 1. If protesters pose a threat to the police
		2. If protesters pose a threat to people who are not engaged in the protest
		3. If protesters break or damage property
		4. If protesters do not disperse when told
		5. If protesters use violence against the police
		6. Never
		7. I don’t know
		8. I prefer not to answer
 |
| This issue area was not in the top 3 for women  | Survey | 6.67 | 6.67 | [Enumerator note: read the following: "Thank you. I now have two final questions for you."]What do you think are the THREE main challenges to increasing WOMEN’S participation in UN peace operations in your country? 1. There are not enough eligible women in the Armed

Forces1. Many women don’t have the right skills required to deploy
2. The selection process is not fair and/or is biased against women
3. Women have too many obligations at home or with their families
4. There are not adequate equipment and facilities for women in peace operations
5. There are stories of women having negative experiences during deployment
6. UN peace operation deployments aren’t helpful for career advancement
7. Leadership or supervisors don’t support increasing women’s deployment
8. Cultural attitudes make people doubt women’s ability to deploy
9. Women are not treated as equal members of the Armed Forces
 |

**Issue Area 7: Career Value**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator**  | **Data Source** | **FFF Police** | **FFF Armed Forces** | **Survey Questions** |
| Does peacekeeping deployment advance someone’s career? (Survey threshold: 60% or more personnel in the sample) | Survey | 7.1 | 7.1 | How much does deployment to a UN peace operation advance your career? [If they have never deployed, ask them how much they think it advances their career] * 1. Not at all
	2. Not much
	3. Neutral
	4. Very much
	5. A lot
	6. I don’t know
	7. I refuse to answer

What benefits do you think you get/got by participating in a UN peace operation? Select all that apply. [If they have never deployed, ask them what benefits they think they would get.] * 1. Extra salary
	2. Improved resume/CV
	3. Rising in rank
	4. New skills
	5. New friends/social networks
	6. Other
	7. No benefit
	8. I don’t know
	9. I refuse to answer
 |
| Does peacekeeping deployment give you extra salary? (Survey threshold: 60% or more personnel in the sample) | Survey | 7.2 | 7.2 | What benefits do you think you get/got by participating in a UN peace operation? Select all that apply. [If they have never deployed, ask them what benefits they think they would get.] 1. Extra salary
2. Improved resume/CV
3. Rising in rank
4. New skills
5. New friends/social networks
6. Other
7. No benefit
8. I don’t know
9. I refuse to answer
 |
| Does peacekeeping deployment improve CV/resume? (Survey threshold: 60% or more personnel in the sample) | Survey | 7.3 | 7.3 | What benefits do you think you get/got by participating in a UN peace operation? Select all that apply. [If they have never deployed, ask them what benefits they think they would get.] 1. Extra salary
2. Improved resume/CV
3. Rising in rank
4. New skills
5. New friends/social networks
6. Other
7. No benefit
8. I don’t know
9. I refuse to answer
 |
| Did 30% or more of personnel in the sample say they learn new skills on a peacekeeping missing? | Survey | 7.4 | 7.4 | What benefits do you think you get/got by participating in a UN peace operation? Select all that apply. [If they have never deployed, ask them what benefits they think they would get.] 1. Extra salary
2. Improved resume/CV
3. Rising in rank
4. New skills
5. New friends/social networks
6. Other
7. No benefit
8. I don’t know
9. I refuse to answer
 |
| Is peacekeeping mission experience considered in decisions for promotions (Survey threshold: 50% or more personnel in the sample)?  | Both | 7.5 | 7.5 | What benefits do you think you get/got by participating in a UN peace operation? Select all that apply. [If they have never deployed, ask them what benefits they think they would get.] 1. Extra salary
2. Improved resume/CV
3. Rising in rank
4. New skills
5. New friends/social networks
6. Increased professional competence
7. Increased cultural awareness/travel to new countries
8. Other, please specify
9. No benefit
10. I don’t know
11. I prefer not to say
 |
| Peacekeeping missions do not delay promotions/disrupt career opportunities (Survey threshold: 20% or less personnel in the sample)  | Both | 7.6 | 7.6 | returnprobs [Enumerator note: state the following: "I am going to ask you a question and allow you to enter your response or responses. Once you are done, click "next" and hand the tablet/phone back to me. What problems do/did you have UPON RETURNING from a **UN peace operation**? Please note that these are problems that happen AFTER returning from deployment to a UN peace operation. When answering, select **all** that apply." Enumerator note: if the respondent has not been deployed to a UN peace operation, state the following: "What problems do you think you MIGHT have upon returning from a UN peace operation?" Hand the tablet to the respondent and let them answer and click "next"  before taking it back] * 1. Problems in my personal relationship
	2. Problems with my spouse
	3. Problems with family members
	4. Problems with my children
	5. Problems with friends
	6. Financial Problems
	7. Cheating
	8. Divorce/Separation
	9. Demotion
	10. Wasted time by being on operation
	11. Came to dislike my colleagues at home
	12. Mental Health Problems
	13. Physical Health Problems
	14. Boredom
	15. Social stigma
	16. Missed out on/delayed opportunities for career advancement
	17. Rumors about me spread by others
	18. Problems deploying again
	19. Pressure to financially support community and family
	20. There are no problems
	21. I prefer not to say
	22. Other, please specify
 |
| Did personnel return to their old job once they returned from deployment? (Survey: 75% of personnel in the sample)  | Both | 7.7 | 7.7 | After returning from a peace operation, did you return to the same job that you had before you deployed? * 1. Yes
	2. No
	3. I prefer not to say
	4. I don’t know
 |
| Of the personnel in the sample that did not apply to a peacekeeping missions, did 20% or less attribute it to minimal career value? | Survey | 7.8 | 7.8 | Why did you NOT volunteer for the position? [Enumerator note: ask this question in an open-ended way; record the answer or answers they state ALL that apply). Do NOT read the options. Be sure to ask for more answers until you get a full representation of why the respondent did NOT volunteer.]* 1. Family considerations
	2. I don’t have the right skills
	3. I don’t have the right rank/not senior enough
	4. Peace operations are too dangerous
	5. Peace operations do not help my career
	6. Heard about a bad experience on a peace operation
	7. Did not have enough information about peace operation deployment
	8. I did not have the right documentation
	9. Did not know about the opportunity
	10. Was not interested in peacekeeping
	11. Deployment is not voluntary in my country
	12. About to retire
	13. I don’t know
	14. I prefer not to say
	15. Other
 |
| Of the personnel in the sample that did not apply to a peacekeeping missions, did 20% or less say it was because they were not interested?  | Survey | 7.9 | 7.9 | Why did you NOT volunteer for the position? [Enumerator note: ask this question in an open-ended way; record the answer or answers they state ALL that apply). Do NOT read the options. Be sure to ask for more answers until you get a full representation of why the respondent did NOT volunteer.]* 1. Family considerations
	2. I don’t have the right skills
	3. I don’t have the right rank/not senior enough
	4. Peace operations are too dangerous
	5. Peace operations do not help my career
	6. Heard about a bad experience on a peace operation
	7. Did not have enough information about peace operation deployment
	8. I did not have the right documentation
	9. Did not know about the opportunity
	10. Was not interested in peacekeeping
	11. Deployment is not voluntary in my country
	12. About to retire
	13. I don’t know
	14. I prefer not to say
	15. Other
 |
| Is peacekeeping a part of the national security strategy?  | FFF | 7.10 | 7.10 |  |
| Does the country keep peacekeepers in the host country during times of national emergency in their own country? | FFF | 7.11 | 7.11 |  |
| Does the country keep peacekeepers in the host country when there is a national election at home? | FFF | 7.12 | 7.12 |  |
| Does the country keep peacekeepers in the host country if there are peacekeeper deaths on the mission? | FFF | 7.13 | 7.13 |  |
| Are there memorials and/or statues of peacekeepers in the country? | FFF | 7.14 | 7.14 |  |
| Are medals given to peacekeepers for their deployments in the country? | FFF | 7.15 | 7.15 |  |
| Is there a national peacekeeping day that is celebrated in the country? | FFF | 7.16 | 7.16 |  |
| Do stories related to peacekeeping feature in internal communications and legendary histories of the institution? | FFF | 7.17 | 7.17 |  |
| Are women’s contributions to peacekeeping highlighted by the government? | FFF | 7.18 | 7.18 |  |
| Are peacekeepers recognized for their deployment by the government? (20% of personnel in the sample) | Both | 7.19 | 7.19 | After returning home from ANY of the UN peace operations to which you were deployed, who or what, if anyone, granted you recognition for participating in the UN peace operation? Select all that apply  [Enumerator note: if clarification is requested, state the following: "Recognition includes appearance in the newspaper, party from neighbors/family/friends, government recognition and so forth."]* 1. The [Country] Armed/Police Forces
	2. Social media/TV/Other media
	3. Neighbors/Community/Hometown
	4. Community Organization
	5. Family/Friend
	6. Government
	7. The UN/International Organization
	8. Did not receive recognition
	9. I prefer not to say
	10. I don’t know
	11. Other, please specify
 |
| Are peacekeepers recognized for their deployment by the military/police? (20% of personnel in the sample) | Both | 7.20 | 7.20 | After returning home from ANY of the UN peace operations to which you were deployed, who or what, if anyone, granted you recognition for participating in the UN peace operation? Select all that apply  [Enumerator note: if clarification is requested, state the following: "Recognition includes appearance in the newspaper, party from neighbors/family/friends, government recognition and so forth."]* 1. The [Country] Armed/Police Forces
	2. Social media/TV/Other media
	3. Neighbors/Community/Hometown
	4. Community Organization
	5. Family/Friend
	6. Government
	7. The UN/International Organization
	8. Did not receive recognition
	9. I prefer not to say
	10. I don’t know
	11. Other, please specify
 |
| Are peacekeepers recognized for their deployment by the media? (10% of personnel in the sample) | Both | 7.21 | 7.21 | After returning home from ANY of the UN peace operations to which you were deployed, who or what, if anyone, granted you recognition for participating in the UN peace operation? Select all that apply  [Enumerator note: if clarification is requested, state the following: "Recognition includes appearance in the newspaper, party from neighbors/family/friends, government recognition and so forth."]* 1. The [Country] Armed/Police Forces
	2. Social media/TV/Other media
	3. Neighbors/Community/Hometown
	4. Community Organization
	5. Family/Friend
	6. Government
	7. The UN/International Organization
	8. Did not receive recognition
	9. I prefer not to say
	10. I don’t know
	11. Other, please specify
 |
| Are peacekeepers recognized for their deployment by their community? (20% of personnel in the sample) | Survey | 7.22 | 7.22 | After returning home from ANY of the UN peace operations to which you were deployed, who or what, if anyone, granted you recognition for participating in the UN peace operation? Select all that apply  [Enumerator note: if clarification is requested, state the following: "Recognition includes appearance in the newspaper, party from neighbors/family/friends, government recognition and so forth."]* 1. The [Country] Armed/Police Forces
	2. Social media/TV/Other media
	3. Neighbors/Community/Hometown
	4. Community Organization
	5. Family/Friend
	6. Government
	7. The UN/International Organization
	8. Did not receive recognition
	9. I prefer not to say
	10. I don’t know
	11. Other, please specify
 |
| Did at least 20% of personnel in the sample who returned from deployments receive some form of recognition? | Survey | 7.23 | 7.23 | After returning home from ANY of the UN peace operations to which you were deployed, who or what, if anyone, granted you recognition for participating in the UN peace operation? Select all that apply  [Enumerator note: if clarification is requested, state the following: "Recognition includes appearance in the newspaper, party from neighbors/family/friends, government recognition and so forth."]* 1. The [Country] Armed/Police Forces
	2. Social media/TV/Other media
	3. Neighbors/Community/Hometown
	4. Community Organization
	5. Family/Friend
	6. Government
	7. The UN/International Organization
	8. Did not receive recognition
	9. I prefer not to say
	10. I don’t know
	11. Other, please specify
 |
| Is there a system for UN-assessments to be integrated into national promotion systems? | FFF |  |  |  |
| This issue area was not in the top 3 for women  | Survey |  |  | [Enumerator note: read the following: "Thank you. I now have two final questions for you."]What do you think are the THREE main challenges to increasing WOMEN’S participation in UN peace operations in your country? 1. There are not enough eligible women in the Armed

Forces1. Many women don’t have the right skills required to deploy
2. The selection process is not fair and/or is biased against women
3. Women have too many obligations at home or with their families
4. There are not adequate equipment and facilities for women in peace operations
5. There are stories of women having negative experiences during deployment
6. UN peace operation deployments aren’t helpful for career advancement
7. Leadership or supervisors don’t support increasing women’s deployment
8. Cultural attitudes make people doubt women’s ability to deploy
9. Women are not treated as equal members of the Armed Forces
 |

**Issue Area 8: Top-Down Leadership**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator**  | **Data Source** | **FFF Police** | **FFF Armed Forces** | **Survey Questions** |
| Are there female trailblazers who are well-known (Survey threshold: 30% or more personnel in the sample know the female trailblazer)?  | FFF | 8.1 | 8.1 |  |
| Do 75% of personnel have a mentor within the organization? | Survey | 8.2 | 8.2 | Do you have at least one mentor within the [Country Armed/Police Forces] who can provide guidance about your career? * 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
 |
| Do 50% or more of personnel in the sample have a male and female mentor? | Survey | 8.3 | 8.3 | Is your immediate supervisor in [Country] Armed/Police Forces male or female?* + - * 1. Male
				2. Female
				3. Other
				4. I prefer not to say
 |
| Have 50% or more personnel in the sample served under a female and male immediate supervisor? | Survey | 8.4 | 8.4 | Have you ever served under a female immediate supervisor in [Country] Armed/Police Forces?1. Yes
2. No
3. I don’t know
4. I prefer not to say
 |
| Have senior leaders/high ranking officials (defined by country) taken at least one gender training course? | Both | 8.5 | 8.5 | Did you have any of the following IN-SERVICE TRAINING in [Country] that was NOT at the training academy? Select all that apply 1. Training on the prevention of sexual exploitation and abuse (SEA)
2. General gender training
3. Gender training for leadership
4. Specialized gender training, such as prevention of sexual violence or civilian protection
5. Institutional harassment training
6. None of the above
7. Other, please specify
8. I don’t know
9. I prefer not to say
 |
| Have the majority of mid-career (defined by country) officials taken a gender course? | Both | 8.6 | 8.6 | Did you have any of the following IN-SERVICE TRAINING in [Country] that was NOT at the training academy? Select all that apply 1. Training on the prevention of sexual exploitation and abuse (SEA)
2. General gender training
3. Gender training for leadership
4. Specialized gender training, such as prevention of sexual violence or civilian protection
5. Institutional harassment training
6. None of the above
7. Other, please specify
8. I don’t know
9. I prefer not to say
 |
| Have senior leaders/high ranking officials (defined by country) punished violators of SEA? | FFF | 8.7 | 8.7 |  |
| Have senior leaders/high ranking officials (defined by country) publicly spoken against SEA? | FFF | 8.8 | 8.8 |  |
| Have senior leaders/high ranking officials (defined by country) stated the importance of gender mainstreaming publicly? | FFF  | 8.9 | 8.9 |  |
| Does the institution have an official gender mainstreaming policy? (Survey: Are 50% or more of personnel in the sample aware the policy?) | Both | 8.10 | 8.10 | Which of the following, if any, are you aware of in the [Country] Armed/Police Forces? Select all that apply * 1. Gender coach
	2. Gender focal point
	3. Gender advisor
	4. Gender division
	5. Gender toolkit
	6. Gender mainstreaming policy
	7. Gender equality policy/plan
	8. None of these
	9. Other, please specify
	10. I don’t know
	11. I prefer not to say
 |
| Does the institution have a gender division? (Survey: Are 50% or more of personnel in the sample aware of the division?) | Both | 8.11 | 8.11 | Which of the following, if any, are you aware of in the [Country] Armed/Police Forces? Select all that apply * 1. Gender coach
	2. Gender focal point
	3. Gender advisor
	4. Gender division
	5. Gender toolkit
	6. Gender mainstreaming policy
	7. Gender equality policy/plan
	8. None of these
	9. Other, please specify
	10. I don’t know
	11. I prefer not to say
 |
| Does the institution have a gender focal point? (Survey: Are 50% or more of personnel in the sample aware of the focal points?) | Both | 8.12 | 8.12 | Which of the following, if any, are you aware of in the [Country] Armed/Police Forces? Select all that apply * 1. Gender coach
	2. Gender focal point
	3. Gender advisor
	4. Gender division
	5. Gender toolkit
	6. Gender mainstreaming policy
	7. Gender equality policy/plan
	8. None of these
	9. Other, please specify
	10. I don’t know
	11. I prefer not to say
 |
| Does the institution have a gender coach(es)? (Survey: Are 50% or more of personnel in the sample aware of the coaches?) | Both | 8.13 | 8.13 | Which of the following, if any, are you aware of in the [Country] Armed/Police Forces? Select all that apply * 1. Gender coach
	2. Gender focal point
	3. Gender advisor
	4. Gender division
	5. Gender toolkit
	6. Gender mainstreaming policy
	7. Gender equality policy/plan
	8. None of these
	9. Other, please specify
	10. I don’t know
	11. I prefer not to say
 |
| Does the institution have a gender toolkit? (Survey: Are 50% or more of personnel in the sample aware of the toolkit?) | Both | 8.14 | 8.14 | Which of the following, if any, are you aware of in the [Country] Armed/Police Forces? Select all that apply * 1. Gender coach
	2. Gender focal point
	3. Gender advisor
	4. Gender division
	5. Gender toolkit
	6. Gender mainstreaming policy
	7. Gender equality policy/plan
	8. None of these
	9. Other, please specify
	10. I don’t know
	11. I prefer not to say
 |
| Do 50% or more of middle rank or higher want to take gender training? | Survey | 8.15 | 8.15 | Which training would you be most interested in taking in the future? [Select all that apply] * + - * 1. Training on the prevention of sexual exploitation and abuse (SEA)
				2. General gender training
				3. Gender training for leadership
				4. Specialized gender training, such as prevention on sexual violence or civilian protection
				5. Institutional harassment training
				6. None of the above
				7. Other
				8. I don’t know
				9. I prefer not to say
 |
| Do 50% or more of senior leaders (in the sample) (defined by country) have knowledge about 1325? AND did 50% of those who heard about get it right? | Both | 8.16 | 8.16 | *Regression with:* Have you ever heard of United Nations Security Council Resolution 1325? * 1. Yes
	2. No
	3. I don’t know

What is your rank?  |
| Have 50% of more of personnel in the sample heard about 1325? | Survey | 8.17 | 8.17 | Have you ever heard of United Nations Security Council Resolution 1325? 1. Yes
2. No
3. I don’t know
 |
| Is there a national commitment to increasing the number of female peacekeepers (outside of the Elsie Initiative)? | FFF | 8.18 | 8.18 |  |
| Is there a national framework to for SEA? | FFF | 8.19 | 8.19 |  |
| Is gender training offered at the basic academy? (Survey threshold: 50% or more personnel in the sample) | Both | 8.20 | 8.20 | Did you have any of the following gender trainings while in the [COUNTRY] ARMED/ POLICE FORCES training academy or training school?  1. Training on the prevention of sexual exploitation and abuse (SEA)
2. General gender training
3. Gender training for leadership
4. Specialized gender training, such as prevention on sexual violence or civilian protection
5. Institutional harassment training
6. None of the above
7. Other
8. I don’t know
9. I prefer not to say
 |
| Is gender training offered as in-service training? (Survey threshold: 10% or more personnel in the sample) | Both | 8.21 | 8.21 | Did you have any of the following IN SERVICE TRAINING in [*Country Name*] (not at the training academy)? [Select all that apply] 1. Training on the prevention of sexual exploitation and abuse (SEA)
2. General gender training
3. Gender training for leadership
4. Specialized gender training, such as prevention on sexual violence or civilian protection
5. Institutional harassment training
6. None of the above
7. Other
8. I don’t know
9. I prefer not to say
 |
| Is gender training offered during deployment? (Survey threshold: 90% or more personnel in the sample) | Survey | 8.22 | 8.22 | Did you have any of the following gender trainings DURING ANY OF YOUR DEPLOYMENTS to a UN peace operation? Select all that apply. [Enumerator, if the respondent has never been deployed to a UN peace operation, select Not applicable.] 1. Training on the prevention of sexual exploitation and abuse (SEA)
2. General gender training
3. Gender training for leadership
4. Specialized gender training, such as prevention on sexual violence or civilian protection
5. Institutional harassment training
6. None of the above
7. Other
8. I don’t know
9. I prefer not to say
 |
| Does the country have a UNSCR 1325 National Action Plan published in the last five years? (or in process at the time of study) | FFF | 8.23 | 8.23 |  |
| Does the National Action Plan mention increasing the number/proportion of female peacekeepers in the institution? | FFF | 8.24 | 8.24 |  |
| Is gender mentioned in the national security strategy (e.g. feminist foreign policy)? | FFF | 8.25 | 8.25 |  |
| Are there gender advisors at any level of ministries that are related to the institution (Ministry of Interior, Home Department, Department of Defense/Ministry Defense)? | FFF | 8.26 | 8.26 |  |
| Are leaders promoting gender trainings to the personnel? (Survey threshold: Superior leaders have reached out to 20% or more of the sample) | Survey | 8.27 | 8.27 | Have any senior or superior officers reached out to you regarding training on gender (e.g. training on gender mainstreaming, sexual and gender-based violence, etc.)?  * 1. Yes
	2. No
	3. I prefer not to say
	4. I don’t know
 |
| Are leaders promoting peacekeeping training to personnel (Survey threshold: 25% or more of sample) | Survey | 8.28 | 8.28 | Have any senior or superior officers reached out to you regarding participating in training on peacekeeping?  * 1. Yes
	2. No
	3. I prefer not to say
	4. I don’t know
 |
| Do 50% or more of the personnel in the sample feel they are willing to approach leadership about job-related matters?  | Survey | 8.29 | 8.29 | How willing would you be to approach a superior officer to ask for more training so that you can better fulfill your stated duties? * 1. Very willing
	2. Willing
	3. Neutral
	4. Unwilling
	5. Very unwilling
	6. I don’t know
	7. I prefer not to say
 |
| Do 50% or more of the personnel in the sample feel they are willing to approach leadership about reporting misconduct? | Survey | 8.30 | 8.30 | How willing would you be to approach a superior officer to discuss inappropriate behavior from your colleagues? * 1. Very willing
	2. Willing
	3. Neutral
	4. Unwilling
	5. Very unwilling
	6. I don’t know
	7. I prefer not to say
 |
| Do 50% or more of the personnel in the sample feel they are willing to approach leadership about personal matters? | Survey | 8.31 | 8.31 | How willing would you be to approach a superior officer to discuss family issues (including marital problems, childcare issues, etc.) affecting your ability to fulfill your duties? * 1. Very willing
	2. Willing
	3. Neutral
	4. Unwilling
	5. Very unwilling
	6. I don’t know
	7. I prefer not to say
 |
| Do senior leaders listen to lower ranks? (Survey: 50% of personnel in the sample) | Survey | 8.32 | 8.32 | How much do you agree with this statement: “Senior members of the [Country] armed forces/police often refuse to listen to the experiences of members of the [Country] armed forces/police of junior rank. * 1. Strongly disagree
	2. Disagree
	3. Neutral
	4. Agree
	5. Strongly agree
	6. I don’t know
	7. I prefer not to say
 |
| Is there a formal women’s association in the institution? (Survey threshold: 75% or more personnel in the sample have heard about it) | Both | 8.33 | 8.33 | Please describe the type of professional organization in your institution (the [Country] Armed/Police Forces) that you have heard of, even if you are not personally a member. [Select all that apply* 1. Women’s association
	2. Men’s association
	3. Association for ethnic minorities
	4. Veteran’s association
	5. Association for specific skills/roles
	6. Former peacekeeper association
	7. Unit or Batch association
	8. Industrial/Engineering association
	9. Rank specific association
	10. Other, please specify
	11. I don’t know
	12. I prefer not to say
 |
| Are there male allies who have advanced women’s rights in the institution? (Survey threshold: 50% of personnel in the sample have heard of men) | Both | 8.34 | 8.34 | Do you know of MEN in your organization who have done any of the following? Select all that apply* 1. Officially mentored a female colleague
	2. Unofficially mentored a female colleague
	3. Stood up for women who were being discriminated against
	4. Helped promote women in rank
	5. Promoted polices that help women
	6. Talked with their male colleagues to correct problematic behavior towards women
	7. None of the above
	8. I don’t know
	9. I prefer not to say
 |
| This issue area was not in the top 3 for women  | Survey |  |  | [Enumerator note: read the following: "Thank you. I now have two final questions for you."]What do you think are the THREE main challenges to increasing WOMEN’S participation in UN peace operations in your country? 1. There are not enough eligible women in the Armed

Forces1. Many women don’t have the right skills required to deploy
2. The selection process is not fair and/or is biased against women
3. Women have too many obligations at home or with their families
4. There are not adequate equipment and facilities for women in peace operations
5. There are stories of women having negative experiences during deployment
6. UN peace operation deployments aren’t helpful for career advancement
7. Leadership or supervisors don’t support increasing women’s deployment
8. Cultural attitudes make people doubt women’s ability to deploy
9. Women are not treated as equal members of the Armed Forces
 |

**Issue Area 9: Gender Roles**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator**  | **Data Source** | **FFF Police** | **FFF Armed Forces** | **Survey Questions** |
| Do men and women deploy to the same kinds of missions? (Men and women deploy to dangerous missions) | Both | 9.1 | 9.1 | To how many UN peace operations have you deployed in total? |
| Do men and women equally engage in extra work that is gendered? (In the survey: cooking, cleaning, childcare, community outreach, healthcare provision, teaching) | Survey  | 9.2 | 9.2 | While serving in ANY of the UN peace operations to which you were deployed, did you engage in ANY of the following activities in ADDITION to your regular tasks? Select all that apply  * 1. Cooking
	2. Cleaning
	3. Driving
	4. Translation
	5. Community Outreach
	6. Healthcare Provision
	7. Teaching local population
	8. Childcare
	9. Mentoring
	10. None
	11. Other, please specify
	12. I don’t know
	13. I prefer not to say
 |
| Do women and men equally serve in combat/operational roles?  | Both | 9.3 | 9.3 | How often did you engage in operational activities during the **MOST RECENT** **UN peace operation to which you were deployed**?    [Enumerator note: if clarification is requested, state the following "Operational activities are a response to a potentially violent situation."]* 1. Everyday
	2. Once a week
	3. Once every two-three weeks
	4. Once a month
	5. Once every few months
	6. Once during the deployment
	7. Never
	8. I don’t know
	9. I prefer not to say
 |
| Do women and men equally serve as leaders (defined by country)?  | Both | 9.4 | 9.4 | In how many leadership positions have you served? [Enumerator note: if clarification is asked, state the following: "Commanding positions refers, for example, to leadership positions." If respondent has not served in a commanding, enter 0. If they don't know or refuse to answer, enter 999] |
| Can women serve in all roles? | FFF | 9.5 | 9.5 |  |
| Do women and men deploy to the same missions?  | Both | 9.6 | 9.6 | To how many UN peace operations have you deployed in total? |
| Of the women in the sample that did not apply to a peacekeeping mission, did 20% or less say it was due to safety concerns? | Survey |  |  | Why did you NOT volunteer for the position? [Enumerator note: ask this question in an open-ended way; record the answer or answers they state ALL that apply). Do NOT read the options. Be sure to ask for more answers until you get a full representation of why the respondent did NOT volunteer.] * 1. Family considerations
	2. I don’t have the right skills
	3. I don’t have the right rank/not senior enough
	4. Peace operations are too dangerous
	5. Peace operations do not help my career
	6. Heard about a bad experience on a peace operation
	7. Did not have enough information about peace operation deployment
	8. I did not have the right documentation
	9. Did not know about the opportunity
	10. Was not interested in peacekeeping
	11. Deployment is not voluntary in my country
	12. About to retire
	13. I don’t know
	14. I prefer not to say
	15. Other
 |
| Are 90% of personnel who want to leave the compound able to do so? | Both | 9.8  | 9.8 | Could you leave the base/compound whenever you wanted during ANY of the UN peace operations to which you were deployed? * 1. Yes
	2. No
	3. Depended on the peace operation
	4. I refuse to answer
	5. I don’t know
 |
| Are 90% of personnel who want to drive a vehicle able to do so? | Both | 9.9 | 9.9 | Did you have access to a vehicle whenever you wanted during ANY of the UN peace operations to which you were deployed? * + 1. Yes
		2. No
		3. Depended on the peace operation
		4. I prefer not to say
		5. I don’t know
 |
| Are 90% of personnel who want to leave the compound without an escort able to do so? | Both | 9.10 | 9.10 | Did you ever need an escort to leave the base/compound during ANY of the UN peace operations to which you were deployed?* + 1. Yes
		2. No
		3. Depended on the peace operation
		4. I prefer not to say
		5. I don’t know
 |
| Do men and women think that women are capable of tactical operations? (Survey threshold: 75% of sample) | Survey | 9.11 | 9.11 | Women are capable of special tactical operations * 1. Strongly disagree
	2. Disagree
	3. Neutral
	4. Agree
	5. Strongly agree
	6. I don’t know
	7. I prefer not say
 |
| Have men and women equally served as gender focal points?  | Survey | 9.12 | 9.12 | Did you ever serve as a gender focal point/gender advisor on ANY of the UN peace operations to which you have been deployed? * 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
 |
| Personnel in the sample believe that women and men should equally engage in helping women and children in a mission (Sample Threshold: 50% or higher say both or 50% say women and 50% say men) | Survey | 9.13 | 9.13 | On a scale of 1-10, with 1 being the least competent and 10 being the most competent, please rate how competent you believe the following peacekeeper would be in performing each task:[female name] engages with women and children in a conflict zone, with 1 being the least competent and 10 being the most competent.[male name] engages with women and children in a conflict zone, with 1 being the least competent and 10 being the most competent. |
| Personnel in the sample believe that women and men should equally gather information from the local population. (Sample Threshold: 50% or higher say both or 50% say women and 50% say men) | Survey | 9.14 | 9.14 | On a scale of 1-10, with 1 being the least competent and 10 being the most competent, please rate how competent you believe the following peacekeeper would be in performing each task:[female name] gathers information from the local population, with 1 being the least competent and 10 being the most competent[male name] gathers information from the local population, with 1 being the least competent and 10 being the most competent |
| Personnel in the sample believe that women and men should equally respond to a bomb situation in a mission (Sample Threshold: 50% or higher say both or 50% say women and 50% say men) | Survey | 9.15 | 9.15 | On a scale of 1-10, with 1 being the least competent and 10 being the most competent, please rate how competent you believe the following peacekeeper would be in performing each task:[female name] responds to a suspected terrorist attack after intelligence about a possible bomb, with 1 being the least competent and 10 being the most competent.[male name] responds to a suspected terrorist attack after intelligence about a possible bomb, with 1 being the least competent and 10 being the most competent. |
| Personnel in the sample believe that women and men should equally type situation reports in a mission (Sample Threshold: 50% or higher say both or 50% say women and 50% say men) | Survey | 9.16 | 9.16 | On a scale of 1-10, with 1 being the least competent and 10 being the most competent, please rate how competent you believe the following peacekeeper would be in performing each task:[female name] types a situation report, with 1 being the least competent and 10 being the most competent. [male name] types a situation report, with 1 being the least competent and 10 being the most competent.  |
| Personnel in the sample believe that women and men should equally engage in refugees in a camp (Sample Threshold: 50% or higher say both or 50% say women and 50% say men) | Survey | 9.17 | 9.17 | On a scale of 1-10, with 1 being the least competent and 10 being the most competent, please rate how competent you believe the following peacekeeper would be in performing each task:[female name] engages with refugees in a camp, with 1 being the least competent and 10 being the most competent.[male name] engages with refugees in a camp, with 1 being the least competent and 10 being the most competent.  |
| Personnel in the sample believe that women and men should equally train the local gendamerie/police/military (Sample Threshold: 50% or higher say both or 50% say women and 50% say men) | Survey | 9.18 | 9.18 | On a scale of 1-10, with 1 being the least competent and 10 being the most competent, please rate how competent you believe the following peacekeeper would be in performing each task:[female name] trains the local Police/Armed Forces, with 1 being the least competent and 10 being the most competent[male name] trains the local Police/Armed Forces, with 1 being the least competent and 10 being the most competent. |
| Personnel believe that men and women equally contribute to the improvement of a relationships between the host country's government and civilians (the t-test of the raondmized responses are insiginficant) | Survey | 9.19 | 9.19 | fempkpresence How much do you agree with the following statement: The presence of **female** **UN peacekeepers**improves the relationship between the the host country's government and civilians? malepkpresence How much do you agree with the following statement: The presence of **male** **UN peacekeepers**improves the relationship between the host country's government and civilians?  |
| Gender Role Scale (Threshold: Out of the possible range of lowest and highest possible by adding together all the relevant questions, the average score was the median or lower)  |  |  |  | Women are capable of special tactical operations Men make better political leaders than women and should be elected rather than women A woman should ask permission from her father/husband before deploying on a UN peace operation Male soldiers should prioritize protecting female soldiers when they are in danger Men who deploy on a UN peace operations cannot be good fathersMen are capable of special tactical operations A man should ask permission from his mother/wife before deploying to a UN peace operation Women who deploy on a UN peace operation cannot be good mothersChanging diapers, giving kids a bath, and cooking for the kids are only the mother’s responsibility A man should have the final word about decisions in his home  |
| This issue area was not in the top 3 for women  | Survey |  |  | [Enumerator note: read the following: "Thank you. I now have two final questions for you."]What do you think are the THREE main challenges to increasing WOMEN’S participation in UN peace operations in your country? 1. There are not enough eligible women in the Armed

Forces1. Many women don’t have the right skills required to deploy
2. The selection process is not fair and/or is biased against women
3. Women have too many obligations at home or with their families
4. There are not adequate equipment and facilities for women in peace operations
5. There are stories of women having negative experiences during deployment
6. UN peace operation deployments aren’t helpful for career advancement
7. Leadership or supervisors don’t support increasing women’s deployment
8. Cultural attitudes make people doubt women’s ability to deploy
9. Women are not treated as equal members of the Armed Forces
 |

**Issue Area 10: Social Exclusion**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Indicator**  | **Data Source** | **FFF Police** | **FFF Armed Forces** | **Survey Questions** |
| Is there an official harassment policy? (Survey: 90% of personnel in the sample are aware)  | Both | 10.1 | 10.1 | Which of the following exists in your security institution? Select all that apply Yes * 1. Guidelines for what to do if harassed or threatened by colleagues
	2. Whistleblower policy [Enumerator note: if clarification is sought, state the following "A whistleblower policy is a policy that protects a member of the institution from retaliation if he/she reports internal activity that he/she believes is illegal or dishonest."] (2)
	3. Sexual harassment policy
	4. Internal complaint policy
	5. Ombudsman
	6. Other, please specify
	7. I don’t know
	8. I prefer not to say
 |
| Is there an official whistleblower policy? (Survey: 90% of personnel in the sample are aware)  | Both | 10.2 | 10.2 | Which of the following exists in your security institution? Select all that apply * + 1. Guidelines for what to do if harassed or threatened by colleagues
		2. Whistleblower policy [Enumerator note: if clarification is sought, state the following "A whistleblower policy is a policy that protects a member of the institution from retaliation if he/she reports internal activity that he/she believes is illegal or dishonest."] (2)
		3. Sexual harassment policy
		4. Internal complaint policy
		5. Ombudsman
		6. Other, please specify
		7. I don’t know
		8. I prefer not to say
 |
| Is there an internal complaint system? (Survey: 90% of personnel in the sample are aware) | Both | 10.3 | 10.3 | Which of the following exists in your security institution? Select all that apply * + 1. Guidelines for what to do if harassed or threatened by colleagues
		2. Whistleblower policy [Enumerator note: if clarification is sought, state the following "A whistleblower policy is a policy that protects a member of the institution from retaliation if he/she reports internal activity that he/she believes is illegal or dishonest."] (2)
		3. Sexual harassment policy
		4. Internal complaint policy
		5. Ombudsman
		6. Other, please specify
		7. I don’t know
		8. I prefer not to say
 |
| Is domestic violence considering a violation of disciplinary conduct? (Survey: 90% of personnel in the sample are aware) | Both | 10.4 | 10.4 | Is being found guilty of domestic violence in court something which can result in being dismissed from the [Country] Armed/ Police Forces in accordance with its disciplinary codes?* 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
 |
| Is the internal complaint system independent? | FFF | 10.5 | 10.5 |  |
| Is it true that the disciplinary board’s ruling cannot be overturned by commanders?  | FFF | 10.6 | 10.6 |  |
| Is there an internal ombudsman or integrity/oversight committee? | FFF | 10.7 | 10.7 |  |
| Can personnel serve in the organization regardless of their gender/sexual identity? | FFF | 10.8 | 10.8 |  |
| Are all types of consensual sexual relationships allowed? | FFF | 10.9 | 10.9 |  |
| Is there a legal framework for addressing SEA? | FFF | 10.10 | 10.10 |  |
| Do 75% or more personnel in the sample believe that the police/military is like a family? | Survey | 10.11 | 10.11 | How much do you agree with this statement: “We, in the [Country] armed forces/police, are more of a family than ordinary people.” * 1. Strongly disagree
	2. Disagree
	3. Neutral
	4. Agree
	5. Strongly agree
	6. I don’t know
	7. I prefer not to say
 |
| Are there co-ed sports teams? (Survey: 90% or more personnel in the sample have participated) | Both | 10.12 | 10.12 | Does the [*Country*] armed forces/police organize co-ed team sports among units/divisions? [Enumerator note: if clarification is sought, state the following: "Co-ed means that both women and men play on the same team."]* 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
 |
| Do 75% or more personnel in the sample socialize with other members of the institution outside of work?  | Survey | 10.13 | 10.13 | Do members of the [Country] armed forces/police socialize with other members of the [Country] armed forces/police outside of work? [Enumerator, please explain that this socializing could occur both WITHIN and OUTSIDE the camp/barracks] * 1. Yes
	2. No
	3. I don’t know

Do YOU socialize with other members of the **[Country] Armed/ Police Forces** outside of work? [Enumerator note: If clarification is sought, state the following: "This socializing could occur both WITHIN and OUTSIDE the camp/barracks."]1. Yes
2. No
3. I don’t know
 |
| Are there examples of positive bonding experiences? (Survey: 75% or more personnel in the sample have experienced one or more of the following activities: sports, non-athletic co-ed formal activities (i.e. prayer), extra physical activity, training exercises, orientation programs) | Both | 10.14 | 10.14 | New recruits into the members of the [Country] Armed Forces often experience bonding activities from fellow members of the [Country] Armed/ Police Forces. Please select all the activities that you have heard about in your institution. * 1. Sports
	2. Non-athletic co-ed formal activities like prayer groups, choir, band [Co-ed means that both women and men play on the same team]
	3. Extra Physical Activity
	4. Training exercises
	5. Orientation programs
	6. I don’t know
	7. I prefer not to say
	8. I am not aware of these types of bonding activities
	9. Other, please specify
 |
| Are there few examples of negative bonding experiences? (Survey: 10% or less personnel in the sample said that they have experienced one or more of the following: punishment/discipline, sexual activity, embarrassment, jokes, pranks, making fun of women, making new recruits dress like women, teasing about homosexuality, informal initiation rituals) | Both | 10.15 | 10.15 | New recruits into the members of the armed forces/police/gendarmerie sometimes face bonding activities from fellow armed forces/police/gendarmerie personnel. Are you aware of activities such as these?* 1. Punishment/Discipline
	2. Sexual Activity
	3. Embarrassment/Jokes/Pranks
	4. Making fun of women/Making new recruits act or dress like women
	5. Teasing about homosexuality
	6. Informal initiation rituals
	7. I don’t know
	8. I refuse to respond
	9. I am not aware of these types of bonding activities
	10. Other
 |
| Do less than 50% personnel in the sample think that negative bonding is necessary? | Survey | 10.16 | 10.16 | In your opinion, why are these bonding activities necessary? Select all that apply. * 1. Necessary because they create cohesion
	2. Necessary because it puts new recruits in their place
	3. Necessary because they remove weakness
	4. Are not serious because they are just fun and games
	5. Are not necessary and can sometimes be dangerous
	6. Are not necessary because they degrade women
	7. Are not necessary because they hurt people
	8. None of the above
	9. Other, please specify
	10. I prefer not to say
 |
| Are there joint training sessions between men and women? (Survey: 90% or more personnel in the sample think joint training is appropriate) | Both | 10.17 | 10.17 | Which of the following ways do you believe to be the appropriate way to conduct training in the [Country] Armed Forces? * 1. Separate training for men and separate training for women
	2. Mixed gender training
	3. Other, please specify
 |
| Are there joint sleeping quarters for men and women?  | FFF | 10.18 | 10.18 |  |
| Are there co-ed/unisex bathrooms?  | FFF | 10.19 | 10.19 |  |
| Do 50% of personnel regularly work with members of the opposite sex? (once a week or more) | Survey | 10.20 | 10.20 | How often do you work with colleagues of the opposite sex? * + 1. Every day
		2. Two-three times a week
		3. Once a week
		4. Two-three times a month
		5. Once a month
		6. Less than once a month
		7. I prefer not to say
 |
| Do less than 20% personnel in the sample of personnel hear of or receive unwanted texts in the institution? | Survey | 10.21 | 10.21 | Select all the following options that you have witnessed or experienced WHILE DEPLOYTED to ANY UN peace operation. Select all that apply* 1. Unwanted texts or messages from any colleagues
	2. Pictures of you posted on the internet by colleagues when you or the colleague did not want them to be posted
	3. A colleague refer to someone by something other than their name or title (for example, honey, baby, sweetheart, boy, girl, etc.)
	4. A colleague criticizing a colleague for not fulfilling their family obligations (for example, being a bad parent, wife, husband, or for working late or too much, etc.)
	5. Other behavior that made you feel uncomfortable: specify
	6. None of these
	7. I don’t know
	8. I prefer not to say
 |
| Have less than 20% personnel in the sample hear of or received criticism for not fulfilling family duties in the institution? | Survey | 10.22 | 10.22 | Select all the following options that you have witnessed or experienced WHILE DEPLOYTED to ANY UN peace operation. Select all that apply* 1. Unwanted texts or messages from any colleagues
	2. Pictures of you posted on the internet by colleagues when you or the colleague did not want them to be posted
	3. A colleague refer to someone by something other than their name or title (for example, honey, baby, sweetheart, boy, girl, etc.)
	4. A colleague criticizing a colleague for not fulfilling their family obligations (for example, being a bad parent, wife, husband, or for working late or too much, etc.)
	5. Other behavior that made you feel uncomfortable: specify
	6. None of these
	7. I don’t know
1. I prefer not to say
 |
| Have less than 20% personnel in the sample heard of or been called a name in the institution? | Survey | 10.23 | 10.23 | Select all the following options that you have witnessed or experienced WHILE DEPLOYTED to ANY UN peace operation. Select all that apply* 1. Unwanted texts or messages from any colleagues
	2. Pictures of you posted on the internet by colleagues when you or the colleague did not want them to be posted
	3. A colleague refer to someone by something other than their name or title (for example, honey, baby, sweetheart, boy, girl, etc.)
	4. A colleague criticizing a colleague for not fulfilling their family obligations (for example, being a bad parent, wife, husband, or for working late or too much, etc.)
	5. Other behavior that made you feel uncomfortable: specify
	6. None of these
	7. I don’t know
1. I prefer not to say
 |
| Have less than 20% personnel in the sample received or heard of other receiving unwanted picture sharing in the institution? | Survey | 10.24 | 10.24 | Select all the following options that you have witnessed or experienced WHILE DEPLOYTED to ANY UN peace operation. Select all that apply* 1. Unwanted texts or messages from any colleagues
	2. Pictures of you posted on the internet by colleagues when you or the colleague did not want them to be posted
	3. A colleague refer to someone by something other than their name or title (for example, honey, baby, sweetheart, boy, girl, etc.)
	4. A colleague criticizing a colleague for not fulfilling their family obligations (for example, being a bad parent, wife, husband, or for working late or too much, etc.)
	5. Other behavior that made you feel uncomfortable: specify
	6. None of these
	7. I don’t know
1. I prefer not to say
 |
| Have less than 20% personnel in the sample heard jokes been made about women in the institution? | Survey | 10.25 | 10.25 | Have you ever witnessed or experienced a colleague in the armed forces/police /gendarmerie make jokes about any of the following topics or been the target of any of these jokes while in *[Country Name]*? * 1. Women
	2. Men
	3. Nationality
	4. Race/Ethnicity
	5. Age/Rank
	6. Physical Appearance
	7. Socio-economic class
	8. Sexual orientation
	9. None
	10. I refuse to respond
	11. Other

  |
| Have less than 20% personnel in the sample heard jokes been made about physical appearance in the institution? | Survey | 10.26 | 10.26 | Have you ever witnessed or experienced a colleague in the armed forces/police /gendarmerie make jokes about any of the following topics or been the target of any of these jokes while in *[Country Name]*? * 1. Women
	2. Men
	3. Nationality
	4. Race/Ethnicity
	5. Age/Rank
	6. Physical Appearance
	7. Socio-economic class
	8. Sexual orientation
	9. None
	10. I refuse to respond
	11. Other
 |
| Have less than 20% personnel in the sample heard jokes been made about sexual orientation in the institution? | Survey | 10.27 | 10.27 | Have you ever witnessed or experienced a colleague in the [Country] armed/police forces make jokes about any of the following topics or been the target of any of these jokes while in *[Country]*? 1. Women
2. Men
3. Nationality
4. Race/Ethnicity
5. Age
6. Rank/Duty
7. Physical Appearance
8. Socio-economic class
9. Sexual orientation
10. Religion/personal beliefs
11. None
12. I prefer not to say
13. Other, please specify
 |
| Do men and women frequently interact with one another? (90% personnel in the sample interact with each other more than once a week at work or socially)  | Survey | 10.28 | 10.28 | How often do members of the armed forces/police/gendarmerie socialize with colleagues of the opposite sex? * 1. Every day
	2. A few times a week
	3. Once a week
	4. Every couple of weeks
	5. Once a month
	6. Less than once a month
	7. I prefer not to say

How often do you work with colleagues of the opposite sex? 1. Every day
2. A few times a week
3. Once a week
4. Every couple of weeks
5. Once a month
6. Less than once a month
7. I refuse to answer
 |
| Do 75% or more of personnel believe that if they have trouble fulfilling a difficult task, other members of their unit will willingly help them? | Survey | 10.29 | 10.29 | How much do you agree with the following statement: “If I am having trouble fulfilling a difficult task, other members of my unit will willingly help me.”* 1. Strongly disagree
	2. Disagree
	3. Neutral
	4. Agree
	5. Strongly agree
	6. I don’t know
	7. I prefer not to say
 |
| Do 50% or more of personnel believe that most of their friends are in their police/armed forces unit? | Survey | 10.30 | 10.30 | How much do you agree with the following statement: “Most of my friends in the police/armed forces are in my unit.”* 1. Strongly disagree
	2. Disagree
	3. Neutral
	4. Agree
	5. Strongly agree
	6. I don’t know
	7. I prefer not to say
 |
| Talking about sex between colleagues is not a norm (Survey: 20% or less of personnel in the sample say that colleagues talk about sex) | Survey | 10.31 | 10.31 | Do members of the armed forces/police/gendarmerie brag to their colleagues about having sex? * 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
 |
|  Have less than 20% of members of the institution shared videos/pictures of attractive women with each other (20% or less personnel in the sample have heard of this)  | Survey | 10.32 | 10.32 | [Enumerator note: Read the following question and then hand the phone/tablet to the respondent to enter. Allow the respondent to click "next" before handing it back to you. ]"Do members of the [Country] Armed/Police Forces exchange videos/pictures of attractive women with each other?"* + 1. Yes
		2. No
		3. I don’t know
		4. I refuse to answer
 |
| Have less than 20% of members of the institutions have engaged in adult entertainement together (e.g. bar strip clubs)? | Survey | 10.33 | 10.33 | Do members of the [Country] Armed/ Police Forces spend time engaging in adult entertainment such as bars and strip clubs together when not at work?* + - * 1. Yes
				2. No
				3. I don’t know
				4. I prefer not to say
 |
| Men are not worried about being accused of sexual harassment (Survey: 10% or less personnel in the sample are worried)  | Survey | 10.34 | 10.34 | How worried are you of being accused of sexual harassment by a fellow solider/police officer?  * 1. Very worried
	2. Worried
	3. Not at all worried
	4. I don’t know
	5. I refuse to answer

Do you avoid socializing with the opposite sex because you are worried about sexual harassment complaints being filed against you?  * 1. Yes
	2. No
	3. I don’t know
	4. I refuse to answer
 |
| Seriousness of misconduct scale (90% or more of personnel from the sample would consider it to be serious/or very serious for every scenario ) | Survey | 10.35 | 10.35 | Scenario: Someone from your team drives drunk and hits someone on the road. How serious do YOU consider this behavior to be? * 1. Not at all serious
	2. Not serious
	3. Neutral
	4. Serious
	5. Very serious
	6. I don’t know
	7. I prefer not to say

Scenario: Someone from your team receives cash for not reporting a crime in a situation report. How serious do YOU consider this behavior to be? ​​​​​​​ * 1. Not at all serious
	2. Not serious
	3. Neutral
	4. Serious
	5. Very serious
	6. I don’t know
	7. I prefer not to say

Scenario: A female from your team engages in a sexual relationship with a local boy. While we know that sexual relationships with local civilians are not allowed by the UN, we want to know YOUR OPINION about this behavior. How serious do YOU consider this behavior to be? 1. Not at all serious
2. Not Serious
3. Neutral
4. Serious
5. Very serious
6. I prefer not to say

Scenario: While on mission, some personnel from your team refuse to go on patrol until they have received backpay? ​​​​​​​ How serious do YOU consider this behaviour to be?1. Not at all serious
2. Not Serious
3. Neutral
4. Serious
5. Very serious
6. I prefer not to say

Scenario: Someone from your team hit someone with a baton and permanently injured the person during a protest. How serious do YOU consider this behavior to be? 1. Not at all serious
2. Not Serious
3. Neutral
4. Serious
5. Very serious
6. I refuse to answer

Scenario: A male from your team engages in a sexual relationship with a local girl. While we know that sexual relationships with local civilians are not allowed by the UN, we want to know YOUR OPINION about this behavior. How serious do YOU consider this behavior to be? 1. Not at all serious
2. Not Serious
3. Neutral
4. Serious
5. Very serious
6. I refuse to answer

Scenario: Someone from your team receives cash for not reporting a crime in a situation report. How serious do YOU consider this behavior to be? [Enumerator, please explain that a situation report is a report that goes to peace operation leadership] 1. Not at all serious
2. Not Serious
3. Neutral
4. Serious
5. Very serious
6. I refuse to answer
 |
| Reporting of misconduct scale (75% or more of personnel from the sample would report for every scenario ) | Survey | 10.36 | 10.36 | Scenario: Someone from your team drives drunk and hits someone on the road. Do you think YOU would report a fellow member of the [*Country*] Armed Forces/police force who engaged in this behavior? * 1. Definitely no
	2. No
	3. Not sure
	4. Yes
	5. Definitely yes
	6. I refuse to answer

Scenario: Someone from your team receives cash for not reporting a crime in a situation report. Do you think YOU would report a fellow member of the **[Country] Armed/ Police Forces** who engaged in this behavior?* 1. Definitely no
	2. No
	3. Not sure
	4. Yes
	5. Definitely yes
	6. I refuse to answer

Scenario: While on mission, some personnel from your team refuse to go on patrol until they have received backpay? Do you think YOU would report a fellow member of the **[Country] Armed / Police Forces** who engaged in this behavior?* 1. Definitely no
	2. No
	3. Not sure
	4. Yes
	5. Definitely yes
	6. I refuse to answer

Scenario: A male from your team engages in a sexual relationship with a local girl. While we know that sexual relationships with local civilians are not allowed by the UN, we want to know YOUR OPINION about this behavior. Do you think YOU would report a fellow member of the [*Country name*] Armed Forces/police force/gendarmerie who engaged in this behavior? 1. Definitely no
2. No
3. Not sure
4. Yes
5. Definitely yes
6. I refuse to answer

Scenario: Someone from your team receives cash for not reporting a crime in a situation report. Do you think YOU would report a fellow member of the [*Country name*] Armed Forces/police force/gendarmerie who engaged in this behavior? 1. Definitely no
2. No
3. Not sure
4. Yes
5. Definitely yes
6. I refuse to answer

Scenario: Someone from your team hit someone with a baton and permanently injured the person during a protest. Do you think YOU would report a fellow member of the [*Country name*] Armed Forces/police force/gendarmerie who engaged in this behavior? 1. Definitely no
2. No
3. Not sure
4. Yes
5. Definitely yes
6. I refuse to answer

 |
| Knowledge of misconduct scale (90% or more of personnel from sample know that the scenarios are wrong) | Survey | 10.37 | 10.37 | Scenario: Someone from your team drives drunk and hits someone on the road. If a member of the **Armed/Police Forces** engaged in this behavior AND was discovered doing so, what, if any, discipline do YOU think SHOULD follow? ​​​​​​​1. Verbal reprimand
2. Written reprimand
3. Period of suspension without pay
4. Demotion in rank
5. Dismissal
6. Court trial
7. No discipline
8. I don’t know
9. I prefer not to say
10. Other, specify

Someone from your team drives drunk and hits someone on the road. Would this behavior be regarded as a violation of official policy for the **[Country] Armed/ Police Forces**? * 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
	5. Other, specify

Scenario: Someone from your team receives cash for not reporting a crime in a situation report. If a member of the **[Country] Armed/ Police Forces** engaged in this behavior and was discovered doing so, what, if any, discipline do YOU think SHOULD follow? Select all that apply ​​​​​​​1. Verbal reprimand
2. Written reprimand
3. Period of suspension without pay
4. Demotion in rank
5. Dismissal
6. Court trial
7. No discipline
8. I don’t know
9. I prefer not to say
10. Other, specify

Someone from your team receives cash for not reporting a crime in a situation report. Would this behaviour be regarded as a violation of official policy for the [Country] Armed/ Police Forces?* 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
	5. Other, specify

Scenario: A female from your team engages in a sexual relationship with a local boy.  If a fellow member of the **[Country] Armed/ Police Forces** engaged in this behaviour **AND was discovered doing so**, what, if any, discipline do YOU think SHOULD follow? 1. Verbal reprimand
2. Written reprimand
3. Period of suspension without pay
4. Demotion in rank
5. Dismissal
6. Court trial
7. No discipline
8. I don’t know
9. I prefer not to say
10. Other, specify

Scenario: A female from your team engages in a sexual relationship with a local boy.  Would this behaviour be regarded as a violation of official policy for the **[Country] Armed/ Police Forces**? ​​​​​​​* 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
	5. Other, specify

Someone from your team hit someone with a baton and permanently injured the person during a protest. If a member of the **[Country] Armed /Police Forces** engaged in this behaviour **AND was discovered doing so**, what, if any, discipline do YOU think SHOULD follow?  ​​​​​​​1. Verbal reprimand
2. Written reprimand
3. Period of suspension without pay
4. Demotion in rank
5. Dismissal
6. Court trial
7. No discipline
8. I don’t know
9. I prefer not to say
10. Other, specify

Scenario: Someone from your team hit someone with a baton and permanently injured the person during a protest. Would this behaviour be regarded as a violation of official policy for the **[Country] Armed/ Police Forces**? ​​​​​​​* 1. Yes
	2. No
	3. I don’t know
	4. I prefer not to say
	5. Other, specify
 |
| Do negative masculine beliefs NOT dominate the culture of the organization? (Score lower the medians of the total possible amount of the scale)  | Survey | 10.38 | 10.38 | A good wife should obey her husband despite disagreeing with him A woman should tolerate violence to keep her family together It is acceptable to deploy a woman on a peace operation if she has a past history of strongly disciplining her husband.  A woman should remain a virgin before her marriage It is a man’s duty to protect his family’s dignity by watching over the purity of women in his family If someone insults me, I will defend my reputation, with violence if I have to A man should be embarrassed if he cannot satisfy his wife sexually Men need sex more than women It is acceptable to deploy a man on a peacekeeping mission if he has a past history of strongly disciplining his wife Marriage should be between a man and a womanWhen women get raped it is because they dressed promiscuously It is ok for a husband to have sex with his wife even if she does not want to have sex Women often lie about being raped Women are capable of special tactical operationsMen make better political leaders than women and should be elected rather than women A woman should ask permission from her father/husband before deploying on a UN peace operation Male soldiers should prioritize protecting female soldiers when they are in dangerMen who deploy to UN peace operations cannot be good fathersMen are capable of special tactical operations A man should ask permission from his mother/wife before deploying to a UN peace operationWomen who deploy on a UN peace operation cannot be good mothersChanging diapers, giving kids a bath, and cooking for the kids are only the mother’s responsibility A man should have the final word about decisions in his home  |
| Country allowed more than male/female options for person's sex/gender | Survey | 10.39 | 10.39 | What is your gender? |
| This issue area was not in the top 3 for women  | Survey |  |  | [Enumerator note: read the following: "Thank you. I now have two final questions for you."]What do you think are the THREE main challenges to increasing WOMEN’S participation in UN peace operations in your country? 1. There are not enough eligible women in the Armed

Forces1. Many women don’t have the right skills required to deploy
2. The selection process is not fair and/or is biased against women
3. Women have too many obligations at home or with their families
4. There are not adequate equipment and facilities for women in peace operations
5. There are stories of women having negative experiences during deployment
6. UN peace operation deployments aren’t helpful for career advancement
7. Leadership or supervisors don’t support increasing women’s deployment
8. Cultural attitudes make people doubt women’s ability to deploy
9. Women are not treated as equal members of the Armed Forces
 |
| There are transitioning services provided to transgender individuals in the organization. | FFF | 10.41 | 10.41 |  |

**Option additions:**

* Are there co-ed/unisex bathrooms?
	+ What type of bathroom facilities are provided by the armed forces/police/gendarmerie in [*Country name*]? [Select all that apply]
		1. Female bathrooms only
		2. Male bathrooms only
		3. Both male only and female only bathrooms
		4. Unisex/gender neutral bathrooms
		5. None
		6. I don’t know
		7. I refuse to answer
* Are transitioning services provided to transgender individuals in the organization?