*Version of September 2022*

## Template 10 – MOWIP assessment report

*Please see section 5 of the MOWIP methodology for more information on the MOWIP assessment report.*

Security institution name

MOWIP Report YEAR

**Results of the Measuring Opportunities for Women in Peace Operations (MOWIP) Assessment**



# Disclaimer

The views expressed in this report are those of the authors name of authors based on the best available information they have. It does not necessarily reflect the views of donors, the assessment team or the security institution. The security Institution is strongly encouraged to suggest corrections or clarifications during the validation workshop.

# Acknowledgements

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Secondly, we would like to express our appreciation for the collaboration of all collaborators.

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**List of Abbreviations and Acronyms**

**AU** African Union

**DCAF** DCAF - Geneva Centre for Security Sector Governance

**DPO** UN Department for Peace Operations

**FFF** Fact-Finding Form (See section 3 on methodology)

**MOWIP** Measuring Opportunities for Women in Peace Operations barrier assessment methodology

**SEA** Sexual Exploitation and Abuse

**SGBV** Sexual and Gender-Based Violence

**TPCCs** Troop- and Police- Contributing Countries

**UN** United Nations

**UNSCR** United Nations Security Council Resolution

**WPS** Women, Peace and Security

# Executive summary

The Measuring Opportunities for Women in Peace Operations (MOWIP) assessment for the security institution name examines the institution name’s ability to deploy women to, and ensure their meaningful participation in, United Nations (UN) peace operations through ten issue areas. It uses three data collection tools, a fact-finding form (FFF), key decision-maker interviews and a survey. The assessment team undertook the data collection for this project from dates.

## Top good practices that can be shared and replicated elsewhere

* *Good practice n°1*
* *Good practice n°2*
* *Good practice n°3*

## Top barriers to women’s meaningful participation in UN deployments

* *Barrier n°1*
* *Barrier n°2*
* *Barrier n°3*

## Top recommendations to overcome the barriers

* *Recommendation n°1*
* *Recommendation n°2*
* *Recommendation n°3*

# Introduction

## Rationale

* *Why the choice of this country and institution(s)? What characteristics and idiosyncrasies do the country and the institution(s) have that make them interesting/relevant?*
* *How this assessment is designed at a step toward improving women’s meaningful participation in UN peace operations (and within the institution itself.) If desired, the DCAF “NAPRI” model of participation can be used:*
	+ Ensuring that the **needs** of uniformed women who wish to deploy, and who are currently deployed are being met.
	+ Ensuring that uniformed women have *de jure* (law/policy) and *de facto* (institutional socio-cultural practices)equal **access** to the rights, benefits and resources allocated for the pre-deployment process, deployment opportunities, and post-deployment transitions.
	+ Ensuring that uniformed women can **participate** equitably in decision-making, planning, implementation and evaluation of all peace operation-related activities by ensuring that qualified women are assigned to all roles in peace operations.
	+ Allocating **resources** at the national and organizational level to create equitable work environments for uniformed women.
	+ Ensuring that uniformed women have a measurable **impact** on how peace operations are conducted.

## Security Institution: Profile and national characteristics

* *Brief description of the characteristics of the security institution assessed:*
	+ *Context and recent reforms (e.g. new priorities post-conflict or post-dictatorship, ongoing SSR process etc.)*
	+ *Structure (e.g. centralized or decentralized, all female police stations, all female battalions, etc.)*
	+ *Under which authority it falls*
	+ *How it operates*
	+ *The role of women (statistics on women in the police/gendarmerie/armed forces and women in the police/gendarmerie/armed forces leadership)*
* *Specific national gender-related policies and practices that apply to the security institution (e.g. gender policy, national action plan on UNSCR 1325, SSR action plan/policy, etc.)*
* *Specific policies and practices on the role of women within the security institution (e.g. gender policy, sexual harassment policy, parental leave policy, recruitment and promotion policy scaling up women’s recruitment and promotion, women’s mentorship, or any other well-known policy or practice on the role of women in the security institution)*

## Country’s contribution to peace operations

* *Short historical overview – major political shifts that resulted in the establishment of the state in its current form and hence the security institution. (De-colonization, democratic transition, major reforms etc…)*
* *General trends and attitudes regarding deployment; strategies and priorities and kinds of operations currently engaged in*
* *Trends specific to the institution(s) assessed, including with respect to the deployment of women*
	+ *Strategies and policies (if any) regarding the deployment of women*
	+ *Numbers and proportions of women*
	+ *In which types of operations*
	+ *In which capacities and roles*

# 3) Methodology

## a) Overview of the MOWIP assessment methodology

The MOWIP methodology is a unique tool to assess and improve women’s meaningful participation in peace operations. It provides a systematic and comprehensive framework for identifying both a security institution’s existing good practices and possible improvements in each of ten issue areas identified as central to women’s meaningful participation. Many relevant factors are not limited, however, to the specific context of women’s participation in UN deployments. Rather, they reflect how women and men are treated in the security institution more broadly. While the MOWIP methodology has a specific focus on UN peace operations, the good practices and possible improvements it identifies can benefit the security institution in a much wider sense.

The ten issue areas discussed below include all the factors that shape the numbers and nature of women’s participation in peace operations from initial recruitment into the security Institution to deployment on mission. These factors can be either positive (good practices at the institutional level that contribute to women’s meaningful participation) or negative (barriers to women’s meaningful participation at the institutional level). For each issue area, the MOWIP methodology uncovers whether and to what extent it constitutes a barrier or an opportunity. Its main objectives are to:

* Provide a comprehensive set of issue areas within a given security institution that could be improved to increase women’s meaningful participation in UN peace operations;
* Identify the good practices within the security institution that can be leveraged, scaled up, and/or disseminated more broadly;
* Apply a set of tools and a comprehensive list of indicators to measure the importance of each issue area for increasing women’s meaningful participation in the security institution;
* Determine the differential impact of each issue area in the security institution.

The MOWIP methodology comprises three components. The **fact-finding form** (FFF)contains approximately 200 questions designed to collect qualitative and quantitative data from official sources about deployment to UN peace operations from the country and institution being assessed.

Once the first draft of the fact-finding form was completed, remaining data gaps were filled through X **interviews with key decision makers** from within the institution as well as relevant ministries.

The third component of the methodology is an hour-long **survey**. The (country) sample included X total personnel, of which X% were women. Moreover, X% of the sample have deployed to a mission. Of the total women in the sample, X% have deployed.

* *Add more relevant information about the sample as needed*
* *Add more relevant Information about the data collection and data analysis as needed*

Each issue area is ranked based on a colour coding. Red indicates the issue areas that constitute the most significant barriers and green indicates areas of opportunity. Issue areas are presented for recruitment and deployment in general () and specifically for women (). The survey data is compared to the data from the FFF to look for inconsistencies between institutional reforms and policies and armed forces personnel’s actual experiences and perceptions. The results of the analysis will be presented and vetted during the validation process with the security institution.

The MOWIP methodology therefore produces robust and evidence-based findings drawing on perspectives from within the institution, the knowledge acquired by the assessment team as well as from national and international experts who have an academic background in gender and peace operations. It can be used to provide transformative, evidence-based recommendations that effectively target the root causes that prevent uniformed personnel, particularly women, from deploying to peace operations. Using a common methodology across many TPCCs also allows for the identification of universal barriers that need to be addressed at the UN level; and highlights good practices that can be shared and adapted to other contexts.

## The national research institution

* *Short description of the national research institution - why is the national research institution selected well suited to this research project*
* *Short description of the assessment team (including enumerators)*

## Implementing the MOWIP in the security Institution

* *One paragraph - overview of how the MOWIP methodology was adapted in this context:*
	+ *A line or two on the sampling strategy – what factors were considered? (Was anyone not included in the sample for any reason? Were women oversampled?)*
	+ *A line or two on survey localization - language specificities/wording, cultural sensitivities, etc*
	+ *A line or two on the implementation of the fact-finding form, key decision-maker interviews and survey – were any actions or adaptations to the methodology taken to facilitate implementation and account for local sensitivities? (Good practices and lessons learned)*
* *One paragraph - overview of the timeframe for the implementation of each component:*
	+ *A line or two on where the enumeration team travelled and who they surveyed*
	+ *A line or two on the kinds of people that were interviewed and where these took place. (e.g. Mainly in the capital? Mainly key decision-makers? Did any other group of people have good info? Any interviews in the regions?)*

# 4) The ten issue areas shaping women’s participation in peace operations in the security Institution

|  |  |  |
| --- | --- | --- |
| **Pre-deployment stage: including factors that affect force generation** | **Significance** | **Cross-cutting issue areas** |
|  | 1 | **Eligible pool**Are there enough women in national institutions? | **Medium** | 9***Gender roles****Do preconceived attitudes about women preclude their ability to deploy?***High** | 10***Social exclusion****Are women treated as equal members of the team?***High** |
|  | 2 | **Deployment criteria** Do criteria match the skills needed in operation? | **Low** |
|  | 3 | **Deployment selection**Does everyone have a fair chance to deploy? | **High** |
|  | 4 | **Household constraints**Are there arrangements for families of deployed women?  | **Medium** |
| **Deployment stage: including difficulties for women during operations** |
|  | 5 | **Peace operations infrastructure**Is accommodation and equipment designed to meet women’s needs? | **Medium** |
|  | 6 | **Peace operations experiences**Do positive and negative experiences in operations affect women’s deployment decisions? | **Medium** |
| **Post-deployment stage: including factors that affect redeployment** |
| Business Growth | 7 | **Career Value**Do deployments advance women’s careers? | **Low** |
| **All Stages** |  |
|  | 8 | **Top-down leadership**Do leaders at all levels support women’s deployment? | **Medium** |  |

**Medium**

**Issue area 1** Eligible Pool

##

## Issue area 1: Eligible Pool

The eligible pool issue area explores whether there are enough women in the security Institution to meet the UN Uniformed Gender Parity Strategy targets for 2028: add targets for police or armed forces.

### Good practices

### Main barriers

**Low**

## Issue area 2: Deployment Criteria

The deployment criteria issue area examines whether women can meet the requirements for deployment to the same extent as men.

### Good practices

### Main barriers

**High**

## Issue area 3: Deployment Selection

The deployment selection issue area explores whether women are prevented or not from deploying through a lack of information, a lack of connections to influential decision makers and/or because their superiors decide that it is too dangerous for them to deploy.

### Good practices

### Main barriers

**Medium**

## Issue area 4: Household Constraints

The household constraints issue area explores the impact of having young children, elderly parents or other family obligations on women’s ability to deploy to peace operations, as compared to men. It also assesses whether there is social pressure towards women who might deploy.

### Good practices

### Main barriers

**Medium**

## Bari

Issue area 5: eace Operations Infrastructure

The peace operations infrastructure issue area assesses whether the lack of adequate equipment and infrastructure prevents women from deploying to peace operations.

### Good practices

### Main barriers

**Medium**

## Issue area 6: Peace Operations Experiences

The peace operations experiences issue area assesses the impact of (positive and negative) experiences during deployment, including experiences of meaningful participation, on women’s decision to redeploy or not, and to encourage or discourage others from deploying.

### Good practices

### Main barriers

**Low**

## Issue area 7: Career Value

The career value issue area measures whether peace operations help the careers of military personnel. This, in turn, affects whether or not men and women are likely to deploy and redeploy. Women who have deployed may choose not to redeploy if it is not advantageous to their career prospects.

### Good practices

### Main barriers

**Medium**

## Issue area 8: Top down leadership

The top-down leadership issue area explores the impact of political will among those in influential positions (or lack thereof) on women’s deployment and meaningful participation in peace operations.

### Good practices

### Main barriers

**High**

## Issue area 9: Gender roles

The gender roles cross-cutting issue area explores whether the prevalence of gender stereotypes and discriminatory attitudes influences the number of women deploying and their ability to meaningfully participate in peace operations. We assess this by looking at the degree to which women and men hold traditional roles and views about the roles that men and women play in society. We also assess the degree to which a gender protection norm exists in the institution. This means we assess whether men and women continue to feel that women must be protected from danger.

### Good practices

### Main barriers

Barrier 10: Social Barrier 10 Social exclusion

**High**

## Issue area 10: Social exclusion

The social exclusion issue area explores whether in-group / out-group mentalities cause women to be marginalised, ostracized, denigrated, harassed or attacked thus preventing them from deploying or participating meaningfully in peace operations. It also explores the ways in which male group cohesion forms. We assess this by looking at the levels of harassment and violence in the institutions and sanctions against them, as well as healthy and unhealthy ways of creating cohesion.

### Good practices

### Main barriers

# 5) Gaps between perceptions of personnel and key decision makers

* *Highlight gaps between perceptions of personnel and key decision-makers coming out of FFF and survey responses analysis.*

# 6) Contextualizing the Results

* *This part Is to be filled out In collaboration with the security Institution during the validation process.*

# 7) Conclusions: recommendations to leverage opportunities and overcome barriers

## Summary

## Best practices to share

* *Best practice n°1*
* *Best practice n°2*
* *Best practice n°3*

## Main recommendations to overcome the barriers:

* *Main recommendation n°1*
* *Main recommendation n°2*
* *Main recommendation n°3*

## Topics for further investigation

* *Topic for further Investigation n°1*
* *Topic for further Investigation n°2*
* *Topic for further Investigation n°3*