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IMPLEMENTING THE MOWIP BARRIER ASSESSMENT METHODOLOGY WITH THE ZAMBIA POLICE SERVICE



Norwegian Ministry of Foreign Affairs



Cornell University



SACCORD

The Zambia Police Service (ZPS)

Zambia is the third highest contributor of female police to the United Nations peace operations. In 2018, out of a total of 20,353 staff in the ZPS, 6,164 were women officers (30.3%), serving in all roles including in tactical units and in leadership positions. As an indication of the ZPS's resolve to promote and sustain gender equality, the organization appointed its first female Inspector General of Police, Ms. Libongani Stella, in 2012. Between 2011 and 2020, 7 female Commissioners of Police have been appointed and a Police Women's Network (PWN) was initiated.

PREPARATION PHASE

- 1) Ethical clearance from national authorities (in Zambia: University of Zambia Ethical Clearance Committee);
- 2) Authorization from the Inspector General of the ZPS and buy-in from relevant national authorities: Ministry of Home Affairs, Ministry of Gender and National Assembly;
- 3) SACCORD – ZPS coordination to gain access to relevant ZPS personnel at all levels;
- 4) Localization (“Zambianization”) of the survey questions by SACCORD and ZPS;
- 5) Recruitment of 9-person enumeration team by SACCORD (mainly civil society staff with university degrees);
- 6) Enumerator training on survey implementation and pilot by Cornell and SACCORD.

LESSONS LEARNED AND GOOD PRACTICES

- Creation of **Elsie committee in the ZPS** headed by senior officers.
 - **“Zambianization Process”** to ensure that the survey suits the local context and makes sense to all those surveyed.
- When done collaboratively, this process also builds trust between the research team and the target institution.

“The Zambianization process made us feel part of the project which was key for unity.”

Ms Charity Munganga,
Assistant Commissioner
of Police

WHY SACCORD?

The organization focuses on the promotion of peace and democracy through advocacy and research programmes. It has worked closely with many stakeholders, including the ZPS, on different national topical issues such as administration and reform of the Public Order Act (POA). SACCORD's expertise and working partnership with the ZPS made it a well-suited partner to implement the MOWIP methodology.

DATA COLLECTION

The data collection was entirely conducted by SACCORD and its team of enumerators, with remote support from DCAF and Cornell University.

- 1) **Fact-finding form (FFF)**: 200 questions designed to collect qualitative and quantitative data from official sources about deployment to UN peace operations from ZPS;
- 2) 38 **elite interviews**: conducted with key decision-makers and key informants from within the institution as well as relevant ministries to fill data gaps in the FFF;
- 3) Hour-long **representative survey**: the Zambia sample included 375 total police officers (representative sample with 95% confidence interval and 5% margin of error), of which 50% were women, 42% of the sample have deployed to a mission and of those who have deployed, 32% were women.

LESSONS LEARNED AND GOOD PRACTICES

- Data collection for the **FFF** works best when it is combined with desk research and **focus group interviews** which assist in providing quality data from the respondents.
- The case of Zambia proved that **having a team of police accompany the enumerators to all the survey locations** improved the efficiency and effectiveness in data collection.
- **Sensitizing ZPS regional leaders on the survey** ensured buy-in and access to ZPS personnel.
- **Transparency** in the implementation of the methodology makes everyone more comfortable to participate.

DATA ANALYSIS

Responses to the survey questions are de-identified and confidential (no one can identify the respondents based on the answers that they give). All the information gathered during the key decision-makers interviews is de-identified when released publicly. The **original data collection forms and notes are kept confidential and held by Cornell University in a secure location.**

- 1) Cornell University processed and analysed the survey data :
 - Focus on **statistically significant differences between women and men, and deployed and non-deployed personnel**;
 - Comparison of survey data and FFF data to look for **inconsistencies between institutional reforms and policies and police officers' actual experiences and perceptions**;
- 2) SACCORD provided contextual analysis and contributed to interpreting statistically significant trends and patterns;
- 3) Production of the draft report by Cornell, SACCORD and DCAF.

VALIDATION OF RESULTS AND FINALIZATION OF THE REPORT

Throughout this process, ZPS had complete authority over which information can be released publicly (external report) and which information is too sensitive for public dissemination (internal report).

- 1) Preliminary findings and recommendations shared with high-level representatives within ZPS, for their review and inputs;
- 2) Validation workshop organized with 17 key representatives from the ZPS for review and detailed feedback;
- 3) Production of the final reports.

RESOURCES

Human resources: one lead researcher and two associate researchers (master's degree and research experience) and a team of 6 enumerators, three men and three women (bachelor's degree).

Financial resources must cover at least:

- The national research institution fees to conduct the assessment;
- Workshops including the Zambianization of the survey, the enumerator training and the validation workshop;
- Travels and related costs for the national research team, including the enumerators, through all ten provinces of Zambia to conduct the representative survey and some elite interviews (the remainder being conducted in Lusaka);
- Equipment including devices for all enumerators (phones or tablets) to run the survey software (application requiring about 16 MB) and dictaphones to record elite interviews.

OUTCOMES OF THE MOWIP BARRIER ASSESSMENT FOR ZPS

- **ZPS good practices** regarding women's participation in the ZPS and in UN peace operations are highlighted and can be shared with the UN and other TPCCs;
- **Salient barriers** to women's participation are uncovered;
- **Actionable recommendations and priorities of action** are identified;
- **An evidence-base for activities proposed in applications to the Elsie Trust Fund** is provided;
- **A baseline is created** for monitoring the effectiveness of follow-up activities.

PREPARATION PHASE

Meetings between research team and local authorities to authorize research
 Localization of the survey (5 day-workshop + 4 days of consultation at different intervals)
 Enumerator training (3 days)
 Ethical clearance

DATA COLLECTION

Fact-finding Form (FFF)
 Elite interviews
 Survey implementation

DATA ANALYSIS

Production of the draft report

VALIDATION OF RESULTS AND FINALISATION OF THE REPORT

Presentation of Preliminary results to ZPS
 Validation Workshop
 Report writing and finalization

