

# Components of the Barrier Assessment Agreement

## Article (1) – The parties

- (1) The security institution to be assessed: profile, legal status.
- (2) The research partner: profile, legal status.

## Article (2) – Contextual information regarding the Elsie initiative and the barrier assessment

- (1) Within the framework of the Canadian Elsie Initiative for Women in Peace Operations that aims to increase the number of women in United Nations peace operations, the Geneva Centre for Security Sector Governance (DCAF) and Cornell University have developed the publicly and freely available Measuring Opportunities for Women in Peace Operations (MOWIP) barrier assessment methodology for the assessment of barriers at the country level to uniformed women's participation in United Nations Peace Operations.
- (2) [The research partner] will use the MOWIP methodology to implement the assessment in [the country]. The assessment will focus on [the security institution] with a view to identify barriers and opportunities for uniformed [country] women with regards to serving in [policing/military] roles in UN Peace Operations.

## Article (3) – Tasks and responsibilities of the research institution

- (1) Cornell University and DCAF are not considered parties to this agreement. However, they will assist [*the research institution*] to implement the barrier methodology in [*the security institution*] in a support capacity: *Please note: The details of this support capacity are in the process of being defined; this paragraph will require to be refined at the time of drafting an agreement.*
- (2) The research partner performs the following tasks:
  - a. Managing and implementing the data collection part of the barrier assessment methodology in [*the security institution*] as outlined in article (4).
  - b. Analyzing the collected data.
  - c. Producing a draft barrier assessment report.
  - d. Conducting a validation workshop with [*the security institution*].
  - e. Finalizing the internal and the external (public) barrier assessment reports
  - f. Participating in the formal launch of the validated public barrier assessment report in [the country] as agreed with the security institution.
- (3) The research partner will collect data for research purposes related to the barriers and opportunities for women and men in peace operations. This includes collecting data that helps determine factors that might inhibit men and women from joining [*the security institution*] in the first place as well as measures to assess organizational culture. The data, as well as any findings derived from the research will be presented exclusively in the following ways:
  - a. An internal Barrier Assessment Report compiled by the research partner. The report will contain statistics related to those variables which are most pertinent to the report's findings. It will not necessarily present results related to all variables. The report will only be shared within the [*the security institution*] at a closed validation workshop. The attendees of this workshop will be selected by [*the security institution*].

- b. An external Barrier Assessment Report compiled by the research partner. This document is public and based on the findings of the internal barrier assessment report. Its contents will be reviewed by *[the security institution]*, which can redact any parts for any purpose and without providing any explanation. The external Barrier Assessment Report will only be shared with the express, prior permission of *[the security institution]*.
- c. In supporting documentation drafted by or on behalf of *[the security institution]* for the implementation of projects to overcome barriers to women's and men's participation in peace operations within the country or elsewhere. Upon request, Cornell University will be able to supply *[the security institution]* with limited de-identified and/or anonymised data or statistics related to any of the questions in the fact-finding form, interviews or representative survey. The data that would be released would ensure that no one person on the survey can be identified.
- d. Academic papers published in peer-reviewed journals by the research team at Cornell. These papers will only report average statistics and relationships regarding gender, peacekeeping, and security. Only de-identified aggregated data will be released to the journals if requested for replication.
- e. Any aggregated data or statistics that are subsequently in line with section 3.2 (i) through 3.2 (iv) will be de-identified.

#### **Article (4) – Tasks and responsibilities of the security institution**

- (1) *[The security institution]* agrees to support *[the research institution]* and oversee the implementation of the three elements of the barrier assessment methodology, described in detail in Annex 1 of this document, namely:
  - a. A fact-finding form, which involves, inter alia, providing statistical data (including specific data about personnel and deployments) and institutional policies about *[the security institution]*;
  - b. Elite interviews, which involves conducting semi-structured interviews with key decision-makers and informants from within *[the security institution]* and other governmental organisations engaged in decision-making related to *[the security institution]* and *[the country]* contributions to UN Peace Operations;
  - c. A representative survey of 380 personnel serving within *[the security institution]*
- (2) *[The security institution]* participates in a validation workshop and organizes a formal launch of the resulting external report.

#### **Article (5) Data protection**

- (2) Relevant data protection considerations.
  - a. Data from the fact-finding form will be collected by the research partner. Upon completion of the data collection, the fact-finding form will be sent to Cornell University after the approval of the security institution.
  - b. All data collected by the research partner during the interviews will be reported anonymously unless the interviewee gives prior written consent for their names to be used. The data will be sent to Cornell University. Those being interviewed will have the right to inspect and approve selected quotes before they are included in any reports or published material.
  - c. Data from the representative survey will be collected by enumerators affiliated with the research partner who will immediately upload it in an anonymous form to Cornell University. No data will be stored by the research partner or the enumerators. All data released from the representative survey will be de-identified.

- d. All interview transcripts compiled by the research partner and sent to Cornell University. Once the Barrier Assessment Reports are finalised, Cornell University will erase and delete all interview transcripts.

**Article (6) Financial aspects**

- (1) Costs will be covered by...
- (2) [*The security institution*] and the [*research partner*] support on a voluntary basis without reward or wages in the implementation of this agreement.

**Article (7) General provisions**

- (1) This agreement in no way binds [the security institution] to share information in violation of any national law, command or order from a competent authority.
- (2) [*The Security institution / Research Partner / Ministry (depending on the flow of funds)*] does not bear any financial costs due to the implementation of this Memorandum of Understanding.
- (3) [*The partner institution*] coordinates logistical matters related to the implementation of this Memorandum of Understanding.

**Article (8) Formal aspects**

- (1) Specific to the signatories – modalities of this agreement coming into force; of termination of agreement; of dispute between the parties; of intellectual property.

**Article (9) Contacts**

- (1) Specific to the signatories.

## **Detailed description of the data collection instruments and indicative timeline of implementation of the MOWIP methodology.**

### *Annex 1: Data collection methods (March 2020)*

The Barrier Assessment Methodology (BAM) will allow the research institutions to identify and measure whether each barrier exists in their particular country and weight its relative importance to other barriers. In order to allow quantitative as well as qualitative assessments, research institutions are expected to use **three complementary types of data collection methods**:

- 1) A **fact-finding form** including a list of observable indicators. The fact-finding form will allow collecting **factual evidence** such as hard numbers of personnel, country policies for deployment, etc. Research institutions are expected to use official documents (legislation, policies, official guidance, handbooks, manuals, etc), relevant academic sources, contacts with government officials, and grey literature and interviews to fill out the fact-finding sheet. It is envisioned that the research institutions will begin work on filling out the fact-finding form immediately after the signature of the Memorandum of Understanding between the security institution and the research partner.

#### *Indicative timeline*

- 2) A **survey of at least 380 [police/military] male and female personnel** (ideally 190 women, 190 men). These data will help **assessing the experiences of men and women** in the [police force/armed forces] and understand the specific barriers they may face. Research institutions will be expected to use tablets/phones and the application Qualtrics (<https://it.cornell.edu/qualtrics>) to gather data. Data collection through the survey will begin immediately after the signature of the Memorandum of Understanding between the security institution and the research partner.

#### *Indicative timeline*

- 3) **Elite interviews with key decision-makers within the [police/military] and the Government** or other structures with overall responsibilities for decisions about the national [police/military], particularly those responsible for decisions about peacekeeping mission deployment, will be used to gather additional information about decision-making.

#### *Indicative timeline*