WEBINAR AND Q&A

MOWIP BARRIER ASSESSMENT

with the Elsie Initiative Fund, Geneva Centre for Security Sector Governance and Cornell University

APRIL 26
08:30 AM – 10:00 AM (EDT)

English with interpretation in French, Spanish & Arabic
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Speakers</th>
</tr>
</thead>
<tbody>
<tr>
<td>0830-0835</td>
<td>Introduction</td>
<td>Ms. Deborah Warren-Smith, EIF Manager</td>
</tr>
<tr>
<td>0835-0840</td>
<td>- EIF BA requirement</td>
<td>Ms. Deborah Warren-Smith, EIF Manager</td>
</tr>
<tr>
<td></td>
<td>- Address Technical Brief Q&amp;A (MOWIP)</td>
<td></td>
</tr>
<tr>
<td>0840-0910</td>
<td>MOWIP methodology</td>
<td>Ms. Inka Lilja - DCAF</td>
</tr>
<tr>
<td></td>
<td>- Why MOWIP?</td>
<td>Ms. Emily Jackson - Cornell University</td>
</tr>
<tr>
<td></td>
<td>- 10 issue areas and data collection tool</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Partnership Models</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Lessons learned</td>
<td></td>
</tr>
<tr>
<td>0910-0925</td>
<td>MOWIP conduct - Insights and Lessons</td>
<td><strong>Republic of Liberia – Armed Forces (AFL)</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Major Hawa Kamara</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Mr. Kofi Ireland, Programme Analyst, UN Women Liberia</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>Republic of Sierra Leone - Armed Forces (RSLAF)</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Colonel Saidu Mohame Conteh</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Major Alice Koria Sesay</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Ms. Mariama Jusu-Koiyia, UN Women Sierra Leone</td>
</tr>
<tr>
<td>0925-0955</td>
<td>Q&amp;A</td>
<td>EIF, DCAF, Cornell</td>
</tr>
<tr>
<td>0955-1000</td>
<td>Closing Remarks</td>
<td>Ms. Deborah Warren-Smith, EIF Manager</td>
</tr>
</tbody>
</table>
## EIF – Impact and Outcomes

<table>
<thead>
<tr>
<th>Ultimate impact</th>
<th>Support by the EIF contributes to <strong>accelerating the pace of change towards the increased meaningful participation of uniformed women in UN peace operations.</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Secondary impact</td>
<td>Knowledge gained by the EIF contributes to the global conversation on increasing the representation of uniformed women in UN peace operations.</td>
</tr>
<tr>
<td>Outcomes</td>
<td>1. Expanded country-specific knowledge of barriers to deployment of uniformed women peacekeepers to UN peace operations.</td>
</tr>
<tr>
<td></td>
<td>2. Increased meaningful deployment of uniformed women peacekeepers to UN peace operations.</td>
</tr>
<tr>
<td></td>
<td>3. Increased pool of uniformed women eligible to deploy as UN peacekeepers.</td>
</tr>
<tr>
<td></td>
<td>4. Improved working or / and living conditions for uniformed women peacekeepers in UN peace operations.</td>
</tr>
</tbody>
</table>
### EIF

- Can we do our own barrier assessment?
- Do we have to use the MOWIP methodology?
- Is funding available for a T/PCC to conduct a survey/study based on the EIF modalities and standards?
- EIF authorized BA without the MOWIP methodology?

### DCAF and Cornell University

- How does the EIF/Cornell ensure data security?
- Can you provide more information on the partnership models?
1. **Troop and/or Police Contributing Country (T/PCC) security organisation**: National Government to sign a Memorandum of Agreement (MOA)
   - Military
   - Police
   - Gendarmerie

2. **Participating UN Organisation (PUNO)**: HQ to sign a Memorandum of Understanding (MOU)
   - UN Agency in partnership with a T/PCC security organisation
     ✓ I.e., UN Women Liberia Country Office partnered with the Armed Forces of Liberia
   - UN mission
     ✓ I.e., UNIFIL, MINUSMA

**NOTE**: while CSOs can’t apply to the EIF, they can be an implementing partner with a T/PCC or a PUNO:
- Kofi Annan Institute for Conflict Transformation - research partner for the Armed Forces of Liberia Measuring Opportunities for Women in Peace Operations (MOWIP) Barrier Assessment
What is a Barrier Assessment?

- establishes an empirically grounded foundation for a T/PCC to design specific interventions to address identified barriers
- generates a baseline assessment of existing barriers to the deployment of women peacekeepers against which progress can be evaluated

T/PCC can choose to use either:

- DCAF – Geneva Centre for Security Sector Governance MOWIP Barrier Assessment methodology (preferred)
- An equivalent credible national barrier assessment methodology which meets minimum standards (EIF Terms of Reference: Appendix 1 - Barrier Assessment Criteria)
Measuring Opportunities for Women in Peace operations (MOWIP) Methodology

EIF Webinar 26th April 2023

This project is generously supported by Canada
Why MOWIP?
❖ The MOWIP Methodology is a rigorous and innovative tool.

❖ It is a systematic and comprehensive framework for identifying a security institution’s existing good practices and possible improvements.

❖ The Methodology has been piloted in numerous countries and institutions and there are wealth of lessons learned and support available you to complete the assessment.
The Ten Issue Areas

1. Eligible pool
2. Deployment criteria
3. Deployment selection
4. Household constraints
5. Peace Ops Infrastructure
6. Peace Ops Experiences
7. Career Value
8. Top-down leadership
9. Gender roles
10. Social Exclusion
The data collection tools:
MOWIP data collection tools

- Fact-finding Form
- Interviews
- Survey

- Qualitative and quantitative data on women in police or military
- 200 questions related to each of the ten issue areas
- Desk research by the assessment team:
  - Legal documents, legislation, white papers, reports, statistics;
  - National and institutional policies, strategies, actions plans;
  - Relevant online information, academic research, media reports;
  - Interviews and informal group discussions.
• **20+ interviews with key decision-makers and subject matter experts**

• Information on institutional perceptions, experiences and practices
• Used to complete and compliment the data in the fact-finding form

• Key-decision makers include:
  • Senior officers in the military, police and gendarmerie involved in decision-making and management of deployments to peace ops.
  • Senior ministerial staff involved in management / decision-making related to force generation, supply and deployment of personnel, integration of peace operations in national security strategies, etc.
### MOWIP data collection tools

<table>
<thead>
<tr>
<th>Fact-finding Form</th>
<th>Interviews</th>
<th>Survey</th>
</tr>
</thead>
<tbody>
<tr>
<td>• <strong>380 anonymous individual surveys of current military / police / gendarmerie staff</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• 190 women, 190 men; balance of those who have / have not deployed.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Survey questions are adapted, localised and translated in accordance with institutional structures, social norms and research questions;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Team of enumerators is trained and the survey is piloted.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Surveys are conducted one-on-one in a private setting.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Enumerators record responses use a secure app or online platform such as iSurvey or Qualtrics.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Lessons learned and tips
1. Get acquainted with the MOWIP methodology.

2. Ensure buy-in within the Security Sector Institution.

3. Choose carefully the assessment team (= project management and research team)
Section 1: Explains the aims of the MOWIP methodology. Useful for staff in the relevant Ministries and in the Security Sector Institutions to understand the MOWIP and what is in it for them.

Section 2: provides an overview of the MOWIP methodology. The minimum standards for an assessment, an overview of the ten issue areas that the MOWIP methodology assesses. Useful for ministerial staff, as well as senior personnel in the armed forces, gendarmerie, and the police wishing to know more about what the MOWIP methodology is measuring.

Section 3: Explanation of how to conduct the methodology from start to finish, and specifically how to implement the three data collection tools, namely the fact-finding form (FFF), the key decision-maker interviews and the survey. This section is quite technical and is targeted mainly at the assessment team who will implement the methodology.

Section 4: SECTION 4 provides detailed instructions on how to analyze the data collected by the assessment team, from the preparation of the data, to creation of scores and scales, classification of the issue areas and contextualization of the scores. This is the most technical section of the methodology and is targeted at the assessment team.

Section 5: MOWIP report drafting, validation workshop and further resource.
### DCAF Documents

<table>
<thead>
<tr>
<th>Document Description</th>
<th>Version</th>
<th>Last Update</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elsie Initiative for Women in Peace Operations Baseline Study</td>
<td>English – Français</td>
<td>July 2018</td>
</tr>
<tr>
<td>Baseline Study Findings (one-pager flier)</td>
<td>English – Français – Español</td>
<td>October 2018</td>
</tr>
<tr>
<td>Measuring Opportunities for Women in Peace Operations (MOWIP) Assessment – Main Challenges (one pager flier)</td>
<td>English – Français</td>
<td>February 2020</td>
</tr>
<tr>
<td>DCAF MOWIP Barrier Assessment Methodology</td>
<td>English – Français – Español</td>
<td>October 2020</td>
</tr>
<tr>
<td>DCAF MOWIP Toolbox</td>
<td>English</td>
<td>October 2020</td>
</tr>
<tr>
<td>DCAF MOWIP Resource Package</td>
<td>English – Français</td>
<td>June 2021</td>
</tr>
<tr>
<td>Components of Barrier Assessment Agreement</td>
<td>English</td>
<td>April 2020</td>
</tr>
<tr>
<td>The ten issue areas</td>
<td>English</td>
<td>November 2020</td>
</tr>
<tr>
<td>DCAF, Cornell and SACCORD 2020 Implementing MOWIP with Zambia Police Service</td>
<td>English</td>
<td>April 2020</td>
</tr>
</tbody>
</table>
MOWIP Toolbox

www.dcaf.ch/mowip

All resources needed to prepare for and implement a MOWIP assessment

All resources referred to in the MOWIP methodology document
EXPLAINERS

- Explainer 1 - Implementation options using the DCAF Helpdesk and Cornell Lab [EN - FR]
- Explainer 2 - How to use iSurvey [EN]
- Explainer 3 - Asking sensitive questions [EN - FR]
- Explainer 7 - Applying for MOWIP project funding support through the Elsie Initiative Fund [EN - FR]
### DCAF Webinars and Presentations

<table>
<thead>
<tr>
<th>Title</th>
<th>Version</th>
<th>Last Update</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overview – Implementing the Measuring Opportunities for Women in Peace Operations (MOWIP) Methodology</td>
<td>English – Français – Español</td>
<td>March 2021</td>
</tr>
<tr>
<td>Webinar – Measuring Opportunities for Women in Peace Operations (MOWIP) Methodology</td>
<td>English</td>
<td>March 2021</td>
</tr>
<tr>
<td>Questions and Answers Webinar - Measuring Opportunities for Women in Peace Operations (MOWIP) Methodology</td>
<td>English</td>
<td>March 2021</td>
</tr>
</tbody>
</table>

**Finding our resources on EIF website**

Available in English, French and Spanish

**MOWIP Tutorial videos**
Partnership models for completing the MOWIP
### Partnership Models

<table>
<thead>
<tr>
<th>Model</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A</strong></td>
<td>Cornell GSS Lab processes and analyses data</td>
</tr>
<tr>
<td></td>
<td>• National assessment partner collects data</td>
</tr>
<tr>
<td></td>
<td>• Data agreement with Cornell</td>
</tr>
<tr>
<td></td>
<td>• DCAF helpdesk support</td>
</tr>
<tr>
<td><strong>B</strong></td>
<td>Cornell collaborates with a national university or research institute</td>
</tr>
<tr>
<td></td>
<td>• National assessment partner collects data</td>
</tr>
<tr>
<td></td>
<td>• Data agreement with Cornell</td>
</tr>
<tr>
<td></td>
<td>• DCAF helpdesk support</td>
</tr>
<tr>
<td><strong>C</strong></td>
<td>National university or research institute processes and analyses data</td>
</tr>
<tr>
<td></td>
<td>• National assessment partner collects data</td>
</tr>
<tr>
<td></td>
<td>• No data agreement and no support from Cornell</td>
</tr>
<tr>
<td></td>
<td>• DCAF helpdesk support</td>
</tr>
</tbody>
</table>
### Assessment Team Profile

| Women, Peace and Security Subject Matter Expertise | • Understand the subtleties of gender-related research design  
|                                                | • Able to interpret findings from a gender perspective |
| Access to security institution                  | • Able to secure access and permission to implement assessment.  
|                                                | • Trusted by senior personnel and commanders at all levels. |
| Qualitative & Quantitative Research Skills      | • Survey design, implementation (using software) and analysis  
|                                                | • Conducting, transcribing and analysing interviews. Data analysis. |
| Report-writing Expertise                        | • Able to translate the findings into a policy-relevant report that is understandable and useful to the security institution. |
| Project Management Skills                      | • Create, implement and adapt an assessment plan, manage the assessment team including a team of enumerators. |
| Facilitation Skills                             | • Present the assessment results, facilitate discussions to validate and contextualise findings, and formulate recommendations. |
The purpose of the DCAF Helpdesk is to support the implementation of the MOWIP methodology by:

- Briefing TPCCs on what applying the MOWIP methodology would entail;
- Providing TPCCs with all the necessary documentation, tools and templates available on the DCAF MOWIP Toolbox at www.dcaf.ch/mowip;
- Supporting TPCCs by:
  - Providing templates and reviewing proposed budgets, timelines, and assessment plans needed to apply for project funding from the EIF to implement the MOWIP methodology;
  - Providing guidance on the selection of assessment partners, enumerators, and the composition of working groups within the security institution who will support the implementation of the methodology;
  - Providing lessons learned and best practices for solving any bottlenecks in the implementation of the MOWIP.
  - Providing training and communication materials to TPCCs and assessment partners on certain topics. The assessment team and DCAF will work closely together to identify training needs, prepare and eventually co-facilitate trainings and information sessions.
  - Providing lessons learned on the validation processes.

**The Helpdesk CANNOT:**

- Answer questions related to the EIF budget and reporting requirements (please refer these to the EIF Secretariat).
- Answer questions related to the details of data collection tools, processing or validation of data (please refer these to Cornell University for partnership Models A and B).
- Provide funds to TPCCs or take on project management responsibilities.
- Write a project proposal or draft a MOWIP report.
Why using DCAF MOWIP Helpdesk and Cornell GSS Lab

We developed the MOWIP methodology, we piloted it and we continue supporting its implementation – we bring expertise and experience.

DCAF MOWIP Helpdesk
- Review MOWIP sections of Elsie Fund applications
- Guide TPCCs on choosing partners and contracting
- Mentor and troubleshoot

elsie@dcaf.ch

gsslab@cornell.edu

Gender & Security Sector Lab
- Technical assistance for MOWIP methodology
- Ensure quality and ethical compliance
- Training local research teams
- Secure data storage options
Thank you!

dcaf.ch/mowip

elsie@dcaf.ch
gsslab@cornell.edu
National Governments must meet the following eligibility criteria:

1. Be a UN T/PCC, or demonstrate a serious intention to become one
2. Demonstrate high-level commitment and through the Minister / Chief of Defense, Minister of Interior / Police Commissioner signing/authorizing the LOI
3. For FPF: provide a detailed rationale for each project activity proposed in the LOI, and include a barrier assessment report and recommendations
4. Agree for the EIF Secretariat to publish the BA / MOWIP report on the EIF website
5. Meet requirements and remain eligible for UN support after assessment of:
   a. Human Rights Due Diligence Policy (HRDDP) and the
   b. Harmonized Approach to Cash Transfers (HACT) assessment
Q&A with T/PCCs

- Liberia Armed Forces and UN Women Liberia
  - Mr Koki Ireland – UN Women Liberia
  - TBC – Armed Forces of Liberia

- Sierra Leone Armed Forces and UN Women Sierra Leone
  - Ms Mariama Jusu-Koiyai – UN Women Sierra Leone
  - TBC – Republic of Sierra Leone Armed Forces
**P'Ship Model A&B: T/PCC or PUNO as Fund Recipient and Implementing Partner**

**T/PCC / PUNO – Fund Recipient and Implementing Partner**
- requires dedicated Project Manager to manage and co-ordinate project including financial and logistics management, administration and accountability
- T/PCC Project manager responsible to:
  - ensure access to regional bases for Research Partner and assessment/research team
  - EIF for all financial, 1/4ly narrative, and project closure reporting

**Independent Research Partner / Institution (National / Regional)**
- Chief Researcher and team must have
  - in-depth knowledge of the MOWIP
  - experience in conducting large-scale surveys
  - strong quantitative data analysis skills
  - good understanding of gender and security issues
  - strong rapport with, and be a trusted partner of the security institution

**MOWIP Project Management Team**
- T/PCC – overall project manager

**Focal Points**
- Cornell GSS Lab
- Research Partner - Lead
- Assessment partner - Lead
- Enumerator / Interviewer

**Assessment / Research Team (collects data)**
- Lead Researcher
- Enumerators - surveys
- Interviewers – interviews

**Cornell GSS Lab – Data Analysis function**
- Data agreement with Cornell
- Support to data collection (sampling frame / research questions / assessment
- analyses data - surveys, interviews, FFF
- support to validation workshop
- draft skeleton MOWIP report

**DCAF – Help Desk support**
- Help Desk
- MOWIP Toolbox
- Training Support

**EIF**
- Fund recipient is T/PCC – EIF conducts HRDDP and HACT prior to project approval
  - authorizes fund transfer to T/PCC
  - Oversight of project progress
  - 1-4ly check-in and review with T/PCC

**T/PCC or PUNO contracts independent research partner and assessment team**
- One or more contracts
- Allow minimum of 6-12 weeks post receipt of funds prior to establish contract and commence project

**EIF - T/PCC reporting**
- EIF for all financial, 1/4ly narrative, and project closure reporting
**P’Schip Model C: T/PCC or PUNO as Fund Recipient and Implementing Partner**

**T/PCC OR PUNO – Fund Recipient and Implementing Partner**
- requires dedicated Project Manager to manage and co-ordinate project including financial and logistics management, administration and accountability
- T/PCC Project manager responsible to:
  - ensure access to regional bases for Research Partner and assessment / research team
  - EIF for all financial, 1/4ly narrative, and project closure reporting

**Independent Research Partner / Institution (National / Regional)**
- Chief Researcher and team must have
  - in-depth knowledge of the MOWIP
  - experience in conducting large-scale surveys
  - strong quantitative data analysis skills
  - good understanding of gender and security issues
  - strong rapport/ be a trusted partner of the security institution

**MOWIP Project Management Team**
- T/PCC – overall project manager

**Focal Points**
- Cornell GSS Lab
- Research Partner - Lead
- Assessment partner - Lead
- Enumerator / Interviewer

**Assessment / Research Team (collects data)**
- Lead Researcher
- Enumerators - surveys
- Interviewers – interviews

**Nil Cornell Support – VITAL for the Independent Research Institution to have:**
- dedicated project manager to manage and co-ord academic and technical aspects of the MOWIP
- detailed and in-depth knowledge of the MOWIP
- demonstrated experience in conducting large-scale research projects
- strong qualitative and quantitative data analysis skills
- good understanding of gender and security issues
- strong rapport / be a trusted partner of the security institution
- strong data collection and analysis expertise - designing sampling frames, data collection tools (ie Qualtrics), data analyses across surveys, interviews, FFF
- Write and publish MOWIP reports in accordance with the EIF requirements

**EIF**
- Fund recipient is T/PCC – EIF conducts HRDDP and HACT prior to project approval
- authorizes fund transfer to T/PCC
- Oversight of project progress
- 1-4ly check-in and review with T/PCC

**T/PCC or PUNO contracts independent research partner and assessment team**
- One or more contracts
- Allow minimum of 6-12 weeks post receipt of funds prior to establish contract and commence project

**DCAF – Help Desk support**
- Help Desk
- MOWIP Toolbox
- Training Support

**P’Ship Model C**
- T/PCC or PUNO as Fund Recipient and Implementing Partner
• Read and understand the **MOWIP methodology** in detail including how the different activities fit together and are sequenced
• Require qualified and experienced Project Manager to manage and oversee the process
• Ensure you understand the logistics requirements and have a strong logistics plan to conduct visits to all regional and national bases
• Put in place plans to ensure the physical and psychosocial safety of enumerators and interviewees
• Independence of the process is vital i.e. for enumerators to be fully independent of the military or police
• Detailed budget to be prepared in accordance with the [EIF MOWIP budget template](#)
• Technical agreement between SI, research partner and enumerators – must be detailed to demonstrate knowledge and understanding of each of the steps, activities and sequencing of the data collection tools
• Agree on [partnership agreement model (A, B or C)](#) as part of the LOI and DP
• Serious attention must be paid to understanding all components of the data agreement – between Sy Inst and Cornell University
• Allow 9-12 months to conduct the MOWIP following the transfer of Funds from the MPTFO
• Early Buy-in from Senior leadership is vital – take the time to get permissions at the highest leadership levels and for each of the Garrison Commanders.
Please use the Q&A function to type your questions.
<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wed 3 May</td>
<td>0830 – 0930 EDT</td>
<td>Webinar and Q&amp;A – Completing the Letter of Interest (LOI) (ZOOM)</td>
</tr>
<tr>
<td>Wed 10 May</td>
<td>0830 – 0930 EDT</td>
<td>Webinar and Q&amp;A – Flexible Project Funding and Gender Strong Unit (GSU) Premium funding modalities (ZOOM)</td>
</tr>
<tr>
<td>Fri 31 July</td>
<td>Close of Business</td>
<td>Completed Letters of Interest (LOI) to be sent to the EIF Secretariat: <a href="mailto:Elsie.mptf@unwomen.org">Elsie.mptf@unwomen.org</a></td>
</tr>
<tr>
<td>Mid October</td>
<td></td>
<td>Selected T/PCCs and PUNOs invited to submit detailed proposal</td>
</tr>
</tbody>
</table>
Stay in touch with us!

Follow us on

Twitter: https://twitter.com/ElsieFund
Website: https://elsiefund.org/
E-mail: elsie.mptf@unwomen.org